

APPRENTICESHIP

*Preserving institutional knowledge while
growing the next generation of talent*



CALIFORNIA APPRENTICESHIP COUNCIL

Third Quarter 2012

FOCUS ON MISSION ENSURES EFFECTIVE USE OF STATE RESOURCES



Christine Baker, Director,
Department of Industrial Relations

Over the years, the Department of Industrial Relations (DIR) operated in “silos”—in other words, DIR and its divisions could have worked together more closely. The public noticed, often complaining we weren’t effective or user-friendly. But for the past year and a half, DIR and its divisions have undergone a transformation to better serve Californians with easier access, and more efficient, effective use of resources.

Some improvements are internal, such as scanning all Division of Apprenticeship Standards (DAS) and Electrician Certification Unit (ECU) documents to archive them. Other changes are public, such as making the PWC 100 available for the awarding bodies to fill out on-line, along with a list of all public works projects in the state.

Another important change took place recently: effective July 1, 2012, the DAS Public Works Unit and Electrician Certification Unit were merged with the Division of Labor Standards Enforcement (DLSE) Public Works Unit. Responsible for enforcing public works laws involving the payment of wages for journey workers and apprentices, DLSE will be investigating both prevailing wage issues and apprenticeship ratio complaints found in regard to Labor Code Section 1777.5. This allows construction industry stakeholders to file only one public works complaint without having to file additional complaints to DAS or rely on DLSE to refer an apprenticeship ratio complaint to DAS.

DLSE has historically enforced the maximum ratios established by approved DAS training programs, and DLSE public works audits often reveal underpayment or nonpayment of training funds to qualified training programs or the California Apprenticeship Council. The merger allows DLSE to enforce all aspects of public works law effectively and comprehensively.

Due to the merger, DLSE will provide 30 full-time investigators responsible for enforcing Section 1777.5 ratios—six times the inves-

To accomplish our mission, we are implementing Governor Brown’s vision of streamlining state government and improving service

tigators used before the merger, leading to increased enforcement of apprenticeship compliance.

Additionally, the ECU is moving to DLSE under the same umbrella as DLSE Public Works, linking electrician certification and public works enforcement. Contractors who fail to use certified electricians can more effectively be brought into compliance; DLSE will be able to handle electrician complaints on all projects through ECU. The move from San Francisco to Oakland is scheduled for early fall.

Also, to improve the accuracy and quality of determinations, apprenticeship determinations are being integrated with the generals and DAS will no longer publish them; to date, this strategy has resulted in a 50 percent reduction in errors.

It is an exciting time at DIR as we move to consolidate key functions of DLSE, DAS Public Works and ECU—a collaborative effort by Labor Commissioner Julie Su and DAS Chief Diane Ravnik. To accomplish our mission, we are implementing Governor Brown’s vision of streamlining state government and improving service. We look forward to serving the public effectively with comprehensive public works enforcement.

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GRADUATIONS CELEBRATE HOPE FOR CALIFORNIA'S FUTURE

It's Graduation season—the time of year that represents the heart and soul of apprenticeship and its unique contributions: to the new journeymen and women, the industry, the community, and to California's economy. Graduation is the culmination of all the hard work that apprentices, apprentice coordinators, instructors, JATCs and UACs have put into their programs for the past four or five years—all coming to fruition—the attainment of journey-level status in the apprentice's chosen field and the start of a bright future career as a certified and recognized journeyman or journeywoman. It epitomizes what apprenticeship is all about and what apprenticeship does better than any other job training system.

Recently I had the pleasure of attending a graduation ceremony of the Bay Area Sheet Metal Workers Local 104 and SMACNA's Bay Area JATC, where they celebrated the achievement and bright future ahead for some 158 new journey-level sheet metal workers! Their graduation ceremony (and other apprentice graduations like it) was everything a traditional college graduation is and more.

