

CONSTRUCTION TRADES PROGRAM

Fiscal Year 2022/2023



Marin City Community Development Corporation

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July 2023

MARIN CITY





MARIN CITY COMMUNITY DEVELOPMENT CORPORATION

CONSTRUCTION TRADES PROGRAM
7/1/2022-6/30/2023
IMPACT REPORT
PREPARED BY
CHRISTINA JUNKER
EXECUTIVE DIRECTOR

Our Mission

"Our mission is to enhance community development and economic self-sufficiency through employment services, mental health support, and financial education."

Our Vision

"To be known as the Marin County low-to-moderate income (LMI) workforce development experts supporting living wages, mental health, and economic self-sufficiency."

Program Made Possible by



Marin
Community
Foundation



The Buck Family
Fund of MCF



Fullerton Family Foundation



And our community partners



Feel the Power



DEPARTMENT OF
REHABILITATION

Employment, Independence & Equality



Clubhouse International
Creating Community: Changing the World of Mental Health



Proudly Serving Marin City and Marin County since 1979.
MCCDC is a 501(c)(3), EIN #94-2657360



IMPACT REPORT



For nearly a decade, the Construction Trades Program (CTP) has provided hands on training and education to underserved adults 18 years and older in the construction industry.

Individuals served are low-income, facing obstacles, and life experiences that have forced them into long periods of unemployment.

Many are experiencing generational poverty or have limited education. Some individuals are on probation or parole.

All Participants are seeking self-sufficiency, meaningful employment, equitable income, and a better life.

EXECUTIVE DIRECTOR'S MESSAGE

On behalf of Marin City Community Development Corporation (MCCDC), I am delighted to share our Construction Trades Program (CTP) Fiscal Year 2022/2023 Impact Report. As I celebrate my one and one half years with this fine organization, I thank my team, volunteers, Board Members, business partners, supporters, and funders; for none of this amazing work would have been possible without their support. Most importantly, I thank our Participants for choosing to be part of this incredible life changing program and seeking a career in the dynamic Construction Trades industry.

The past year has been full of transformation from enhancing our operations, program analysis, and gathering client feedback to strengthening partnerships, building new relationships, and designing meaningful cohorts that have a positive impact in people's lives.

In this report you will read how our CTP has continued to successfully provide hands-on training, education, tools, and inspiration to underserved individuals; many of whom thought a program like this was 'too good to be true'. You will also learn of obstacles and challenges faced by our Participants and our commitment to help them be successful through our dedication to continuous improvement.

Christina Junker
Executive Director



CONSTRUCTION IN ACTION!

The Construction Trades Program provided three cohorts during Fiscal Year 2022-2023.

August 22, 2022 thru October 27, 2022

January 17, 2023 thru March 30, 2023

May 8, 2023 thru June 30, 2023

Program Overview and Services Provided to Participants

- **Soft Skills Training**—Networking, effective listening, communication, interviewing, digital literacy.
- **Self-Help Workshops** – In collaboration with community-based and county agencies, these workshops teach self-regulation skills such as showing up to work on time, and how to use bus passes to travel effectively throughout Marin County.
- **Academic and Educational Services**— Provided support for individuals seeking to obtain their GED and/or pursue higher education.
- **Personal Finance and Consumer Skills** –Credit repair, asset building, checking and savings accounts, the Rule of 72 for compound interest, and the basics of retirement. In addition, affordable housing services are provided to assist with homeownership and renting.
- **Alcohol and Drug Treatment** – MCCDC team members provide referrals to the Marin City Health & Wellness Center, CenterPoint, Inc., Helen Vine Detox Center and other County and regional agencies as needed that provide direct support, counseling, and/or treatment to remove such barriers to entry and on-the-job success.



*"America desperately needs 1 million more construction workers...",
CNN Business 7/11/2023*

Northern California Laborers Training Center onsite in San Ramon, CA, and at Marin City, CA.

Provided essential education and hands-on training:

- Safety Certification Week, CalOSHA 10, and CPR First Aid
- Confined Spaces
- Hazardous Waste
- Work Zone Safety/Traffic Control
- Fundamentals of Construction 80 hours
- Grade Checking
- Forklift and Heavy Equipment Training
- Cement/Concrete Work
- Demolition & Clean-up
- Agility Test
- Assistance with Union Enrollment

All Participants received CalOSHA10 cards, NorCaLTC Digital APP to manage certifications and have access to selected free training at their site.



Tyrone, Local 261



Fall Cohort

***Great Wages...Great Benefits
Retirement...Advancement Potential...
and Self-Sufficiency***

Participants received educational resources and learning materials to understand their salary scales, fringe benefits, and how retirement savings works.

