



**City of Austin**

**Capital Contracting Office**

**Construction Training Program**

**Virtual Networking Event**

# Agenda

Breakout Sessions

11:10 am – 12:00 pm

Opening Remarks

10:00 am – 10:05 am

Closing Remarks

11:00 am – 11:10 am

Program Overview

10:05 am – 10:20 am

Apprenticeship  
Programs

10:50 am – 11:00 am

Survey Results

10:20 am – 10:30 am

Pipeline  
Organizations

10:30 am – 10:50 am



# Opening Remarks



**Mr. Rolando Fernandez, Jr.**  
**Capital Contracting Officer**



# Success Stories

- Dylan Brown has done very well with Gadberry General Contracting and Construction. He worked on the O' Henry Museum refurbishment project through the Historical Society and has stayed on with them even after it's completion.
- Kieron Gamboa is working with Dalrymple Gravel & Contracting on a project at ABIA.

Below is a note sent to American YouthWorks by Kieron's Mother:

- Kieron has done a complete 360 since our last email and we know that the employment leads (to Dalrymple Gravel & Contracting) that you and Allison provided him made all the difference in the world! He is now focused and much happier. Not to mention, he really enjoys the construction job at the airport and attendance is good! We stuck by his side when times were dark and reminded him that this was temporary and knew that some sort of employment where he could share his expertise would make such a difference in his life and now he's there.
- Words can't express how much appreciation we have for all that you do and what Youthworks does to encourage, strengthen, and empower our young people!

# Program Overview



## Development



## Partnerships



## Reporting



## Way Ahead

- Initial Concept
- Council Resolution
- Pipeline Organizations
- DOL-Approved Programs
- Initial Training Plan
- Monthly Training Reports
- Outreach Initiatives
- Recognition Programs

<http://austintexas.gov/department/construction-training-program>

# Program Requirements

Construction Training Program Requirements	
Estimated Construction Cost	Apprentice/ On-the-Job Training (OJT) /Construction Ready (CR) Trainee Requirements
\$500K to \$2.5M	2 – Construction Ready Trainees*
Over \$2.5M to \$5M	4 - Construction Ready Trainees*
Over \$5M to \$10M	6 - Construction Ready Trainees*
Over \$10M (Significant Budget)	OJT/Apprentice/Graduate/Trainee Minimum 15%

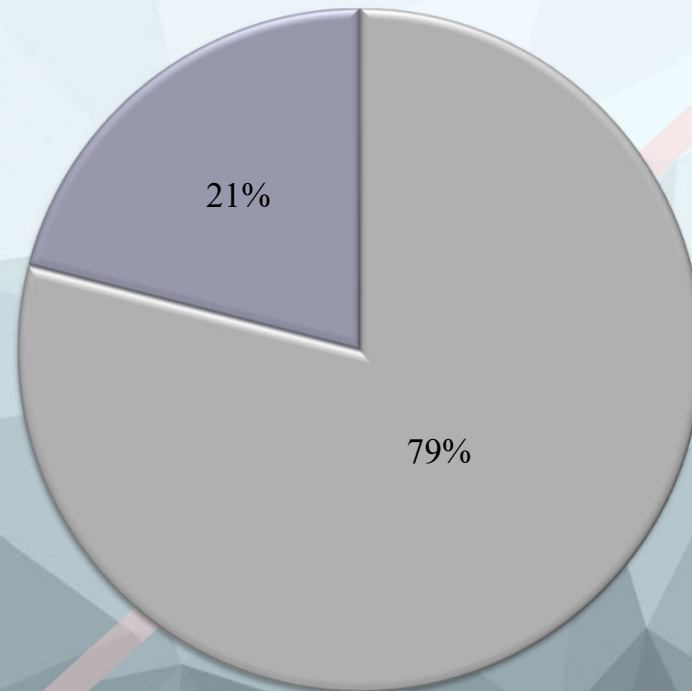
\*Requirements may also be satisfied by workers enrolled in or a graduate of a DOL-Registered/Approved Training Program

Regardless of estimated construction cost, no more than 50% of trainees can be graduates of a DOL-Registered/Approved Training Program

