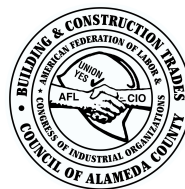




5 YEAR IMPACT REPORT 2018-2023

A REFLECTION ON OUR INITIATIVES,
OUTCOMES & REGIONAL IMPACT



JULY 2023

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A Letter from Our Executive Director

Dear Friends,

From our start, in 2018, Construction Trades Workforce Initiative, CTWI, has served as the nonprofit workforce development arm of the East Bay Building Trades Councils representing over 20 construction unions. Throughout this time, we have strived to advance economic and social justice for the working people – including women, the formerly incarcerated, low-income communities, communities of color and our youth –through building and leading regional partnerships, programs and policies that create career pathways to family-sustaining union construction careers.

Today, our work extends beyond developing career pathways for disadvantaged communities. In the coming years, our focus will also include shaping and advocating for workforce policies that build quality jobs and that ensures that as we move towards modernization, we are also generating careers where workers have agency and voice.

This annual report celebrates CTWI's growth over the past 5 years, and highlights stories of resilience and innovation.

We recognize that the pursuit of collective power, worker voice and fair wages is a collaborative effort, and we would not be where we are today without your support. Thank you to all of our construction unions, board members, donors, staff, and community partners for supporting our critical efforts to create a more just and sustainable economy through growing and strengthening the labor movement.

In Solidarity,



BELI ACHARYA

Founder, Executive Director

Mission & Values

Mission

As the nonprofit partner of the East Bay Building Trades, CTWI's mission is to **advance economic and social justice by strengthening pathways to family sustaining union construction careers for underrepresented communities.** We achieve this through leading educational campaigns, advocating for high road policy initiatives and developing quality workforce development programs.

Vision

We seek to ensure the long term sustainability of the construction industry by bridging the gap between union construction labor and key stakeholders. **By bringing organized labor and community partners together, everyone benefits.**

Job Seekers



Create greater opportunities for communities that are currently underrepresented in the trades.

Unions



Ensure that more construction projects are built by union labor

Contractors



Connect contractors to a well trained, qualified, and safe labor pool

Core Values

Unions were founded over 100 years ago under principles which CTWI is guided by

- **Collective Work** - *Build opportunities for working people*
- **Collaboration** - *Advocate for economic justice*
- **Transparency** - *Deliver exceptional work*

Outcomes & Impact

Since our founding, we have...



CTWI's Summer Trades Program at West Contra Costa Unified School District

Placed 200+ Job Seekers into Union Construction Careers

Together, our network of 14 union endorsed Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship and Test Preparation partners, local building trades unions and signatory contractors, joined forces to increase employment opportunities for local community members, where they will **earn while they learn**, making an average of \$42 per hour (wages & benefits).

Improved Union Apprenticeship Outreach & Recruitment Policies

We are thrilled to share that through our partnership with IBEW 595 and Alameda County Electrical JATC, they have adopted new hiring policies, which provides **direct to interview** access for MC3 Pre-Apprenticeship graduates and can also qualify for **direct entry**.

