

APPRENTICESHIP

Sacramento Building Trades – A Roadmap to Career Equity and Inclusion

Kevin D. Brown

*Director, MC3 Pre-Apprenticeship,
Sacramento Sierra Building Trades*



Kevin D. Brown pictured left with DAS Chief Eric Rood

The Sacramento Sierra Building Trades has long recognized the need to provide career opportunities for disenfranchised communities.

During the construction of the Golden 1 Arena in 2014 the Roadmap to Success, a Construction Worker Training Agreement (CWTA), was established. This agreement encouraged the hiring of disadvantaged individuals, and provided the opportunity to start a career in the construction industry through a priority apprenticeship program, which focused on 11 ZIP codes in disenfranchised areas within the City of Sacramento. The success of the program

resulted in a strong willingness to collaborate on future Project Labor Agreements (PLA) in the region.

In 2018, several key partnerships turned out to be an instrumental step forward in providing further opportunities to often overlooked communities.

First, the state building trades' president negotiated a PLA with the director of the Department of General Services to help meet California's construction needs. Simultaneously, the executive director of the Sacramento Building Trades negotiated a CWTA with the City of Sacramento. To enhance outcomes, further collaboration was established with the community based organization, People Working Together, to provide outreach, recruitment and training to meet the business needs of the negotiated PLAs. With the help of this community partner we have been able to greatly enhance the success rate of placement into registered apprenticeships into successful construction careers.