



METROPOLITAN
C O U N C I L

Building Strong Communities

Construction Workforce Development Model

- **Building Strong Communities** is an apprenticeship preparatory program designed collaboratively between the Metropolitan Council Workforce Development department and Minneapolis Building Construction Trade Council, to meet construction industry demands by aligning community organizations, trade unions, project owners and contractors to provide construction apprenticeship pathway opportunities.



Building Strong Communities

Construction Workforce Development Model

LRT Build – Previous pilot effort

- 2017 construction workforce program, in anticipation of SWLRT construction
 - 16 Graduated from program
 - 5 Participating Construction Trades
 - 100% placement offers for graduates

Lessons Learned

- More trade apprenticeship opportunities – not tied to specific project
- Utilize community organizations to source and prepare individuals
- Provide participant stipend
- Provide structured post-program / apprenticeship support



June 2017 Graduation

PHASE 1
3 MONTHS

120 APPLICANTS

Outreach & Recruitment

- 8 Community partners and networks



PHASE 2
2-5 WEEKS

85 PARTICIPANTS

Readiness

- Minimum 15 hours of readiness training
- Participant stipend



PHASE 3
4-5 WEEKS

UP TO 50 PARTICIPANTS

Industry Overview & JATC visits

- 40 hours of industry overview
- 80 hours of hands on exposure

PHASE 4
4-8 WEEKS

UP TO 50 PARTICIPANTS

Graduation & Placement

- Placement interviews with unions and contractors
- Structured placement preparation and support

PHASE 5
52 WEEKS

UP TO 50 APPRENTICES

Apprentice Support

- Structured check ins between apprentice, union, contractor and program

10 Construction Trades Unions



PROGRAM FUNDERS



PROJECT PARTNERS



CONSTRUCTION PARTNERS



Building Strong Communities

Participating Unions

- Iron Workers #512
- Carpenters #322
- Pipefitters #539
- Sheet Metal #10
- IBEW #292
- Laborers #563
- Plumbers #15
- Cement Masons #633
- Operating Engineers #49
- Sprinkler Fitters 417



Building Strong Communities

Outreach & Recruitment



Picture yourself on top of the world.

Apprentice in the construction trades.

Our union-created 7-week construction apprenticeship preparatory program **for women** leads to apprenticeships in ten different construction trades.

- March through May 8th
- Stipend provided
- Training includes: industry readiness, union training exposure, placement interviews

Information session:

Thursday March 5, 3-6pm
Iron Workers Local 512,
851 W Pierce Butler Route, St Paul

For more information, call:
612-349-7158



A career in the construction trades provides:

- A wage that supports you and your family—apprenticeship average starting wage is \$22.43 an hour
- Ongoing skills training
- Excellent benefits, including healthcare and retirement

Join the Building Strong Communities apprenticeship preparatory program!

- Begins this winter and ends spring 2020
- Gain real experience and exposure with ten Union trades
- Placement opportunities with Union trades and contractors
- Receive a paid training stipend

To be eligible, you must:

- Be 18 years or older
- Have a drivers license and reliable transportation
- Be able to pass a drug and background screening
- Not currently be a Union member or enrolled in a construction training program

Take the next step:

Attend an information session:

- ▶ **Tuesday December 10, 3pm-6pm**
Minneapolis Urban League
2100 Plymouth Ave N, Minneapolis, 55411
- ▶ **Thursday January 9, 4pm-7pm**
CLUES Minneapolis
720 E Lake St, Minneapolis, 55407
- ▶ **Wednesday January 22, 3pm-6pm**
Minneapolis Urban League
2100 Plymouth Ave N, Minneapolis, 55411

Apply now!

Go to www.buildingstrong.org or call 612-349-7158



Building Strong Communities

Outreach & Recruitment

- 4 Information sessions
 - CLUES
 - Urban League Twin Cities (2)
- Radio advertisements – Radio Rey
- Media – Hmong Times & City Pages
- 100+ inquiries

NOT JUST ANOTHER JOB. UNION CAREERS START HERE !