The graduates were honored at a lovely reception and dinner with their proud spouses, parents and other loved ones, alongside fellow graduates who have spent the last five years and many hours together in the classroom and on the job. The class is a tight-knit group, smaller and more familiar than college graduating classes, after experiencing economic downturns together and struggling to get the OJT hours necessary to gradu-

ate. They've experienced good days on the job and not so good; they've spent numerous hours in the classroom to master the theoretical knowledge needed to succeed on the job. But they have powered through, together, with the support of their instructors, coordinators and JATC members, and with the guidance, oversight and certification from the State of California Division of Apprenticeship Standards. These graduates exhibit a unique pride in their accomplishments—a feeling shared by all those present who contributed to their success.

What makes apprentice graduations so special is the dedication, commitment, passion and pride in all of the program participants—

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because so many of them have been there at their own apprentice graduations 20-30 years before. They share a unique bond; now they pass the torch to the next generation of journeymen and journeywomen, who will train the next generation, and onward; from almost 75 years ago in California and continuing well beyond the next 75 years to come.

Among this year's proud graduates are brand new "journeywomen" who can pass their skills on to daughters, sons, nieces and nephews. This issue of the CAC Newsletter celebrates women in ap-



Diane Ravnik, DAS Chief

prenticeship; over my 30 years at DAS, the acceptance of women in apprenticeship trade programs has progressed immensely; but with women in just 2 percent of building trades apprenticeships and constituting 6 percent of all apprentices, we still have a long way to go. But with the active commitment, participation and creative thinking of our program sponsors and their dedication to the notion that women must be given the same opportunity to be seated at that apprentice graduation dinner, women will achieve a place at the table in numbers representing the breadth of their aspirations.

This issue features true pioneers and role models for women in apprenticeship like IBEW journeywoman Meg Vasey, who now directs the earliest program of its kind in the nation, Tradeswomen, Inc.; and we'll read about some creative approaches to engaging and supporting women in the trades through apprenticeship, such as the Ironworkers "Women Welders" program.

Congratulations graduates and their programs!

Letter from the CAC Chair

CHECKING OUR PROGRESS AT MID-YEAR



Scott Gordon, CAC 2012 Chair

As we reach mid-year, it's impressive to consider how much compliance and enforcement have taken place so far. DAS Chief Diane Ravnik made vigorous enforcement of laws regarding employing apprentices a priority this year, and she has proven her determination. Her commitment to creating employment opportunities has led to rapid progress in enforcement and compliance; and the progress over the past months has encouraged and inspired me to consider new ways we can assist.

Several key components are instrumental in making apprenticeship a living and breathing system: DAS; the Division of Labor Standards Enforcement (labor laws); Labor & Workforce Development Agency; the Department of Labor; apprenticeship programs; local education agencies; labor compliance programs; apprenticeship preparation programs; community-based organizations; and the community itself. All are essential pieces in the apprenticeship puzzle; each has a vital role, is dependent on the others, and has the common goal of creating opportunities and building a skilled workforce.

However, contractor-employers are equally valuable, if not the determining factor in apprenticeship sustainability, since contractors are the job placement piece.

Unlike the traditional education system and higher education, apprenticeship programs coordinate with contractors to provide real-world settings for the practical application of learning. In an era when most college graduates have large student loan debts and minimal job opportunities, the apprenticeship structure becomes a great alternative because apprentices earn while they learn. More importantly, an apprenticeship is often a hybrid internship in which a contractor invests in an apprentice during the program, then offers a permanent job upon completion. Contractors affiliated with the JAC will look for the most skilled workers to enhance their future productivity.

Each of us in the apprenticeship community can be role models for the rest of the nation by creating jobs for young men and women in the construction industry. We

Let's strive to accomplish even more over the coming months and lead our state into a prosperous new year!

should take every opportunity to encourage them to join this dynamic program that provides opportunities for advancement and teaches skills, discipline, and tenacity. Apprenticeship graduates gain a genuine sense of identity, respect, occupational pride and portable certifications. We must invest in America's workforce and tomorrow's leaders.

Again, I'm elated about the work that has been done these past months. But there is still plenty of time left this year to motivate, educate and work collectively with contractors that build public works projects, the engines that hire young men and women entering the workforce for the first time. Let's strive to accomplish even more over the coming months and lead our state into a prosperous new year! Our hard work and focus is embedded in the success of our programs. I am proud to be part of this winning team and look forward to a bright future for apprenticeship.

