



LET'S TALK CONSTRUCTION!

Construction Industry Regional Advisory Meeting Minutes

Thursday, May 2nd, 2019 | 1:15 PM - 4:00 PM

Cosumnes River College, 8401 Center Pkwy, Winn Center 150, Sacramento, CA



Golden Sierra



ATTENDEES:

- Daniel Albano, ABC NorCal
- Chris Almeida, Pre-Apprenticeship Construction Program
- Angela Anderson, Project Lead The Way
- Mary Bernard, Villara Building Systems
- Jordan Blair, SRBX Education Foundation
- Jeff Bozeman, SCUSD
- James Brown, Lincoln High School
- Jason Buckingham, Golden Sierra Job Training Agency
- Steven Casperite, Placer School for Adults
- Ashley Collins, AGC of California
- Damon Conklin, Sacramento Regional Builders' Exchange
- Ryan Connally, Cosumnes River College
- Sergio Cortez, ABC NorCal
- Tammy Cronin, Valley Vision
- Yzabelle Dela Cruz, Valley Vision
- Jason Ellis, Cosumnes River College
- Eric Esquivel, Community Resource Project
- David Evans, Dreyfuss+Blackford
- Louie Garcia, American River College
- Kim Harrell, Cosumnes River College
- Roy Kim, SETA
- Grace Kumetat, City of Woodland
- Morris Lum, MORRIS immobilier
- Gabriel Meehan, Sacramento City Community College
- Caroline Pascua, Community Resource Project
- Jordan Powell, AGC of California
- Luis Sanchez, Community Resource Project
- Cory Thomas-Fisk, Cosumnes River College
- Clare Vanderpool, North State Building Industry Foundation
- Eric Wade, SAVA Charter School
- Orion Walker, California Community College Chancellors Office
- Donnetta Webb, Sacramento City Community College
- Jon Zeh, Sacramento City Community College

MEETING MINUTES:

Meeting began at 1:35 PM

- I. Welcome & Introductions (1:35-1:40 PM)
 - a. Tammy Cronin, Valley Vision
 - b. Orion Walker, Deputy Sector Navigator, Energy, Construction & Utilities, North/Far North Region

- II. State of Construction: Industry Panel Discussion (1:40-2:30 PM)
 - a. Damon Conklin, Government Affairs Director, Sacramento Regional Builders' Exchange (SRBX)
 - i. Serves 1,100 member companies
 - ii. Represents both union and non-union companies
 - iii. Serves the industrial & commercial construction industry
 - b. Jordan Powell, Associated General Contractors
 - i. Trade associated organization
 - ii. Serves 50/50 union/non-union members
 - c. Clare Vanderpool, Education & Training Coordinator, North State Building Industry Foundation
 - i. Works for the non-profit arm of BIA
 - ii. Serves mostly residential construction industry
 - iii. Serves 525 members
 - d. Industry challenges:
 - i. Clare: most potential workers need the foundational soft skills
 - ii. Jordan: seconded need for soft skills based on the needs of AGC labor partners
 - iii. Damon: need for workforce/bodies for the industry; for every 5 workers retiring from the industry, only 1 person joining an apprenticeship
 - iv. Damon: Due to the solar initiative, seeing more need and interest in C-10 and C-4 licensing
 - v. Damon: 75% of members in need of workers; since 1944 there has been an increased level of importance placed on higher education for financial security which has been embedded in our school systems and family values, contributing to skewed perceptions of building and construction careers
 - e. Outreach and recruitment:
 - i. 70% of college students drop out within the first 6 months of school; of the population of students who stay, 60% graduate and are employed in jobs outside of their degree; 25% of those who work in their degree field after college are underemployed and underpaid

