CPWR Environmental Career Worker Training Program

Flint, Michigan

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2017 Governor’s Education & Talent Summit
What is the ECWTP?

NIEHS Funding

- DOE Worker Training Program
- Hazardous Waste (EPA) Worker Training Program
- Environmental Caree Worker Training Program
- Hazmat Disaster Preparedness Training Program

CPWR - The Center for Construction Research and Training
What is the ECWTP?

- Workforce Development Program
- Targets un/under-employed minorities and displaced workers
- 3 Program Cities:
  - East Palo Alto, CA
  - New Orleans, LA
  - St. Paul, MN
Flint ECWTP Concept

- Workforce Development Program using ECWTP model
- CPWR partnering with GST Michigan Works & Michigan Building & Construction Trades Council
- Proposed to train 25 Flint residents over two cycles
ECWTP Model Components

- Recruitment
- Assessment
- Enrollment
- Environmental Hazard / Construction Safety
- Construction Skills
- Life Skills
- Job Development / Job Search
- Job Placement
- Student Tracking
ECWTP Flint Components

- Flint Resident
- ACT WorkKeys Assessments (NCRC)
- Reliable Transportation
- Drivers License
- Oral Interview
- Orientation
- Stipends & Lunches Provided
MI BAC Recruitment Strategy

• Apply online year-round & upload docs [www.michiganbricklayers.org](http://www.michiganbricklayers.org)

  – The online application process is easily accessible for potential Apprentices; applicants do not show up in person, wait for a certain time of year, etc.
MI BAC Recruitment Strategy

• Social Media Marketing
  – Educate students, parents, teachers, counselors, and career seekers of the MI BAC Apprenticeship & Training Program and the benefits of a DOL OA registered apprenticeship.
  – Position the program in a place where young people frequent and be a constant source of information about program benefits such as continuing education, health care, and a defined benefit plan.
MI BAC Recruitment Strategy

- Segmented Audience Groups with Targeted Social Media Marketing

  - Identify demographic populations such as women, minorities, career & technical education schools, veterans, etc. and target these populations to guide them to careers, training opportunities, and through the application process.
Flint ECWTP

• First cycle completed July 2016
  – 47 individuals applied for 10 openings
  – 10 enrolled
    • 9 African American, 1 Displaced worker
    • 9 unemployed, 1 underemployed at program entry
  – 10 graduated
  – Thus far, 9 placed in jobs with an average wage rate of $18.15/hour
Flint ECWTP

• Second cycle completed May 2017
  – 70 individuals applied for 15 openings
  – 13 enrolled
    • 11 African American
    • 9 unemployed, 4 underemployed at program entry
  – 0 graduated
  – Thus far, 2 applied and interviewed with the Millwrights Apprenticeship program
  – MI Building & Construction Trades Unions working with the DOL Office of Apprenticeship in MI to provide direct interview of apprenticeship readiness graduates
Environmental/Construction Hazards Training

- OSHA 30
- Hazardous Waste Worker
- Confined Space
- Lead Awareness
- Hazard Communication
- Disaster Response
- First Aid/CPR
- Total 122 Hours
Construction Skills Training

North American Building Trade Union (NABTU) Multi-Craft Core Curriculum (MC3)

- Construction Industry Orientation
- Tools and Materials
- Construction Health & Safety
- Blueprint Reading
- Basic Math for Construction
- Heritage of the American Worker
- Diversity in the Construction Industry
- Green Construction
- Financial Literacy
Job Development / Job Search
(Training Center Visits w/hands-on)

- Bricklayers & Allied Craftworkers Local 2
- Operating Engineers Local 324 in Howell
- Sheet Metal Workers Union Local 7 in Flint
- Laborers’ Local 1075 in Perry
- Millwrights Local 1102 in Warren
- Carpenters Local 1004 in Mason
- IBEW Local 948 in Flint
Flint ECWTP
Genesse County Water Treatment Plant
Flint ECWTP
Flint ECWTP

Emily Williams

BAC Refractory Apprentice

• Her first placement was 7 days/10 hours
• Laid brick her first day on the job relining a stove
• Her second day she finished the last course in the dome
• Mentored by the Union Steward
Thank you!

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