

LABOR DISCUSSION SYNOPSIS

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About

- **College of the Canyons** has both Construction Management and Construction Technology (trade) programs.
- **ABC (Associated Builders and Contractors)** main campus is in Orange County but has training campus in San Fernando Valley to support LA/Ventura. Requires a high school diploma + 1 college level algebra course to enter formal apprenticeship training program. This might be a barrier for some ... need for help.
- **LiUNA** recruits from job fairs. Average age of people entering their apprentice program is 23. Uses SB1 grant through workforce development board to target TAY (transition age foster youth) population.

Current

- Emphatically NO we don't have the *skilled* labor necessary to produce the housing we need.
 - The construction industry took a huge hit in the 2008 recession. Many workers never returned. A UC Berkeley study showed that between 2009 and 2018 housing industry permits increased 430% but construction work force only increased 32%.
- Each school and training program is fairly independent because of the nature of educators, different measurements of success, turf protection, program goals, priorities, etc.
 - Union vs non-union tracks are really only philosophical differences; both train for the same end result.
 - Have lowered the number of teacher training programs from 9 colleges to now 1.
- Construction workers are transitory, moving between job sites and not 9 to 5. Businesses are located in a single area but hire from all over. Local hire depends on the specific prime contractor and subs.
- Re Training and education:
 - By age 11 kids decide what they *don't* want to do.
 - Current emphasis is focused on kids getting a 4-year college degree. So while the number of people with bachelor and master degrees have increased, the jobs requiring them haven't. Many end up underemployed.
 - Many go back to school in a trade apprentice program in their late 20s/early 30s; average apprentice age and community college age is 28. Losing 10-15 years of productivity from that person because they didn't know construction trade was a viable option.
 - When cutting programs, shop and trade are some of the first to go; 85% of shop programs have closed in middle/high school.
 - LiUNA is talking with OHSD re trade classes, including green construction, water, etc.
 - Current high school programs include Daniel Bell at TO High, ACE Charter at the Camarillo airport, and...?
- Construction trade workers are paid very well, earning a living wage for Ventura County.
- Current workforce is getting older and need replacements.

Future

- Need to have more training programs in order to have the skilled apprentices, skilled journeymen and contractors.

- Use the current labor shortage used as wake-up call for additional training.
- Talk about it in schools as a viable career option; need to start now and young to build future pipeline.
- Bring the message with exploratory experiences to middle and high school students
- Need better coordination and collaboration between programs; focus on the common goal: producing well trained, safe journeyman that can make a good wage. Need collaboration (not silo) programs between multiple groups (e.g. NAWIC + Union + middle/high school girls to build tiny homes for River Haven). Sow seeds, they may grow and sprout years later.
- Need contractors that come from the trades and skilled labor before becoming a general.
- Need to stop the turnover and attrition in teacher turnover to provide the quantity and quality of instruction.
- Need consistent funding source that can provide financing for training, camps, etc. (e.g. Ojai program stopped because funding ran out).
- Use training program to build something to benefit the community: homeless shelters and transitional programs like River Haven, Habitat for Humanity, nonprofit sites, etc.
- Improve traffic by keeping construction labor local when available.
 - Need PLA (project labor agreement) and community workforce agreement.
 - Need to define “local hire”. Local laborers vs local company, and if targeting hiring low income, TAY (transition age foster youth), vets, etc.
 - Developers need to set goal for local hire on a project by project basis and enforce with sub-contactors.