Apprentice Spotlight

"I started in 2010 attending a pre-apprenticeship program, City Build, which taught me many things about construction. Being a female in construction can be difficult at times because a lot of people say you can't do it, but I listened and paid close attention to my teachers. I recommend



being a Cement Mason because it opens up doors and teaches you a new craft that no one can take from you once you learn it. Going to school counts just as well as working, and both together allow you to advance to earn more pay and journey out—something I'm proud of because you don't see a lot of women out there."

*N'neka Taylor,
Cement Masons Local 300, San Francisco*

California Conference on Apprenticeship

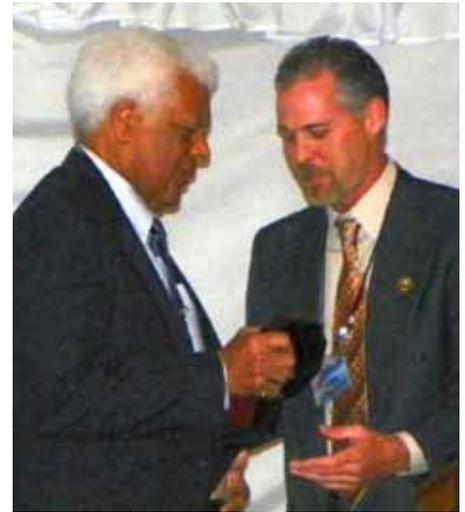
CONFERENCE OFFERS WORKSHOPS, HALL OF FAME

Apprenticeship coordinators, educators and state government representatives met in San Diego in April for the California Conference on Apprenticeship. Thanks to our outstanding CCA board members and workshop presenters, the conference was a great success. Workshops included Apprenticeship 101 for Educators; DAS Audit Unit; Enhance Construction Safety Training with Case Studies; Controlling Repetitive Strain Injuries; Employment Training Panel Funding Grants; Green Construction; Classroom Technology; Stress Reduction; and Leveraging Workforce Investment Funds.

California Labor & Workforce Development Agency Secretary Marty Morgenstern was the keynote speaker at the Hall of Fame Dinner honoring those who have

made great contributions to the California apprenticeship community, and whose work and dedication set an example for us all. Henry Nunn III and Jack Ventimiglia were recognized and inducted into the Apprenticeship Hall of Fame, as Hall of Fame members Dan Terry, Arthur Webster, Larry Uhde, Dan Whooley, Owen Smith, M. Duane Mongerson, and Anne Quick were in attendance.

Supporting exhibitors included Kaiser Permanente, Gold Supporter; Lincoln Electric Co.; Hampden Engineering Corporation; California Fire Fighter Joint Apprenticeship Committee, Silver Supporter; Miller Electric; Southern California Laborers Training School; and CI Solutions/Card Integrators Corporation.



Henry Nunn is inducted into the Apprenticeship Hall of Fame by Scott Lewis.

Thanks to CCA Board members Ken Lavigne, Vice-Chair; Scott Lewis, Secretary; Duane Freil, Co-Secretary; Patrick Knighton, Treasurer; Darrell Lawrence, Co-Treasurer; Jane Reza, DAS; Kate Leyden, CAC Liaison; and Jose Oscar Padilla, 2012 CCA Chair, for making the conference a big success.

DAS Statewide Audit Unit Presentation Explains SB 56 Changes



The DAS Statewide Audit Unit conducted a CCA workshop to educate participants on procedures, compliance, and other topics,

and to explain changes resulting from the recent passage of Senate Bill 56 that affect the apprenticeship program audit review selection procedures.

In 2007 DAS determined it would be more effective to create a separate audit unit exclusively responsible for ensuring programs are complying with their approved standards as required by California Labor

Code Section 3073.1. The Audit Unit's sole purpose is to perform apprenticeship program audits, and its main focus is to provide proof and validation of the programs' quality and integrity. Auditors work in conjunction with their DAS field consultant counterparts to provide apprenticeship programs with opportunities for improvement.

