# PRIORITY HIRE PATHWAYS TO SKILLED CONSTRUCTION WORK (PO 2017-0450)

January 2018

## **PRE-APPRENTICESHIP**

#### WHAT:

- Free training (3 or 6 months)
- Introduction to construction industry and apprenticeship opportunities
- Construction trades math
- Pre-apprenticeship programs may be organized around specific trades or types of workers (women, minorities)

# Pre-Apprenticeship graduates from eligible ZIP codes receive first priority as Priority Hire

# PRE-APPRENTICESHIP

#### **ELIGIBILITY:**

- 18+ years old
- Diploma or GED preferred
- Driver's license
- Social Security card or I-9
- Possibly other requirements (specific trade, woman/ minority)

# **Helmets to Hardhats**Apprenticeship matching

program for veterans

## **APPRENTICESHIP**

#### WHAT:

- Two to five year training program
- Combines work experience and classroom training
- Apprentices receive pay for work
- Goal is 15% of total labor hours to be performed by apprentices

#### **PRIORITY HIRE**

### **ELIGIBILITY:**

- Live in "economically distressed" ZIP code
- Must be 18+, have diploma or GED, Driver's license, Social Security or I-9

#### **BENEFITS:**

- Receive first priority for placement
- Percent of apprentices TBD (may overlap with Preferred Entry), in pilot was 5%

#### PREFERRED ENTRY

## **ELIGIBILITY:**

- Must be a pre-apprenticeship graduate or Helmets to Hardhats veteran
- Preferred Entry slots are competitive and may be limited to specific trades or groups (Priority Hire, women, minorities)

#### **BENEFITS:**

- · Receive priority for placement
- 20% of total apprentice labor hours to be performed by preferred entry candidates

# **GENERAL CANDIDATES**

#### **ELIGIBILITY:**

- Must be 18+, have diploma or GED,
  Driver's license, Social Security or I-9
- Contractors request workers based on hiring requirements (may mean certain trades, Priority Hire, Preferred Entry, women, minorities, and/or general)

#### **BENEFITS:**

Apprenticeship provides training and pay

# **JOURNEY LEVEL**

#### WHAT:

- Requires three to five years of relevant experience
- Able to work without supervision
- Journey level workers may go on to seek a trade license

# **PRIORITY HIRE**

#### **ELIGIBILITY:**

- Live in "economically distressed" ZIP code
- Must have completed an apprenticeship or have three to five years experience

#### **BENEFITS:**

- Receive first priority for placement
- Percent of journey level TBD, in pilot was 10%

# **OTHER JOURNEY LEVEL**

#### **ELIGIBILITY:**

 Must have completed an apprenticeship or have three to five years experience

#### **BENEFITS:**

Placed after Priority Hire, women and/or minorities