



Construction Hiring Analysis

Construction Workforce Entry Survey

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City of Seattle





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Photo courtesy of ANEW.

Information and Background

Background

In early 2015, the City of Seattle passed a Priority Hire ordinance, with the goal of creating equitable access in construction training and employment for residents of economically distressed ZIP codes, women and people of color who have traditionally been underrepresented in the industry. Priority Hire requires contractors to hire these workers on City public works projects over \$5 million. By focusing on the full worker development process from pre-training to sustained family-wage construction careers, Priority Hire creates economic opportunities and invests tax dollars back into the city's communities. Before Priority Hire, Seattle residents worked 5% of the hours on construction projects, and currently, Seattle residents have worked 12% of the hours on Priority Hire projects. www.seattle.gov/priorityhire

During 2016 and 2017, the City of Seattle contracted with the following community-based organizations as outreach providers to recruit, assess, refer and place individuals living in economically distressed ZIP codes, women and people of color in construction pre-apprenticeship and apprenticeship training and employment:

- Casa Latina
- Got Green
- Legacy of Equality, Leadership & Organizing (LELO)
- Rainier Beach Action Coalition (RBAC)
- Regional Area Youth Development Organization (RAYDO)
- Urban League of Metropolitan Seattle (ULMS)



Background

The City also contracted with pre-apprenticeship training programs (ANEW, Ironworkers Boot Camp, PACE, SVI-PACT and YouthCare's YouthBuild), as part of their larger scope, to recruit and train workers for their own programs. All of these contracts share a common goal of providing underrepresented communities with an avenue for employment in the construction industry. To assist these providers and workers, the City created *The City of Seattle's Construction Apprenticeship Guidebook*, which provides information on training opportunities around the region.

Additionally, in 2017, the City developed an Acceptable Work Site policy on City construction projects. Acceptable work sites are fair, productive and safe for all workers, and are free from bullying, hazing and harassment. In 2018, the City is expanding training and education opportunities around this policy.

The City educates contractors and workers on these expectations, and enforces the Acceptable Work Site policy. In 2018, the City is expanding training to include skills to prevent and interrupt aggressions on City work sites.

In fall 2017, the City of Seattle commissioned Community Attributes Inc. (CAI) to develop a survey to better understand the challenges underrepresented individuals may face when entering and progressing in the construction industry. The survey was deployed by the City's outreach providers and analyzed by CAI. The City provided information for this report on the development of Priority Hire, City efforts and programs, and collective outreach provider data.



Research Goals

- Identify what helps underrepresented individuals enter and continue in construction training and job placement.
- Determine what makes it difficult for underrepresented individuals to enter and continue in construction training and employment.
- Investigate whether any barriers are common to specific demographic segments, such as race/ethnicity or gender.



Methodology

The City commissioned CAI to develop the survey with input from the outreach providers (see background). The City then contracted with the outreach providers to deploy the survey to the individuals who had been outreached to, recruited and assessed for their interest and skills in construction training programs and employment.

The outreach providers surveyed 476 individuals, of which 152 provided responses, indicating a response rate of 32%. Outreach providers collected 109 responses through phone surveys and 43 responses via an emailed link to the online survey. Certain survey questions were structured to allow respondents to select multiple answers.

The margin of error is dependent upon the number of responses for each question, and may vary significantly between questions. For questions with 152 responses, the margin of error indicates that the results of the survey will be within 6.7% above or below the results reported, within a 95% confidence level. For example, the survey indicates that with 95% confidence, we can state that 28.2% to 41.6% of individuals assessed by the outreach providers are African American. The results indicate that 34.9% of survey respondents were African American.

To ensure the survey was representative of Priority Hire populations, the City compared the demographics of survey respondents to individuals assessed. Through September 2017, the outreach providers assessed 530 individuals.





Executive Summary

Demographics

- Survey respondents were reasonably representative of the population outreach providers assessed for construction training and employment, particularly for residents of economically distressed ZIP codes (86%), women (17%) and overall people of color (87%) (Exhibits 1, 2 and 3). This shows that outreach providers surveyed the intended Priority Hire populations. There were two exceptions: African Americans were underrepresented and Latinos were overrepresented in survey respondents. African American and Latino individuals were most often assessed by outreach providers; 57% and 19% respectively. However, only 35% of survey responders were African American and 32% were Latino (Exhibit 3). Any impact of these variations on the survey outcomes cannot be determined.
- Thirty-nine percent of respondents reported that they were single parents of a child or children under 18. This is much higher than overall King County, in which 7% of households are single parent. (Exhibits 5 and 6)
- Survey results show a majority (63%) of respondents have construction experience. (Exhibit 9)



