



**Workforce Development Board
Career Services Committee
Workforce Santa Cruz County Career Center
18 W. Beach Street, Rms. 2 and 3
Wednesday, July 25, 2018, 3:00 p.m.**

18 W. Beach Street
Watsonville, CA 95076
(831) 763-8900
www.santacruzwb.com

Agenda

- I. **Call to Order/Welcome**
- II. **Introduction of New Members**
- III. **Public Comment** – For items not listed on the agenda (limited to 3 minutes)
- IV. **Approval of Minutes from April 25, 2018 meeting2-4**
- V. **Service Provider Activity Report**
- VI. **Consent Items** (separate from agenda packet)
 - C.1 Career Service Provider Financial Performance and Participant Report for Q3 PY17/18 **5-8**
 - C.2 Memorandum of Understanding Phase II – Affiliate Sites **9**
- VII. **Presentation: DOR Youth Internship Program**
Diana Rodriguez, Student Services Counselor **10**
- VIII. **Administration**
 - A.1 AJCC Hallmarks of Excellence **11-13**
 - A.2 Workforce Development Report..... **14**
 - A.3 Committee Membership and Recruitment **15**
 - A.4 Proposition 39 Pre-apprenticeship Grant Services Update **16-17**
- IX. **Chairperson’s Report**
- X. **Announcements/Information Sharing**
- XI. **Adjournment**

**Next Meeting: Wednesday, September 26, 2018 @ 3:00 p.m.
Watsonville Career Center
18 W. Beach Street, Rooms 2 and 3**

**Career Services Committee
MEMBERS:**

Elyse Destout, Chair
Photography by Elyse Destout
Andy Hartmann, Vice Chair
IBEW Union, Local 234
Brenda Burks-Herrmann,
Conservation Administrator
California Conservation Corps
Christina Cuevas, Program Director
Community Foundation of Santa Cruz County
Maria Elena De La Garza, Executive Director
Community Action Board
Mary Gaukel Forster, Executive Director
Your Future Is Our Business
Fernando Giraldo, Chief Probation Officer
Santa Cruz County Probation Department
Hipolito Gutierrez, Parent
Driscoll's
James Howes, Assistant Director
Regional Occupational Program
Santa Cruz County Office of Education
LeNae Liebetrau,
Senior Vocational Rehabilitation Counselor
Department of Rehabilitation
Nancy Ortiz, Youth Representative
Santa Cruz County Office of Education

DIRECTOR:
Andy Stone



**Workforce Development Board
Youth Council
Watsonville Career Center
18 W. Beach St., Watsonville
Wednesday, April 25, 2018, 3:00 p.m.**

18 W. Beach Street
Watsonville, CA 95076
(831) 763-8900
www.santacruzwb.com

The Chair called the meeting to order at 3:23 p.m., when a quorum was established.

Committee Members in Attendance

Destout, Elyse – Chair
Gaukel-Forster, Mary
Howes, James
Burks-Herrmann, Brenda

Committee Members Absent

Cuevas, Christina
DeLa Garza, MariaElena
Giraldo, Fernando
Hartmann, Andy
Liebetrau, LeNae

Staff in Attendance

Stone, Andy – WDB Director
Gazza, Laurel – WDB Administrative Aide
Sara Paz-Nethercutt – WDB Senior Analyst

Guests

Macias, Nohemi - SCCOE-Sueños
Moss, Denise – Cabrillo College
Paynter, Michael – SCCOE–Sueños

YOUTH COUNCIL MEMBERS:

Elyse Destout, Chair
Photography by Elyse Destout
Andy Hartmann, Vice Chair
IBEW Union, Local 234
Brenda Burks-Herrmann,
Conservation Administrator
California Conservation Corps
Christina Cuevas, Program Director
Community Foundation of Santa Cruz County
MariaElena De La Garza,
Executive Director
Community Action Board
Mary Gaukel Forster,
Executive Director
Your Future Is Our Business
Fernando Giraldo, Chief Probation Officer
Santa Cruz County Probation Department
James Howes, Assistant Director
Regional Occupational Program
Santa Cruz County Office of Education
LeNae Liebetrau,
Senior Vocational Rehabilitation Counselor
Department of Rehabilitation

DIRECTOR:
Andy Stone

Subject: Call to Order/Welcome

Discussion: Chair Elyse Destout called the meeting to order at 3:23 pm after quorum was established. (Informal introductions were made before meeting called to order).