# Projects \$10M & Above

(2 BC Projects / 4 HH Projects)

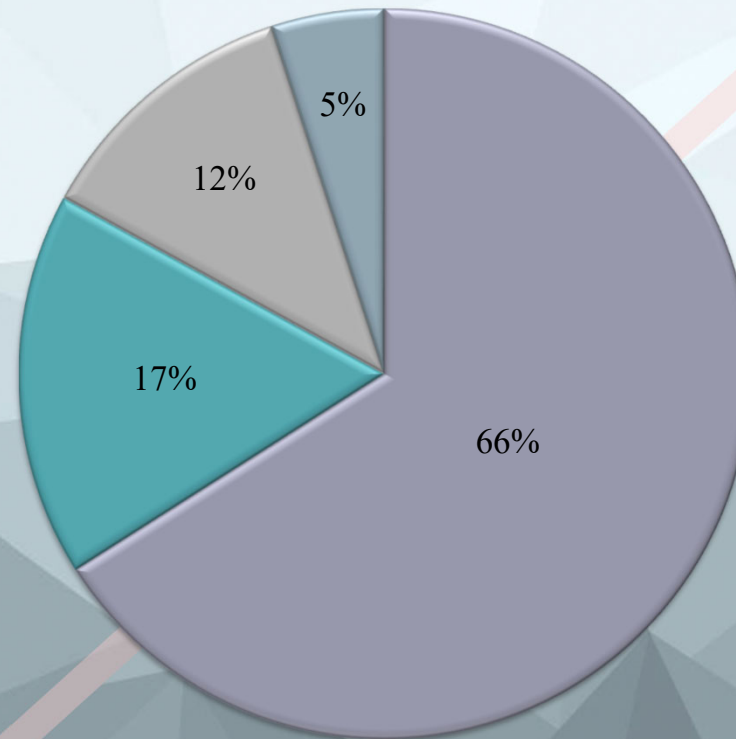
- Apprenticeship Programs  
(156 of 198)
- OJT Programs  
(42 of 198)



# Projects Below \$10M

(10 BC Projects / 15 HH Projects)

- Construction Ready Trainees  
(57 of 86)
- Apprenticeship Programs  
(15 of 86)
- OJT Programs  
(10 of 86)
- Graduates  
(4 of 86)





# CTP Survey

## **Purpose:**

The purpose of this survey was to assess the amount of experience and knowledge the Training Organizations and Contractors had with the Construction Training Program (CTP). The survey also served as a tool to gauge what is working well with the CTP and identify opportunities for improvement.

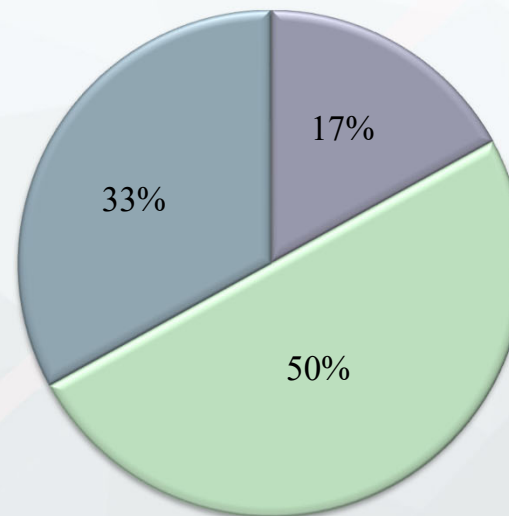
Respondents of this survey include personnel from the City of Austin's Approved Pipeline Organizations, DOL-Registered/Approved Apprenticeship Programs, and General Contractors

# Training Organization Survey Feedback

(Question 1 of 4)

How much experience do you have working with the City of Austin's Construction Training Program (CTP)?

