

# THE FUTURE IS NOW

SHEET METAL | AIR | RAIL | TRANSPORTATION  
**SMART**



**Dushaw  
Hockett**

**Cheryl  
Sprague**

**Will  
Scott**

## Session Speakers



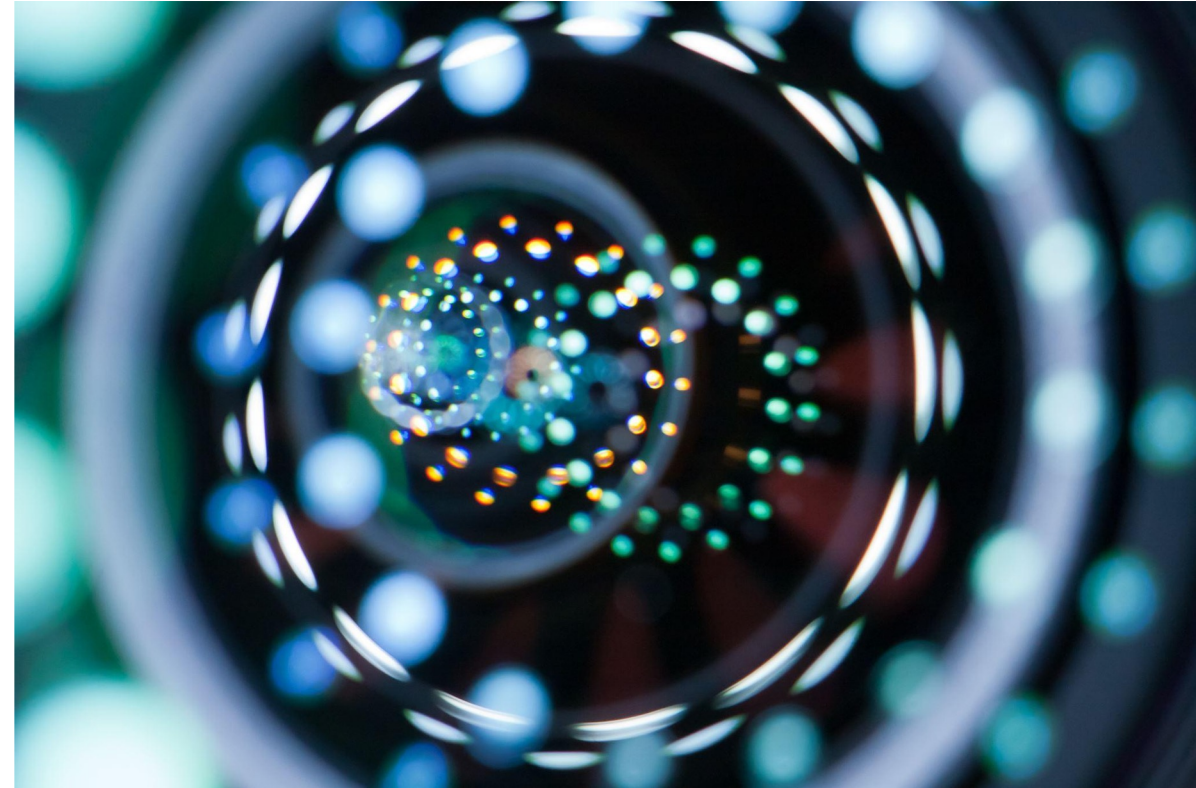
# Collaboration for Progress





# Today's Agenda

- 1 - Introductions/Re-introductions
- 2 - Presentation # 1 + Reflection
- 3 - Presentation # 2 + Reflection
- 4 - Question and Answer
- 5 - Closing



# Re-introductions

- **Where is home for you?**  
*Or where do you feel the most at home?*
- **What brought you into the industry?**  
*What keeps you here?*



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# Cheryl Sprague

Executive Vice President, SMACNA Sacramento



# Collaboration for Progress





# MEP Academies

## a non-profit organization

- Labor & Management from 3 trades (sheet metal, plumbing & electrical)
- \$10,000 per trade annual “buy-in”
- Additional Grant Monies
- Goal: to deliver services to high school students through the school system itself, encouraging students to seek employment in the MEP trades while adding value to their high school experience.

Some of our Partners:

SMACNA

SMART

UA

MCA

NECA

IBEW

Sacramento City Unified School District

Rosemont High School

Suppliers



# Ad-Hoc Work Group

- Facilitated Conversations with all Stakeholders
- CBO's & Elected Officials
- Tangible Actions
- Goal: to deliver services through collaborative partnerships between mission driven community-based organizations with experience providing relevant services.