Wages are posted and updated at:

<https://www.norcaltc.org/become-an-apprentice/>

Participants can select their category to see salary and fringe benefits as well as further plan their career.

In addition, Participants receive support to learn about other general contractors, benefits, corporate culture, perform research, and receive job placement support.

**Racial Equity. Diversity. Inclusion.
Equal Employment Opportunity.
*It's What We Strive to Do!***



Rayshawn, Local 261

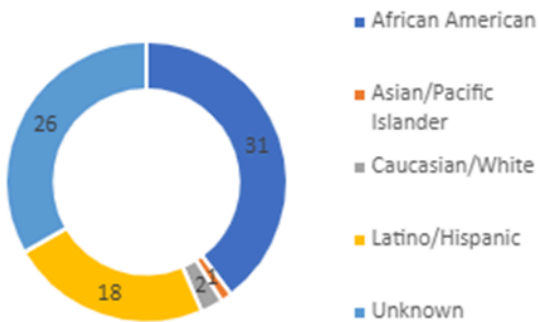


Kaleah, Local 261

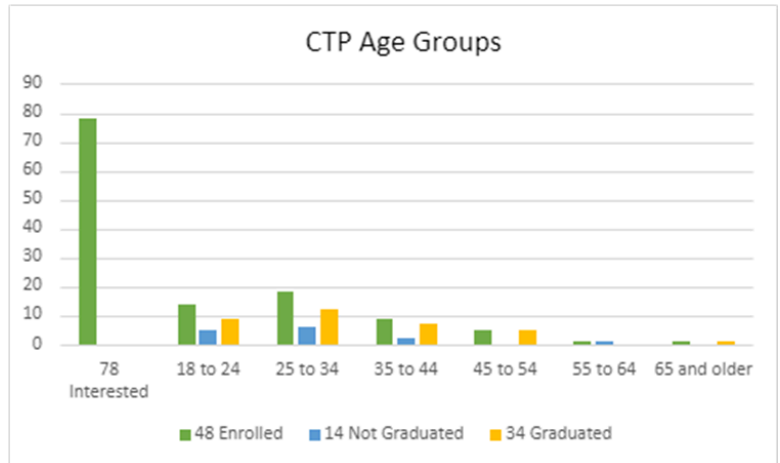


Robert, Local 324

**CTP Clients - Ethnicity -
FY2022-2023**



CTP Age Groups



The CTP attracted 78 individuals with 48 individuals served, and 34 graduates:

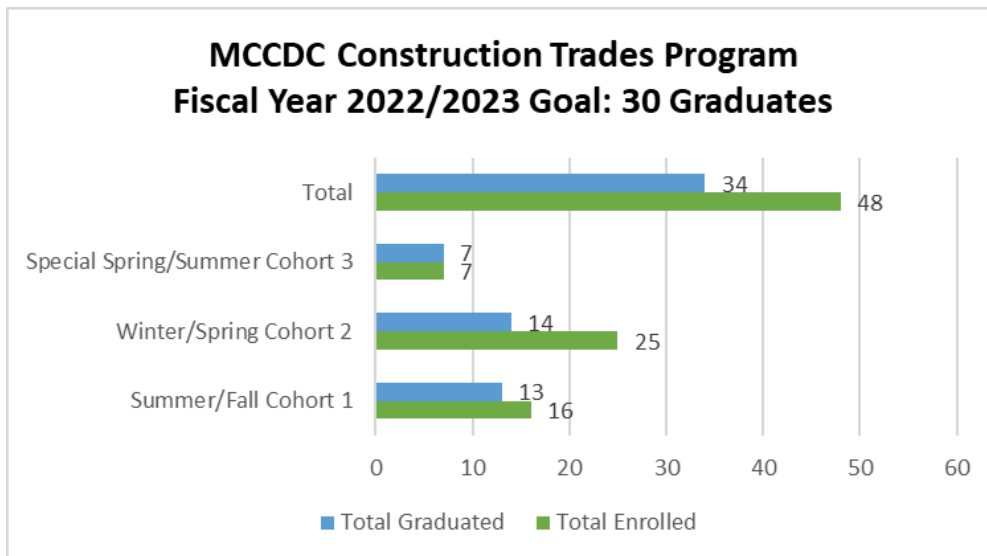
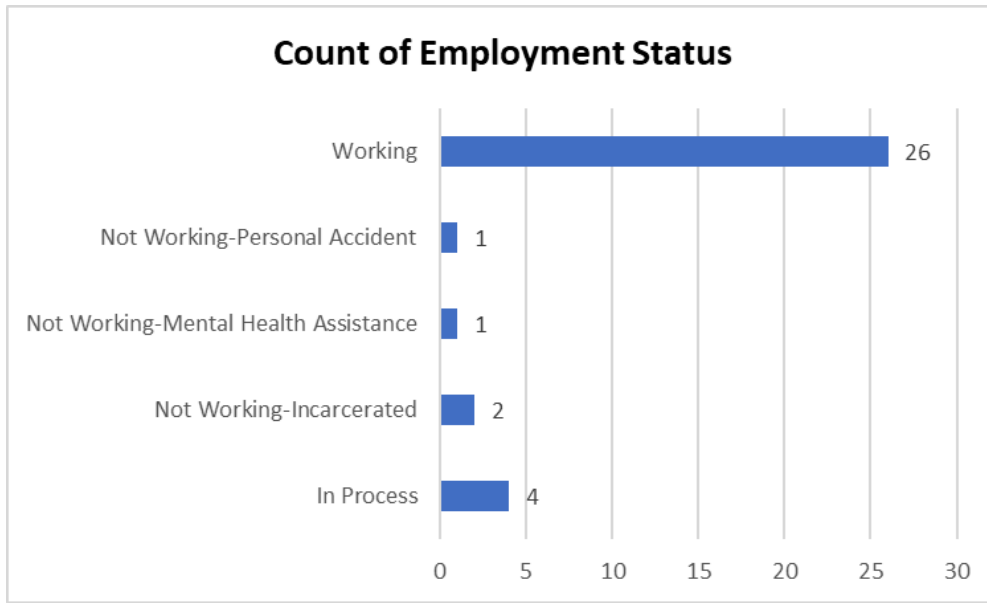
- 5% of the Graduates were females.
- 95% Males.
- 8% of the Graduates were LGBTQ+.
- 18% of Graduates shared the need for Mental Health Support and enrolled in the Empowerment Clubhouse Program.
- 6% of Graduates enrolled in the Department of Rehabilitation Services (DOR)
- 12% of Graduates were without shelter.
- 50% of Graduates were on probation.

**The Construction Trades Program Graduates Goal 30. Actual Graduates: 34
Achievement 113% of Goal.**

*"The construction industry needs a 'staggering' 2.2 million more workers to keep up with booming demand for houses amid the labor shortage...",
Business Insider, 11/5/2021*

Employment

The Construction Trades Program helped 26 individuals gain employment, living wages, and self-confidence. As of 7/15/2023 76% of FY 2022/2023 Graduates are Working, 12% are interviewing (on call with Local 261, Local 324, and Local 73), 6% receiving mental health support and recovering from personal accident, and remaining 4% are planning to return after they are released from incarceration. Lastly, 12% of individuals without shelter now have a place to call home.



"Got my keys to 3 different job sites. Today headed to the Office to revise Employee Handbook and Safety Training for Friday. I'm truly grateful for the opportunity you gave me."-Mike H. 6/8/2023

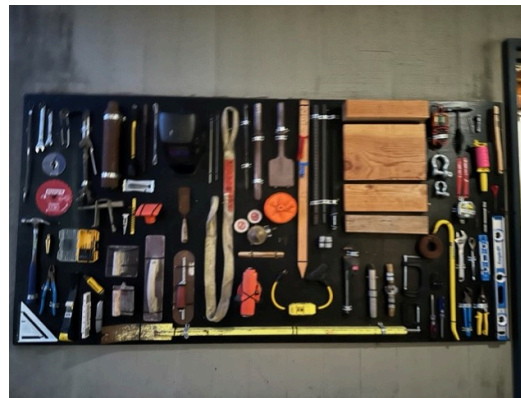
*"The construction industry will need to attract an estimated 546,000 additional workers on top of the normal pace of hiring in 2023 to meet the demand for labor...";
ABC.org News Release, 2/9/2023*

Determination. Resilience. Opportunity.

From getting up at the crack of dawn to start class at 6:30am sharp, Participants embraced this hands-on learning and educational opportunity both physically and mentally.



***"If you're early, you're on time.
If you're on time, you're late."
— Lik Hock Yap Ivan***



Our Careers. Our Lives. Our Stories.



*"I am here because construction is a good paying job...because of the benefits...I feel being in the union can change my life. I want to care for my family. Being here can help with my future and everything else I wanted to do...**And one day I will have a story to tell.**"*—Robert B.

Robert has been working in the Union since October 2022.