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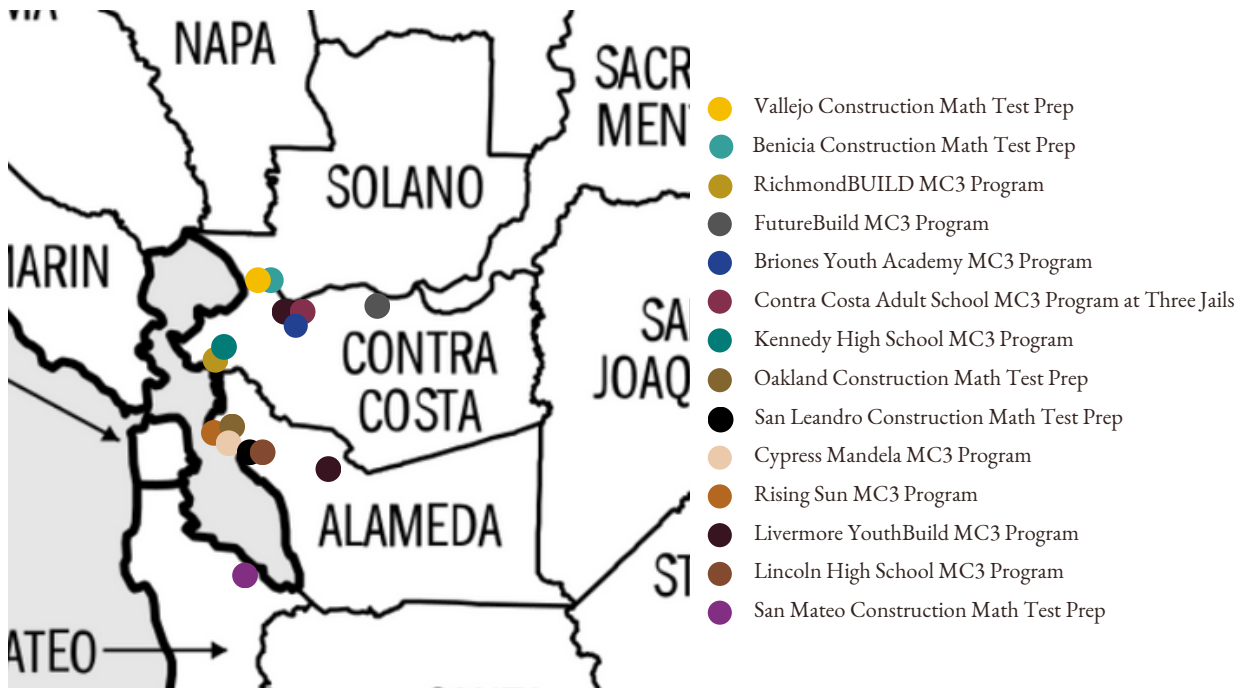
We have worked with CTWI on a wide range of projects, some of them include improving IBEW 595's outreach and recruitment policies, strengthening relationships with MC3 pre-apprenticeship programs through their advisory committee, advocating for labor standards in publicly funded decarbonization projects and developing minority contractor workshops to create more high road industry partners. Their knowledge and expertise span across all stakeholders and they truly fill the gap in areas within our industry that have not been addressed.

Greg Bonato, Business Manager IBEW 595

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Jason Bates, Apprenticeship Director, helps MC3 & Test Prep students practice for Alameda County Electrical JATC interviews

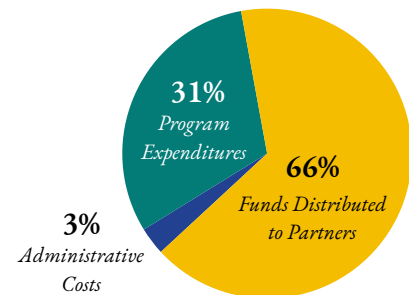
Established 9 New MC3 Pre-Apprenticeship Programs



CTWI has partnerships with local school districts, community based organizations, jails and juvenile detention centers in 10 cities across 3 Bay Area Counties to expand training opportunities to disadvantaged populations.

Secured over \$8 million for High Quality Pre-Apprenticeship Programs

On average, 66% of CTWI's funds have been allocated to directly supporting CTWI's partners across 21 different programs.



Recognized & Awarded

CTWI is proud to have received multiple awards from partners and leaders in the East Bay region for our high quality and innovative approaches to strengthening the workforce development pipeline into organized labor. Recent awards include:



Regional Leadership & Partnership Development

CTWI's Summer Trades Camp at Kennedy High School in Richmond included field trips and networking with union apprentices and leaders.



"We are excited that CTWI is leading our region's efforts on the Childcare Stipends Program for Single Parents and believe that this innovative initiative will help us increase female participation in the trades."
Meg-Anne Pryor, OE3 JATC Coordinator

CTWI provides Statewide Technical Assistance to Building Trades Councils and High Road Construction Careers MC3 Pre-Apprenticeship Programs to support them in building strong partnerships and programs backed by data



Job Seekers

"CTWI is a model organization that has shown commitment to building training programs in high schools across the East Bay Area that will prepare future generations for union construction careers."