- ii. Jordan: suggests education and outreach message should be united versus regionally divided
- iii. Jordan: keys to successful outreach to youth are
 - Inclusive marketing that allows students to picture them in the industry
 - Authentic and honest
 - Balance of cool and informative for buy-in from potential worker and families
- iv. Jordan: ACG working on a localized digital marketing platform for employers in the industry called Build CA
- v. Clare: Important for youth to have hands on experience at early ages as well as engagement with the community
- vi. Damon: SRBX cosponsoring legislation for more pathway programs for K-12 schools and community colleges
- vii. Damon: Bridge technical innovations with construction; use of portable virtual reality goggles in classrooms and recruitment events; provide mentorship programs to align students with prospective employers, grants and scholarships (about 300 member companies are actively engaged in this capacity); provide discounted 3- day safety seminars for OSHA and CPA certifications
- viii. Jordan: programs need to be directly applicable, with a clear pathway for employer/worker needs to keep up with the industry boom and increasing workforce needs
- ix. Exhaustive pathways options for high school students to choose that can intimidate some students from interests in this career
- x. SRBX hosts an annual career event in October that requires companies to facilitate hands-on stations that gives students the opportunity to connect with employers and get direct info on the best pathway to get a job at that company
- xi. SRBX does adult outreach, however focuses on high school
- f. Workforce, industry, and educational collaboration:
 - i. Clear benefits should be stated and tracked for industry partner collaboration
 - ii. Community Resource Project working to create a workforce training program for low-income populations
 - iii. SRBX Education Foundation continually connections with educational institutions in the region and has weekly calls on regulations and licensing industry updates
 - iv. Audience question: How can construction industry partner's work with other trade companies to address workforce needs?

- v. BIA works with Career Technical Education programs and Workforce Boards in the region
- vi. CRC faculty: Community college workforce and economic development admin should participate in advisory meetings as faculty and dean need more support
- vii. CTE Dean: We have an extremely supportive administration and our Strong Workforce funds have allowed CRC CTE programs to expand; have worked to streamline CC degrees and curriculum approval processes
- viii. K-12 schools are funded by 4 year college programs; consideration for legislation to change this system to change culture and funding for CTE
- ix. Currently, more challenging for K-12 schools to quickly respond to market changes in comparison to community colleges
- x. Community colleges like CRC and Sierra developing boot camp programs and more specialized certificates to meet industry/market needs

III. Community Colleges and Building & Construction (2:30-2:35 PM)

- a. Orion shares Center of Excellence labor market data
- b. Regional building and construction workforce only 7% women

IV. CRC CMT & FM Proposed Certificates of Achievement (2:35-2:45 PM)

- a. Cory Fisk, Construction Management Technology Professor, Cosumnes River College
 - i. Advocates for higher education and community college programs as viable pathways for this industry to prepare students
 - ii. CRC CMT program now getting credit/tracking students who have taken courses w/i the program (even those who do not complete certificate)
 - iii. CRC CMT recognized as a Strong Workforce leader
 - iv. Cory teaches 9 courses over the school year, a leadership series, and boot camps once a month during a semester
 - v. Currently only teaching night classes; many of which are available online (all of her courses are a hybrid) to allow opportunity for students to work concurrently
 - vi. Lectures and labs are taught together from 5-9:45 PM
 - vii. Labs are software driven so that students can take home to complete
 - viii. Professional certificate prepares student for project management
 - ix. BIT program available however there is no full time faculty

committed to this course due to low student enrollment; adding this to the CMT certificate would increase time needed to complete certificate to 4 years

b. Ryan Connally, Construction Technology, Department Chair & Professor, Cosumnes River College

- i. Most students pursuing this certificate are taking courses during the daytime and can complete the certificate in 4 months
- ii. Focus of program to give students a breadth of exposure to the industry
- iii. CRC currently does not have a STRIPE program and courses are similar except for Title 29; consideration of a CRC STRIPE program
- iv. Job titles/descriptions within the building and construction industry are loose and dependent on what part of the country you are from and industry targets
- v. Facilities maintenance has a growing need in multi-housing units and commercial real estate