"I am here because I am tired of my life. I want a better and different life and working towards that one step at a time. I want to work hard and achieve my goals...to finally achieve stability in my life and make my kids proud of me...allow me to be a productive member of society."—Timothy E. (shared that he was without shelter for many years.)

Timothy has been working in the union since October 2022, has a place to live, and is slated to become a journeyman come Fall 2023!



"I want to give you and your program a BIG thank you giving me something to look forward to I never thought would be possible. Give people Nothing But Good energy and outlets and way to help change your life. But first it starts with self you have to want something better out of life and this program is just that. Everyone is nice and responsible. And showed me that having patience can go a long way and get you very far in life. Once again i want to give you a great thank you from my family to yours."—Leaquan G.

Leaquan Spring 2023 Graduate is working through Local 261!

"CTP training has already changed my life, I've been doing wrong my whole life. I've never had a job. This is the most work I have ever done coming out of prison. I had to make some adjustments and CTP is most definitely the best thing that's ever happened to me. I am here to get a trade and become a hardworking man so I can provide for my family."
Kendale F.

Kendale, Fall 2022 Graduate and continues to be a strong union worker.



"I am grateful for this opportunity! I need a safe work environment that allows me to be comfortable and help me grow and be my authentic self."—Lorena M.

"The industry itself needs hundreds of thousands of skilled workers to replace older workers who are retiring, and to meet the rising demand for new construction. But only 3.5% of people enrolled in construction apprenticeships are women, and access to child care is keeping many of them from joining the trades."—[KQED News](#), [Daisy Ngyuen, 5/3/2023](#)

Barriers. Challenges.

Out of the 48 individuals served, the following barriers and challenges were reported and observed during this reporting period:

- **Recidivism**–Seven individuals were incarcerated
 - Two individuals remain incarcerated, however, used their telephone opportunity to contact the Executive Director, to advise of situation. Both are in hopes of returning to program and get a job when they are released.
 - Five individuals were incarcerated, released, and returned to program.
 - 3 were able to graduate from program with one currently employed in July 2023 and two slated for hire in August. The remaining two individuals are receiving job placement assistance.
- **Without Shelter**
 - All four individuals graduated from program, have shelter, and are working.
- **Inability to obtain valid California Identification and/or Driver's License**
- **Relapsed into drug and alcohol addiction**–Two reported relapses; one individual recently re-enrolled in Summer Cohort FY 2023/2024. The second individual self-registered in Helen Vine and wishes to continue employment when released.
- **Lack of Childcare**–Two mothers were unable to complete program.
- **Reliable and no Transportation**–11 individuals reported that they had no transportation.
- **Lack of Respect in the Workplace and being on-time**
- **Unaware of County Resources, Community Partnerships, and Workforce Support**–Approximately 21 individuals reported they were unaware of these resources.

Providing Solutions

Through careful listening, engagement, and community partnerships the MCCDC Team was able to provide training and support for;

- **Enhanced Intake and Onboarding Process**–Started in Spring 2023, Participants receive a 1:1 session that evolves into weekly check-in's. This process has allowed the Participant to feel comfortable in sharing their needs and obstacles. Education and resources are provided in hopes of helping Participant.
- **Mental Health**–Six Participants Enrolled into the Empowerment Clubhouse Program.
- **Math Tutor**–A volunteer was brought onboard to help CTP Participants study for construction math; two passed requirements.
- **Education**–Three Participants have started the process to obtain their GED
- **Active Shooter Training**–Provided by Marin County Sheriff Department.
- **Respect in the Workplace Training**–Launched Spring 2023 and ongoing
- **Sexual Harassment Training Unconscious Bias Training Assistance with Clean Slate Program**–Two individuals Referred.
- **State of California Department of Rehabilitation**–Two Participants enrolled in program.
- **MCCDC Partnered** with Marin County BHRS, Department of Probation, and Sheriff Department–This collaboration and support brought individuals together in the same positive environment, henceforth, building trusting relationships.
- **Clothing and Food**–Referrals were sent to community partners, i.e., Bloom, food pantries.
- **Women in Construction**–Program Planning, Marketing, and outreach efforts are underway to help support this needed workforce.

THANK YOU!



Thank you for supporting our Construction Trades Program. We hope you have enjoyed this report and the positive impact in people's lives.

These individuals and more are all seeking a better life, equity, self-sufficiency, and an opportunity to...**one day tell their story.**

With your help, we can do just that.



To learn more about this program, donate, become a sponsor, please visit marincitycdc.org. or call us at (415) 339-2837.

