



Construction Trades Workforce Initiative

Expand. Educate. Empower.

June 2020

Dear Friends,

Christian Cooper's life threatened while bird watching in Central Park, Ahmaud Arbery murdered for jogging through a suburban neighborhood. Police brutality causing the deaths of George Floyd and Breonna Taylor and countless others before them. The cruel, and too often, fatal reality of economic disparities faced by the Black community tragically amplified by the global pandemic. Recent events across the nation have left us, like so many of you, feeling saddened, angry and overwhelmed. But, we also feel empowered to take action and leverage the work you make possible at Construction Trades Workforce Initiative (CTWI) for a positive catalyst for change.

As the nonprofit partner of the Building and Construction Trades Councils of Alameda and Contra Costa Counties, CTWI's mission -- with your crucial support -- is to advance social and economic justice by strengthening pathways to family sustaining union construction careers for underrepresented communities. As we share in the pain and anger being expressed across the world, we also understand that we are being called upon to meet this moment head on. There is a direct link between the mission you help us achieve every day and a broad push for racial and economic justice. This push must include educating, providing structural supports, and creating high paying employment opportunities in the union construction trades for Black, Indigenous, People of Color (BIPOC) communities who have traditionally been excluded.

BECAUSE OF YOUR CONTINUED SUPPORT, WE HAVE BEEN ABLE TO:

I) CREATE 5 NEW PRE-APPRENTICESHIP PROGRAMS

II) OFFER VIRTUAL TEST PREP COURSES, WORKSHOPS & TRAINING CENTER TOURS

III) CONNECT IMMIGRANT WORKERS TO UNIONIZED TRADES

IV) INSTRUCT LESSONS ON LABOR HISTORY AND THE IMPORTANCE OF VOTING

See below for more details.

I) CREATE 5 NEW PRE-APPRENTICESHIP PROGRAMS

We have established 5 new Multi-Craft Core Curriculum (MC3) Pre-apprenticeship programs across the East Bay. This curriculum was created by the International Unions, as a way to adequately train and prepare underserved communities for career opportunities in the union construction trades. These MC3 programs are in partnership with School Districts, County Jails and Juvenile Detention Centers and will expand and diversify outreach, recruitment and entry into the union construction trades for the youth and formerly incarcerated populations, the majority of whom come from communities underrepresented in union construction trades. By leveraging workforce agreements, which include targeted hiring goals for agencies and contractors that benefit local and disadvantaged communities, graduates of these MC3 programs gain direct access into many of the union apprenticeship programs and are put directly to work where they can earn family sustaining wages. In addition to developing their programs, CTWI also continues to connect unions and contractors to their participants and assist in developing and teaching portions of the curriculum.

II) COVID-19-VIRTUAL WORKSHOPS & TOURS

As we navigate the evolving COVID-19 crisis together, we have quickly shifted to fully virtual services to support our programs and partners. CTWI has remained unwavering in our commitment to educate, expose and prepare community members for career opportunities in the union construction trades. An example of this is through our partnership with the Construction Trades to facilitate virtual workshops for students enrolled in Oakland and San Leandro Unified School Districts' summer Construction Trades Program. Students will gain an overview of the construction industry and union trades, participate in virtual tours of training facilities, meet apprentices, and learn about the process and benefits of joining a union. More detail on other virtual workshops that we offer, ranging from Math and Mechanical Test Preparation to Understanding Unions and Project Labor Agreements, can be found [here](#).

III) CONNECTING IMMIGRANT WORKERS TO UNIONIZED TRADES

An untapped market that can help broaden the outreach pool for union construction workers and help meet our local hire goals is the immigrant population that makes up 32% of Alameda County residents. In partnership with local community based organizations, CTWI is creating strategies, resources, and best practices for employers, unions, apprenticeship and workforce development programs, to address the barriers to employment for an immigrant labor force so that they can become gainfully employed in high paying family sustaining wages offered through union apprenticeship program.

IV) LABOR HISTORY & VOTING IN THE 2020 ELECTIONS

Access to union careers has contributed greatly to uplifting the middle class. Unfortunately, across our country, union membership has been steadily declining. In order to build the next generation of union workers, it is critical that young apprentices are taught the importance and benefits of joining a union. To address this,

CTWI has created and delivered interactive Labor History workshops for participants enrolled in our partnering pre-apprenticeship programs. During this workshop, participants are provided with resources and are taught how to become active and engaged union members and the power behind organized labor. Being a voting member inside your union is as **EQUALLY IMPORTANT** as being a voting member in society. We are dedicated to building the political power of the BIPOC community. This fall, our labor history workshop will also include information on our political system, the powers of authority different elected officials have and how everyday citizens are impacted and how and where to vote. We join the national call for racial justice. If we want to see systemic changes, it is important that all citizens are provided with the knowledge and tools to be empowered to vote.

As we enter into the second half of the year, through your kind contributions, we are committed to transparent and action-oriented dialogue-among CTWI staff, with our partners, and with the communities that we serve- to identify the best ways to promote a culture of equity for all. We do not have all of the answers. But we are listening and are dedicated to doing our part in ending systemic racism, within our community, but also within our industry, against BIPOC communities in this country. This is our promise to our community. Anything less is unacceptable.

As always, we'd love to hear from you. Feel free to contact me at 646-338-7367.

In solidarity,

Beli Acharya
Executive Director

[CTWI WEBSITE](#)

CTWI'S JUNE 2020 NEWSLETTER

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Our mission at CTWI is to advance social and economic justice by strengthening pathways to family sustaining union construction careers for underrepresented communities. As we share in the pain and anger being expressed across the world, **we understand the direct link between our mission and a broad push for racial justice**. This push must include educating, providing structural support, and creating high paying employment opportunities in the union construction trades for Black, Indigenous, People of Color (BIPOC) communities who have traditionally been excluded.

BECAUSE OF YOUR CONTINUED SUPPORT, WE HAVE BEEN ABLE TO ACHIEVE THE FOLLOWING:

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Executive Director

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CTWI BROCHURE (attached)