Rachel Freeman, Audit Unit Manager, (shown at left) provided an introduction, and auditors Linda Knox, Salvador Trujillo, Alma Venable and Jerri McKenzie, delivered power point presentations on Program Standards; OJT and Work Processes; Related Supplemental Instruction; Program Completion to Dropout Rate; and the Audit Follow-up Process.

Apprentice Spotlight

"I learned about the Cement Mason Pre-Apprenticeship through the San Francisco Conservation Corps, and joined Cement Masons Local 300 in April 2011. Since then I have been with several companies and each has taught me a skill. I like what I do—learning the trade requires me to attend apprenticeship school where I learned the basics of concrete and cement in my first course. The second was all math, and the current class is teaching me to read blueprints and hands-on forming, then pouring. By the time I finish school, I will have enough knowledge to move up in the trade."

Erna Velasco,
Cement Masons
Local 300,
San Francisco



The Carpenters Training Committee for Northern California

HAYWARD OPENS NEW STATE-OF-THE-ART WELDING FACILITY

The Carpenters Training Committee of Northern California has opened the doors of its newest weld shop. Hayward has joined Pleasanton Weld Facility in providing a brand new weld shop to serve the members of the UBC in the greater Bay Area. Hayward weld shop has rebuilt from the ground up, adding a newer style of weld booth called the Clean Air America™ Weld Station 5. The new weld booths have individual on-board HEPA air filtration systems which back-draw and process the weld fumes and return the clean air back into the room. In addition, each station is configured to accommodate an individual welder and includes a roomy, well lighted work station, articulating fixtures, and a state-of-the-art multi-process welding machine capable of handling a host of welding processes.

Aron Thompson, a 14-year member who was asked about the weld shop during his last drop-in, said, "Working at the Hayward weld shop was very enjoyable; not only is it close to home, but the new hours of operation also help. I needed this facility to get welding papers for an upcoming job. The instructor on staff was very helpful."

The Hayward Weld Shop has become a great addition to the CTCNC. The Facility has the ability to accommodate any welding skill level from beginner to advanced welder, while still providing safety and skills for advancement at each level. The facility offers a full range of welding certification (SMAW, FCAW, MIG) from light gauge to heavy plate and pipe.



Each weld station accommodates an individual welder and includes a roomy, well lighted work station, articulating fixtures, and a multi-process welding machine.



The new Hayward weld booths have individual on-board HEPA air filtration systems which back-draw and process the weld fumes and return the clean air back into the room.

Apprentice Statistics For the quarter ending June 30, 2012

Number of active apprentices	53,915
Number of new registrations and reinstatements	4,089
Number of active women apprentices.....	3,499
Percent of active apprentices represented by women	6.5%
Percent of active apprentices represented by minorities	50.1%

Ironworkers Host Women's Multi-Trade Welding Program

The Bay Area Ironworkers Apprenticeship Program recently hosted a welding course for women at the Ironworkers Training Center in Benicia, better known as the “University of Iron.” The 20 women selected attended three nights per week and all day each Sunday (20 hours per week) for three months to complete the 184 hours of training. Before the training, participants took drug tests and bought work boots and work clothes. All were issued hard hats, eye protection, gloves and other PPE to use throughout the course, which was provided at no cost to the participants.

Orientation class included tool identification, safe work practices, math and measurement, introduction to oxy-fuel cutting, PPE and basic knots. Students learned basic measurement and layout by measuring steel plate, beams and bolts, and started using an oxy-acetylene torch to cut steel—many for the first time. Classroom instruction combined with hands-on training in the weld shop proved to be a good introduction to a welding career.



Welding class started with safety training with a variety of welding machines. All women in the class worked hard to qualify on the safe use of grinders and oxy-acetylene torches. The tools and equipment associated with welding are hot and often heavy; wearing protective clothing, eye protection and other gear to protect welders from sparks and flame, combined with the demands of working with steel, makes busting a sweat routine. Welding is a skill that takes much practice and coordination, and many earned their first welding certification during the class.

Guest speakers, including Tradeswomen Inc., DAS, and coordina-

tors from the Inspectors and Sheet Metal trades, gave presentations on apprenticeship opportunities. Contractors backed up their talk with action by hiring trainees as new apprentices who are now earning union wages and benefits; union contractors pay for medical insurance that will cover the workers and their families.