- TimeDone
- Prison 2 Employment Connection
- WEAVE (Women Escaping a Violent Environment)
- CA Department of Veterans Affairs
- CA Department of Rehabilitation
- CA Parole Officers Association
- CA Office of Correctional Education
- Foster Youth Help
- CA Department of Motor Vehicles
- CA Department of Education – Subsidized ChildCare Division
- Assembly Select Committee on the Status of Boys and Men of Color
- CA Youth Pastor Collective
- CDCR – Division of Juvenile Justice
- California Pan-Ethnic Health Network
- Sacramento Financial Empowerment Center
- Culturally Relevant Sacramento
- Sacramento Steps Forward
- Greater Sacramento Urban League
- Hmong Youth & Parents United

# First Steps

- Establish your “why”
- Initiating Parties / Initial meeting
- List of potential collaborators
- Determine the structure (ad hoc vs. on-going, formal vs. informal)
- Outline the group’s goals and objectives
- Determine Activities of the group (don’t underestimate the importance of planning!)
- Develop a budget



# Next Steps

- Understanding the real needs of each stakeholder
- MOU's protecting collaborators
- Funding Options
- Public Relations
- Advocacy
- Evaluating Results
- Adapting to Change

# Reflections

- What **resonated with/energized** you?
- What, if anything, **challenged** you about what you heard?
- What **questions** do you have?



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# Will Scott

International Organizer



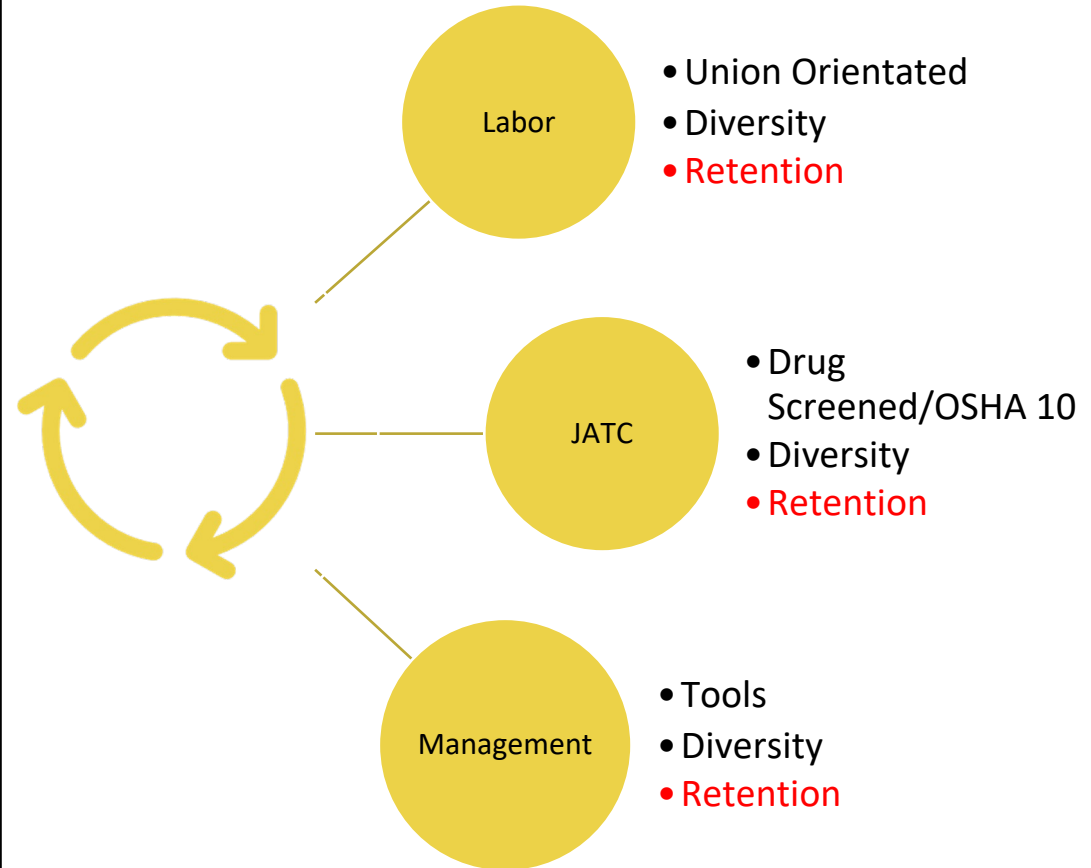
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# Why is it **SMART** to Intentionally Partner w/CBO's?

## MC3 Pre-Apprenticeship Graduate

- Diverse Populations
- Acclimated to The Construction Industry
- ❖ Tools
- ❖ Certified (OSHA 10/Confined Spaces/Hilti)
- ❖ Transportation
- ❖ Drug-Screened (HQ MC3)
- ❖ Committed to Career in Sheet Metal
- ❖ Union Orientated/Union Loyal
- ❖ **Higher Retention Rates**

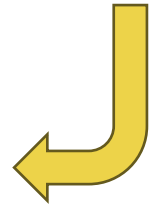




# “Best-Value”

Best-value contracting is a procurement process that allows owners to consider other factors in addition to price in the award and execution of construction contracts.