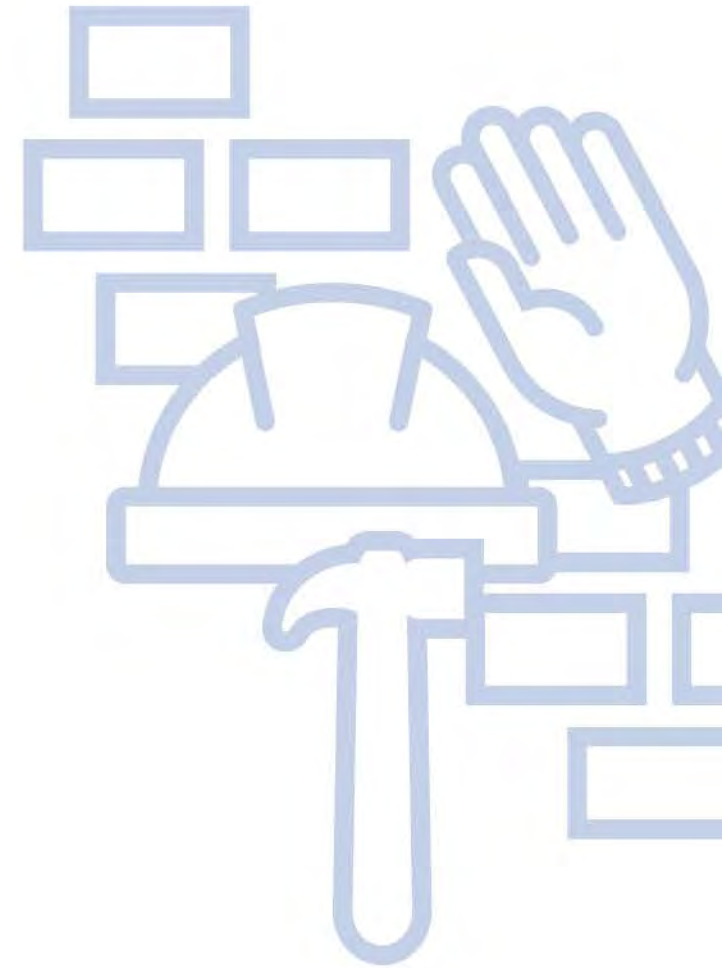
Recruitment and Referral

Outreach providers assist Priority Hire individuals by assessing their interest and preparedness in the construction industry, referring those who are ready to construction training or employment, providing ongoing support to ensure they can access and are placed into construction, and continually working with those who have additional needs prior to applying or reapplying to training or employment. Key findings from the survey are sorted into these four main activities the outreach providers perform.



Assessment

- Survey results indicate that the opportunity for a living-wage career attracts Priority Hire individuals to the construction industry. The top reasons respondents reported for their interest in construction were good wages (76%), health benefits (54%) and pension or retirement plans (41%). Forty-one percent of respondents also identified becoming a union member as a reason for their interest in construction. (Exhibit 8)
- Eighty-three percent of respondents were either not working or not earning a living wage at the time of the survey (Exhibit 10). These results show that the outreach providers reached individuals that could benefit from a construction career, as construction provides an opportunity for individuals to earn living wages.



Referral

- Survey results suggest that experienced construction workers benefit from services received by outreach providers. More than half the survey respondents had previous construction experience (Exhibit 9), and, along with respondents new to construction, identified financial reasons for their interest in construction (Exhibit 8). Outreach providers directed 20% of referred survey respondents directly to union hiring halls, which may provide more consistent work, higher wages and benefits to experienced workers who are not currently union members or regularly employed. (Exhibits 16 and 17)
- Seventy-two percent of respondents followed up with the training program they were referred to, indicating that the individuals outreach providers worked with were likely to be interested in and pursue construction training or employment. (Exhibit 18)
- Of the 28% of respondents who did not follow up with a program (Exhibit 18), several identified finding work elsewhere or being unable to wait between orientation and work as reasons why they did not pursue construction training (Exhibit 19). This indicates the importance of earning an income during training or while waiting to be accepted into training, which were identified by respondents as factors that would make them more likely to apply or reapply to a construction training program or union. (Exhibit 23)



Placement

- Thirty percent of respondents accepted into construction training programs had to wait more than four weeks from application submittal to acceptance date (Exhibit 21). Again, this indicates that earning an income while waiting for a reply would be important to the 83% of respondents who were not earning a living wage at the time of the survey.
- Financial assistance was important for the survey respondents in accessing and staying in construction (Exhibits 22 and 23). The City provided direct support funds for outreach providers and pre-apprenticeship programs to assist Priority Hire individuals with purchasing tools and work clothes and paying for transportation and union initiation fees.
- Survey respondents found assistance navigating entry into the construction industry to be helpful. Overall, 52% of respondents identified assistance with learning how and where to apply as the factor that helped them get into a construction training program or union (Exhibit 22). Outreach providers and pre-apprenticeship programs provided information on how individuals can access regional construction training opportunities using the City's Construction Apprenticeship Guidebook. This information is a valuable step in increasing access to construction for Priority Hire workers, as 14% of respondents identified complicated and/or time intensive application processes as a challenge to entering the construction industry. (Exhibit 24)
- The most common factors that helped women get into construction were paying for and finding available childcare (three individuals/60% each). Only one man identified paying for childcare as a factor that helped him get into construction.



Additional Needs

- Overall, respondents reported that earning a wage while waiting to get into or during a training program is very important to access and retention in construction. According to Exhibit 23, the top types of assistance respondents identified for helping them apply or reapply to construction training were related to income. Forty-two percent of respondents reported that earning an income during training would make them more likely to apply or reapply to a construction training program or union. Twenty-one percent reported that income while waiting to be accepted into training would also make them more likely to apply or reapply.
- While the top factors for applying or reapplying to construction training were all related to finance assistance, the specific factors varied for people of color and Caucasians.
 - People of color most frequently selected earning an income during training as a factor that would make them more likely to apply to a program (44%).
 - Caucasians most often identified assistance with purchasing work clothes, boots and tools as a factor that would make them more likely to apply (50%).
 - Latinos also commonly selected earning a high school diploma and GED and reaching English proficiency (38%).

