

# CONSTRUCTION TRADES PROGRAM

Fiscal Year 2023-2024



441 Drake Avenue  
Marin City, California 94965



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# EXECUTIVE DIRECTOR'S MESSAGE

Greetings Friends,

It is with excitement that I share our Fiscal Year 2023-2024 Construction Trades Program Impact Report with you. In this report, you will experience how giving the gift of opportunity truly has the power to change lives.

Through our commitment of continuous improvement in providing high quality programs and services, we have diligently strengthened our 'person-centered' approach, enhanced and designed programs, streamlined operations, and built stronger community partnerships with local and government agencies, and community leaders. Most importantly, we are grateful to our Clients and Members who trusted and shared their challenges, struggles, and setbacks in efforts to overcome and achieve their goals of self-sufficiency. We learned and are responding to the urgent call for mental health support through our Empowerment Clubhouse Program and by proactively reaching out to individuals in the construction industry.

I am grateful for my Team, Board of Directors, and generous funders for together we have invested our hearts and minds to power human potential. As a result, the CDC has become a safe, reliable, and resourceful place where people can confidently work and achieve their personal goals. A place where breaking down barriers and building healthy and thriving communities is possible. A place where clients like Jennifer, Joel, and Ismael, who despite hardships, placed their trust in the CDC and returned to finish what they started.

Next to my executive management career in both for-profit and nonprofit, I have eight years in construction management. And, as a young girl, I can still remember helping my father with roof take-offs, hauling debris, and later working as an Apprentice Roof Estimator during high school. Thanks to this experience and confidence, I have completed tile floor installations, trim work, cement work, and dug my share of trenches. I welcome you to join me in our next year of growth and pick-up your hammers, put on your hardhats, and donate to this essential program. Together we will BUILD and make a POSITIVE IMPACT in our COMMUNITIES.

With Gratitude,



Christina Junker  
Executive Director  
cjunker@marincitycdc.org

*"Our mission is to enhance social, economic, and climate justice for underserved, marginalized, and low-income people through employment services, mental health, and education."*



# CONSTRUCTION TRADES PROGRAM IMPACT REPORT FISCAL YEAR 2023-2024

*“When everything seems to be going against you, remember that the airplane takes off against the wind, not with it.” –Henry Ford*



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# CONSTRUCTION TRADES PROGRAM IMPACT REPORT FISCAL YEAR 2023-2024

For over a decade, the Construction Trades Program (CTP) Laborer's Pre-Apprenticeship Program has provided hands-on training and education to underserved, low-income, and marginalized individuals 18 years and older. Many individuals are facing obstacles, have mental health, and life experiences that have forced them into long periods of unemployment. Others have experienced generational poverty, have limited education, and are on probation or parole. All Participants are seeking self-sufficiency, meaningful employment, equitable income, and happiness.

**The Construction Trades Laborer's Apprenticeship Program provided three cohorts during the Fiscal Year 2023-2024.**

**7/31/2023-9/05/2023**

**2/5/2024-3/29/2024**

**5/13/2024-7/5/2024**



## Program Overview and Services Provided to Participants

The CTP provides an extensive 8-week training program that includes six weeks of training from the Northern California Laborers Training Center Program in San Ramon, CA and at Marin City, CA.

- Safety Certification Week, CalOSHA10
- CPR and 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 Preparation
- Assistance with Union Enrollment opportunities and Construction Company placement



All Participants receive CalOSHA10 Cards, NorCaltc.org Digital APP to manage certifications and have access to selected free training at the NorCaltc.org site. Program includes educational materials, start-up tools, resources to understand their salary scales, fringe benefits, and learn about retirement savings.

The CTP Laborer's Apprenticeship Program accepts individuals who have a criminal history and provides hope to many who have been unable to find employment. In conjunction, the CDC works closely with Marin County Public Defender's Office through their Clean Slate Program further helping individuals on their path to self-efficiency, a fresh new start, with equitable wages.