Qualifications  
Past Performance  
Schedule  
Safety Record



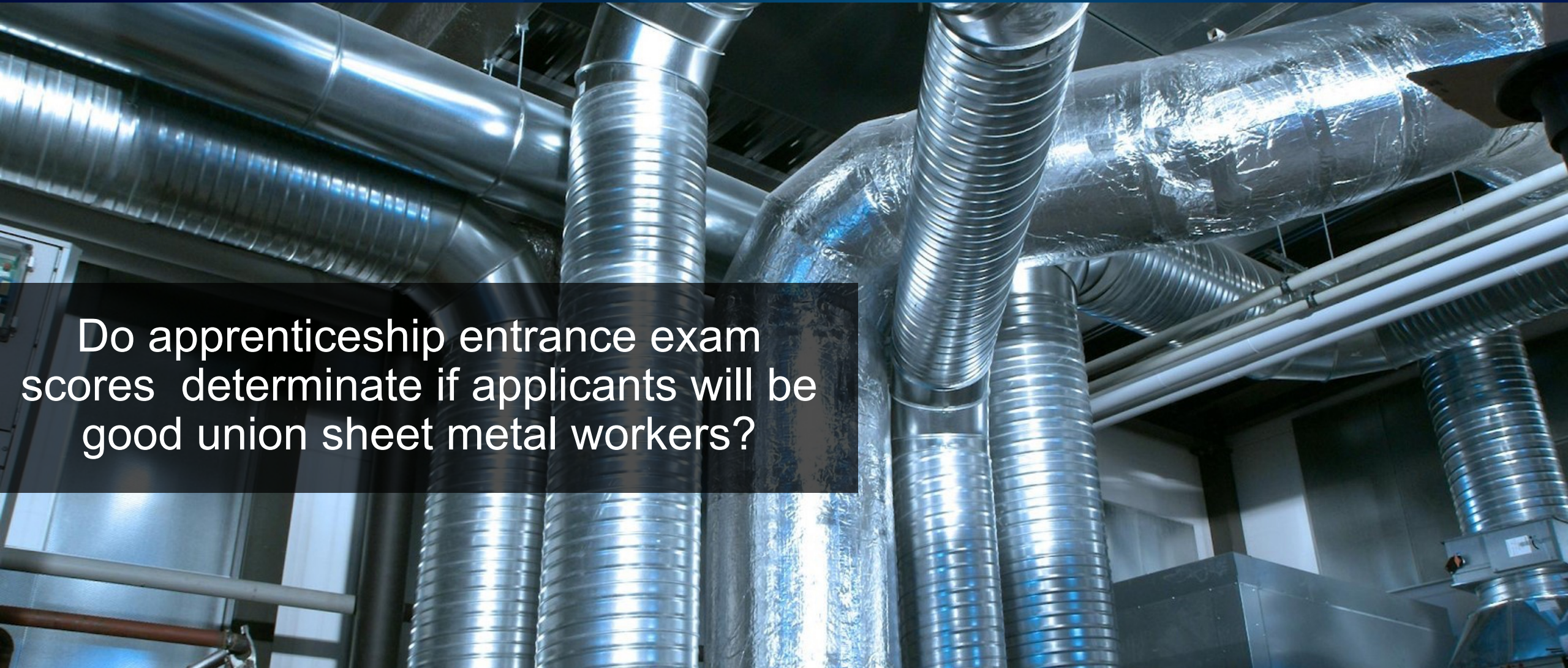
Qualifications (Industry Certifications)  
Past Performance (Work History)  
Schedule (Readiness, Retention)  
Safety Record (Experience, Training)



Best-value Recruiting is an evaluation process that allows JATCs to consider other factors in replacement of entrance exam scores in the direct-entry selection and/or slotting of applicants.



# Question?



Do apprenticeship entrance exam scores determinate if applicants will be good union sheet metal workers?



# !!!Barrier to Success!!!

JATC Standards That Require All Apprenticeship Applicants to Successfully Test Prior to Committee Interview.

Failed to meet Minimum Score - **NO INTERVIEW!**  
Low Passing Score - **RETEST**





# How to Intentionally Partner w/CBO's?

- Core-Value or Company Culture
  - Executive Level Discussions
    - SMACNA + Union = **JATC Trustees**
      - Utilize DOL Required Affirmative Action Plans/Tools to Track Progress

# How to Intentionally Partner w/CBO's?

- Engage Members/Employees with Diverse Backgrounds
  - JATC Subcommittees
    - Interview Subcommittee/Discipline Subcommittee
- Local Recruitment & Retention Committee

# Reflections

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