- Extremely Experienced
- Moderately Experienced
- No Experience

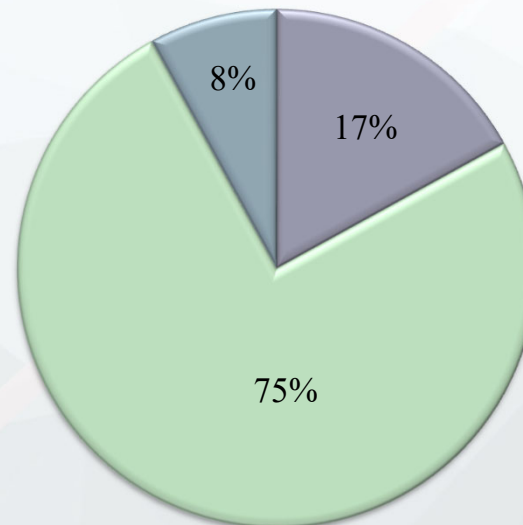


# Training Organization Survey Feedback

(Question 2 of 4)

How would you assess your overall knowledge of the CTP?

- Extremely Knowledgeable
- Moderately Knowledgeable
- Not Very Knowledgeable

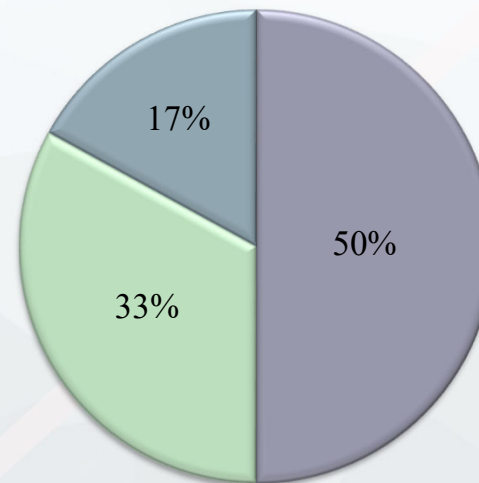


# Training Organization Survey Feedback

(Question 3 of 4)

How would you assess your overall experience with the CTP?

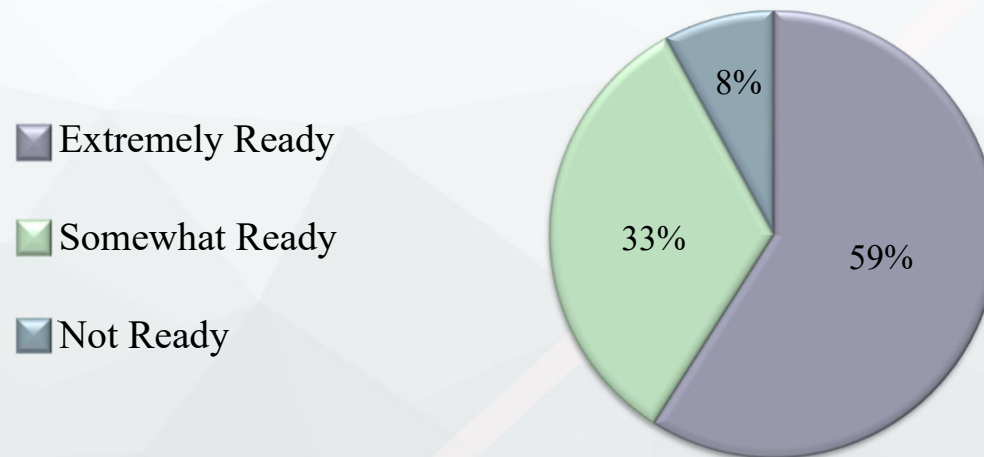
- Great
- Alright
- No Experience



# Training Organization Survey Feedback

(Question 4 of 4)

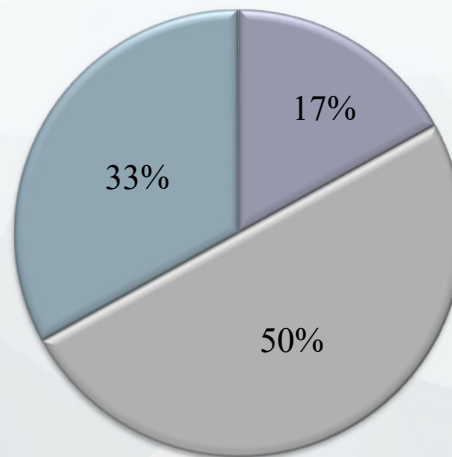
How would you assess your organization's level of readiness to meet the needs of General Contractors relating to the CTP?



