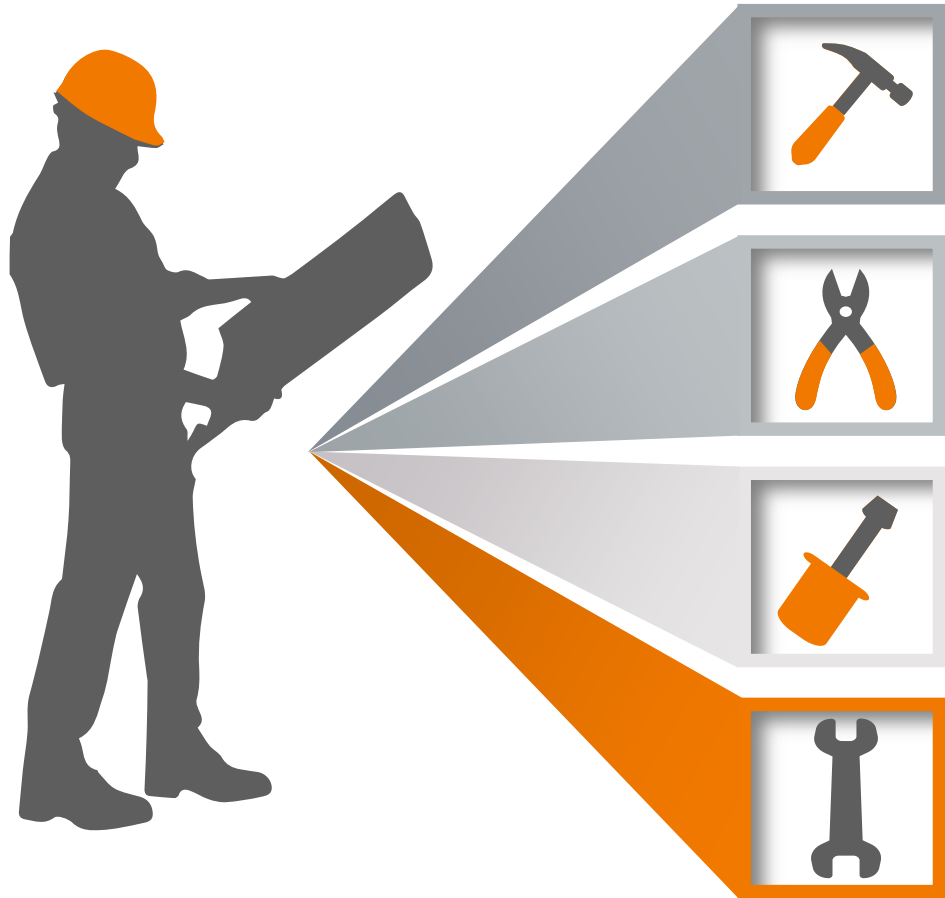


NJ/NY Hazardous Materials Worker Training Center Environmental Career Worker Training Program

NYC District Council of Carpenters Training Center
Pre-Apprenticeship Program
BuildingWorks



Program Overview



- Housed at the New York City District Council of Carpenters Training Center
- Part of the Benefit Funds for NYC Carpenters
- Operating since 1995
- Trained over 1000 individuals
- NYS DOL approved Direct Entry program
- Targeted recruitment from low-income underserved populations



- Offered in 10-week cycles
- Approximately 350 course hours per cycle
- Currently offering three cycles a year
- Cycles are scheduled to align with union recruitment
- Less than 25 enrolled per cycle
- Instructors are career union carpenters
- Consultants and specialists in other fields
- Emphasis on career readiness: conflict resolution, time management, workplace diversity and general expectations

Components

Program

Training Curriculum

Intro to Apprenticeship

Trade Unionism
History of Labor Unions
Introduction to Carpentry Skills

Environmental

Green Construction Skills
Solar Panel Installation
Environmental Justice



Life Skills


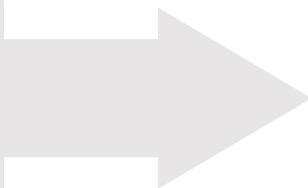
Industry Related Basic Skills
Workplace Diversity
Conflict Resolution
Fitness and Nutrition

Worker Health and Safety

Drug & Alcohol Addiction Awareness
OSHA 30
Hazardous Waste Awareness
Scaffold User
Confined Space


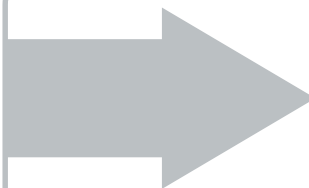


Outcomes Driven Approach




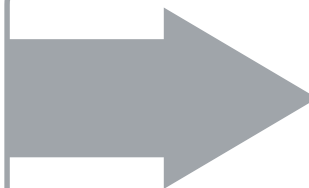
Pre-Screening

Screening and recruitment includes:
Application
Testing
Interview
Looking for candidates interested in long-term careers as carpenters



Intake

Collect comprehensive data at intake to establish basis for comparing long-term outcomes



Training

Conduct training sessions that focus on preparing candidates for a career.
No excuse policies that mirror the industry



Follow Up

Keep in touch with graduates for at least 5 years so we can monitor their success as apprentices advancing to journey-level career union carpenters



Progress 2014 - 2019

Program Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	Total	%
Enrolled in ECWTP	49	64	61	65	66	305	
Completed ECWTP	42	56	54	55	53	260	85%
Job Placement	40	51	44	54	49	238	92%
1 year Job Retention	35	50	40	50	n/a	175	93%
Long term Job Retention	28	39	35	49	n/a	151	80%

Highlights:

- ✓ **305** Trained
- ✓ **238** Placed in related jobs
- ✓ **93%** Retain job for 1 year
- ✓ **80%** Still working

Long-Term Outcomes

Pre Program

\$14,500

Average income for applicants who were working.

- 94% minority
- 50% unemployed
- 25% receiving SNAP, TANF, UI
- 13% living in public housing
- 5% living in shelter or transitional housing

5 years later

Long-Term Outcomes

\$96,800

Average base pay for those working 5 years after program.

- 78% active union members
- 77% earn over \$50,000
- 24% earn over \$100,000
- 30% own homes
- 30% are debt free

Pre Program



Graduated program in 2013
Journeyman Carpenter
Earns over \$100,000
Home Owner
Small Business Owner
Paid for his child's education

Success Story: Andre Coleman

Pre Program:
Working temp job at minimum wage
Criminal background
Unstable income
Unstable housing





“

BuildingWorks is a program like no other. It gives the less fortunate a fighting chance.

- *Kevin Thompson,
2012 Graduate*

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