To be eligible:

- * 18 years old or older
- * Have drivers license
- * Pass drug & background
- * No prior union jobs

The Building Strong Communities program is an apprenticeship preparatory program that will prepare you for a career in the construction industry. We are union supported !



1. Apprenticeship
Explore different trade options, then earn up to \$22.43/hour as an apprentice.

2. Training
Receive union endorsed skills training in your selected trade

3. Union Career
"Foot in the door" job interviews with participating unions and contractors (average wages begin at \$35/hour, plus benefits)

ATTEND INFO SESSION:
WEDNESDAY FEBRUARY 5TH @3PM-6PM
Asian Economic Development Association
442 University Ave., St. Paul, MN 55103
Near the corner of Western & University

Community Partners



APPLY NOW!!! www.buildingstrong.org
612-349-7158

BUILDING Strong Communities

Building Strong Communities

Readiness Phase

- **59 applicants participated in Readiness phase**
 - Minimum 15 hours Empowerment & Emotional Intelligence
 - Preparation for Selection Interviews
 - \$400 stipend upon completion



Five Skies Training
and Consulting LLC





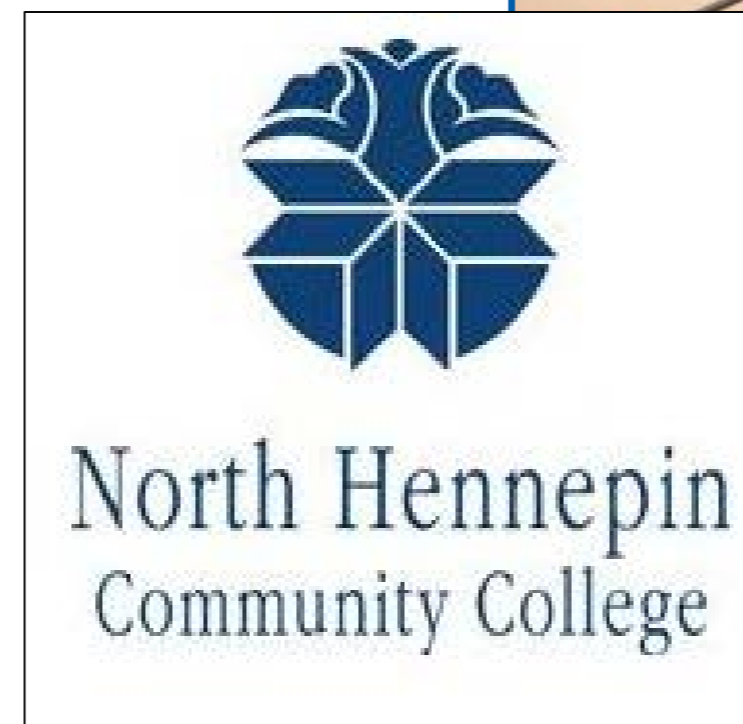
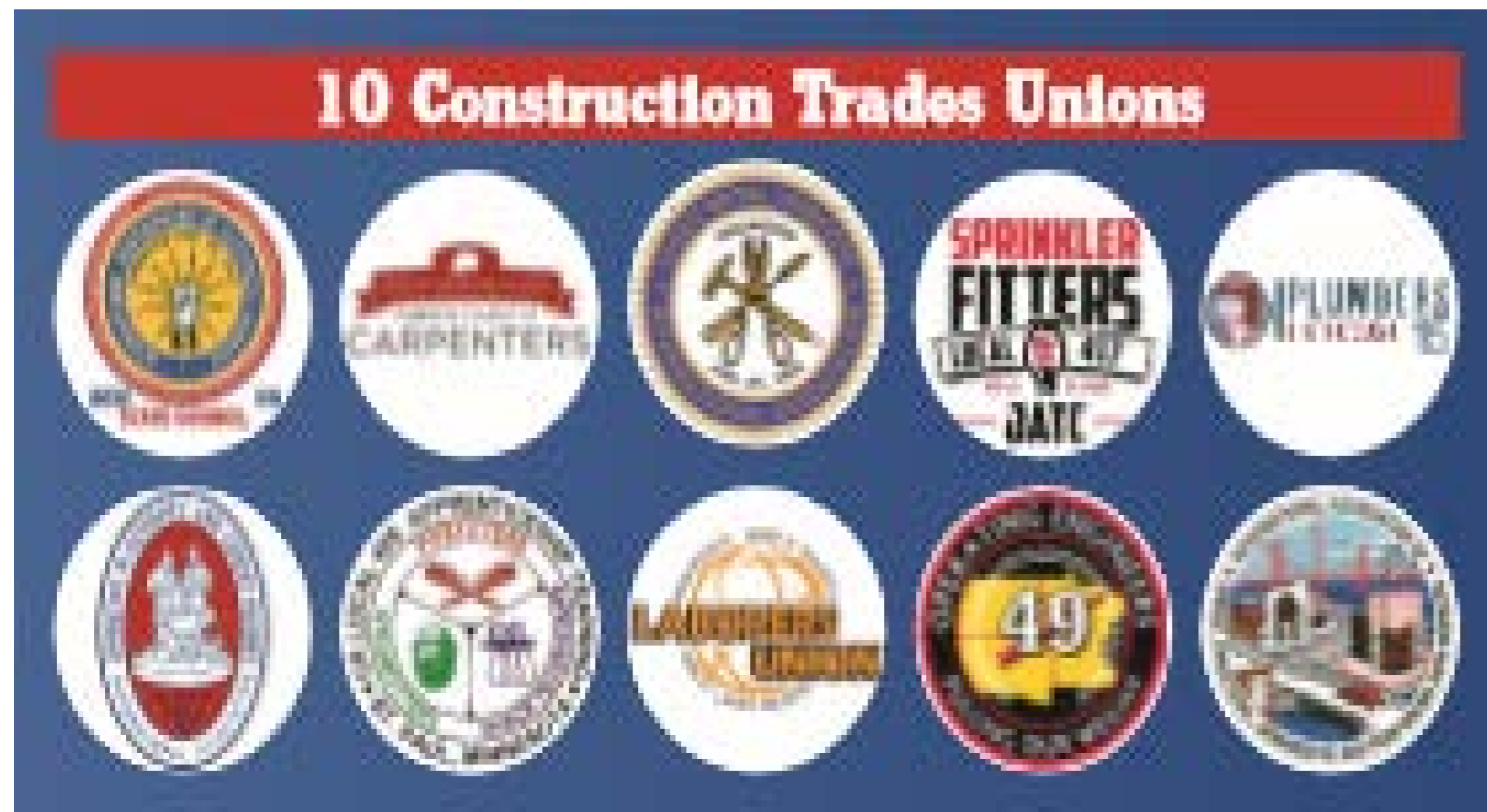
Not pictured;

- *Emerge cohort*
- *5 Skies cohort*

Building Strong Communities

Industry Overview & JATC Visits

- 120 Hrs. of classroom training and Joint Apprenticeship Training Center visits
- Union developed Multi Core Craft Curriculum