Several ironworkers volunteered countless hours to help conduct the training. Volunteer Dihanna Christie, a recent graduate of the Ironworkers four-year apprenticeship program said, “This is an opportunity for me to give back to the Union and the Industry that has helped make a better life for me and my family.” Coordinator Brian Colombo and his instructors worked diligently to accommodate this cohort of women and produce a safe and productive workforce for contractors. The dedication and commitment of these women has been outstanding—look for them to be the leaders in years to come.

For information on future classes, visit our website: UNIVERSITYOFIRON.COM



HOW IS CTE DELIVERED TO CALIFORNIA'S K12 STUDENTS?



John Dunn, Educational Programs Consultant, California Department of Education

In this issue I want to share some information about Career Technical Education (CTE) in California.

Regional Occupational Centers (ROCPs)

ROCPs are the largest delivery system for CTE programs in California, providing industry-supported courses throughout the state. Even after the “flexibility” provisions were enacted several years ago, reducing the ROCP funding by 22 percent and enabling districts to flex the funds for other uses, ROCPs continue to be one of the largest providers of quality CTE in the state.

CDE’s Regional Occupational Centers & Programs originated in 1967. California’s 74 ROCPs serve approximately 500,000 high school students and adults annually. More than 3,000 ROCP career technical education courses are offered in areas such as information technology, agriculture, business, culinary arts, healthcare, construction and auto technol-

ogy, providing business and industry with a pool of highly trained, productive individuals. Students receive necessary technical and workplace skills that translate into rewarding careers.

As you know, these programs are under pressure and in many school districts have been discontinued—especially in the building trades/construction field. With the help of the apprenticeship community, a recent proposal threatening funding was defeated (for now). There is a bill currently in the Legislature that would create a block grant of sorts for CTE programs, including Agriculture and California Partnership Academies (AB275), to protect these programs in the future.

California Partnership Academies

California Partnership Academies (CPA) are another CTE delivery system benefitting building trades/construction programs. A CPA is designed to be a school-within-a-school, where groups of students, usually beginning in grade 10, are part of an “academy.” The students take some academic courses together and also their CTE courses, while the teachers in all

courses work together to create curriculum that supports academic and CTE learning. You can learn more about CPAs here: <http://casn.berkeley.edu/index.php>

How to Support CTE Programs

Other delivery systems in California, including the agriculture education programs, provide excellent CTE opportunities for students. All of them enable students to learn from teachers who, for the most part, have extensive experience in the particular industry that they teach. Like a journeyman who becomes an apprenticeship instructor, these teachers are able to provide an in-depth learning experience because of their background in the industry.

As always, these programs are looking for industry support (both contractors and apprenticeship programs) for their advisory committees as well as for monetary or other support.

If you are interested in connecting with a local ROCP or CPA program, you can search for the California Association of ROCPs (CAROCP) www.carocp.org or contact John Dunn at the CDE for more information. jdunn@cde.ca.gov

Apprenticeship Spotlight

“I started in the trade in 2011 after attending a program with the Conservation Corps. When I took that first step getting into the construction field, it was really an exciting new beginning for me because I’m working on things I’ve never done before. So being a woman apprentice in construction, I’ve come to like this field and I think it’s good for women to do anything they put their minds to.”

Faua Alataua,
Cement Masons Local 300, San Francisco



INNOVATIVE APPROACHES BRING BUSINESS AND EDUCATION TOGETHER



Van Ton-Quinliven, California Community Colleges Vice Chancellor of Workforce & Economic Development

The nation, the state, and our regions have issued a call to action to close the skills gap between what employers need and the skills of our workers. California's Community Colleges are responding through a framework entitled "Doing What Matters for Jobs and the Economy." What follows are two examples of investments in innovation to reskill and upskill workers to meet the needs of our state and regional economies.

Clinton Global Initiative Launches Partnership to Close Skills Gap

A new partnership that brings together California Community Colleges, a Silicon Valley technology firm, and a leading business membership group was recognized in early June of this year by the Clinton Global Initiative-America as an innovative model for promoting US economic recovery.

