

To: Aubre Nelson

Apprenticeship Consultant 3
Apprenticeship Section, Labor and Industries, Washington State
950 Broadway, Suite 200
Tacoma, WA 98402

Aubre,

Enclosed is YouthCare's YouthBuild report with data to support our renewal as a pre-apprenticeship program. We appreciate the support of the Washington State Apprenticeship and Training Council and look forward to continuing in our work to develop strong apprenticeship candidates for the trades.

YouthCare's YouthBuild offers construction-focused workforce training and readiness skills to youth aged 18-24 facing significant barriers in their lives. The majority of our program participants are coming from situations of houselessness, court involvement, or other de-stabilizing life circumstances. We provide a robust construction curriculum that prepares them to pursue apprenticeship and a career in the trades. Students receive 4 industry-recognized certifications, on-the-job training with multiple apprenticeships and contractors, visits to active job sites, and more. Additionally, we offer wraparound support services including educational support, GED attainment, math-for-the-trades classroom instruction, job readiness training, and case management.

Since August 2017, we have placed 7 graduates into registered apprenticeships and 15 into construction-related jobs or internships with continued pathways into apprenticeships. We anticipate these numbers to increase in the near-term future, as we faced limitations in our program from 2019-2021 related to the pandemic and staff turnover.

The enclosed report contains program data from the past four years, a section detailing program improvements, letters of endorsement from Registered Apprenticeship Programs committing to preferred entry for YouthBuild graduates, and a letter of support from one of our construction partners. Please let me know if you have any additional questions.

We appreciate the past recognition of the Washington State Apprenticeship and Training Council and look forward to continuing our partnership.

Sincerely,



Becca LaNasa
Program Manager 3, Workforce Development Programs
YouthCare's YouthBuild

YouthCare's YouthBuild Performance Data

8/1/2017 – 11/30/2021

Overview

| | |
|----------------------------------|----|
| Students Completing Program | 98 |
| Students Entering Apprenticeship | 7 |

Apprenticeship Breakdown

| | |
|--|----|
| Northwest Carpenters Institute of Washington | 2 |
| International Union of Painters and Allied Trades | 1 |
| Western Washington Masonry Trades JATC | 1 |
| United Union of Roofers | 1 |
| Cement Masons and Plasterers | 2 |
| Construction Jobs/Internships with Continued Pathways Towards Apprenticeship | 15 |

Age at Program Entry

| | |
|-------|-----|
| 16-17 | 2% |
| 18-21 | 65% |
| 22-24 | 33% |
| 25+ | 0% |

Race

Does not equal 100% because of multi-racial youth, counted in multiple race/ethnicity groups instead of grouped into "multi-racial" category

| | |
|------------------------------------|-----|
| African American / Black | 41% |
| American Indian / Alaska Native | 15% |
| Asian | 3% |
| Hawaiian Native / Pacific Islander | 4% |
| Hispanic/Latino | 27% |
| White/Caucasian | 39% |
| Unknown/Refused to identify | 1% |

Gender

| | |
|---|-----|
| Female | 17% |
| Male | 79% |
| Identify with another gender or no gender | 4% |

Program Design and Curriculum

Program Design Overview

YouthCare's YouthBuild program surrounds students with the support and training they need to obtain and sustain employment in the construction industry.

Program Components:

- Construction Training (237 program hours)
 - Students are trained in all key components of introductory craft skills, including: safety, construction math, hand tools, power tools, construction drawing, communication skills, employability skills, and material handling.
 - Students complete four industry-recognized certifications: CPR/First Aid Certification, OSHA 10 Certification, WA State Traffic Control Flaggers Certification, and Forklift Certification.
 - Students get hands-on experience with the following apprenticeships and contractors: Cement Masons (local 528), Electrician's Union (local 45), Andersen Construction, Sellen Construction, Skanska Construction, DPR Construction, Powell Ryka Construction, and more.
 - As a final project, students build a "tiny home" structure in partnership with the Low Income Housing Institute, which is then placed at a tiny home village meeting the needs of individuals facing housing insecurity in Seattle/King County.

- Education (198 program hours)
 - Our program has an active and ongoing partnership with South Seattle College. YouthBuild is located on campus at the Georgetown location, students receive college credits for their academic coursework, and the college provides tuition assistance to our clients. Courses are taught and delivered exclusively by YouthBuild staff, but all syllabi are reviewed and approved by South Seattle College.
 - Students spend 40% of their 6 months in program in an education classroom working on high school completion or equivalency, ensuring they have the required attainments to enter placement.
 - Classroom instruction focuses heavily on the basics of math-for-the-trades: whole numbers, fractions, area and perimeter, and conversions between percentages and decimals. This classroom time is reinforced with beginner construction projects in our shop.

- Case Management
 - Youth served through YouthBuild face significant systemic barriers to obtaining employment. To address this, each youth is assigned a case manager for the duration of program and up to one year of after-care. This case manager meets with them to develop an individualized service plan that addresses mental health, substance use, basic needs, medical insurance, and housing. In after-care, the case manager works with students to ensure their retention in their apprenticeship or employment placement.

- Job Readiness Training (22 program hours)
 - Students receive comprehensive instruction regarding workforce soft skills such as: timeliness, communication, conflict navigation and resolution, collaboration, and teamwork.