# General Contractor Survey Feedback

(Question 1 of 3)

How much experience do you have working with the City of Austin's Construction Training Program (CTP)?



■ Significant Experienced

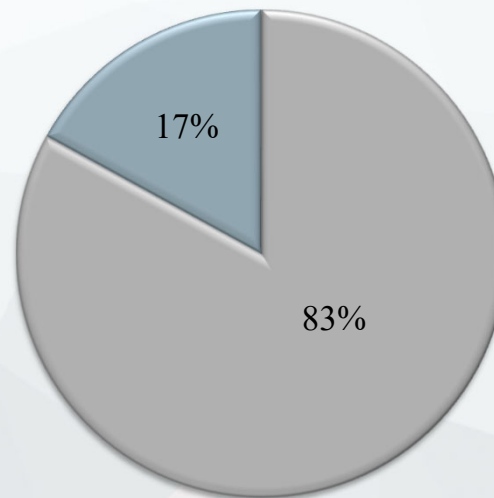
■ Somewhat Experienced

■ No Experience

# General Contractor Survey Feedback

(Question 2 of 3)

How would you assess your overall knowledge of the CTP?



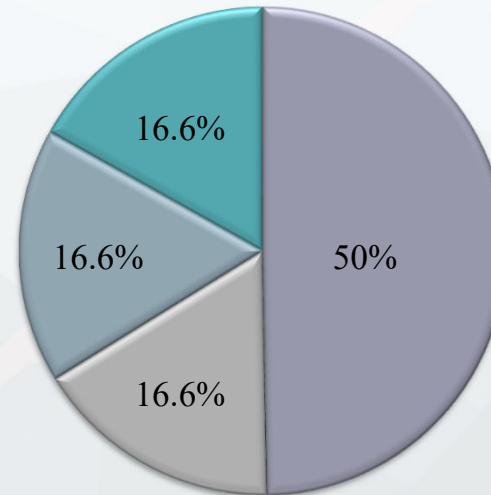
■ Moderately Knowledgeable    ■ No Knowledge

# General Contractor Survey Feedback

(Question 3 of 3)

How challenging is it for your company  
to comply with the CTP requirements?

- Somewhat Challenging
- Extremely Challenging
- Not Challenging
- No Experience





# Training Organization Overall Survey Feedback

- Better Working Relationship with General Contractors
  - Understanding of General Contractor's Needs
  - Understanding of Expectations of Trainees
  - Routine Follow-Up Communication
  - More Utilization by General Contractors
- More Support from the CTP Compliance Coordinator
  - Establishing Expectations
  - Routine Notification of Projects
  - Pleased with Overall Direction of the CTP
  - Future Networking Events

# General Contractor Survey Feedback

- Confusion on Requirements of the CTP
- Expectations of Trainees
- Additional Costs of Hiring
- Outdated POC List
- Unsure of what Training Organizations Provide

## Focus Area

• American YouthWorks' YouthBuild Austin is a DOL Pre-apprenticeship program that provides hands-on construction training, OSHA safety, and employment readiness training.

• This organization serves as a holistic youth services program that combines academics with career training, leadership development, and community service opportunities at no cost to the student.

• Additional areas of training can be provided upon request of the contractor.

• Associated Builders and Contractors (ABC), Inc. Central Texas is a commercial and industrial construction trade association dedicated to improving safety in the workplace.

• This company assists contractors in maintaining an excellent safety record by providing OSHA Training courses designed to be flexible, with consideration given to operational needs.