Congressmember John Garamendi,
D-CA-8

Unions



Meg-Anne Pryor from Operating Engineers Local 3 presents at San Leandro Unified School District MC3 Program

Construction Workforce Development Programs

"CTWI has been instrumental in leading their region's efforts in building coalitions and policies that have directly advanced the State Plan goals of equity and job quality."

Tim Rainey, Executive Director,
California Workforce Development Board

CTWI facilitates workshops and provides 1-1 support to small, minority, women and disadvantaged contractors across the Bay Area

CTWI with Congressman Eric Swalwell, D-CA-14, discussing new MC3 Program in the TriValley Region



"In our longstanding partnership with CTWI, we've worked together on both programs and policies that support the development of quality jobs, creating pathways that educate and train our most vulnerable populations to thrive in union construction careers."

Julia Hatton, President, Rising Sun Center for Opportunity



Contractors

Public Agencies

Municipalities

"CTWI's resources and workshops to support small, women and minority contractors to gain access to sustainable workforce solutions through partnerships with unions has been invaluable."

Avni Jamdar, Bay Area Regional Director, Emerald Cities San Francisco Bay Area



"CTWI's expertise in building effective partnerships and workforce development programs helped us negotiate our first Project Labor Agreement with the City of Dublin, increasing opportunities for our local, working people."

Andreas Cluver Secretary-Treasurer, Alameda Building Trades Council

CTWI discussing workforce development initiatives with local leaders and agencies at Sheet Metal Workers 104's Training Center

Connecting Job Seekers to Union Careers

Since our inception, we've been committed to building the next generation of skilled and diverse workers. On behalf of the East Bay Building Trades, CTWI oversees, funds, strengthens and evaluates a network of 14 Multi-Craft Core Curriculum (MC3) pre-apprenticeship programs throughout the East Bay Area to outreach, recruit, train, place and retain our most vulnerable populations for union construction careers.

Community Based MC3 Pre-Apprenticeship Programs

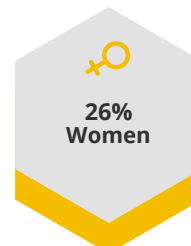


MC3 Students at UA 342 Plumbers & Steamfitters Apprenticeship Training Center

"CTWI is very involved with both our students and our staff. For our students, CTWI has helped them understand labor history and the apprenticeship application process and provide a stronger purpose to their career search. For our staff, CTWI has been instrumental in strengthening our capacity to capture our impact data."

RichmondBUILD

Community MC3 Participant Outcomes



MC3 Graduates Union Placement Outcomes

Key Program Partners



Youth MC3 Pre-Apprenticeship Programs

CTWI and local school districts are working together to rebuild pipelines to develop local, skilled craftspeople in our community who can meet the infrastructure demands of the future. Our programs are located in **6 East Bay High schools** impacting over 200 students.

Key Program Partners



Youth learn tool handling and explore the crafts through hands-on projects in MC3s.



Our Impact

Solomon Williams, a San Leandro Unified School District graduate, CTWI Math and Mechanical Test Preparation Student and **now a Union Sprinkler Fitters UA 483 Apprentice** benefited from our workforce development programs.

Solomon appeared in our digital billboards located along I-580 to share the possibility of life-changing **Union careers**, making 2.7 million impressions on people passing by.



Justice Impacted MC3 Programs



CTWI and Cypress Mandela co-presenting at CEO for formerly incarcerated clients

CTWI has prioritized justice-impacted individuals and supports MC3 Pre-apprenticeship programs in 5 jails and juvenile halls across Alameda and Contra Costa Counties. To date, over 600 adults and youth have received construction training.

Key Program Partners



CTWI has been an impactful partner to our students in our Contra Costa MC3 Pre-Apprenticeship Jail Programs. They have consistently provided student support, data tracking and professional development to our staff. Introducing union construction careers to justice impacted individuals provides them with the tools they need to become successful upon release.