- All students develop a resume, cover letter, LinkedIn profiles, and elevator pitches to aid them in their professional development.

Program Recruitment:

- The majority of our program participants are coming from situations of houselessness, court involvement, or other de-stabilizing life circumstances. Recruitment happens in a number of ways:
 - We recruit for program by connecting with local schools, non-profits, and juvenile detention centers and inviting them to refer participants.
 - We receive internal referrals through other programs within our agency, YouthCare.
 - We also engage in broader outreach efforts through events such as job fairs and postings to public job boards such as Indeed.

Program Improvements and Updates

Over the past four years, we have seen increasing external challenges impacting our ability to prepare students for construction employment. The COVID-19 pandemic halted our program for a full calendar year, and we were only able to resume in-person instruction in January 2021 at a reduced capacity. Because of this halt in programming, we experienced complete staff turnover and lost traction in many of our partnerships with apprenticeships and contractors. Additionally, the significant cost of living increase in Seattle/King County continues to jeopardize our clients' ability to find sustainable, affordable housing. We also continue to see increases in substance use among young people, which makes the road to a drug free entry to apprenticeship challenging.

To address these issues, our YouthBuild program has instituted additional case management support to address needs around housing and substance use. We have a compendium of housing referral options and can offer rental assistance to students. We also work with a certified substance use specialist to conduct a series of urine analyses throughout program and develop individualized service plans to assist clients in ceasing substance use prior to entry to apprenticeship. We are also partnered with Cares of WA to improve retention services to students once they have completed our program.

In addition, we have developed strong, ongoing partnerships with several construction companies to offer increased job training to students. Andersen Construction has offered a paid internship opportunity to our young people that allows for six months of work experience and subsequent coaching into an apprenticeship program. Many of our students are taking advantage of this pathway to continue their journey towards apprenticeship and the trades.

We have formal articulation agreements with two apprenticeship programs currently, and in-roads to develop new articulations with additional apprenticeships moving forward. Our hope is to establish articulation agreements with both the Electrician's Union (Local 45) and Carpenter's Union (NWCJ-Central Puget Sound) in early 2022, capitalizing on the fact that we have current cohort members graduating from YouthBuild and entering those programs in December 2021.



Teri Gardner 12-6-2021 AN

CEMENT MASONS AND PLASTERERS TRAINING CENTERS OF WASHINGTON

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November 24, 2021

RE: Youth Build Commitment Letter

To whom it may concern:

On behalf of Washington Cement Masons Apprenticeship Committee and Washington Plasterers Apprenticeship for Western and Eastern Washington, I am writing in commitment to Youth Cares 20 Department of Labor Youth Build grant application. They provide interictal educational training and employment opportunities for homeless, disconnected, at-risk youth and young adults.

Washington Cement Masons Apprenticeship Committee and Washington Plasterers Apprenticeship programs were established in 1939 and 1941, and we have a long track record of partnering with organizations that work with people with barriers.

We are proud of our long-standing partnerships with organization to provide skills training in our scope of work that is needed for apprentices to succeed out in the workforce

We recognize that people who do not complete high school or court-involved youths and young adults face multiple barriers to success in education and in the workplace. This our firm commitment to partner with Youth Care to provide preferred entry to those who wish to pursue a career as a Cement Mason or Plasterer apprenticeship training and education for Youth Build participants.

Sincerely,

Michael Raymond
Training Director/Coordinator



**WESTERN WASHINGTON MASONRY TRADES
JOINT APPRENTICE & TRAINING COMMITTEE**

PO BOX 80763, Seattle, WA. 98108
TRAINING CENTER PHONE/FAX: (206) 768-8333



December 1, 2021

Jamie Rose Pinilla-O'Dea
Youth Care
2500 NE 54th St.
Seattle, WA 98105

On behalf of Western Washington Masonry Trades Apprenticeship & Training Program, I am writing in commitment to youth Care's 2021-22 Department of Labor Youth Build grant application to provide educational training and employment opportunities for homeless, disconnected, and at-risk youth and young adults.

WWMT craft workers have worked on all structures that use many different masonry products. Our facility has been training BAC Local #1 WA/AK Craft workers at South Seattle College for over 40 years. We have been building structures as small as homes, and as big as stadiums or even high rises using and number of the products relating to the five trades that we train for.

This letter represents a firm commitment on behalf of the Western Washington Masonry Trades Apprenticeship & Training Program to partner with Youth Care by providing preferred entry status to Youth Build program participants who wish to pursue careers as bricklayers, tile setters, marble masons, terrazzo workers, and pointer/cleaner/caulkers.

We recognize that high school dropouts and court-involved youth face multiple barriers to succeed in education and in the workplace. The Western Washington Masonry Trades Apprenticeship & Training Program is committed to working with Youth Care to provide preferred entry to apprenticeship training and education for Youth Build participants.

Sincerely,

Lowell Glodowski, President



December 1, 2021

Jamie,

Thank you for YouthBuild's continued involvement and outreach to our project teams here in Seattle.

Our experiences interacting with YouthBuild's clients have been rewarding and humbling.

These opportunities to help illuminate a path into the lucrative, yet seemingly guarded crafts of commercial construction are cherished and rewarding.

We look forward to a long partnership, and are honored to be a part of your team's tireless efforts.

Sincerely;



Chad Furstenwerth

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