# **Lessons Learned from Survey Feedback**



# **Pipeline Organizations**



# American YouthWorks



<https://americanyouthworks.org>

## YouthBuild Pre-Apprenticeship Program Provides Opportunity Youth:

- Education Opportunities
- Career Training
- Employment Placement
- Full Wrap-Around Services

## Casa Verde Builders

- Green Building Techniques
- Builds Micro-Homes
- Community Service Projects

## Allison Brandt

YouthBuild Employer Engagement Specialist  
(512) 375-1294 or (617) 699-5080  
[abrandt@americanyouthworks.org](mailto:abrandt@americanyouthworks.org)

# Associated Builders and Contractors Inc. Central Texas

<http://www.abccentraltexas.org/>

- Commercial and Industrial  
Construction Trade Association
- Improving Workplace Safety
- Assists in Maintaining Excellent  
Workplace Safety Record
- OSHA Training Courses



**Crystal Smith**

President and CEO

(512) 719-5263

[csmith@abccentraltexas.org](mailto:csmith@abccentraltexas.org)

# CENTEX Personnel Services

<https://www.centexpersonnel.com/>

**Austin Office:**  
8130 N. Lamar BLVD.



**San Antonio Office:**  
2423 Blanco Rd.

- Specializes in providing workers to jobsites on short notice
  - Keep workers for as little, or as long as needed
- OSHA-10 & OSHA-30 Certification Training Available
  - Offices in Austin and San Antonio
- All workers are local to the markets in which they reside

**Amy Vittonel**

Office Manager

(512) 494-4082

[amy@centexpersonnel.com](mailto:amy@centexpersonnel.com)

# I.C.C.S. Academy

<https://iccsacademy.org>

- Intentionally Serve Distressed Communities
- DOL-Registered Craft Apprenticeship Program
- Asynchronous and Tailored Training
- Wraparound and Support Services
- Project Management, Consulting, and Business Development



**Zach Johnson**

Program Director

(512) 789-3108

[zach.johnson@iccsacademy.org](mailto:zach.johnson@iccsacademy.org)

**Shereena Johnson**

Educational Director

(512) 721-9616

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**Carl Burnside**

Director of Wraparound Services

(512) 713-3883

[carl.burnside@iccsacademy.org](mailto:carl.burnside@iccsacademy.org)





# Laborers' International Union of North America – Local 1095

<http://liuna1095.org>

- We provide our employer partners with an essential resource giving you a competitive edge, a highly trained workforce.
- Utilize a skilled qualified workforce to keep you on schedule and on budget; We provide over 400 modules of DOL registered training with OSHA and ANSI accreditation.
- Simple agreements catered to your job; Ramp up and down as needed; We offer a “*No walkout/No Strike*” clause in our agreements.
- Our members are skilled in concrete placement, tunneling, demolition, confined space, forklift, and more!
- Partner with an organization that has 118 years of experience.

Laborers'  
International  
Union of  
North America

# LiUNA!

*Feel the Power*

## Matt Gonzales

Business Manager

(512) 422-6773 or (512) 419-7500

[matt@liuna1095.org](mailto:matt@liuna1095.org)

# Lone Star Construction Trades Training

<http://lonestarctt.org/>



- Multi-Trade Pre-Apprenticeship Program
- Connects Contractors with Basic Construction, Electrical, Plumbing, and Carpentry Trainees
- Offers a 40-Hour hands-on Training Course
- Promotes a Diversified Workforce

**Darci Brennan**

Program Director  
(254) 319-7135  
[darci@lonestarctt.org](mailto:darci@lonestarctt.org)

**Rebecca Young**

Director  
(254) 833-7487  
[rebecca@lonestarctt.org](mailto:rebecca@lonestarctt.org)

# MDX Safety Training, Consulting & Services, Inc.

<https://mdxsafetyinc.com/services>

- Focuses on Upgrading Employee Skills
- Offers Construction Readiness Program
- Provides over 200 Types of Training
- Instruction offered in English and Spanish

**Jose Leos**

General Manager

(979) 575-5999

[jose.leos@mdxsafetyinc.com](mailto:jose.leos@mdxsafetyinc.com)



# National Reinforcing Services

<http://nationalreinforcementsteel.com>



## Sylvia Gallo

Trainer

(512) 262-0183

[admin@nationalrebar.services](mailto:admin@nationalrebar.services)

- Provides On-Site OJT to Current Employees
- Classes Include: Basic Blueprint Reading, Safety, Stretch & Flex, Concrete and Rebar Placement
- Connects Concrete Laborers with Contractors