Rhuepell Stroud, Principal Contra Costa Adult School at the jails

MC3 Participant Demographics

Out of 1400 individuals since 2019

Group	Percentage
 All Individuals	100%
 Women	18%
 Disadvantaged Youth	37%
 Formerly Incarcerated	49%
 Racial & Ethnic Minorities	69%

Test Prep Participant Demographics

Out of 250+ individuals since 2018

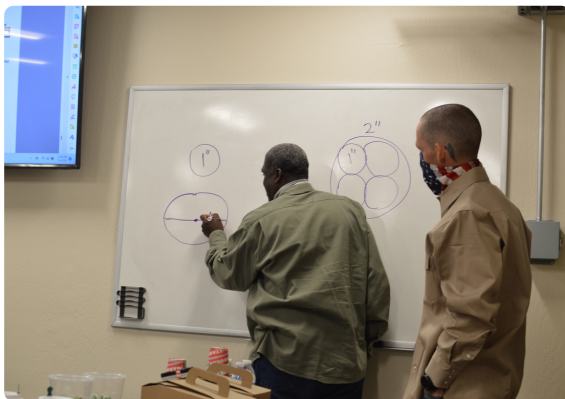
Group	Percentage
 All Individuals	100%
 Women	14%
 Disadvantaged Youth	27%
 Formerly Incarcerated	7%
 Racial & Ethnic Minorities	34%

Construction Math Test Prep Programs



"CTWI's rigorous programs, strong partnership with the trades and direct support to job seekers has helped strengthen our pipeline. One year, almost half of our new apprentices came from their test prep classes!"

*Dylan Boldt, Business Agent,
Sprinkler Fitters UA 483*



(Top) Construction Math Test Prep students participate in an Electrical Workers 595 JATC interview prep workshop. (Bottom) Floyd Henson, UA 342 member, helps teachers prepare to instruct on mechanical reasoning questions.

For students who took a test after test prep, there was a

**70% Passing Rate on Trades
entrance exams**

Test Prep Program Outcomes



Educational Resources & Campaigns

Union Construction Apprenticeship Guidebook



Throughout our journey, we've recognized the need to research, develop and publish educational resources to ensure the long term sustainability of the union construction industry. One of our largest accomplishments to date has been the release of The Bay Area Apprenticeship Guidebook.

- Used by job seekers, workforce development programs, school districts, community colleges & jails
- Includes information on 25+ different apprenticeship and pre-apprenticeship programs
- Covers 8 Bay Area Counties
- Provides the requirements and step-by-step process to get into each apprenticeship program

Apprenticeship Open House Events & Trade Fairs



(Left) East Bay Area Youth Summer Trades Program. (Right) Apprenticeship Open House at Plumbers & Steamfitters UA 342.



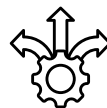
Co-planned

3 Youth Summer Trades Programs with East Bay School Districts



Hosted

100+ Introduction to Construction Union Workshops



Organized

30+ Union Apprenticeship Training Center Tours



Partnered with

20+ Union Trades, Contractors & Industry Professionals

Using Policy to Strengthen Labor

CTWI'S ROLE IN LABOR POLICY ADVOCACY

1. FACILITATE CONSENSUS

Amongst union partners around key labor policy areas



2. ALIGN INITIATIVES

Align Local/Regional initiatives with State and Federal



3. ADVOCATE

For Labor Standards in program design and procurement documents



4. ENSURE LABOR REPRESENTATION

During coalition formation, program design, and implementation of policy issues



Unions & Their Role in Achieving Climate Sustainability



CTWI presenting on Labor Standards at California Climate Energy Conference.

CTWI has been tasked to **serve as the voice of labor**, co-leading a coalition of over 20 **partners** composed of agencies, contractors, Bay Area local governments and workforce development programs.

In this role, CTWI has been educating stakeholders on union apprenticeship programs, advocating for labor standards and workforce policies and providing technical assistance to agencies and cities so that they are equipped to **design programs that attract high road contractors that utilize fair labor practices.**

Our Impact

"CTWI's expertise in workforce development and labor policy and their relationships with trade unions, apprenticeship programs and signatory contractors helped us launch an innovative \$1.5 million Just Transition Residential Retrofit Project in the City of Berkeley which includes labor standards."

