



## Capstone Project

### Career Pathways – Construction Pre-Apprenticeship Training

Local Workforce Investment Boards play a critical role in leading efforts to develop and implement career pathway systems and programs. Pacific Gateway (City of Long Beach) works in partnership with Long Beach City College, the Los Angeles/ Orange Counties Building and Construction Trades Council, and other partners to implement a Construction Pre-Apprenticeship Training Program (MC3) as a strategy to connect individuals to a career pathway and meet the demand of the local construction industry.

#### OBJECTIVE

To develop construction career pathway systems and programs that align the skill needs of the local and regional economy by preparing individuals through education, training, counseling support, and other services.

#### PROJECT DEVELOPMENT STEPS

- **Education:** Education was provided to staff, community members, partners, and contractors on local Project Labor Agreement (PLA) hiring goals and processes, Construction Pre-Apprenticeship Training Program, Registered Apprenticeships and the industry.
- **Meetings/ Workgroups:** Monthly Joint Construction Pre-Apprenticeship Meetings/Workgroups with stakeholders. Separate meetings with apprenticeship representatives, employers, PLA Coordinators, Community Based Organization's (CBOs), workforce professionals, and city compliance staff.
- **Candidate Recruitment/ Selection:** CBO partnerships (Community On-Ramps) are critical referral systems. Finding the right candidates for the Construction Pre-Apprenticeship Program (MC3) takes intense assessment and screening.
- **Partnership Development/ Networks:** Developing trust and relationships takes time. Resources must be allocated to build and maintain a variety of industry networks, such as local businesses and contractors, public officials managing public construction projects, joint apprenticeship committee representatives, local union business representatives, and PLA Coordinators.
- **Project Labor Agreement (PLA):** Pacific Gateway was a partner in the negotiation of the City of Long Beach PLA. Workforce must continue to play a role in local hire goals, such as the City of Long Beach and Port of Long Beach PLA's.

#### CONCLUSION

The Construction Pre-Apprenticeship Program has served as a pipeline to connect individuals into construction career pathways. Input from industry is necessary to align training programs with available jobs as unions have hiring cycles. Workforce agencies play a role with meeting local hire goals as there are systems in place to provide a wide variety of support to job seekers and businesses.