The City contracts included a range of services, including student stipends, financial support for transportation, tools, housing and food, increased math training, high school diploma/GED instruction and driver re-licensing assistance.



Additional Needs

- Respondents identified two most challenging factors to entering the construction industry (Exhibit 24):
 - Health and fitness requirements (14%)
 - Complicated/time-intensive application processes (also 14%)

Many City-funded outreach and pre-apprenticeship training providers helped individuals work through these challenges by including fitness as a regular pre-apprenticeship activity and working with individuals to fill out and submit applications.

- Respondents reported a variety of concerns about becoming a construction worker. The most frequent reason was concern about poor treatment on the job, such as bullying or hazing (32%). Other concerns cited were the lack of steady work in the industry (30%) and commuting to different locations (26%) (Exhibit 26). CAI's Apprenticeship Analysis from December 2016 showed that people of color complete their apprenticeship programs at lower rates than white people (33% versus 43%), and that women also complete at lower rates than men (32% versus 41%).





Survey

Demographics

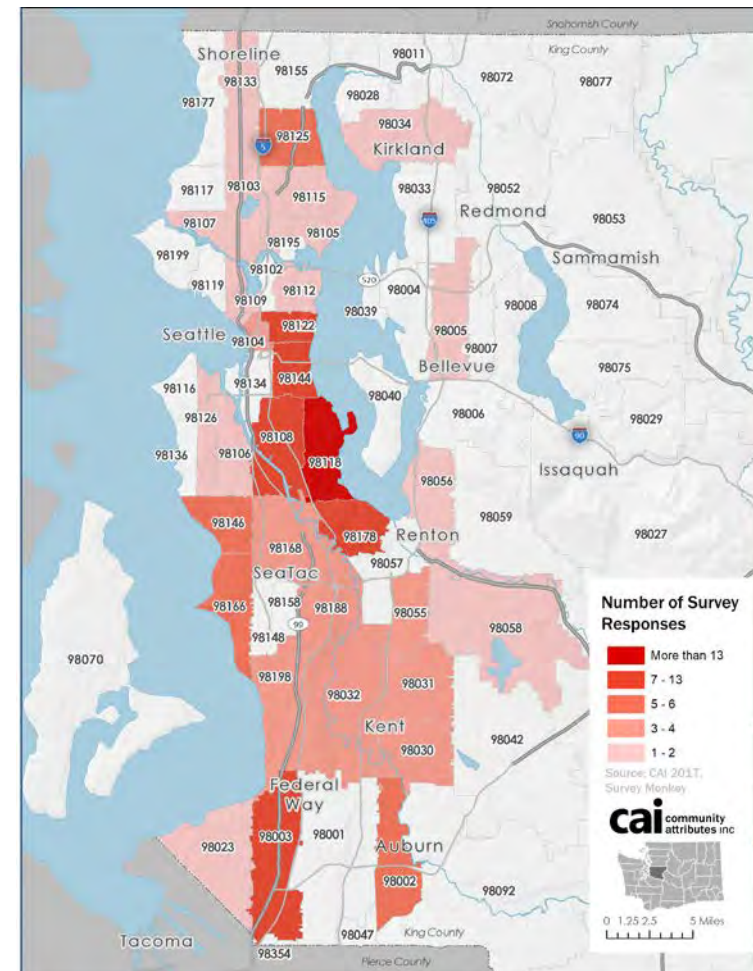
Eighty-six percent of respondents live in the Priority Hire designated economically distressed ZIP codes, compared to 80% of the individuals outreach providers assessed.

Among respondents, 57% live in Seattle economically distressed ZIP codes and 29% were elsewhere in King County economically distressed ZIP codes. More than 13% of respondents reported living in 98118, which is located in Rainier Valley/Rainier Beach. Nearly 9% of respondents reported living in 98144, located in the North Beacon Hill neighborhood of Seattle. Almost 7% of respondents reported living in 98003, located in South King County in Federal Way. (Exhibit 1)

Source: Community Attributes Inc., 2017.

EXHIBIT 1. WHAT ZIP CODE DO YOU LIVE IN?

146 Respondents



Construction Hiring Analysis

Demographics

Survey respondents were reasonably representative of the population of 530 individuals that outreach providers assessed for construction training and employment. Among all survey respondents, 17% were women, compared to 16% of the assessed population. Eighty-seven percent of respondents were people of color, while 97% of individuals assessed by outreach providers were people of color.

There were two exceptions: African Americans were underrepresented and Latinos were overrepresented in survey respondents. African American and Latino were most often assessed by outreach providers; 57% and 19% respectively. However, only 35% of survey responders were African American and 32% were Latino. There is no way to know if these variations impacted survey responses.

Seventy-five percent of respondents were between the ages of 25 and 44.

EXHIBIT 2. WHAT IS YOUR GENDER?