Subject: Public Comment

Denise Moss of Cabrillo College mentioned their upcoming summer Cyber Camp and Elyse Destout mentioned the Work Based Learning Mentorship Program.

Subject: Contractors' Activity Report

Suenos members Nohemi Macias and Michael Paynter gave a Suenos program update with a PY 17/18 update on enrollments and work-site placements, and trends. The committee discussed expanding services to additional parts of county and asked for that item to be added to the next meeting agenda.

Subject: Approval of December 13, 2017 Meeting Minutes

Discussion: Chair Elyse Destout called for the December 13, 2017 minutes to be approved.

Action: It was moved to approve the December 13, 2017 Meeting Minutes.

Status:	Motion to Approve:	James Howes
	Motion Seconded:	Elyse Destout
	Abstentions:	Brenda Burks-Herrmann, Mary Gaukel-Forster
	Committee Action:	Elyse Destout, James Howes in favor, motion passed.

Subject: Consent Items:

C.1 Draft PY 2017-18 Monitoring Report

WDB staff member Sara Paz-Nethercutt gave an recap of the monitoring of the WIOA Youth Services Suenos Program, Santa Cruz County Office of Education (COE) from December 11 – December 18, 2017.

C.2 Financial and Performance Data, 2nd Qtr 2017-18

WDB staff discussed the CalJOBS preliminary cumulative performance data for the 2nd Quarter of PY 2017-18

Status:	Motion to Approve Consent Items:	Mary Gaukel-Forster
	Motion Seconded:	Brenda Burks-Herrmann
	Abstention:	James Howes
	Committee Action:	Motion passed, 3 in favor, 1 abstention

Subject: VI. Administration Item:

A.1 – Youth Council Expansion

WDB Director Andy Stone discussed that at the February 28th WDB meeting, the Board authorized staff to help facilitate the renaming of the Youth Council and expanding the role of the committee, which would include activity reports from potentially more of the WDB Contractors such as Goodwill Central Coast, Cabrillo College, County of Santa Cruz Welfare to Work Program, and Eckerd. The committee members suggested changing the name of the Youth Council to the Career Services Committee, and discussed possible expansion of committee membership.

Action: None. Discussion item.

VIII. Announcements/Information Sharing

Brenda Burks Herrmann announced her upcoming retirement from California Conservation Corps, and subsequent resignation from the Youth Council. She also mentioned CCC new recruiter and current projects. James Howes also announced that he would be retiring from SCCOE and also resigning from Youth Council.

Meeting adjourned at 4:10 p.m.

Next Meeting: **Workforce Development Board Meeting**
Wednesday, May 30th, 2018 @ 8:30 am
Seacliff Room, at Seacliff Inn
7500 Old Dominion Court
Aptos, CA

Next Youth Council Meeting
TBD



C.1 Contract Financial & Performance Data



COMMITTEE: Career Services Committee	MEETING DATE: July 25, 2018
STAFF NAME: Andy Stone, WDB Director	

SUMMARY:

The Career Services Committee is tasked with overseeing the Workforce Development Board's (WDB) career services contracts. The WDB currently has career services contracts with Cabrillo College, Goodwill Central Coast, and Santa Cruz County Office of Education. Reports outlining each contractor's financial, federal (if applicable), and contract performance are attached.

☒Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the Contract Financial & Performance Data Report.