# WRAP AROUND SUPPORT

The CTP provides ongoing Wrap-Around Services

- **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.
- **Financial Literacy**–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.
- **Substance Use Referrals**–Clients receive referrals to County of Marin partners, 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 support on-the-job success.
- **Mental Health Support**–Empowerment Clubhouse and Marin County BHRS, ERC, and NAMI
- **Active Shooter Training**–Marin County Sheriff Department
- **Marin County Public Defender’s Office**–Clean Slate Program
- **DisasterReady.org, Sexual Harassment, Unconscious Bias**
- **State of California Department of Rehabilitation**–CDC Approved Vendor services provide additional support for clients with disabilities.



## New Beginnings

*“Recent estimates suggest that for every five people that retire, the industry is bringing in approximately two new workers. According to estimates from the most recent Home Builders Institute (HBI) Construction Labor Market Report, the required amount of construction workers needed per year is 723,000. For the period between 2024 to 2026, this estimate represents the need for an additional 2.17 million adjusted net hires for the industry.”-Vincent Salandro, Builder.*





# FOCUSING ON DATA TO EMPOWER PEOPLE

FY 2023-2024 attracted 143 individuals, with 58 individuals served, and 26 graduates compared to

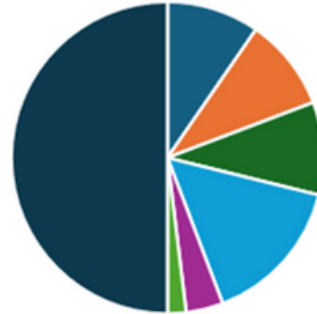
FY 2022-2023 attracted 78 individuals with 48 individuals served, and 34 graduates.

FY 2023-2024 Ethnicity



■ African American/Black 
 ■ Asian/Pacific Islander 
 ■ Caucasian/White  
■ Latino/Hispanic 
 ■ Mixed Race

Fiscal Year 2023-2024 Participant Age Range



■ 18-25 
 ■ 26-30 
 ■ 31-35 
 ■ 36-40 
 ■ 41-55 
 ■ 56+ 
 ■ Totals

FISCAL YEAR 2023-2024					
	7/31/2023 - 09/15/2023	2/05/2024 - 03/29/2024	05/13/2024 - 07/05/2024		% to Goal (30)
CTP Summary	Cohort 1	Cohort 2	Cohort 3	Total	
Expressed Interest	21	47	75	143	N/A
Total Enrolled	15	26	17	58	
Total Graduated	7	9	10	26	87%

## Mental Health Comparison-Two Years

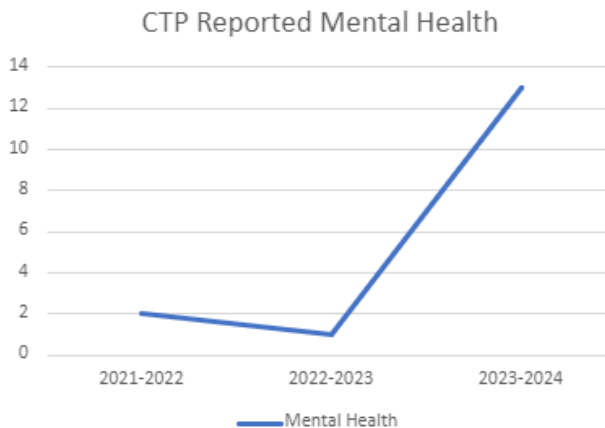
**6% of Participants Reported Mental Health in FY 2022-2023**

**50% of Participants Reported Mental Health in FY 2023-2024**

***The Empowerment Clubhouse helped prevent 9 suicides during FY 2023-2024***



Scan or Click Above to Learn More about the Empowerment Clubhouse.



***We provide a safe place, remove the stigma of Mental Health, and provide community support and Recovery through Work.***

## Mental Health in Construction Stats That Might Surprise You

According to the Centers for Disease Control, construction has the highest suicide rate of all industries, at 53.2 suicides per 100,000 workers. That's about four times greater than the national average (17.3/100,000) and five times greater than all other construction fatalities combined (10.1/100,000).

