



## **PASADENA/ALTADENA APPRENTICESHIP PREPARATION PROGRAM**

### **PRIMARY CONTACT:**

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### **PROGRAM DESCRIPTION**

The tuition-free, 240-hour course provides unemployed or underemployed young adults with the information, skills, and experience they need to prepare for apprenticeships with construction trade unions.

The course is offered three times a year at community centers, with an approximate enrollment of 25 students per class. Each course is taught by a certified instructor from Pasadena City College. Case management services, designed especially for individuals with inconsistent work histories, are provided by Pasadena Mental Health Center under contract with Flintridge. In addition, Flintridge provides community outreach, student recruitment services, all course materials (books, calculators, journals, etc.), site visit transportation, schedule coordination, course administration, and collaboration between all partner organizations.

Course topics include basic safety; introduction to construction math; introduction to hand tools, power tools, and blueprints; basic rigging; communication and employability skills; conversations with union representatives and contractors; and site visits to union training centers, construction sites, and a Gold LEED Certified development.

### **THE NEED**

The program was developed in response to an alarming rise in violence in 2007 when homicides and gang activity spiked. The violence shocked the community and brought to the attention of the city's leaders the reality that Pasadena is home to hundreds of gang members and individuals with former gang ties and/or criminal histories. Councilmember Jacque Robinson issued a call to action, and representatives from various sectors of the city joined forces to identify possible solutions to the gang problem. Apprenticeship Preparation for the construction trades was proposed by Flintridge as one of the most effective paths back to a productive life for high-risk individuals, as prior gang connections, tattoos, or a criminal record are usually not employment barriers in this field.

Also, a career in one of the trade unions provides excellent health benefits, retirement options, regular pay raises, opportunities for advancement, and many other supportive services.

## **GOALS/PURPOSE**

- Assist graduates in preparing for, identifying, and successfully entering apprenticeships.
- Assist participants with managing difficult life issues that are barriers to successfully navigating a career path.
- Assist graduates in identifying and securing non-apprenticeship jobs and/or additional educational opportunities upon graduation.

## **POPULATION SERVED**

- Former gang members, ex-offenders, long-term unemployed, and significantly under-employed adults are the majority of our students
- Approximately 94% are male; 58% are African-American and 37% are Latino
- Participants must be substance free, no longer participating in gang activities, and are required to resolve outstanding child-support issues.
- Most, but not all, have a high school diploma or GED.

## **PROGRAM DETAILS**

- 25 students per class; 100% attendance required.
- Five sessions per year.
- Classes meet four days per week, 16 weeks per session (10 weeks during summer).
- Job search, life skills, goal setting, interview preparation, and placement services are integrated into each session.

## **ACCOMPLISHMENTS**

- Enrolled several graduates in apprenticeship training programs with local unions.
- Acquired many short-term construction jobs for graduates through the City of Pasadena's First Source Local Hiring program and Alta-Pasa Community Improvement Center.
- Transitioned several graduates into continuing studies at Pasadena City College.
- Provided all students with job acquisition skills in the areas of interviewing, resume writing, and application completion.

## **COMMUNITY PARTNERS**

- 17 local unions
- 18 nonprofit organizations
- Five Acres/Pasadena Mental Health Center
- City of Pasadena
- Pasadena City College