COMMITTEE DATE 07/25/18	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:

C.1 Attachment 1

WIOA Youth - Financial and Performance Report for Program Year 2017-18

Youth - Budget v. Expenditures (Through 5/31/2018)

SCCOE - Sueños	In-School	Out-of-School	Total
Budget	\$212,500	\$637,500	\$850,000
Expenditures	\$190,571	\$534,300	\$724,871
Balance	\$21,929	\$103,200	\$125,129
Percent Expended	90%	84%	85%

Youth – Federal Performance Goals (Through 12/31/2017)

Measure	Target Performance Level	Performance through 2nd Quarter	2nd QTR % of Target Achieved	Met 80% Target?
Entered Education or Employment Rate	70.5%	96%	136.17%	YES
Attained Degree or Certificate	64%	95.65%	149.45%	YES
Literacy & Numeracy Gains	72%	100%	138.88%	YES

Youth - Contract Performance Outcomes (Through 5/31/2018)

SCCOE – Sueños Contract Outcomes	Annual Plan	Actual	% Annual Plan
Cumulative Enrollments	150	117	78%
Placement in employment or post-secondary education	64	64	100%
Attain degree or certificate and participate in a paid or unpaid WEX	60	60	100%
Utilize e-CASAS and participate in workplace skills workshop	78	67	85%

C.1 Attachment 2

WIOA Adult/DW - Financial and Performance Report for Program Year 2017-18

Adult/Dislocated Worker - Budget v. Expenditures (Through 5/31/2018)

Goodwill Central Coast	WIOA Adult	WIOA DW	Rapid Response	Total
Budget	\$345,750	\$345,750	\$25,000	\$716,500
Expenditures	\$252,526	\$250,900	\$9,432	\$512,858
Balance	\$93,224	\$94,850	\$15,568	\$203,642
Percent Expended	73%	73%	38%	72%

Adult – Federal Performance Goals (Through 12/31/2017)

Adult Measures	Target Performance Level	Performance through 2 nd Quarter	2 nd QTR % of Target Achieved	Met 80% Target?
Entered Employment Rate	68%	72%	105.88%	YES
Employment Retention Rate	65.5%	86.6%	132.21%	YES
Average Earnings	\$10,314	\$17,660.13	171.22%	YES

Dislocated Worker - Federal Performance Goals (Through 12/31/2017)

DW Measures	Target Performance Level	Performance through 2 nd Quarter	2 nd QTR % of Target Achieved	Met 80% Target?
Entered Employment Rate	71%	76.6%	107.89%	YES
Employment Retention Rate	69.5%	77.2%	111.08%	YES
Average Earnings	\$15,046	\$18,207.34	121.01%	YES

Adult/Dislocated Worker - Contract Performance Outcomes (Through 5/31/2018)

Goodwill Central Coast Contract Outcomes	Annual Plan		Actual		% Annual Plan	
	Adult	DW	Adult	DW	Adult	DW
New Training Enrollments	32	27	32	27	100%	100%
Successful Training Completions	26	21	25	21	96%	84%
Entered Employment	26	21	26	21	100%	100%
Job Orders	15		31		206%	

C.1 Attachment 3

Cabrillo SRSN Financial and Performance Report for Program Year 2017-18

Cabrillo SRSN - Budget v. Expenditures (Through 3/31/2018)

Cabrillo SRSN	WIOA Adult	WIOA DW	Total
Budget	\$37,500	\$37,500	\$75,000
Expenditures	\$25,219	\$22,425	\$47,644
Balance	\$12,281	\$15,075	\$27,356
Percent Expended	67%	60%	64%

Cabrillo SRSN - Contract Performance Outcomes (Through 3/31/2018)

Cabrillo SRSN Contract Outcomes	Annual Plan		Actual		% Annual Plan	
	Adult	DW	Adult	DW	Adult	DW
New Training Enrollments	15	15	12	13	80%	86%
Successful Training Completions	10	10	8	5	80%	50%



☐ Action
 ☐ Consent
 ☒ Information
 ☐ Discussion

C.2 WIOA AJCC Affiliate Site MOU

COMMITTEE:	Career Services Committee	MEETING DATE:	July 25, 2018
STAFF NAME: Andy Stone, WDB Director; Sara Paz-Nethercutt, Sr. Analyst			

SUMMARY:

Background

As you may recall, under the Workforce Innovation and Opportunity Act (WIOA), local boards with the agreement of the chief elected official, are required to develop and enter into a Memorandum of Understanding (MOU) to outline the delivery of services and a cost-sharing agreement between the local board and one-stop core required partners. This board has reviewed and approved the MOU for the comprehensive AJCC site, as required under the Act.