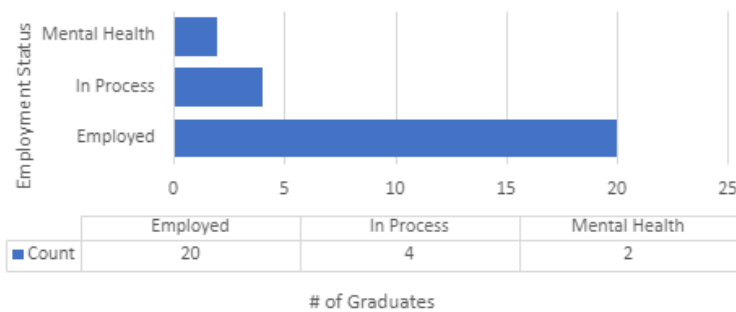


# EMPLOYMENT AND HOUSING STATUS

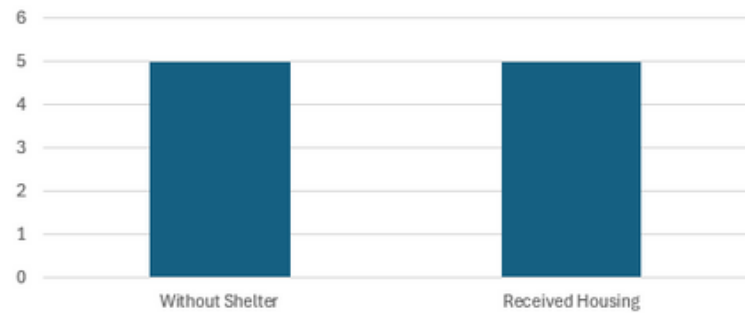
CDC's regular check-in's with Participants provide the support, education, resources, and community referrals needed for their success. We remind them that they are not alone. The CTP is creating opportunities for families!



CTP Employment (Status)  
2023 - 2024



Individuals Without Shelter Received Assistance in Finding Housing  
2023-2024



Two FY 2022-2023 Graduates who were reported as recidivated, returned to the CDC in FY 2023-2024. Both individuals received support and are now working. JG is working with Local Union 261 and is now receiving training as a welder. He is a new father and determined to provide for his family and give them a bright future. DM was hired on with a reputable construction company. With Determination...No one gets left behind.



Determination



Jesus, Retired Union Member, with Mr. Ollie Hurd, NorCalctc.org Training Director



# OVERCOMING CHALLENGES

## Providing Solutions

*"HOLDING ON IS BELIEVING  
THAT THERE'S ONLY A PAST;  
LETTING GO IS KNOWING THAT  
THERE'S A FUTURE." —  
DAPHNE ROSE KINGMA*

WE ARE TALKING ABOUT MENTAL HEALTH  
WE ARE TALKING ABOUT SUBSTANCE USE  
WE ARE TALKING ABOUT ACCOUNTABILITY  
WE ARE TALKING ABOUT LIVES

*NO ONE GETS LEFT BEHIND.*

**Out of the 56 individuals served, the following barriers and challenges were reported and observed during this fiscal year:**

- **Recidivism and Marin County Clean Slate Program**
  - There was a reduction in recidivism this past FY. The Marin County Public Defender has proactively supported the CTP through presentations and resources. This service has provided a boost of hope for brighter futures.
- **Without Shelter**
  - Five Participants reported to be without shelter and received support services and referrals to assist with finding a place to call home.
- **Received assistance to obtain California Identification and/or Driver's License**—Three individuals received assistance to obtain documents needed for work. Two were referred to community partners for further assistance.
- **Relapsed into drug and alcohol addiction**—Participants were open to share their struggles with past and present substance use. While the majority of men reported past use, there was an alarming rise in women and substance use; several were referred to resource agencies for support and have remained in close contact with CDC.
- **Lack of Childcare**—Two mothers were unable to complete program.
- **Reliable and no Transportation**—11 individuals reported that they had no transportation.
- **County Resources, Community Partnerships, and Workforce Support Education**—Thanks to our community partners, all clients had the opportunity to learn more about resources to help with their new life journey.



