

BE IN THE KNOW

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Message From Us!

The year is already flying by! So many things are happening, and we are growing and developing almost daily. Check out the Union-Tribune article, highlighted on page three, that features our program!

1 John 3:1 "See what great love the Father has lavished on us, that we should be called children of God! And that is what we are! The reason the world does not know us is that it did not know him."

OPPORTUNITIES

What a time to be of service to others, consider joining our team!

We have the following internal positions open:

- Executive Administrative Assistant
- Instructor
- Case Manager
- Intake Coordinator
- Job Developer
- Human Resource Personnel

Check out our open roles!

<https://www.constructionserviceworkers.com/job-seekers/>



ANNOUNCEMENTS

Coming Events

- 
 March 7 - Cohort 3 Begins
- 
 March 23 - SoCal Pre Apprenticeship Program Orientation from 6pm - 7pm at the Jacobs Center
- 
 March 25 - Employment Resource Fair at Malcom X Library from 11am - 2pm

Interested in a partnership or sponsoring one of our events?

Contact: info@socalpp.com

About SoCal Pre Apprenticeship

SoCal Pre Apprenticeship, a division of CSW Funding LLC, is a registered pre-apprenticeship program charged to: prepare workers for the minimum requirements for entry into an established apprenticeship program, diversify the talent pipeline of skilled workers, & expand opportunities for traditionally underserved communities. For more, visit SOCALPP.COM

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BRIDGING THE GAP

Program Manager's Message

Last month SoCal hosted its first community resource fair at Valencia Park Malcolm X Library. I had the pleasure of connecting with the community residence, and meeting face to face with many individuals I've only had the opportunity to speak with via email, or by way of a virtual meeting.

The event would not have been successful without the collaboration of the organizations that participated. Thank you again for partnering with SoCal to host the event to bring community resources that will aid in developing the potential to thrive!

- Access Inc.
- CARE Community Center
- County of San Diego, Health & Human Service Agency
- Family Health Centers of San Diego
- Multicultural Health Foundation
- Neighborhood House Association
- San Ysidro Health WIC
- Southern Caregiver Resource Center
- Union of Asian Communities (UPAC)
- Urban Corp Charter School

Cohort Participant Highlight

Welcome Elle Smith to the program! She is joining us as part of the March 2022 cohort. She is the mother of an adorably precocious five-year-old. While Elle hasn't decided what area she hopes to specialize in, she is enthusiastic about the opportunities success in our program will prepare her for.



It's Women's History Month!

The month of March has been designated, through a series of presidential proclamations, "Women's History Month" since 1995. The proclamations celebrate and recognize the contributions and achievements of women in the United States.

Visit [here](#) for more information

SoCal PP in the news!

SoCal Pre-Apprenticeship and other programs actively recruiting people of color were featured in a San Diego Union-Tribune article late last month. The article highlighted the need for increased advocacy in communities of color for this type of training and opportunities. Read the article [here](#). For even more information, check out the op-ed on the following pages.



A message from the new editor...

I am thrilled to be entrusted with the responsibility of the SoCal Newsletter. I look forward to building upon the already firm foundation and curating a newsletter that is informative, creative, and stylish.

*Cheryl Carr, Instructor - SoCal PP



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V & V O P - E D

When government agencies initiate construction projects and use taxpayer monies to fund them or to lease public lands, all developers are required to utilize a Project Labor Agreement (PLA) for graduates of skilled and trained workforce programs through apprenticeships.

By definition, PLAs are “collective bargaining agreements between building trade unions and contractors, and govern terms and conditions of employment for all craft workers – union and nonunion – on a construction project.”

The City of San Diego, County of San Diego, SANDAG, San Diego Water Authority, San Diego Unified School District, Airport Authority, Metropolitan Transit System along with major construction projects to rebuild the Midway District and Seaport Village all have approved or proposed proposals based on this directive.

In their proposals, the County stated that their goal was to “improve pay and working conditions in the industries and sectors that rely most heavily on labor from women and people of color, including construction and services.”

Meanwhile, the City of San Diego stated that PLAs will “prohibit all forms of discrimination in City public works projects.”

This has not proved to be true.

Based on data from the California Department of Industrial Relations, LISC San Diego recently re-issued a report – Building Trades Apprenticeships: San Diego County 2007-2017 – that refutes this claim.

The LISC report discovered that the union building trades were not providing the number of apprenticeships to Blacks, Asian Pacific Islanders and women equal to their percentage of population in San Diego County.

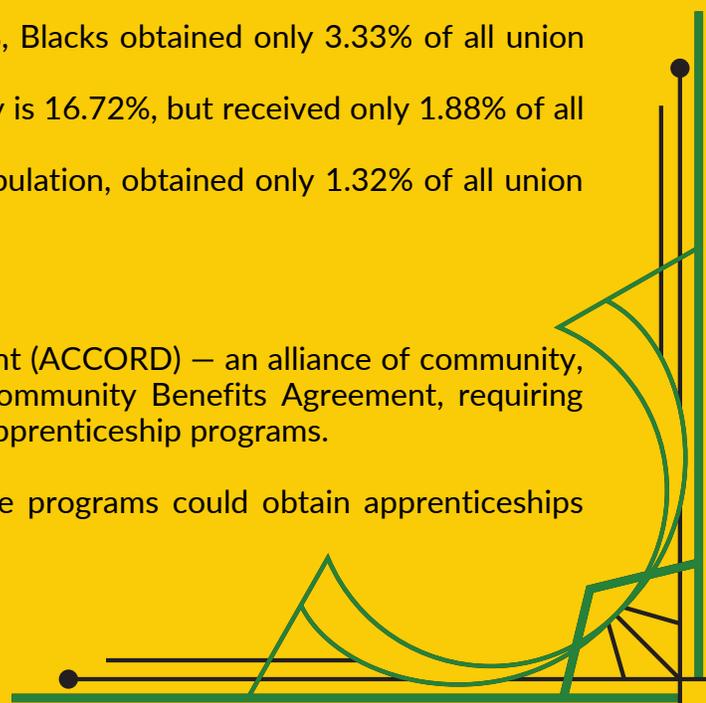
The findings include:

- While the Black population in San Diego County is 6.39%, Blacks obtained only 3.33% of all union apprenticeships.
- The Asian-Pacific Islander community of San Diego County is 16.72%, but received only 1.88% of all union apprenticeships; and
- Women, who make up 49.55% of San Diego County’s population, obtained only 1.32% of all union apprenticeships.

This current outcome could have been avoided.

In 2005 the Community Coalition for Responsible Development (ACCORD) – an alliance of community, labor, and faith organizations – successfully negotiated a Community Benefits Agreement, requiring developers of Ballpark Village to provide \$1.5 million for pre-apprenticeship programs.

The goal was to ensure that individuals participating in these programs could obtain apprenticeships with the union building trades.





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These programs could have helped bridge the gap that our report illuminates. However, less than 10 individuals received apprenticeships from the first \$750,000 that was spent. There is still an additional \$750,000 available that needs to be allocated by 2025.

In an effort to increase opportunity, SoCal Pre Apprenticeship Program requests that the County, City, SANDAG, Water Authority, San Diego Unified, Airport Authority, Port and MTS amend their PLA contracts by adding provisions that increase the number of union apprenticeships for Blacks, Asian Pacific Islanders and women to at least equal to their population.

The trades should allocate the last portion of \$750,000 to nonprofits and for profits for pre apprenticeship training for these groups to ensure that they are prepared for the union apprenticeship programs.

In addition, the LISC San Diego report shows the discrepancy of apprenticeships provided within the individual union trades.

The electricians' union, IBEW, provided the second highest number of apprenticeships at 528 over the 10-year period, yet Blacks received only 4.55%, Asian Pacific Islanders 2.46%, and women 2.08%.

The drywall-lather union provided 480 apprenticeships in that period, but only 1.46% to Blacks, 0.83% to Asian Pacific Islanders and 0.42% to women.

Finally, the Laborers union provided 278 apprenticeships with only 3.37% going to Blacks, 1.08% to Asian Pacific Islanders and 4.32% to women.

Based upon these self-reported numbers, it is clear that many, if not all, of the union building trades have room to expand their apprenticeships to ensure that they are equitably distributed to all San Diego County residents.

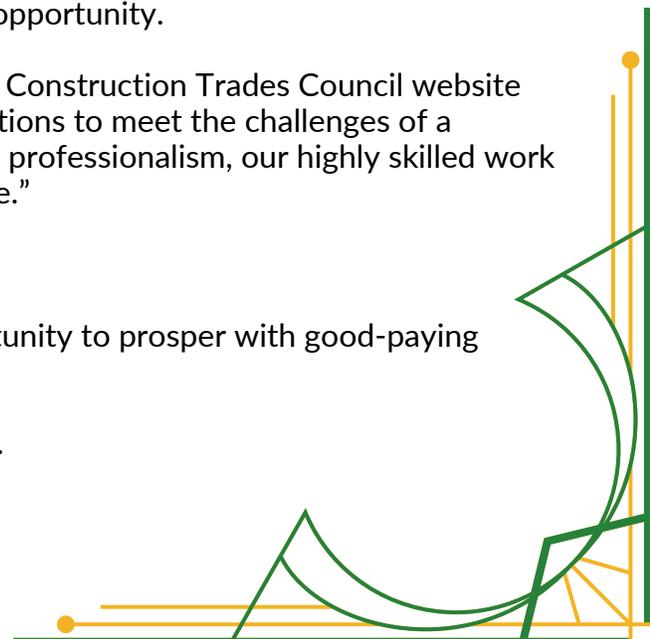
As the federal, state and local governments look to providing more tax dollars for infrastructure projects and build more affordable housing, it is imperative that in the post-George Floyd era that important organizations like the union building trades provide equity and opportunity.

The apprenticeship page on the San Diego County Building and Construction Trades Council website states the following: "Building Trades Unions are providing solutions to meet the challenges of a changing energy-conscious world. With pride, performance and professionalism, our highly skilled work force delivers unmatched value for contractors and owners alike."

SoCal Pre Apprenticeship agrees.

Ensuring that all residents in San Diego County have the opportunity to prosper with good-paying careers is a win-win for all of us.

Wanda Rogers is founder of SoCal Pre Apprenticeship Program.





Want to join us as we invest in community members?

CONTACT US

Interested in Partnering with SoCal?

Contact: Martinique Akinfosile - Program Director at makinfosile@socalpp.com

You or Someone You Know Interested in Joining the SoCal Program?

Contact: Sekwona Lawrence - Program Manager at slawrence@socalpp.com

Need Case Management Information?

Contact: Mitchell Bradshaw at mbradshaw@socalpp.com

General Questions and Inquiries?

Contact:

info@socalpp.com or (619) 303-6890

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www.socalpp.com