



COLTON REDLANDS YUCAIPA
REGIONAL OCCUPATIONAL PROGRAM
Inspiring Possibilities

2016-2017
Building Trades and
Construction Advisory



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2016-2017 Building Trades & Construction Advisory (11/9/2016 & 6/2017)

CRY-ROP Program Manager, Donna Robinson, participated on the Skilled Labor Brain Trust panel at the annual Building Industry Show in Riverside, California. This conversation was held to get industry and educators to discuss how to better address the skilled labor shortage and identify ways to better align to meet the industries growing needs.

In addition to this meeting, feedback was provided from three local unions to find out how to better prepare our students for the competitive application process associated with entering an apprenticeship program.

Industry Advisors

Thomas S., HCI Railing Systems, CEO

Tanner S., Schamber Electric Inc., Owner

Bruce W., CalPASC, Risk Management Director

Bryan S., President, UA Local 364

Skip W., Southern Carpenters Training Fund, Apprenticeship Coordinator

Donald P. B., S.M.A.R.T. Local 105, Business Representative

Paul M., Ironworkers Local 433, Business Agent

Community College & CTE Representatives

Traci E., Coastline ROP, Education & Partnership Development Specialist

Donna R., CRY-ROP, Program Manager

Roy M., North Count ROP, Construction Technology Instructor

Meghan M., HOPE Builders, Employment Services Manager

Jonathan K., Fullerton Community College, Instructor

Building Trades & Construction Advisory



Industry Professional Panel

Question 1: What does your recruitment and hiring process look like?

All panel members agreed that they require applications and interviews, however there are a few key differences between private employer and union apprenticeships.

Private employers tend to recruit via word of mouth, social media, and websites and take applications on line or in person. The depth of the hiring process really depends on the size of the company.

Unions have a more detailed and competitive process for apprentices to apply for the program. They have to provide all required information, complete the application process, and usually pass some type of test written and potentially physical test. Some unions are more competitive than others are, also the results of testing will greatly affect the applicant's eligibility.

Question 2: What interpersonal skills are most important in your industry?

- A good attitude
- Ability to communicate clearly and listen
- Willingness to take direction
- Work well with others
- Utilize constructive criticism to improve performance
- Ability ask questions to gain clarification
- Eagerness to learn and improve
- Problem solve
- Good work ethic

Question 3: What foundational/technical skills are necessary for entry level positions within your industry?

While the technical skills required for each employer are different depending on the specialty, the skills are not necessary for an entry level position. Most employers were

willing to train entry level employees the technical skills needed that were specific to their company if the applicant had the following skills and qualities.

- Ability to calculate basic math
- Read a tape measure accurately
- Computer literate
- Knowledge of hand tools and their uses
- Punctual and reliable
- Ability to work with hands/coordinated
- Trainability

Question 4: What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?

Private employers stated that when you work in the industry you keep up with current code to ensure your work meets building code requirements. These requirements are taught to new employees as needed for specific projects as the regulations are always being updated. As an employee works in the industry, they need to be willing to stay current with industry standards.

Apprenticeships teach the newest trends in their respective industry in the classroom and on the job; however they want an apprentice to be adaptable as the industry changes continuously. The S.M.A.R.T. apprenticeship stated that they no longer do the laying out of a fitting by hand or the calculation of triangulation and stretch mentally as a computer program such as CAD does that.

Question 5: Does your company offer internships? If so, what type of work would they be doing?

The private employers stated they would be willing to do internships. HCI Railing stated that in the past, they had taken on a few interns and that it had worked out. A few of the barriers they faced was the age requirements, transportation issues, and workers compensation concerns. Another concern for smaller companies that was brought up was that if business were slow they wouldn't have enough work to allow an intern to complete their required hours.

Question 6: What types of training, education, certifications, or credentials are desirable for entry level positions in your field?

Most panelists felt that specific training, education, certification or credentials were not necessary however; they did name a few that would be beneficial to anyone looking to get into the building trades and construction.

- Welding certifications
- HVAC training
- Math- fractions, decimals, Geometry, Algebra
- OSHA 10

The panelists also mentioned how many young people lack motivation and they are really looking for people who have the ability to hustle, think on their feet, have a good attitude and are willing to learn.

Community College & CTE Panel

Question 1: What is the BITA program?

BITA is a nationally recognized construction technology program. There are eight of these programs throughout Orange County. The BITA program consists of a four-year course sequence in which students learn about residential and commercial construction. Each year of the program builds on the previous year's content culminating in the fourth year with a community service project, which includes blueprint drawing, planning materials, estimating cost, donations, and documentation. When the student has successfully completed all four years of the BITA program they are eligible for college credits with Fullerton Community College.

Question 2: What is the ideal work based experience you would like to see for you students to have at a business site?

The construction tech educational providers that work with high school students were looking for worksites that would be able to provide on-site, hands on training that allows students to demonstrate the competencies the students learn in class. They would need the worksites to be willing to sign a contract, provide a safe work environment, follow all labor laws, and evaluate the student upon completion of the internship. Most stated that while it would be nice if the worksites would be open to

hiring successful interns that is not a requirement of being a worksite for an internship provider site.

