



## Takeaways from the Construction Partner Town Hall Meeting on 4/5/17

- 1) What resources and programs conduct high school outreach about vocational training and / or construction opportunity? Local resource focused on the re-investment in high school shop program?**
  - a) Start in middle school
  - b) Look at youth apprenticeship model by AJAC
  - c) Skills Centers
  - d) Career Technical Education Directions
  - e) Career specialists
  - f) Contact Everett Public Schools regarding “our career connected learning program we are building we would like your input! [Drielblack@everettsd.org](mailto:Drielblack@everettsd.org)”
  - g) ANEW
  - h) Sno-Isle Skills Center
- 2) What programs and resource could increase technical/vocational training capacity?**
  - a) Looking behind high school project/problem-based learning in K-6
  - b) More funding for Career Technical Education from the state for both high school and colleges
  - c) Change terminology from vocation training to Career Technical Education career and technical education
- 3) What resources and programs could increase outreach to local non-traditional workers interested in construction?**
  - a) Faith-based organizations serving people of color
  - b) Local organizations that represent non-traditional populations
  - c) ANEW apprenticeships
  - d) Look to the pre-apprenticeship programs being discussed at state level
  - e) Edmonds Community College has programs with students in our ABE/ESL classes
    - i) [Allison.cohen@edcc.edu](mailto:Allison.cohen@edcc.edu)
  - f) Edmonds Community College has programs with student in our construction management
- 4) What resources and programs are building outreach about the career opportunities within construction?**
  - a) ANEW
    - i) Jeff Dunleavy

- b) WABS externships for 11<sup>th</sup> -12<sup>th</sup> grade teachers
  - c) Partner with Everett Public School to help build out career connected learning programs:
    - i) Speakers
    - ii) Job shadow
    - iii) Internships
    - iv) etc
  - d) Pioneer Human Services
  - e) Edmonds Community College has a program called Next Steps who would love to connect with many more individuals providing soft skills training
  - f) Goodwill has workshops to address background issues
  - g) Pizza, Pop, Power tools
  - h) Partner with Cocoon House
- 5) What resources help Businesses Bridge the generation gap between the need for instilled work ethic and being welcoming to the younger generation?**
- a) Community college ethics trainings
    - i) [Terry.cox@educ.edu](mailto:Terry.cox@educ.edu)
    - ii) [jdunkeavy@esd.wa.gov](mailto:jdunkeavy@esd.wa.gov)
  - b) TradeUp events at middle school locations
  - c) Construction Carnival resurrection
  - d) Partner with Cocoon House to build out internship programs / opportunities, [Claire.petersen@cocoonhouse.org](mailto:Claire.petersen@cocoonhouse.org)
  - e) Lynda.com training “How to hire, retain, grow top millennial talent” which is free with Sno-Isle library card
- 6) What general information for businesses within construction would you like to share?**
- a) Edmonds Community College graduates in construction management and building inspection
    - i) [a.penny@edcc.edu](mailto:a.penny@edcc.edu)
  - b) Everett public library has free scores business mentoring
    - i) [jdcobson@everettwa.gov](mailto:jdcobson@everettwa.gov)
  - c) ESD/Business, apprenticeship connection with K-12
    - i) [lsamano@esd.wa.gov](mailto:lsamano@esd.wa.gov)
    - ii) [jdvnleawy@esd.wa.gov](mailto:jdvnleawy@esd.wa.gov)
  - d) “Connect for success” an employee support social venture that companies pay for.

**7) What are some ideas that the system could be doing to improve this sector?**

- a) Run a pilot program to gather data
  - i) Research outcomes of the program to identify the best practice
    - (1) I-BEST program grew out of similar initiative
  - ii) To have suggestions of correct wages to attract people
  - iii) Better schedules and determine if there are other way to make it work in non-traditional way
  - iv) For the state Leve
    - (1) : ST3 state should have enough bodies to contract with both colleges in order to get enough of a labor force to complete on time
    - (2) With contract training it allows college to do develop whatever courses is need

**8) Additional Comments**

- a) Pair younger workers with older worker could be a good practice
  - i) Some org's take some young and pair with old intentionally
  - ii) This is a good method for success in some business to pair up new/old
- b) Employer needs to covey the whole team is let down when workers do not show or are late
- c) What is the current language and how do we look at class sectors and issues with power and social justice
- d) We didn't take into consideration the huge crash in jobs a few years ago
  - i) Kids had to see their parents struggle for years in construction
  - ii) Parents don't encourage kids to enter the field and kids don't want to go in to that kind of career
- e) Sno-Isle Skills Center allows for very good foundational knowledge. Very wide type of training is available.
- f) ADP has a lot of people of color of both men and women that can speak on the trades
- g) Women and people of color are the first ones to be chosen because organizations have numbers to meet
  - i) It's hard to get them replaced
- h) Goodwill has workshops to address background issues
- i) We have shifted to CTE to be embedded in our school systems. We are required to have advisories to all of our programs along with the community colleges and WFS.
- j) Many conversations are siloed; how do we bring all of these conversations together



- k) The wage differences between residential vs. commercial jobs doesn't seem to help with recruitment in residential jobs
- l) The narrative of construction is so distinct from the other industries because of the recession that hit and crashed the field, along with the dip with the wages
- m) The turnover rate of construction along with the job security makes it tough on employers

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*For any additional question on this document please contact:*

*Erin Monroe  
CEO  
Workforce Snohomish*

*425-921-3442  
[erin.monroe@workforcesnohomish.org](mailto:erin.monroe@workforcesnohomish.org)*