The partnership combines real-time labor market information and online skills training for community college students seeking to

fill jobs in demand in the retail sector. Silicon Valley-based LearnUp is an online job skills training platform that allows users to learn skills from employers and professionals, track progress on a skills resume, and receive job offers.

Several California Community Colleges are using LearnUp to help connect students with employment opportunities, utilizing LearnUp as a "Virtual Advisory Board" to connect with businesses and ensure programs align with their needs. Students are already engaged and receiving benefits.

Students from Foothill College recently participated in beta testing of the LearnUp platform. "Anytime we can connect businesses with our students it's a win-win because we offer California's best job training, and with this new tool our students will enter the workforce with the skills employers are looking for," Chancellor Scott said. "I'm encouraged by this partnership and look forward to more companies getting on-board and to the great career potential offered to our students."

Working with LearnUp and Corporate Voices gives our system greater insight into the evolving skill sets and needs of a specific industry sector. LearnUp offers a fresh and innovative approach to how business and education can work together to close the skills gap. We need to do what matters for jobs and the economy and that means using real-time labor market information and leveraging platforms such as LearnUp, to align instruction with the needs of business.

Incumbent Workers Access Health Care Training to Bridge Skills Gap

Recently, health care employers have approached the Chancellor's Office hoping to expedite training and accessibility to local community colleges for existing workers who want to advance their health care knowledge and skill levels. With budgets slashed, most prerequisite courses needed for specialized health training have too many students and not enough seats. A partnership has been formed between the California Community College Chancellor's Office of Training and Development, the Statewide Health Workforce Initiative, SEIU UHW-West & Joint Employer Educational Fund, and other large health care organizations. Advisory board members include: Kaiser/Ben Hudnell Trust, Jewish Vocational Services, Kern Valley State Prison, California Hospital Association, Sutter Health, and California Department of Industrial Relations.

Over the next 12 months, the Innovate What Matters-Allied Health project will analyze complexities in public education's ability to meet the growing needs of health workforce development while maximizing resources to accommodate multiple employers who seek similar skills for their workers. By increasing skill sets in established employees and moving them into higher-wage jobs, new openings are created for entry-level workers, increasing employment opportunities throughout the state.

These partnerships spur innovation and inform policies on how to best meet the skill needs of the current and future Californian workforce.



Tradeswomen, Inc., California's first organization for women in the trades, was founded in 1979 as a grass-roots support organization with a mission of outreach, recruitment, retention and leadership for women in nontraditional trades. The nonprofit draws from women who complete apprenticeship programs, so most members and supporters have worked with the tools of the trades and understand firsthand their challenges and rewards. They are dedicated to passing along the opportunities they've had to learn a craft and support families to the next generation of women in apprenticeship.

For the last 11 years, Tradeswomen, Inc. has partnered with the State Building & Construction Trades Council at the Annual Women Building California Conference, a wonderful gathering of tradeswomen and the only multi-trade statewide women's conference in the nation. Earlier this year over 500 women and a number of men came to Sacramento to network, build leadership skills and replenish their dedication to the trades.

In the past two years Tradeswomen, Inc. has sponsored over 200 women pre-apprentices from programs all over the state to attend the conference, with an overwhelming positive response. Its "Tradeswomen of the Future" scholarship program sponsors fees and incidentals for female pre-apprentices at the conference, and a series of special workshops for pre-apprentices informs and supports their successful entrance into construction apprenticeships. The workshop "How to Apply; Surviving and Thriving in Apprenticeship," includes an interactive survey of the trades with demonstrations by women craft workers. Working tradeswomen, employers, apprentice coordinators, and other women in leadership provide real-world perspective.

A single mother recently separated from the military was sponsored to attend the Women's Conference in May; two weeks later she began work as a Sheet Metal Trainee on her way to a career that she chose after her positive experiences at the conference, having formed

several new friendships with sheet metal sisters.

Tradeswomen, Inc., does not sponsor an in-house pre-apprenticeship program but works closely with existing programs; through their Entry to Apprenticeship workshops they reach women who are looking for a construction career. They are thrilled to support apprenticeship partners in their efforts, and in February referred several women to the new Multi-Trade Women Welders Training, an intensive pre-apprenticeship program for women at the Iron Workers' Benicia Facility. (See page 7.)