150 Respondents

Gender	Individuals Assessed		Responses	
	Number	Share	Number	Share
Female	87	16%	25	17%
Male	443	84%	125	83%

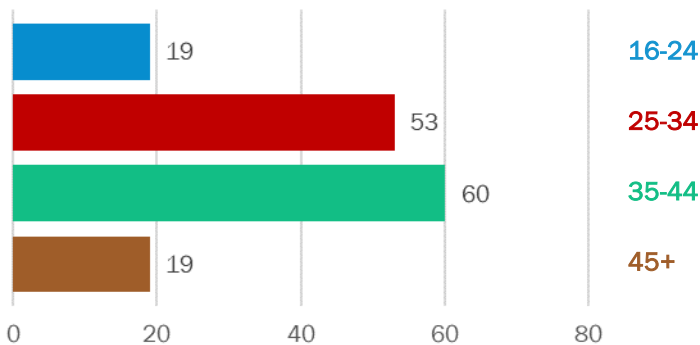
EXHIBIT 3. WHAT IS YOUR ETHNICITY?

152 Respondents

Ethnicity	Individuals Assessed		Responses	
	Number	Share	Number	Share
African American	304	57%	53	35%
Latino	99	19%	49	32%
Caucasian	39	7%	18	12%
Other	15	3%	18	12%
Asian/Pacific Islander	52	10%	13	9%
American Indian/Alaska Native	20	4%	0	0%
Not Specified	1	0%	1	1%

EXHIBIT 4. WHAT IS YOUR AGE?

152 Respondents



Construction Hiring Analysis

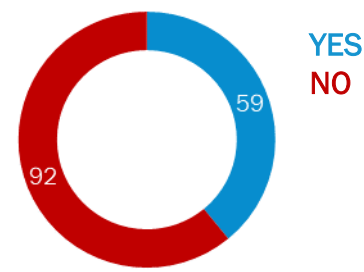
Demographics

Thirty-nine percent of respondents reported that they were single parents of a child or children under 18. This is much higher than the King County population, in which 7% of households are single parent.

Female respondents were more commonly single parents. African American respondents were the most common group by ethnicity to report being single parents (51%).

EXHIBIT 5. ARE YOU A SINGLE PARENT OF A CHILD OR CHILDREN UNDER 18?

152 Respondents



“For parents it could be too difficult to go though the training without having income to support the family.”

- survey respondent

EXHIBIT 6. SHARE OF HOUSEHOLDERS WITH NO SPOUSE PRESENT AND CHILDREN UNDER 18 AND ALL OTHER HOUSEHOLDERS, KING COUNTY, 2015

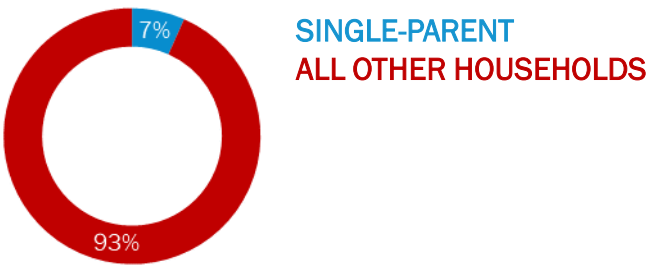


EXHIBIT 7. ARE YOU A SINGLE PARENT OF A CHILD OR CHILDREN UNDER 18? (BY GENDER OR ETHNICITY)

	Share	
	Single-Parent	Respondents
Male	34%	124
Female	68%	25
African American	51%	53
Latino	25%	48
Other	56%	18
Caucasian	28%	18
Asian	29%	7
Pacific islander	33%	6

Sources: American Community Survey 5-Year Estimates, 2017; Community Attributes Inc., 2017.