V. Curriculum Review Breakouts and Vote of Approval (2:45-3:45 PM)

1. **Assistant Construction Manager:** Total units = 30
 - a. Certificate approved by advisory attendees
2. **Professional Certification:** Total units = 35
 - a. Certificate approved by advisory attendees
3. **Skilled Professional Certification:** Total units = 37
 - a. Certificate approved by advisory attendees
4. **Entrepreneurial Professional Certification:** Total units = 35.5
 - a. Certificate approved by advisory attendees
5. **Skillbuilder Certification:** Total units = 20
 - a. Certificate approved by advisory attendees
6. **Facilities Maintenance Certificate:** Total units = 35
 - a. Certificate approved by advisory attendees

Meeting adjourned at 3:45 PM



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Construction Industry Regional Advisory Meeting Agenda

Thursday, May 2nd, 2019 | 1:15 PM - 4:00 PM

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Golden Sierra



Welcome & Introductions

1:15-1:30 PM

- **Tammy Cronin**, Valley Vision
- **Orion Walker**, Deputy Sector Navigator, Energy, Construction & Utilities, North/Far North Region

State of Construction: Industry Panel Discussion

1:30-2:00 PM

Viewpoints from industry partners on the current state of the industry, workforce challenges and skills in demand

- **Damon Conklin**, Government Affairs Director, Sacramento Regional Builders' Exchange
- **Jordan Powell**, Associated General Contractors
- **Clare Vanderpool**, Education & Training Coordinator, North State Building Industry Foundation

Community Colleges and Building & Construction

2:00-2:10 PM

Overview of the role of Community Colleges in supporting the Building & Construction industry and educational programs offered

- **Orion Walker**

CRC CMT & FM Proposed Certificates of Achievement

2:10-2:30 PM

Overview of current CMT and FM programs and new certificates proposed

- **Cory Fisk**, Construction Management Technology Professor, Cosumnes River College
- **Ryan Connally**, Construction Technology, Department Chair & Professor, Cosumnes River College

Curriculum Review – New/Revised Certificate Programs

2:30-3:30 PM

1. **Assistant Construction Manager**: Total units = 30
2. **Professional Certification**: Total units = 35
3. **Skilled Professional Certification**: Total units = 37
4. **Entrepreneurial Professional Certification**: Total units = 35.5
5. **Skillbuilder Certification**: Total units = 20
6. **Facilities Maintenance Certificate (revised)**: Total units = 35

Curriculum Proposal Votes & Networking

3:30-4:00 PM

- Vote for approval
- Time for networking



LET'S TALK CONSTRUCTION!

Construction Cluster Regional Advisory Meeting

May 2, 2019

Cosumnes River College, Sacramento



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Valley Vision

A civic leadership organization serving the Sacramento Capital Region...

Impact areas:

1. 21st Century Workforce
2. Clean Economy
3. Food and Ag Economy
4. Healthy Communities
5. Innovation and Infrastructure
6. Leadership and Civic Engagement

