

The Multi-Craft Apprenticeship Prep Program

A model for training and development of the Rochester
Area minority construction workforce

Spring/Summer 2017

Prepared by RCCI • 470 W. Metro Park, Suite B, Rochester NY 14623

Mr. Michael Menna, Director of M.A.P Programming

MAP Program Summary

The program is designed to provide a basic introduction to the construction industry and develop soft skills essential for success in the industry. Participants also leave the program with necessary industry certifications such as an OSHA card. Most importantly, successful graduates are placed in building trades apprenticeship programs and get a job with a signatory contractor.

MAP Program Partners



The Rochester Building and Construction Trades Council

The Rochester Building and Construction Trades Council is an association of 18 individual trades whose mission is to support the working men and women of our local construction industry.

Unions and Businesses United in Construction

UNICON is a labor management partnership with a primary mission of promoting the unionized construction industry.

Rochester Careers in Construction Inc.

RCCI was founded by the Builders Exchange in 2000 to promote construction careers through educational events and career days. It was incorporated by the Laborers Lecet Fund, UNICON, and the Construction Industry Association of Rochester. RCCI is the primary sponsor of the MAP program.

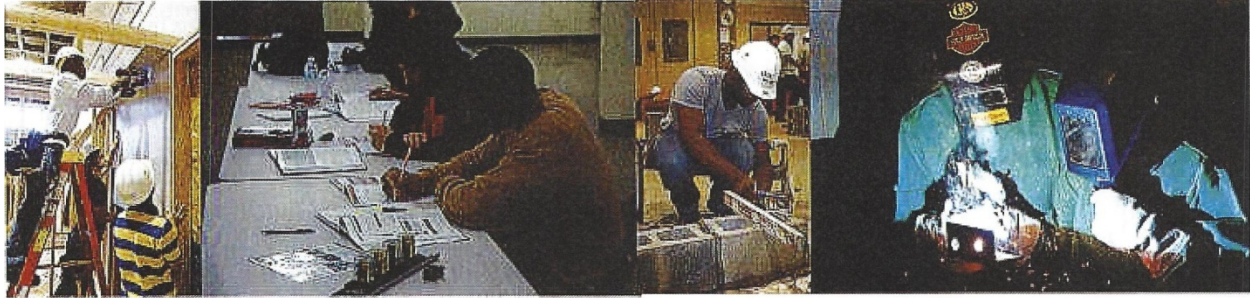
Builders Exchange of Rochester

Builders Exchange was founded in 1888 to represent contractors in Monroe and the surrounding counties. Builders Exchange's primary mission is to lead, promote, support and inform the construction industry. Builders Exchange also manages a group of industry associations including the Construction Industry Association of Rochester, SMACNA Rochester, SMACNA NYS, and the Roofers Industry Fund.

Workforce Development Institute

WDI provides cutting edge job training on a statewide level. As the economy evolves employers require new skills, be it in green jobs or advanced manufacturing. New York can only be competitive nationally and globally with a workforce that has the needed skills. WDI is leading the way in reshaping and retooling the workforce with skills for today and tomorrow.

In the Greater Rochester/Finger Lakes area, WDI has had a hand in training thousands of workers for new jobs, as well as helping employees retain jobs in industries ranging from manufacturing, construction, energy efficiency, food processing and beyond through innovative partnerships and supplemental support.



MAP Pre-Apprenticeship Training Model

By working collaboratively with the program partners, MAP will set out to recruit, train, and place program participants based on industry needs. RCCI will work closely with contractors and building trades unions to project the number and type of work hours needed 6 to 10 months in advance so that we can effectively recruit, train, and setup employment opportunities for participants who are prepared when the industry needs them. By setting this pre-apprenticeship program based on industry need, we can avoid oversaturating the industry with candidates who may not have a place to go upon graduation. Also, this system will ensure that each individual chosen will be prepared for a successful career.

Program Design

The program is designed to give candidates up to 70 - 80 hours of Pre-Apprenticeship training over the course of 6 - 8 weeks. Leading up to this training, several months allow for recruitment, screening, and candidate selection. This phase is important as it eliminates those who "just want a job".

The following components lay out the complete MAP program process:

1. Recruitment
2. Training
3. Job Placement

RECRUITMENT

The Multi-craft Apprenticeship Prep (M.A.P) program will begin with a targeted recruitment effort for new candidates through a variety of community outreach initiatives. This will be comprised of the following components:

Industry Forecast - RCCI works with industry partners to forecast job placement needs.

Intake and Screening- MAP begins with an active recruitment effort that is complemented by various agencies from around the Greater Rochester area.

Application

Applicants must have a high school diploma or GED, driver's license, a car available to them and the ability to pass a construction-oriented math qualification exam.

Testing

A construction math exam administered by representatives of the Rochester Building Trades will be given to determine the Applicant's aptitude for specific trades.