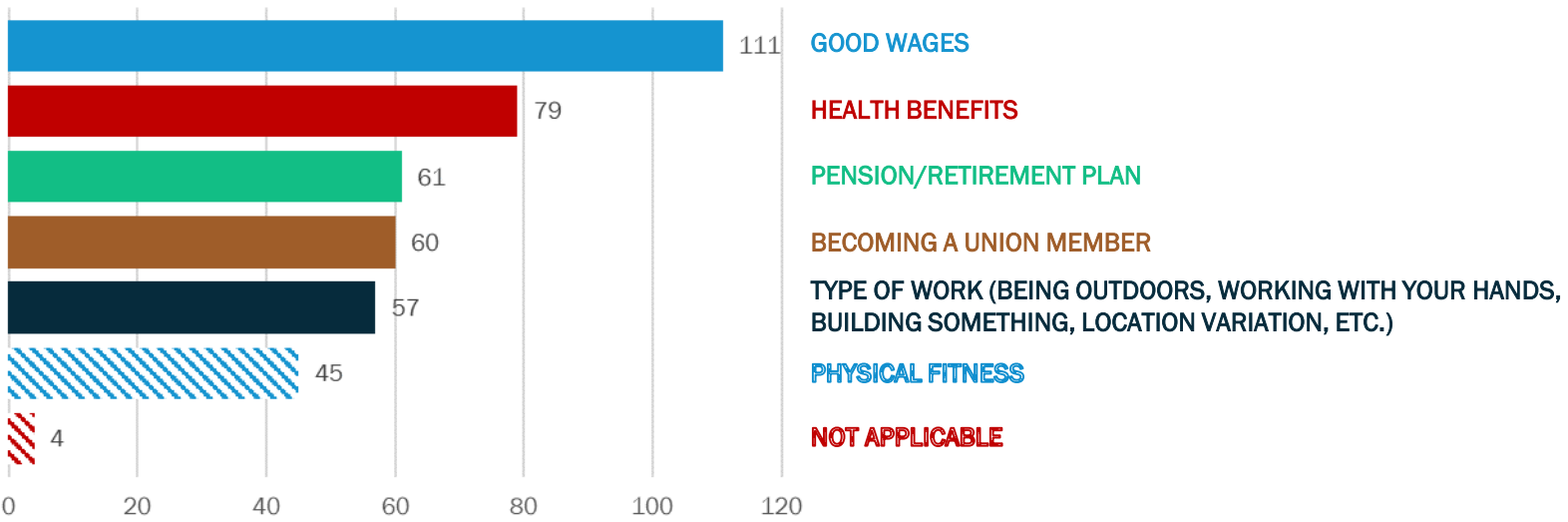
Construction Hiring Analysis

Assessment

The top reason respondents were interested in the construction industry is the good wages (76%). Almost 54% of respondents indicated that the health benefits were also a reason for interest, and 41% mentioned the pension and retirement benefits. Forty-one percent also indicated that becoming a union member was a reason for their interest.

EXHIBIT 8. WHAT INTERESTS YOU ABOUT BECOMING A CONSTRUCTION WORKER?

147 Respondents



Source: Community Attributes Inc., 2017.

Construction Hiring Analysis

Assessment

Of the 152 responses, most had experience in the construction industry (63%) (Exhibit 9). Forty-six percent of respondents reported that they were not working when they contacted an outreach provider. Another 37% reported that they were working but not earning a living wage. Seventeen percent of survey respondents reported that they were working and earning a living wage (Exhibit 10). These results show that a majority of individuals assessed by outreach providers fell within the target populations of experienced construction workers and those seeking new work opportunities.

EXHIBIT 9. HOW MANY YEARS OF EXPERIENCE DO YOU HAVE WORKING IN THE CONSTRUCTION INDUSTRY?

150 Respondents

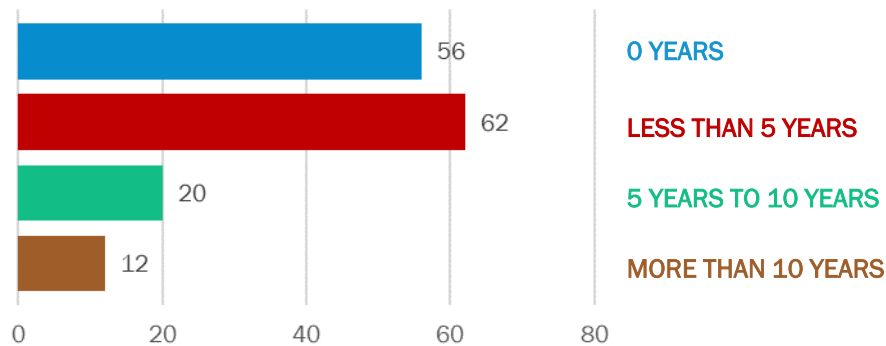


EXHIBIT 10. WERE YOU WORKING WHEN YOU FIRST TALKED TO US ABOUT CONSTRUCTION?

152 Respondents



Source: Community Attributes Inc., 2017.

Construction Hiring Analysis

Assessment

Sixty-three percent of respondents reported that they had experience in the construction industry, and most of those experienced respondents reported on their craft, such as carpentry, painting, drywall, irrigation work, demolition and building cabinets or decks. Within those reporting, 30% of respondents stated that they were carpenters, and 24% stated that they were laborers. (Exhibit 11)

EXHIBIT 11. IF YOU WORKED IN CONSTRUCTION BEFORE, WHAT WAS YOUR TRADE(S)?

84 Respondents

Trade	Responses
Carpenter	25
Laborer	20
Painter	8
Electrical	7
Concrete mason	6
Flagger	5
Ironworker	5
Demolition	4
Roofer	3
Plumber & pipe fitter	3
Landscape laborer	2
Engineer	2
Flooring	2
Plasterer	1
Maintenance worker	1
Foreman	1
Drywall worker	1
Utility worker	1
Fire watcher	1
Pile driver	1

Source: Community Attributes Inc., 2017.

Construction Hiring Analysis

Assessment

Twenty-one of the 94 respondents (22%) with previous construction experience reported being a member of a union. This is higher than the national average; according to the Bureau of Labor Statistics, 14% of construction workers were union members in 2016. Of the 94 respondents with previous construction experience, 67% were still working in the construction industry. The construction industry includes work in the residential, commercial, industrial and public sectors.

Exhibit 14 shows that almost 34% of respondents reported that the good pay was a factor that helped them stay in the construction industry. Respondents also reported that the steadiness of the work (15%) was a factor in staying in the industry and that they enjoyed the work (12%).

EXHIBIT 12. WERE YOU A UNION MEMBER?

94 Respondents with reported industry experience

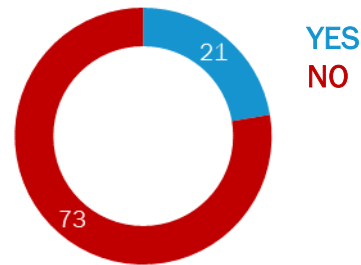


EXHIBIT 13. ARE YOU STILL IN THE CONSTRUCTION INDUSTRY?

94 Respondents with reported industry experience

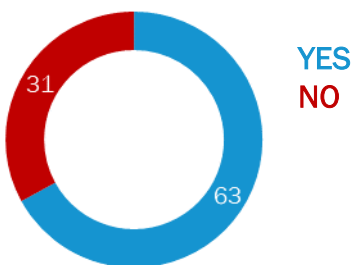


EXHIBIT 14. WHAT HAS HELPED YOU STAY IN THE CONSTRUCTION INDUSTRY?