NEW GRADUATE AND FUTURE MENTOR  
MARKUS



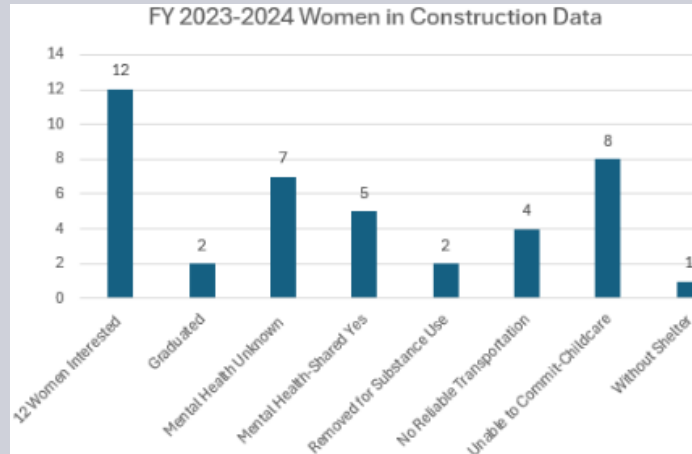
Expert Training



Former Graduate and Mentor  
Clinton

# WOMEN IN CONSTRUCTION

## Let's Be The Change



### Barriers for Women Joining Construction Trades

There are many barriers that prevent women from joining the construction trades. Some of these barriers include (Courtesy: [Perlo Construction Report](#)):



#### Lack of role models and Stereotypes

When girls and young women don't see other women in the industry, it is hard to envision construction as a viable career option for themselves. Stereotypes can be challenging to overcome, discourage women from pursuing careers in construction, and make them feel unwelcome in the industry.

#### Unconscious bias

Unconscious bias is a type of bias that is not necessarily intentional but can still significantly impact on women in the workplace.

#### Lack of family-friendly policies

The construction industry often requires long hours and irregular schedules, making it difficult for women with more traditional caregiving responsibilities to balance work and family life.

#### Harassment and discrimination

Unfortunately, the construction industry has a reputation for harassment and discrimination against women. According to a survey by the [National Women's Law Center](#), 80% of women in the construction industry reported experiencing sexual harassment on the job.

Next to these barriers, this FY revealed an increase with substance use and mental health among women.

### THE CDC IS COMMITTED TO SUPPORT WOMEN IN THE TRADES AND MAKING A CAREER IN CONSTRUCTION POSSIBLE!

*"Building a More Inclusive Future: Empowering Women in Construction Through Equity and Inclusion, Over 50 percent of the U.S. workforce is made up of women, yet women represent less than 4 percent nationally of the construction trades",-Vanessa Soto*  
*Innovative Apprenticeship Outreach and Education Analyst March 2024*





# WHAT WE LEARNED WHAT WE ARE DOING

## Challenges. Barriers. Needs.

With the skills gap in construction trades continuing to grow, the CDC is committed to train the next generation of skilled tradespeople to include the expansion of the Construction Trades Program, mental health support, and exciting new partnerships, green jobs, and employment opportunities.

- PROVIDE EMPLOYABLE CANDIDATES
- MENTAL HEALTH COMMITMENT
- EXPAND CONSTRUCTION TRADES UNION AND CONTRACTOR OPPORTUNITIES
- INCREASE WOMEN, BIPOC, LGBTQIA+, AND YOUTH ENROLLMENTS
- INSPIRING DIVERSE YOUTH TO PURSUE CONSTRUCTION CAREERS
- BUILDING A DIVERSE WORKFORCE
- LIFTING UP AT-RISK YOUNG WOMEN
- ASSISTANCE WITH CHILDCARE AND TRANSPORTATION
- SOFT SKILLS TRAINING: BUILDING AN ENGAGED AND ADAPTABLE WORKFORCE
- GROWING PARTNERSHIPS
- BUILDING THRIVING COMMUNITIES
- SUPPORTING CRITICAL CONSTRUCTION INDUSTRY STAKEHOLDERS – TRADES



Increased awareness, outreach, and wrap-around services will highlight the many paths to the benefits of a skilled trades profession. In addition, opening up new doors of opportunities for skilled tradespeople to do what they enjoy will bring lasting benefits to their families and communities.

We need your help to make this possible.

# Special Appreciation to Our Sailing Partners!

Thank you, Call of the Sea, for supporting our Construction Trades Program Graduation for the past three years and to Blue Water Foundation coming on board with us in 2024. Sailing here in the SF Bay Area has provided a unique opportunity that has boosted our client's confidence and concentration, enhanced teamwork, sharpened listening skills, physical and mental health, community and highlighted the importance of climate change. Henceforth, the need for....skilled tradespeople.