*Billi Romain, Manager of Office of Energy & Sustainable Development,
The City of Berkeley*



(Left to right) Policy makers visit UA 342 Apprenticeship training center, CTWI, Kennedy High School & Congressman Garamendi partner to develop new pathways in West Contra Costa, CTWI staff & board advocate for labor with Oakland Mayor Thao.

Building Consensus to Drive Change

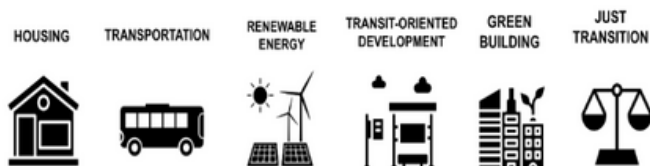
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Having a unified voice when advocating for worker rights is critical to advancing the labor movement.

CTWI has been a great partner, working with us, towards establishing consensus among construction unions on policy issues including Housing, Transportation, Renewable Energy, Transit-Oriented Development, Green Building, and Just Transition.

Bill Whitney, CEO Contra Costa Building & Construction Trades Council

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CTWI's Labor-endorsed Policy Papers address the most pressing issues for working people.

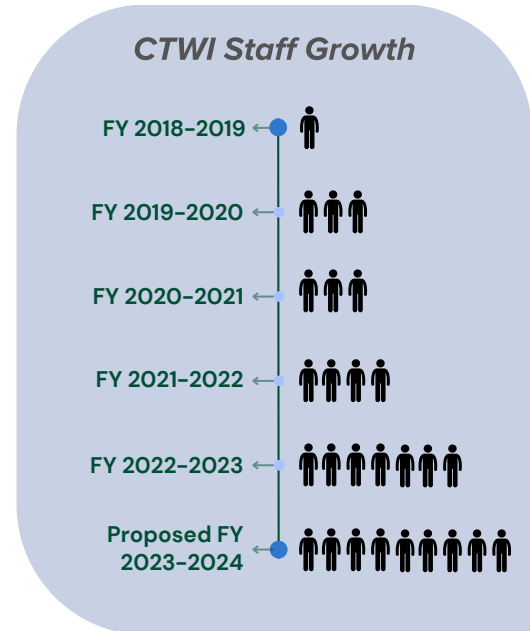
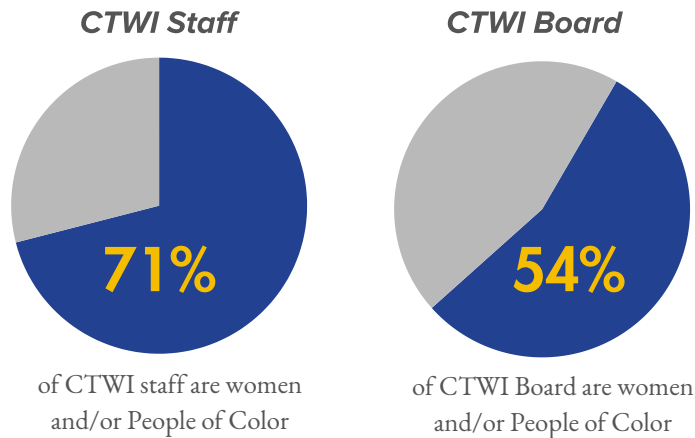
In order to build consensus, CTWI drafted Policy Papers to be used as a tool that **empowers organized labor to take a lead on these critical matters** and convey their stance effectively to policymakers. These Policy Papers have been adopted by over 27 **Building Trades Unions in the East Bay**, with plans to advocate for adoption and implementation by State and Local elected officials.



People Power & Financial Growth

People Power, Growth & Representation

We are committed to hiring staff and attracting board members that are passionate about labor and are diverse and representative of our communities.



Providing a Career with Dignity

All CTWI staff members are covered under the **Teamsters Collective Bargaining Agreement**, which means their health care costs are 100% funded by the organization. Additionally, CTWI contributes 8-10% of an employee's wages towards their retirement. Our employee's well-being is a priority at CTWI, and in the last five years, we have contributed over \$90,000 towards employee healthcare coverage and \$115,000 towards their retirement accounts.

