

## Regional Pre-Apprenticeship Collaboration

Meeting #11 Friday, December 16, 2016 8:00 – 10:00 am South Seattle College Georgetown Campus Bldg C-122

### Meeting Minutes

- 7:45 am Coffee, Network, Sign-in, Find a seat.
- 8:00 am Welcome, Introductions, Agenda.
- 8:25 am **Special Recognition** Apprenticeship Training Coordinators + General Contractors
- 8:30 am **Special Presentation** The Power of Collaboration: Best Practices + Impact  
LA County Regional Collaboration / YouthBuild  
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<http://emeraldcities.org/media/news/antelope-valley-youthbuild-partners-with-ironworkers-on-pathway-to-high-road-jobs>

[www.advancingcommunitiesav.org](http://www.advancingcommunitiesav.org)

Antelope Valley YouthBuild began with 12 students in the basement of a church. Today, Antelope Valley YouthBuild has 150 students and we own our own building.

#### **Elements of Successful Collaboration:**

Start at the end. Decide what you want to accomplish and where you want to be.

Find and build Resources and leverage that for Resource Matching.

Get everything on paper. [Formalize your Collaboration.](#)

Make sure that all members are clear and committed.

Establish a Chairman, organized body, roles, and governing rules.

Find 'gaps' in regional preparatory programs (outreach, structure, staffing, wages, funding, support services).

Create clearly defined goals and objectives for the Regional Pre-Apprenticeship Collaboration.

Activate and Advocacy Plan including regular rallies and promotional events throughout the County / Region.

Without any funding directly from the LA County, we raised \$1.4 million.

#### **Program Reputation + Retention:**

Don't be afraid of being better – the best.

Front end:

Vet at enrollment! Strong vetting process at front door of program. Establish a reputation.

Raise the bar / inspire candidates to reach higher / and reap the benefits of a sustainable career.

Back end:

Don't send any pre-apprentice graduates out to apprenticeship if they are not 100% ready to go.

ie: proven (long-term) clean UA, pass final interview panel of staff and stakeholders (Staff, Apprentice Coordinators, Contractors, Former Graduates), fulfill all curriculum requirements, pass all physical and skills tests.

Make sure each graduate is thoroughly vetted before you send them on to a union construction career.

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Only refer “Best of the Best”. Only top ‘Black Op’s’ go into union trades!

Build the pathway to and through apprenticeship from the inside. Antelope Valley sent 25 last year. (USC calls the LA County Collaborative directly every week for apprentices on USC upgrade project).

- For those waiting for an apprenticeship spot, set up interim classes, mentorship, tutoring, internships, helper roles to keep them engaged and focused on success.
- We built internship program (WIOA funds pay for worker’s comp, insurance, wages)
- For those not ready, do the same + refer them to non-union apprenticeship options.

### Steps to Success:

You want to ensure that all programs representing your Collaborative succeed and are creating a demand for your graduates.

Each must establish a [solid curriculum](#) and augment it according to their clientele, program needs, expectations, niche, style, and reputation.

Antelope Valley YouthBuild is certified in MC3. MC3 on it’s own is insufficient to prepare students for success at the next level. So, we added specific curriculum to the MC3 – focused on the “how to”.

MC3 also has an online platform – a great idea! – but not easy to use, so . . .

We upload our own projects + portfolios + successes + best practices . . .

Teach your construction trainers how to teach effectively and manage a class effectively – not in content – but in teaching techniques for optimum learning – especially for your student body makeup.

Student “engagement” is the key (action, hands-on, leadership, empowerment ...)

[Focus on “employability”](#) (barrier busting, soft skills ...)

These are the most important elements to your building trades partners.

Employability / Soft Skills are even more important than hard skills / construction skills.

Barrier Removal is the most essential part of your preparatory training.

Establish ‘[Regional Training Centers](#)’ at strong, successful program sites. (examples, models, trainers). Strong programs provide example of what quality, successful training should look like.

Train the trainers. Share best practices, provide peer-to-peer training, site tours . . .

Establish high, rigorous, consistent training standards. [Shared training standards](#) and measurements. Grow your region-wide reputation among apprenticeship programs and general contractors.

[Coordinate with JATC’s](#) for preparation, work culture, enrollment, retention, mentorship, training . . .

JATC’s provide training and boot camps right on our YouthBuild training sites.

Quality, accessible, sustainable [Support Services!](#)

[Structured Mentorship](#) Program(s).

Check up on all programs in your region (ie: all members of your collaborative):

Monitor progress

Provide support where needed

Communicate. [Coordinate.](#)

Make sure your students meet their students to build their own network as they prepare to face the challenges that lie ahead.

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**Tracking Data** – for ALL outcomes in ALL departments = Essential!

**FOLLOW UP!** Stay in constant, daily conversation with graduates in union building trades.

Very challenging work in a very challenging environment – especially for women + African Americans.

Daily conversations + relationship development with all GC's to deal with mistreatment + hazing.

Promote / Participate / Provide Safety, Efficiency, Diversity + Respectful Workplace Training for Building Trades partners.

BE VERY INTENTIONAL ABOUT EVERYTHING YOU DO – AT THE PROGRAM AND COLLABORATIVE LEVELS.

### **Staff your Collaborative!**

LA Collaborative: Advancing Communities Together = school based. So we applied as a Collaborative for CTE funding + WIOA funding + private funding to hire 3 full time staff through our Collaborative.

Administration / Tracking + a retired tradesperson as our regional coordinator to provide outreach, recruitment, mentoring, contractor relations, apprentice retention (at programs, on sites, in the neighborhood).

**Funding and organization** = strength and results.

One of our Collaborative Members = our fiscal agent.

Applying for 501C3 non-profit status.

Each Collaborative member pays \$250 / year to maintain membership and invest in the strength and impact of the region wide pathway to and through apprenticeship for our graduates.

+ leverage collective of stakeholders and supporters for significant, sustainable funding.

### **Collaborative Best Practices:**

1. Committees! Get the meaningful work done.
2. Stronger Together! Stop competing. Push / Build each other up. Each program = unique.
3. Make sure Pre-Apprenticeship (+JATC + GC) Decision Makers are at the table to move agenda forward.
4. Establish common theme. Put clearly defined goals and objectives in writing.
  - a. Eg: Pre-App. Completion, Apprenticeship Enrollment + Retention outcomes by date.
5. Make sure WIOA + WorkSource . . . are at the table.
6. EXPOSURE AND ENGAGEMENT. Preparatory Training Key = "Exposure + Engagement"
7. Build real time and online community of best practices accessible to all stakeholders 24/7:
  - a. Eg: GC's would welcome increasingly respectful workplaces = Productivity + Safety!
8. RAISE THE BAR!

**9:50 am**

**Last Call**

\*Pre-Apprenticeship Report - Directors

\*RAISE Grant and Monster.com partnership – Shana P, CCE

\*LNI is exploring the possibilities of updating the Apprentice Registration + Tracking System (ARTS) by late 2018 to be able to track Pre-Apprentice Graduates – Elmer Arter, LNI

**10:00 am**

**Close**

**Next Meetings:**

**Friday, Jan 27 Building E Room 370**

Friday, Feb 24, Friday, March 31, 2017