Recent times have been rough on the construction industry and its apprenticeship opportunities; overall apprentice numbers decreased 42 percent from 2010 through the end of 2011. Women's numbers, already on a steady downward trend for the past decade, fell even further, with their participation below 2 percent with only 647 women construction apprenticeships as of December 31, 2011. Now, in 2012, we are finally seeing those overall apprenticeship numbers turn around, and with that turnaround we have the opportunity to tap the underutilized resources in 50 percent of our workforce and build women's participation in construction.

Visit the website www.tradeswomen.org, to find apprenticeship openings and information on events for all tradeswomen, such as the annual event at the Uptown Body & Fender Garage in Oakland September 14, 2012; the Women Building California Conference in Spring, 2013; and watch for their 2013 calendar this fall. Executive Director Meg Vasey looks forward to working with all of you. Contact her at meg@tradeswomen.org.

From WWII "Rosies" to Today's Exceptional Leaders

IBEW APPRENTICE GRADS MARK GAINS FOR WOMEN

During World War II, IBEW Local 595 members included many "Rosies," as the Moore Dry Company's 1943 yearbook chronicled in photos and articles. After the war, the first women entered the IBEW/NECA apprenticeship program in 1976.

"The future of our union will be in the hands of our younger members," notes IBEW Local 595 business manager Victor Uno. "Young 595 sisters like Tanya Pitts, Rachel Bryan and Emily Chen are showing exceptional leadership for our union and for women in the trades."

Tanya Pitts, General Foreman



Tanya Pitts completed her five-year IBEW apprenticeship in the fall of 2010. She immediately went from apprentice to foreman, responsible for overseeing a crew

of seven IBEW construction electricians on the new \$400 million Eden hospital project in Castro Valley. The complex project used a new management model and computer programming for electrical installations that Tanya learned during her apprenticeship training in the classroom and in the field. The work was intense and challenging, and as Tanya met the challenges, she was given new responsibilities. As the project moved into 2012, she was made General Foreman, overseeing many crews and dozens of electricians.

Tanya is modest in acknowledging this achievement because she has so many other responsibilities, including teaching at the IBEW/NECA

apprenticeship program; election to Local 595's Executive Board, and appointment to the Oakland Housing Authority as a commissioner. Through apprenticeship she learned skills in the trade and in her life—she even found time to get married last year.

Rachel Bryan, Community Advocate

Rachel came to the IBEW apprenticeship program through her participation in the Cypress Mandela pre-apprenticeship program, beginning a journey she successfully completed in 2011.



The Cypress-Mandela program is nationally recognized for helping at-risk youth and those with barriers to employment find careers in union construction trades apprenticeship programs.

"It was our great fortune that Rachel chose to apply to our IBEW/NECA program," commented Training Director Byron Benton. "She was a great student and worker, and whenever we asked for help, she always volunteered."

Rachel works as a journey-level Inside Wireman and finds time to mentor at the Cypress Mandela program and serves as an IBEW 595 delegate to the Alameda Labor Council. An Oakland resident, Rachel has given testimony before the city council and other public agencies advocating for

apprenticeship and support for development projects that will utilize labor-management training programs.

Emily Chen, Social Justice Values

This year, Emily Chen followed her many 595 sisters as she successfully graduated from the IBEW apprenticeship program. One day she was an apprentice, and the next day she was a journey-level Inside Wireman, responsible for the construction of the state-of-the-art Russell City Energy Center power plant in Hayward. This 600 megawatt natural gas-fired power plant is the largest industrial project under construction in Alameda County, employing hundreds of skilled craft workers.

During her apprenticeship, Emily helped with outreach to Asian and Pacific Islander communities. Born in Taiwan and fluent



in Mandarin, her language skills were helpful in communicating with workers and communities that were not fluent in English. Deeply committed to social justice values, she helped translate for Chinese workers who were victims of wage theft and other abuses by their employers.

Although many women have successfully completed the IBEW program, the numbers of applicants have dropped in recent years. If interested, please call (510) 351-5282.