Building Strong Communities

Apprenticeship Support

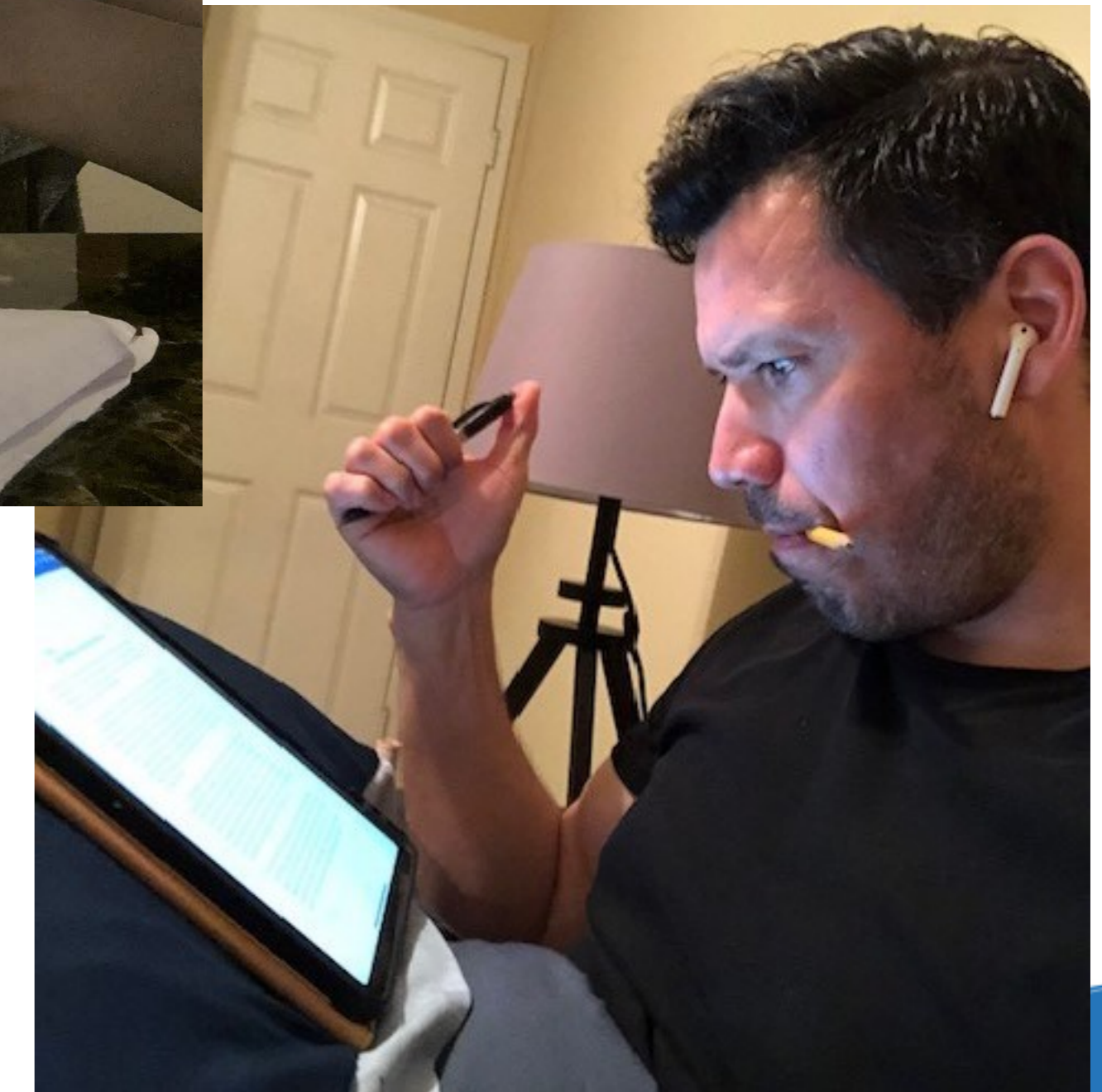
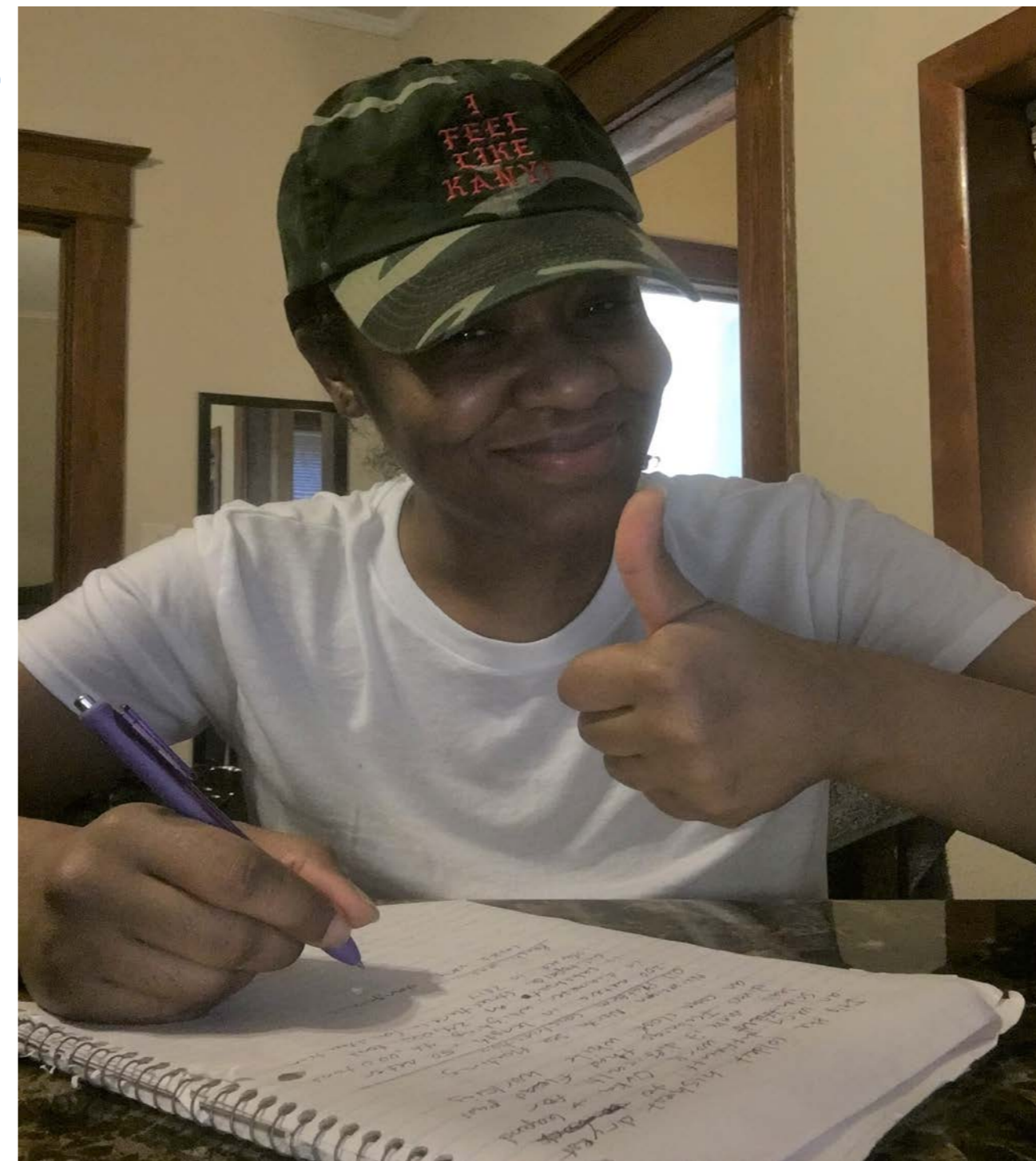
- All partners have committed to providing periodic check ins and support to graduates one year into their respective apprenticeship.
 - 30 days
 - 90 days
 - 180 days
 - 1-year



Building Strong Communities

Covid-19 Impact to program

- Program suspended March 16th – End of Phase 2
- The high level of engagement, caliber of participants and secured funding allows for distance learning component during the Covid-19 pandemic.
- Voluntary 4 weeks of supported distance learning offered to participants. Participants who complete will receive \$400 stipend



Building Strong Communities

Covid-19 Impact to program

- Construction industry will be impacted post Covid-19
- Program originally planned for immediate industry placement post-completion
- Building Strong Communities will now provide extended period of placement support.



Thank you

Aaron Koski

Senior Manager Workforce Development Dept – Human Resources