59 Respondents

	Responses
Good pay	20
Steady work and working on multiple projects	10
Enjoy the work	7
Urban League of Metropolitan Seattle and Casa Latina	6
Help joining the union	4
Opportunities to learn/mental challenge	4
Experience	3
Enjoy working outdoors	2
Dedication	2
Healthcare	2
Physical fitness	2
Department of Corrections programs	1
Training	1
Being an effective worker	1
Childcare	1
Opportunity to work in Seattle	1
Personal motivation	1
Travel opportunities	1

Source: Community Attributes Inc., 2017.

Assessment and Referral

Respondents reported a variety of reasons they left the construction industry. The most common reason for leaving the construction industry was that they did not have enough experience (15%). Others reported that they found work in another industry (10%).

EXHIBIT 15. WHY DID YOU LEAVE THE CONSTRUCTION INDUSTRY?

40 Respondents

	Responses
Not enough experience	6
Found work in other industry	4
Construction task was finished	3
Can't find a construction job	3
Still seeking employment	3
Moved	3
Construction wasn't my primary job	3
Health reasons	2
Needed non-seasonal work	2
Worksite injury	1
Age and experience	1
Never heard back	1
Difficult Work Hours	1
Seeking work in other industry	1
Other	6

Source: Community Attributes Inc., 2017.

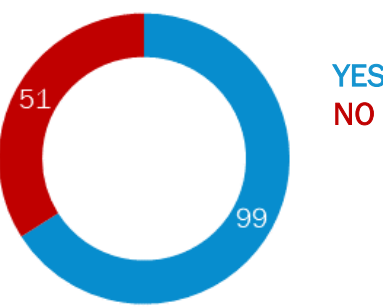
Assessment and Referral

Sixty-six percent of respondents reported that they were referred to a construction training program or union. (Exhibit 16)

Most respondents who were referred reported being referred to a pre-apprenticeship program (51%). Thirty-nine percent were referred to an apprenticeship program. Twenty-two percent were referred to a union hall and 17% to a support service provider (Exhibit 17). Outreach providers referred many individuals to multiple training programs and/or services, depending on their interests and needs.

EXHIBIT 16. WERE YOU REFERRED BY AN OUTREACH PROVIDER TO A CONSTRUCTION TRAINING PROGRAM OR UNION?

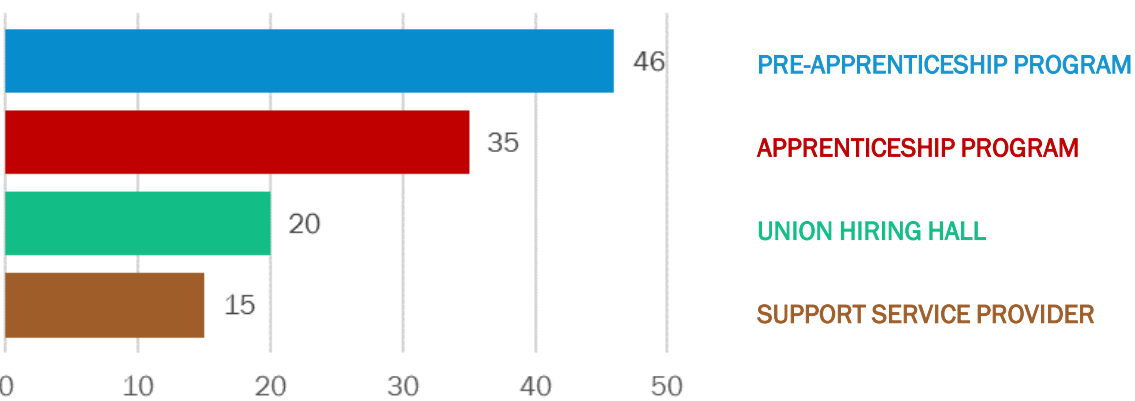
150 Respondents



Source: Community Attributes Inc., 2017. Many individuals were referred to multiple services.

EXHIBIT 17. WHERE WERE YOU REFERRED?

90 Respondents



“I have lived in Seattle for over 5 years and never thought about joining the union, because they have tons of requirements and make you fill up tons of papers. It was really nice to have Casa Latina help me with the process.”
- survey respondent

Referral

Almost 60% of individuals reported that they followed up with the construction training program or union after an orientation session or application and that they received a response. Twelve percent reported that they followed up but did not receive a reply. Twenty-eight percent did not follow up with the program. (Exhibit 18)

The top two reasons that respondents reported for not following up with the program were that they found work elsewhere or that the wait between the orientation and hiring was too long. Together these represent more than 33% of respondents. Other reasons reported include that they were no longer interested in the program (17%) and personal issues (13%). (Exhibit 19)

EXHIBIT 18. DID YOU FOLLOW UP WITH THE CONSTRUCTION TRAINING PROGRAM AFTER YOU ATTENDED AN ORIENTATION SESSION OR APPLIED?