At CTWI, we don't just promote union careers, we also offer union careers.



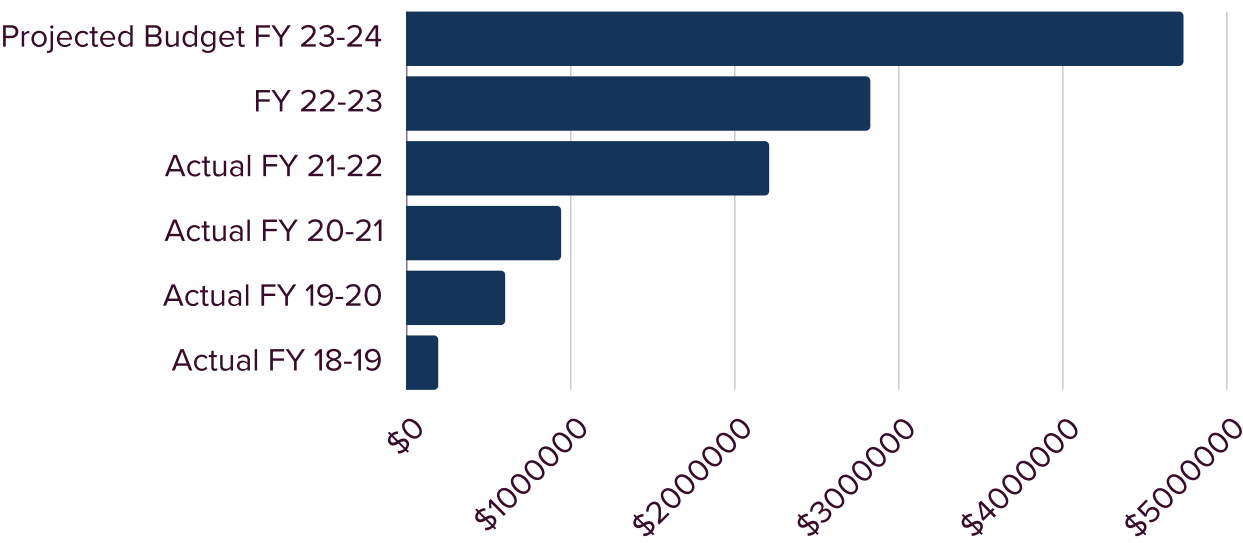
The CTWI team in front of Teamsters Local 853 offices in Oakland, CA in December 2022.

Growing our People

CTWI has invested in over 500 hours of professional development for staff ranging from community college courses to leadership programs enabling us to approach our industry's complex problems using holistic, research based strategies.

5 Year Financial Growth

Our substantial revenue growth reflects our commitment to expanding pathways to union construction careers for our most vulnerable community members. Over the last five years, CTWI has experienced substantial revenue growth. In FY 2018-2019, when CTWI was established, our revenue amounted to \$191,000. As we look ahead to FY 2023-2024, we are expecting a remarkable increase, with projected revenue of \$4,735,000. This steady and positive growth reflects our track record of success for delivering successful outcomes on grants.



Successful Independent Audit

To ensure financial transparency and accountability, CTWI underwent an independent audit in March 2023. We engaged professional auditors to review our financial statements over the 2018-2022 period, and we are pleased to report that our organization is in good standing and fully compliant with all regulations.

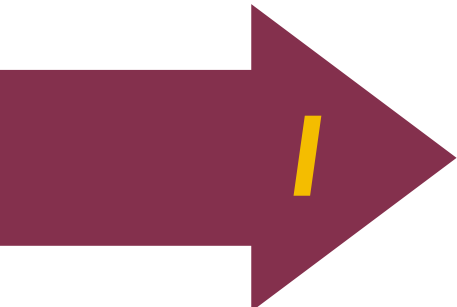
STATEMENT OF FINANCIAL POSITIONS			
As of June 30, 2022			
ASSETS:		LIABILITIES AND NET ASSETS:	
Cash and equivalents	\$811,083	Accounts payable and accrued expenses	\$434,185
Accounts receivable	\$375,551	NET ASSETS WITHOUT DONOR RESTRICTIONS	\$752,449
TOTAL ASSETS	\$1,186,634	TOTAL LIABILITIES AND NET ASSETS	\$1,186,634