Pre-screen Interview

Applicants are interviewed to learn more about their background, goals, motivation, and support systems.

Selection

The number of applicants that are selected will be based upon industry need as calculated by the industry forecast. All information throughout the process is used to determine who are the most motivated and who is most likely to succeed. Applicants who are not selected for direct entry into MAP but are quality candidates will be referred to programs that are more appropriate.

TRAINING

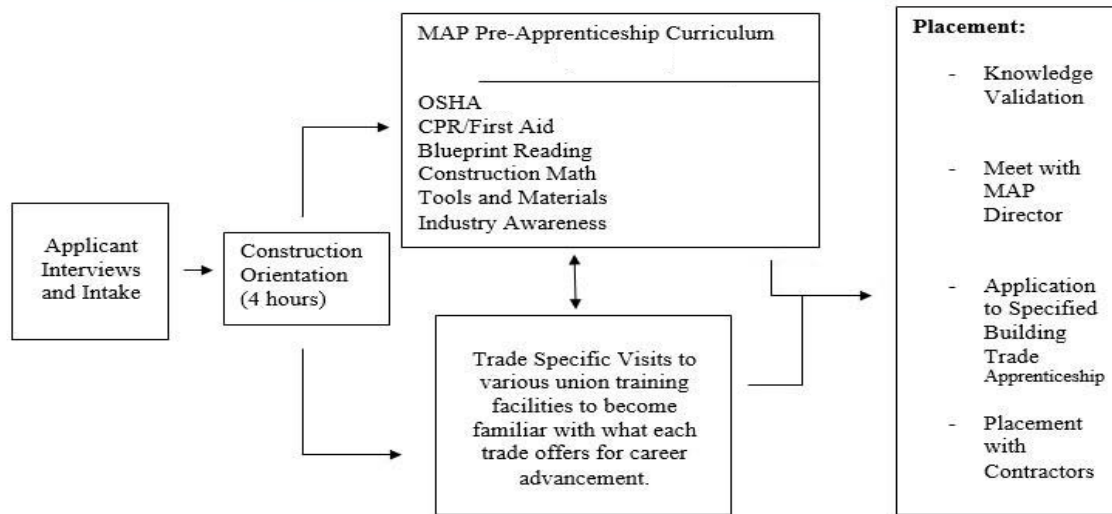
The pathway to success in a union apprenticeship program includes many steps.

The curriculum has been developed as a model for pre-apprenticeship leading to entry into any one of the building

trades. This model utilizes a systematic approach for prepping participants for the world of unionized trades, and focuses on common skills, competencies, and knowledge on the industry that will ultimately prepare them for their chosen specialized skill.



BUILDING TRADES MULTI - CRAFT CORE CURRICULUM



The diagram above represents the pathway to apprenticeships developed by a Building and Construction Trades Department standing committee on apprenticeships that includes participants from all the building trades represented in the AFL - CIO. By using curricula developed by the employer, not just the training provider, the participant learns exactly what skills are needed on the job.

This program design will be the framework for the Pre-Apprenticeship training. This year's class of participants will begin in May of 2017. The Pre-Apprenticeship program includes 70 - 80 hours of instruction. The following topics are covered:

- General orientation to apprenticeship
- Industry overview
- Tools and Materials
- CPR and First Aid
- OSHA Certification
- Blueprint reading
- Applied math for construction applications
- History of the construction industry
- Soft Skills

The 70 - 80 hours of coursework will be taught by a union craftsman, at an actual apprenticeship training facility. At the same time as the general MAP schooling is going on, participants will also be attending trade specific orientations held at the individual trade's training facilities.

Union trades that will be included in the MAP trade specific orientations will include:

- Sheet Metal Workers Local 46
- Electrical Workers Local 86
- Bricklayers and Allied Craft Workers Local 3
- LaborersLocal435
- PaintersDistrictCouncil4
- Northeast Regional Council of Carpenters
- Plumbers Local 13

MAP training, candidates will be

actively recording their credentials throughout the entire process. This will make the job application process much smoother, as participants will already have the required documentation in order for applying for an apprenticeship, or job with a contractor. |

JOBPLACEMENT

The most important part of the MAP program is finding graduates jobs after completion. The program works with apprenticeship directors and employers to place individuals. Clear expectations are established for the new employee to be successful and ongoing mentorship is provided. Success is a direct result of the new employee's hard work and ability to use the tools provided by the program.

The 2017 program is expected to recruit, train and place 20-25 candidates.

For more information please contact:

**Mr. Michael Menna
C/O IBEW Local 86 JATC
470 West Metro Park, Suite B
Rochester, NY 14623**

mmennalu86@gmail.com

**Ms. Debbie Lee
CBTU Rochester Chapter President
cbturochester@frontier.com**