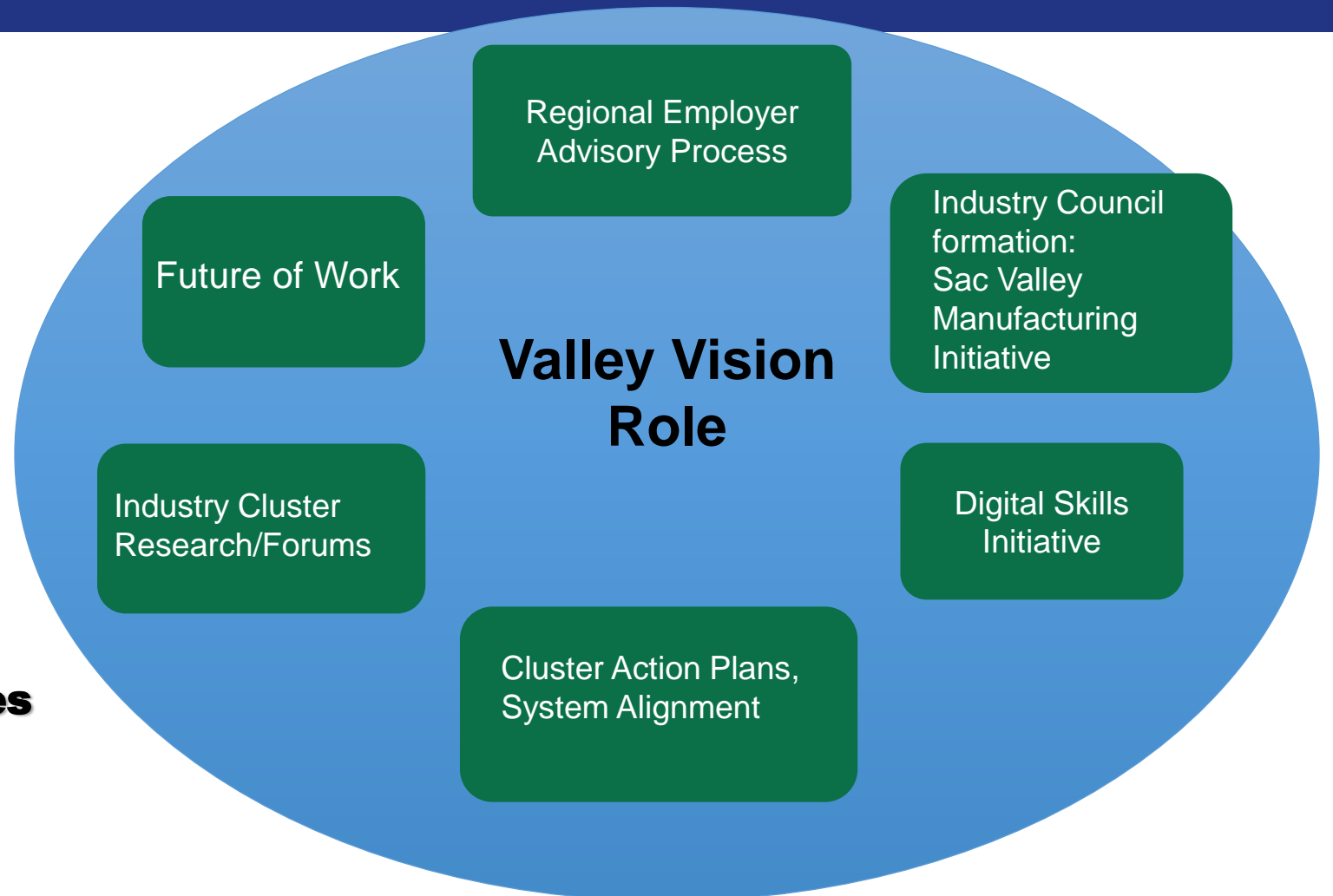


Regional Talent Development



Promising Industry Clusters

- ✓ **Advanced Manufacturing**
- ✓ **Clean Economy**
- ✓ **Building & Construction**
- ✓ **Education & Knowledge Creation**
- ✓ **Food & Agriculture**
- ✓ **Hospitality, Recreation & Tourism**
- ✓ **Information & Comm. Technologies**
- ✓ **Life Sciences & Health Services**



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Industry Panel

Viewpoints from industry partners on the current state of the industry, workforce challenges and skills in demand

- **Damon Conklin**, Sacramento Regional Builders Exchange
- **Jordan Powell**, Associated General Contractors of California
- **Clare Vanderpool**, North State Building Industry Foundation

Panel Questions

- What is the current state of the industry - challenges and future trends and/or concerns?
- Impacts of recent fires and floods on the industry and workforce?
- What are the “hardest to fill” positions for your member organizations?
- How can we get more people into the profession?
- What partnerships are needed between industry, educators, and workforce partners?