STATEMENT OF ACTIVITIES As of June 30, 2022	
SUPPORT:	
Program revenue	\$1,902,919
Contributions from fund raising events	\$176,837
Other	\$60
TOTAL SUPPORT	\$2,079,816
EXPENSES:	
Program services	\$1,465,630
Support services	\$86,740
Fundraising expenses	\$36,531
TOTAL EXPENSES	\$1,588,901
CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	\$490,915
NET ASSETS WITHOUT DONOR RESTRICTIONS:	
Beginning of year	\$261,534
End of year	\$752,449

STATEMENT OF CASH FLOWS For the Year Ending June 30, 2022	
CASH FLOWS FROM OPERATING ACTIVITIES:	
Change in net assets without donor restrictions	\$490,915
Changes in Accounts receivable	\$23,600
Changes in Accounts payable and accrued expenses	\$133,969
Net cash provided by operating activities	\$648,484
CASH AND EQUIVALENTS, beginning of year	\$162,599
CASH AND EQUIVALENTS, end of year	\$811,083

Looking Ahead

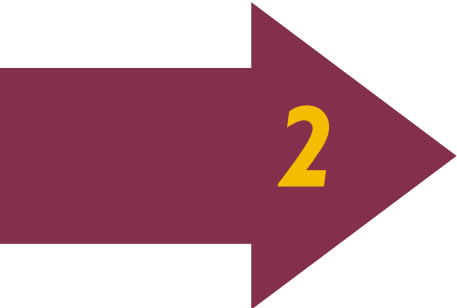
As we look ahead, through coalition building, pre-apprenticeship development and high road policy initiatives, **CTWI is committed to leading our region's efforts in building the next generation of diverse, local and skilled workers.**



1

Increasing access to quality careers in Union Construction for underserved populations & women

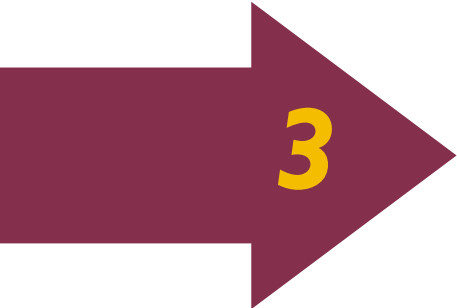
CTWI is leading a coalition of over 15 partners composed of unions, contractors and MC3 Programs to develop a pilot child care stipends program. **Over 100 apprentices will be provided with financial assistance to support them in entering the unionized construction trades.**



2

Achieving Residential Decarbonization through Labor Standards

Through the Just Transition Pilot Program, we aim to provide a national model to peer municipalities and public agencies across the country that shows how publicly-funded decarbonization projects can utilize labor standards, uplifting workers and communities, while decreasing our carbon footprint.



3

Expanding local partnerships to reach the next generation

CTWI will expand local partnerships and pre-apprenticeship programs to educate, equip and empower the next generation of workers. This work, funded by Congressmembers Khanna, Swalwell, DeSaulnier, Garamendi and Lee, is planned to take place across 5 school districts in the East Bay over the next three years.

Join the Movement

CTWI's leadership role in workforce development, labor policy advocacy, research and data collection has strengthened the power of the labor movement.

We hope you join us in our efforts as we continue to move towards a more just and sustainable economy for our working people.

Your support will allow us to:



Expand Pre-Apprenticeship Programs in our communities

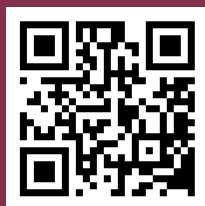


Provide **workforce development technical assistance** to all contractors



Advocate for labor standards to **create high-road markets that benefit working people**

Please consider joining us in our efforts to develop the next generation of tradespeople and make a donation today.



Visit ctwi-btca.org/donate to contribute



Construction Trades Workforce Initiative

Construction Trades Workforce Initiative

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