The educational providers that work with adults were also looking for work-based experiences that included training, safe work environment, following labor laws and evaluation. However, there would be less oversight and fewer requirements of the worksites, as they would be working with adults. These educational providers would be looking for worksites that were willing to do paid internships.

Question 3: How are the construction technology programs connected to the community colleges?

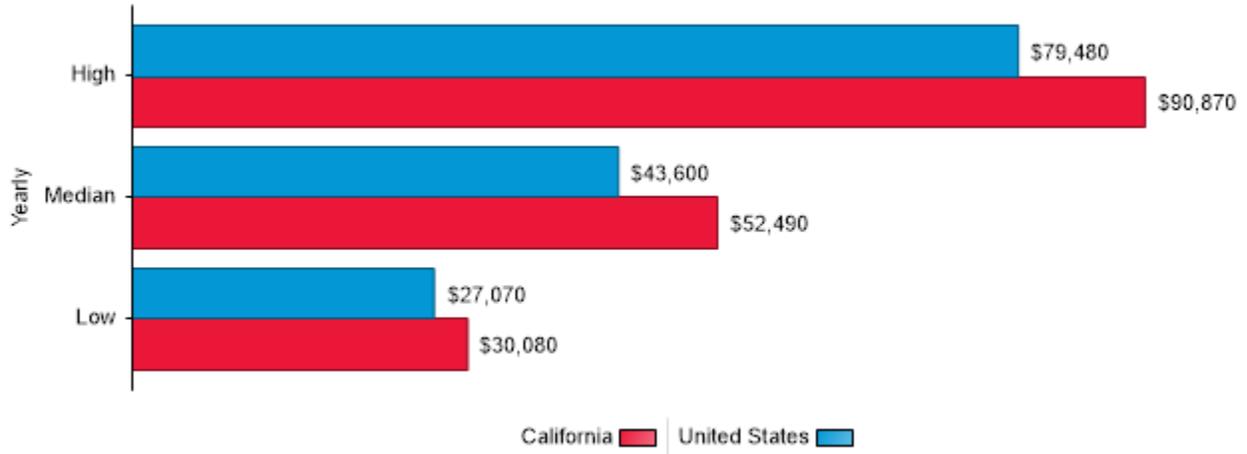
Fullerton College holds an articulation agreement, which awards credits to students who successfully complete the four-year BITA program.

CRY-ROP holds an articulation agreement with Norco College that allows students who successfully complete 2 years of the construction tech program to earn college credits. The instructor has also participated in industry panels and taken students on fieldtrips and tours of the construction tech program at the college campus.

Coastline ROP holds an articulation agreement with Orange Coast College. The specifics of this agreement were not mentioned at the meeting.

Labor Market Information: Construction Technology
<https://www.onetonline.org/>

Yearly Wages for Carpenters in CALIFORNIA

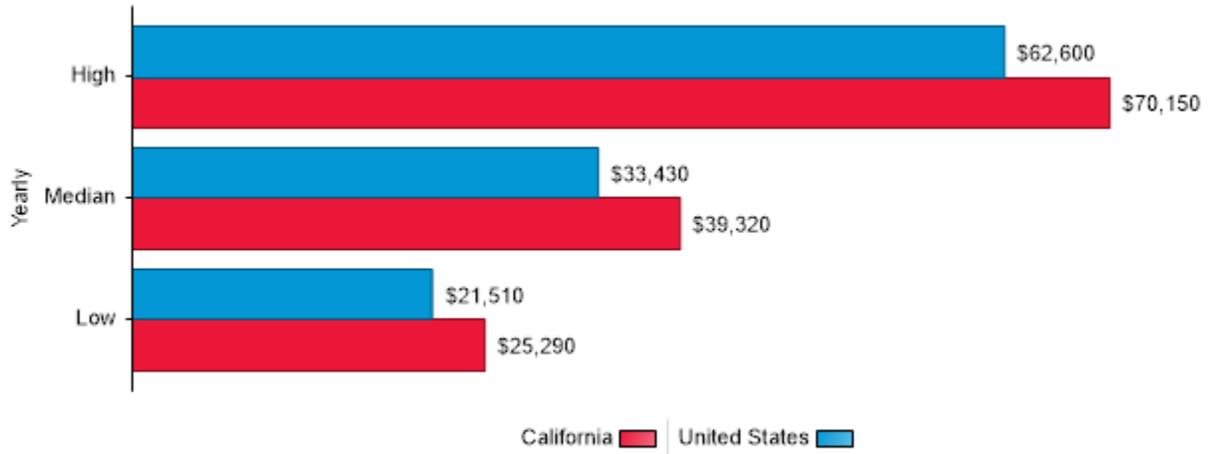


Projected Employment for Carpenters in CALIFORNIA

National	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
United States	945,400	1,005,800	6%	16,910

State	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
California	119,900	153,100	+28%	4,700

Yearly Wages for Construction Laborers in CALIFORNIA



Projected Employment for Construction Laborers in CALIFORNIA

National	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
United States	1,159,100	1,306,500	13%	37,860

State	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
California	114,800	145,000	+26%	5,310