On June 14, 2017, Employment Development Department (EDD) Workforce Services issued a directive (WSD16-22) requiring the same cost-sharing requirements be applied to affiliate and specialized America's Job Centers of California (AJCC, known locally as career centers). Affiliate AJCCs are defined as sites where one or more AJCC partners make programs, services, and activities available. Specialized AJCCs are defined as sites that address specific needs, ie. Youth.

The Capitola Employment Development Department is known as an affiliate AJCC site and currently has the Washoe Tribal TANF as a co-located partner. The WIOA Youth service provider known locally as Suenos, is a specialized AJCC site and only has one MOU partner within their site, so not required to negotiate a cost sharing agreement with any other partner.

WDB staff is working with EDD and its co-located partner on a draft MOU that was submitted to the state to meet the June 30, 2018 deadline. Once the draft is finalized it will be presented to the committee for further review and approval.

☐ Attachment(s)

SUGGESTED MOTION: (if applicable)

COMMITTEE DATE	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:



**Workforce Development Board
Guest Presenter
July 25, 2018**

18 W. Beach Street
Watsonville, CA 95076
(831) 763-8900
www.santacruzwb.com



Diana Rodriguez
Student Services Counselor
Department of Rehabilitation – Youth Internship Program



A.1 AJCC Cert.-Hallmarks of Excellence

COMMITTEE:	Career Services Committee	MEETING DATE:	July 25, 2018
STAFF NAME: Andy Stone, WDB Director; Sara Paz-Nethercutt, Sr. Analyst			

SUMMARY:

Under WIOA, local boards are responsible for maintaining a network of high-quality, effective AJCCs. AJCCs are to follow the criteria and procedures established by the State Board once every three years when certifying the AJCCs. To this end, this board at its May 30, 2018 meeting approved the AJCC Hallmarks of Excellence independent review conducted by Racy Ming and was submitted to the State Workforce Board as required under WIOA.

To recap, the AJCC Hallmarks of Excellence certification is intended to ensure that every comprehensive AJCC is in compliance with key WIOA statutory and regulatory requirements. In order to receive a Hallmarks of Excellence AJCC Certification, an AJCC must meet the Baseline AJCC Certification and receive a ranking of at least three (3) in each of the certification areas. The certification areas and comprehensive AJCC rankings are as listed below:

1. Physical location: 4
2. Universal access: 2
3. Partnerships: 3
4. Customer-centered services: 2
5. Targeted regional sectors and pathways: 3
6. Business services: 4
7. Cross-trained staff: 3
8. Data driven continuous improvements: 3

The AJCC Hallmarks of Excellence Report accessible as indicated below includes continuous improvement goals and recommendations. Currently, our local area has not attained the Hallmarks of Excellence certification and an action plan is attached for this committee review. It is recommended that the local area focus on the areas underlined above to improve and attain a satisfactory ranking.

AJCC Hallmarks of Excellence Report accessible as follows:

<http://bit.do/epmYd>

☒ Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to approve the AJCC Hallmarks of Excellence action plan as outlined by WDB staff and direct staff to implement said actions and report back to committee regularly on status.

COMMITTEE DATE	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:

