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
Training Curriculum

Intro to Apprenticeship
- Trade Unionism
- History of Labor Unions
- Introduction to Carpentry Skills

Environmental
- Green Construction Skills
- Solar Panel Instillation
- 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 Awareness
- 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
Program Outcomes

Progress 2014 - 2019

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<tbody>
<tr>
<td>Enrolled in ECWTP</td>
<td>49</td>
<td>64</td>
<td>61</td>
<td>65</td>
<td>66</td>
<td>305</td>
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<tr>
<td>Completed ECWTP</td>
<td>42</td>
<td>56</td>
<td>54</td>
<td>55</td>
<td>53</td>
<td>260</td>
<td>85%</td>
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<tr>
<td>Job Placement</td>
<td>40</td>
<td>51</td>
<td>44</td>
<td>54</td>
<td>49</td>
<td>238</td>
<td>92%</td>
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<tr>
<td>1 year Job Retention</td>
<td>35</td>
<td>50</td>
<td>40</td>
<td>50</td>
<td>n/a</td>
<td>175</td>
<td>93%</td>
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<tr>
<td>Long term Job Retention</td>
<td>28</td>
<td>39</td>
<td>35</td>
<td>49</td>
<td>n/a</td>
<td>151</td>
<td>80%</td>
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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

$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
Success Story:
Andre Coleman

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

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