92 Respondents

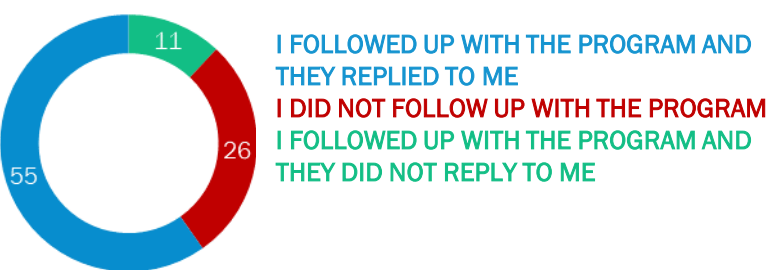


EXHIBIT 19. IF YOU DID NO FOLLOW UP, WHY NOT?

24 Respondents

	Responses
Found work elsewhere	4
Wait between orientation and work	4
No longer interested in program or industry	4
Personal issues	3
Couldn't meet entry requirements	2
Financial issues	1
Couldn't meet class schedule	1
Was not confident in the prospects	1
Drug testing	1
Lack of transportation	1
Program followed up	1
Did not understand how to follow up	1

“I went to the orientation class on a Tuesday, but had to wait about a month to get into the class, then they said it would be about 6 months before I get a job interview. I cannot go that long without earning money, and I can't get another job, because the classes are everyday from 8 to 3 pm.”

- survey respondent

Construction Hiring Analysis

Placement

Among respondents that were referred to construction training or a union, 51% reported that they were not accepted into the construction training program or union at the time they were surveyed. More than 83% of respondents reported that it took four weeks or more to get accepted into the program after they applied.

EXHIBIT 20. WERE YOU ACCEPTED INTO THE CONSTRUCTION TRAINING PROGRAM OR UNION?

99 Respondents

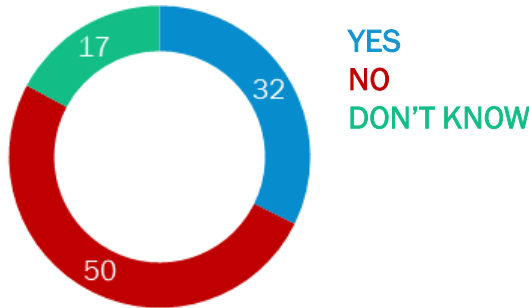
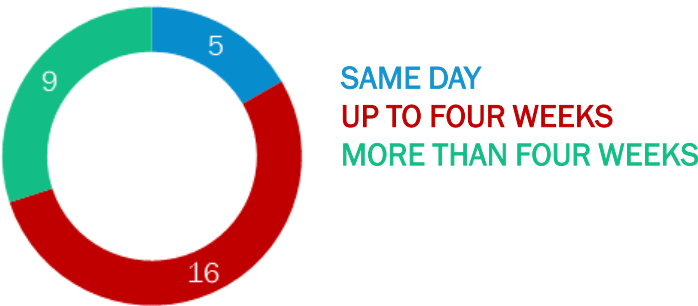


EXHIBIT 21. HOW LONG DID IT TAKE TO GET ACCEPTED INTO THE PROGRAM ONCE YOU APPLIED?

30 Respondents



Source: Community Attributes Inc., 2017.

Construction Hiring Analysis

Placement

Respondents most often identified assistance with learning how and where to apply from the outreach providers as the factor that helped them get into the construction training program or union (52%). Other frequently identified forms of help included assistance with paying for tools and work clothes (35%), and assistance with paying the apprenticeship application fee (32%).

Other services provided by the outreach providers and indicated to be helpful included transportation assistance, tools or work clothes to individuals entering construction.

“For the pre-apprenticeship, they should provide either night classes or a way for people to earn money while taking the training.”

- survey respondent

“Make it easier for people older people of color to get in, it's really hard for people like me to go back to school and learn math, algebra, etc.”

- survey respondent

EXHIBIT 22. WHAT HELPED YOU GET INTO THE CONSTRUCTION TRAINING PROGRAM OR UNION?

31 Respondents

	Responses
Assistance with learning how and where to apply	16
Assistance with paying for tools/work clothes	11
Assistance with paying apprenticeship application fee	10
Obtaining construction experience	9
Getting a driver’s license	6
Finding stable housing	5
Paying for housing	5
Receiving stipends or wages during pre-apprenticeship training	5
Obtaining reliable transportation	4
Paying for childcare	4
Finding available childcare	3
Increasing math skills	2
Obtaining a high school diploma or GED	2
Increasing English language skills	1
Not applicable	1

Source: Community Attributes Inc., 2017.

Additional Needs

Almost 75% of respondents reported that they were still interested in getting training for the construction industry or joining a union. Respondents most often reported that earning an income during their training would make them more likely to apply or reapply to a construction training program or union (42%). Purchasing work clothes, boots and tools; paying for housing; income while waiting for acceptance; math proficiency; getting a high school diploma or GED; and getting a driver’s license were all common responses as well. Latinos also included English proficiency among the most common forms of preferred assistance.

The City outreach provider contracts included a range of services from this list, including student stipends, financial support for transportation, tools, housing and food, increased math training, high school diploma/GED instruction and driver’s re-licensing assistance. These outreach providers reported that between May 2016 and September 2017, 27 pre-apprentices earned their high school diploma or GED, and 67 individuals obtained or regained their driver’s license.

People of color most frequently selected earning an income during training as a factor that would make them more likely to apply to a program (44%). Caucasians most often identified assistance with purchasing work clothes, boots and tools as a factor that would make them more likely to apply (50%). Latinos also commonly selected earning a high school diploma and GED and English proficiency (38%).