**Comprehensive AJCC
Hallmarks of Excellence Action Plan**

Hallmark of Excellence	Continuous Improvement Goals and Recommendations	Ranking	PY 18/19 Target Action	YTD Progress
1. The AJCC physical location and facility enhances the customer experience	<ul style="list-style-type: none"> Develop better signage, including coming into compliance with requirements for AJCC branding. Develop a plan for additional outreach and advertising measures, including for workshops and recruiting events. Ensure that the calendar of events is available online. 	4	<ul style="list-style-type: none"> Develop better building signage, including coming into compliance with requirements for AJCC branding. 	
			<ul style="list-style-type: none"> Develop a plan for additional outreach and advertising. 	
2. The AJCC ensures universal access, with an emphasis on individuals with barriers to employment	<ul style="list-style-type: none"> Develop a staff training plan which includes how to serve individuals with barriers to employment, such as veterans, people with disabilities, and those who are basic skills deficient. Include staff and partner input as to where they would benefit from training. Ensure that staff receive each of the above training components on a regular cycle (frequency TBD, but at a minimum annually). Develop a plan to enhance programmatic accessibility, including leveraging the use of technology (to offer virtual services) and assistive devices/alternate mediums. 	2	<ul style="list-style-type: none"> Develop a capacity building/training plan. 	
			<ul style="list-style-type: none"> Develop a plan to enhance programmatic accessibility. 	
3. The AJCC actively supports the One-Stop system through effective partnerships	<ul style="list-style-type: none"> Develop and execute a training plan for line staff (including partners) on each partner's programs, services, and eligibility requirements. Develop a plan for line staff to have regular opportunities to meet across organizations, possibly through the Roundtables that were mentioned or through a One Stop Steering Committee. Complete the Integrated Service Guide. 	3	<ul style="list-style-type: none"> Complete the Integrated Service Guide. 	Completed and disseminated the guide.
			<ul style="list-style-type: none"> Develop a capacity building/training plan. 	
			<ul style="list-style-type: none"> Develop a plan for staff to meet across organizations. 	
4. The AJCC provides integrated, customer-centered services	<ul style="list-style-type: none"> Develop and execute a training plan for line staff (including partners) on each partner's programs, services, and eligibility requirements. Develop a plan for line staff to have regular opportunities to meet across organizations, possibly through the Roundtables that were mentioned or through a One Stop Steering Committee. 	2	<ul style="list-style-type: none"> Complete the Integrated Service Guide. 	Completed and disseminated the guide.
			<ul style="list-style-type: none"> Develop a capacity building/training plan. 	
			<ul style="list-style-type: none"> Develop a plan for staff to meet across organizations. 	

**Comprehensive AJCC
Hallmarks of Excellence Action Plan**

	<ul style="list-style-type: none"> Complete the Integrated Service Guide. 			
5. The AJCC is an on-ramp for skill development and the attainment of industry-recognized credentials which meet the needs of targeted regional sectors and pathways.	<ul style="list-style-type: none"> Provide staff training on labor market information, targeted sectors and career pathways – and how to use this information in working with customers. Ensure this training is on going and regular. Organize job center information/displays to include priority sectors and related information. 	3	<ul style="list-style-type: none"> Develop a capacity building/training plan. 	
			<ul style="list-style-type: none"> Develop strategy for disseminating LMI to staff and the public. 	
			<ul style="list-style-type: none"> Train staff on how to access LMI and incorporate in their career coaching advising. 	
6. The AJCC actively engages industry and labor and supports regional sector strategies through an integrated business service strategy that focuses on quality jobs.	<ul style="list-style-type: none"> Examine the points at which business customer feedback is solicited and determine how this can be strengthened. 	4	<ul style="list-style-type: none"> Develop a plan for the utilization of customer feedback surveys. 	
7. The AJCC has high-quality, well-informed, and cross-trained staffing	<ul style="list-style-type: none"> Develop a comprehensive capacity building/training plan for staff and partners. Complete the Integrated Service Guide 	3	<ul style="list-style-type: none"> Complete the Integrated Service Guide. 	Completed and disseminated the guide
			<ul style="list-style-type: none"> Develop a capacity building/training plan. 	
8. The AJCC achieves business results through data-driven continuous improvement	<ul style="list-style-type: none"> Provide customer feedback forms in English and Spanish in the AJCC, as well as a box for returning completed forms. Explore other points at which customer feedback may be solicited; for example after workshops or for business customers, after recruiting events. 	3	<ul style="list-style-type: none"> Install a comment box in the Resource Room. 	Installed comment box in Resource Room
			<ul style="list-style-type: none"> Develop a plan for the utilization of customer feedback surveys. 	

Note: In order to receive a Hallmarks of Excellence AJCC Certification, an AJCC must receive a ranking of at least 3 in each of the eight Hallmarks.

KEY	
GREEN	on track to meet planned target for the year
RED	in danger of not meeting target for the year.