*"Our mission is to provide inclusive and equitable access to on the water science- based educational programs that foster the connection to watersheds, ocean environments & nautical heritage."-CalloftheSea.org*



"Thank you for this opportunity!"



*"...Through our sailing programs, we offer young people the experiences of learning, leadership, and trying unfamiliar, challenging activities. We provide formative learning opportunities that enhance self-confidence, develop sailing competencies, and emphasize collaboration..."-BWF*





# THANK YOU FROM OUR CLIENTS



*"...I want to work somewhere in a trade where I will fit in and feel accepted. I'm here for the structure it provides. I need structure in my life at this time. I'm here for a career."- SG*



*"I enrolled in the Marin City CDC / CTP program because I want to expand my career knowledge and make a career in a construction union trade. Also to make a better life for myself and my kids. I just wanted to give a big thank you to everyone that makes this program possible for a once in a lifetime opportunity, and to all the staff at Marin City CDC THANK YOU for all you do for us and all your dedication to help us get through it and for showing you care for us all."-JG*

*Dear MCCDC Funders, thank you! I am here because it's the only thing, at all, that makes sense for me to prioritize at this point! P.S. I will be treating the Empowerment Clubhouse properly, as someone who believes in MCCDC, and using it to go far!*

- MBF



*"I joined the construction trade training program because I want and need to learn skills to excel in a fulfilling career that I can use as a foundation to build a healthy and fulfilling life. I am very grateful and feel lucky as well for the opportunity that the construction training, DOR and the Clubhouse have offered me. I am excited for looking back from my future to see how much I have grown."-JT*



*"I feel hope for the first time that I can finally get a good paying job. So many doors have closed on me since I have been out of jail these years, I was so depressed. I just can't believe this opportunity happened. I won't let you down. I won't let myself down."-MW*

# WITH GRATITUDE FOR MAKING THIS PROGRAM POSSIBLE

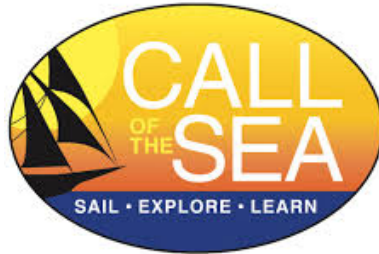
## GENEROUS FUNDERS AND DONORS



## Fullerton Family Foundation



## COMMUNITY PARTNERS AND YOU!





# Marin City Community Development Corporation

## About Us

Established 1979, Marin City Community Development Corporation (aka CDC) is a nonprofit 501(c)(3) organization and is located in the heart of Marin City (United States Census Bureau-Census Tract 1290) and provides critical and essential workforce, mental health, and financial educational services to marginalized, low-income, and underserved communities.

## Mission

"Our mission is to enhance social, economic, and climate justice for underserved, marginalized, and low-income people through employment services, mental health, and education."

## Vision

"Is a world where all humans have opportunities to pursue their goals and dreams, live healthy lives, and build thriving communities."

CDC's programs and services include PowerUP Youth Program, Empowerment Clubhouse, Workforce & Career Development, Micro Enterprise, Digital Literacy, State of California Department of Rehabilitation Vendor, BMR, The Sustainability Project, and the Construction Trades Program.

CDC's priority regions of client's served are primarily Marin City, and include the Canal, West Marin, Novato, and LGBTQ+ communities, in Marin County. Clients served are youth (ages 15-25), young and older adults seeking to pursue their goals, dreams, and economic self-sufficiency. Individuals served include traumatized, without shelter, stigmatized, black, indigenous, people of color, formerly incarcerated, on probation, individuals with mental health, physical disabilities, veterans, and impacted by the War on Drugs. These individuals' health, wellness, and economic opportunities have been impacted in Marin County; ranked as the third most racially disparate county in California (Race Counts 2023 annual Report by RaceCounts.org).

The CDC is an accredited nonprofit through the Commission of Rehabilitation Facilities (CARF.org) and their Empowerment Clubhouse is accredited through Clubhouse International Mental Illness Recovery - Clubhouse International (clubhouse-intl.org).

## Marin City Community Development Corporation

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*Proudly Serving Marin City and Marin County since 1979*

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