EXHIBIT 23. WHAT TYPE OF ASSISTANCE WOULD MAKE YOU MORE LIKELY TO APPLY OR REAPPLY TO A CONSTRUCTION TRAINING PROGRAM OR UNION?

113 Respondents

	Responses
Earning an income during training	47
Purchasing work clothes, boots and tools	28
Paying for housing	25
Income while waiting to be accepted into training	24
Construction math proficiency	21
Getting a high school diploma or GED	21
Getting a driver's license	20
Paying for union initiation fees and dues	19
Having a mentor in construction	19
Getting reliable transportation (bus tickets, buying a car, carpooling, gas, car repair, etc.)	18
Food security	16
Finding weekend or night construction training programs	16
Learning more about unions	14
Finding stable housing	14
Paying for childcare	13
English proficiency	13
Learning more about construction work	12
Finding flexible childcare (open early or late)	7
Obtaining social security or I-9 worker requirements	6
Managing drug or alcohol habits	2
Mental health counseling or treatment	1

Additional Needs

When asked what was challenging, respondents identified health and fitness requirements as well as complicated/time intensive application processes (14% each). In general, respondents noted a variety of challenges, with no single response being overwhelmingly cited. Other notable responses were lack of acceptance in the industry as a woman or person of color (8%), and the work schedule and experience requirements (8% each). Again, African American and Latino respondents are more and less reflective of the total population served respectively. There is no way to know if these variations impacted survey responses.

Respondents that were referred to a construction training program or union cited the complicated/time intensive application process (18%) as the greatest challenge. Respondents that were not referred to a construction training program or union cited health and fitness requirements as the greatest challenge (23%).

Source: Community Attributes Inc., 2017.

EXHIBIT 24. IN YOUR EXPERIENCE, WHAT IS MOST CHALLENGING ABOUT ENTERING THE CONSTRUCTION INDUSTRY?

123 Respondents

	Responses
Health and fitness requirements and demands	17
Complicated/time intensive application process	17
Being accepted as a woman or person of color	10
Work schedule and predictability	10
Experience requirements	10
Wait time is too long	8
Getting a foot in the door	7
Other	7
Going without pay to get training	6
Language barrier	6
Work environment and safety	6
Learning the job	5
Meeting education, certification and math requirements	5
Commute and cost of commuting	4
Childcare and single-parent concerns	4
Finding good employers	3
Finding and understanding available resources	3
Driver's license requirements	3
Drug testing	2

Additional Needs

Among all respondents, African Americans selected health/fitness requirements of the industry as the top challenge to entry (eight individuals/21%). Pacific Islanders mentioned drivers license requirements (three individuals/60%). Latinos mentioned the complicated application process (12 individuals/27%). Asians mentioned getting a foot in the door (two individuals/29%). Caucasians reported differing challenges, grouped into the “other” category, including working as a team and worries about long-term career options.

Female respondents reported being accepted as a woman and parenting and childcare (20% each) as their top challenges. Male respondents selected the work schedule and predictability as a common challenge in entering the construction industry (10%).

City-funded outreach and pre-apprenticeship training providers are contracted to help individuals navigate the application process; among all providers, more than 170 individuals were placed in construction training or employment in from January 2016 through August 2017.

“The process is too long and complicated; I wish there was one standard application for all the unions.”

- survey respondent

Source: Community Attributes Inc., 2017.

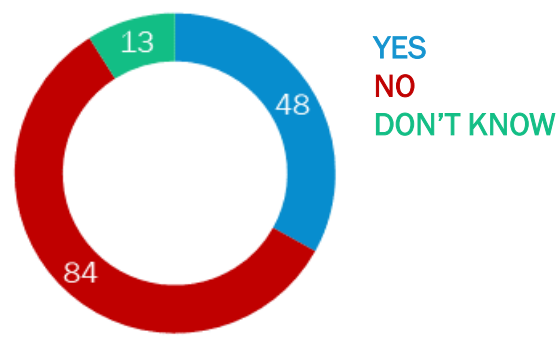
Additional Needs

Fifty-eight percent of respondents indicated that they did not have concerns about becoming a construction worker.

For those reporting that they do have concerns, respondents reported a range of different responses. The most frequent reason was concern about poor treatment on the job, such as bullying or hazing (32%). Other concerns cited were the lack of steady work in the industry (30%) and commuting to different locations (26%).

EXHIBIT 25. DO YOU HAVE CONCERNS ABOUT BECOMING A CONSTRUCTION WORKER?

145 Respondents



Source: Community Attributes Inc., 2017.

EXHIBIT 26. IF YOU HAVE ANY CONCERNS, WHAT ARE THEY?

47 Respondents

	Responses
Poor treatment on the job, such as bullying or hazing	15
Lack of steady work (i.e. cyclical/seasonal work, out of	14
Commuting to different locations (e.g. traveling 60 or more	
miles one way)	12
Work expenses (work clothes, boots, tools, etc.)	11
Non-standardized working hours (e.g. early start times,	
evening or weekend work)	10
Physical requirements related to the work	9
Becoming a union member	3
Social security or I-9 worker requirements	3

“English is a big barrier for the Latino community, on the job site a lot people speak Spanish and I know I'd understand what the bosses tell me, but when I went to apply for the union no one spoke Spanish...I think the union should get people that speak Spanish, even their websites are only in English.”

- survey respondent