☒Action ☐Consent ☐Information ☒Discussion

A.2 Workforce Development Report

COMMITTEE:	Career Services Committee	MEETING DATE:	July 25, 2018
STAFF NAME: Andy Stone, WDB Director			

SUMMARY:

As discussed at the May 30, 2018 Workforce Development Board (WDB) meeting, BW Research recently completed the Santa Cruz County Industry, Economic & Workforce Development report.

Here are the key findings:

- **Despite steady job growth over the last several years, there are not enough jobs in Santa Cruz County to support the region's working age population.**
- **In addition to a limited overall job supply, employment growth in Santa Cruz County is concentrated in low-skill, low-wage work.**
- **Low-wage job prospects and above-average cost of living is affecting economic self-sufficiency.**
- **There are significant differences in economic opportunity for South County residents compared to North County.**
- **The region has valuable opportunities for career pathway and workforce development programs that focus on four promising industry clusters in Santa Cruz County.**
 - (1) Information and Communications Technologies, (2) Finance and Banking, Insurance, and Real estate, (3) Healthcare, and (4) Biotechnology and Biomedical Devices.

At this meeting, the Career Services Committee will discuss the report's findings, explore potential solutions and identify topics to address in greater detail at future meetings.

The full report can be found here: <http://bit.do/ergqF>

☐ Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the Santa Cruz County Industry, Economic & Workforce Development report.

COMMITTEE DATE	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:



☒Action ☐Consent ☐Information ☒Discussion

A.3 Committee Member Recruitment

COMMITTEE:	Career Services Committee	MEETING DATE:	July 25, 2018
STAFF NAME: Andy Stone, WDB Director; Laurel Gazza, WDB Administrative Aide			

SUMMARY:

The Workforce Innovation and Opportunity Act (WIOA) WDB established standing committees must include other individuals appointed by the Local WDB who are not members of the Local WDB and who have demonstrated contributions, experience and expertise in the field of workforce development and as determined by the local WDB.

At this meeting, the Career Services Committee will continue to discuss potential strategies and actions to ensure that the WDB meets the standing committee membership requirements of WIOA.

☐ Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the Committee Member Recruitment update.

COMMITTEE DATE	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:



☐ Action ☐ Consent ☒ Information ☐ Discussion

A.4 Apprenticeship Preparation Program

COMMITTEE: Career Services Committee	MEETING DATE: July 25, 2018
STAFF NAME: Katy Chevalier, Program Manager	

SUMMARY:

The Tri-County Apprenticeship Preparation Program serves Santa Cruz, San Benito, and Monterey counties, and is designed to help prepare applicants to enter and succeed in a registered apprenticeship program in the construction industry. Pre-apprenticeship or apprenticeship preparation programs, utilizing the Building Trades Multi-Craft Core Curriculum (MC3), are workforce training programs that prepare participants to apply for, enter, and successfully complete a Building Trades apprenticeship program. Funding for this program is provided through a grant from the CA Workforce Development Board.

Participants will learn the following skills:

- Introduction to the construction industry, how to interview effectively, blueprint reading, green construction techniques and standards, OSHA 10-hour safety certification, CPR & First Aid certification, and more.

Who is eligible?

- Must be interested in a career in construction
- Must be 18 years old or older
- Must possess a High School diploma/GED or completed higher education
- Must possess a valid Driver's License
- Must be able to work legally in the US
- Must be able to pass a drug screening
- Disadvantaged and disconnected job seekers; specifically returning veterans, women, and young adults (ages 18-25) preferred

Please share this information with interested parties - there are still spots available in the classes.

Orientation is scheduled for Thursday, August 23rd from 5:30-6:30 at Central Coast Energy Services in Watsonville. First class is scheduled to start 9/4/18.

More information can be found at <https://www.apprenticeprep.org>

☒ Attachment(s)

SUGGESTED MOTION: (if applicable)

COMMITTEE DATE	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:

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- Health & Safety; OSHA, CPR & First Aid certs + much more

144 hrs
Over 3
Months

90%
Graduation
Rate

*Must be interested in a career in construction, 18 years old or older,
possess a High School diploma/GED or completed higher education, possess
a valid Driver's License, able to work legally in the US, and be able to pass a drug screening.

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Preparation Program 2018**
3 Sessions - April/July/Sept  ApprenticePrep.org

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