# National Association of Building Trades Unions

<http://texasbuildingtrades.org>

- Connects Contractors with Pre-Apprenticeship and Apprenticeship Trainees in the following Trades:

- Electricians
- Painters
- Sheet Metal Workers
- Plumbers
- Roofers
- Drywallers
- Insulators
- Pipefitters
- Carpenters
- Ironworkers



**Ronnie Smith**

Executive Director  
Texas State Building Trades Council  
(512) 497-8121  
[ronnie@texasbuildingtrades.org](mailto:ronnie@texasbuildingtrades.org)

# Skillpoint Alliance

<http://skillpointalliance.org>



## Weston Sythoff

External Relations Manager

(512) 456-8691

[wsythoff@skillpointalliance.org](mailto:wsythoff@skillpointalliance.org)

- A Non-Profit Organization Providing Job Training in Austin Since 1994
- Provides Pre-Apprentice Training in Electrical, HVAC, and Plumbing
- Training is Fast and Free for Students
- Courses are Between 4-5 Weeks
- Applies a Rigorous Application Process

# Workrise

<https://www.workrise.com>

**workrise**<sup>™</sup>

- Connects Contractors with General, Semi-Skilled, and Skilled Construction Employees
- Offers OSHA-10 and OSHA-30 Certification
- Provides Safety Training On-Site, in a Classroom, or Through Multiple Virtual Platforms

## **Lori Hardaway**

Strategic Account Manager  
(803) 727-8894  
[lori.hardaway@workrise.com](mailto:lori.hardaway@workrise.com)

## **Caitlin Marr**

Account Coordinator  
(737) 263-9038  
[caitlin.marr@workrise.com](mailto:caitlin.marr@workrise.com)

## **Tiffany Pape**

Senior Workforce Training Manager  
(405) 206-7964  
[tiffany.pape@workrise.com](mailto:tiffany.pape@workrise.com)



# **Apprenticeship Programs**



# Austin Area Plumbers & Pipefitters JATC

PLUMBERS & PIPEFITTERS  
**LOCAL 286**  
★ CENTRAL TEXAS ★



Connects Contractors with DOL Registered Plumbers,  
Pipefitters, Welders, & HVAC Technicians



**Joe Cooper**

Training Director  
(512) 571-7390  
jcooper@local286.org



<https://www.local286.org/>

**Brian Peabody**

Training Coordinator  
(512) 585-1024  
bpeabody@local286.org

# Austin Electrical JATC

<https://austineta.org/>



Connects Contractors with  
DOL-Certified and Registered  
Commercial & Industrial  
Electricians

## Tiffoney Foreaker

Office Manager  
(512) 389-3024  
[tiffoney@austineta.org](mailto:tiffoney@austineta.org)

# Austin Ironworkers JATC

<http://ironworkers482.org/>

Connects Contractors with  
DOL-Registered  
Architectural /Ornamental  
and Structural Steel  
Ironworkers



**Scott Kitchen**

Apprenticeship Coordinator

(210) 748-9151

[iwlocal66appr@sbcglobal.net](mailto:iwlocal66appr@sbcglobal.net)

# CENTEX IEC

<http://www.ubc1266.org>

Connects Contractors with  
DOL-Certified and Registered  
Commercial and Industrial  
Electricians



INDEPENDENT ELECTRICAL  
CONTRACTORS

**Dave Johnson**

Executive Director  
(512) 832-1333  
[djohnson@cntexiec.com](mailto:djohnson@cntexiec.com)

# Gulf Coast Carpenters & Millwrights



[ubcgulfcoastraining.org](http://ubcgulfcoastraining.org)

1. DOL REGISTERED APPRENTICESHIP BRIDGES YOU TO A CAREER
2. EARN GOOD WAGES WHILE YOU LEARN VALUABLE SKILLS
3. INDUSTRY RECOGNIZED CERTIFICATIONS & QUALIFICATIONS
4. 250+ TRAINING CENTERS ACROSS NORTH AMERICA
5. EXPERIENCED, PROFESSIONAL INSTRUCTORS WHO CARE
6. LEADERSHIP SKILLS TRAINING CREATE FUTURE LEADERS
7. EXPERIENCE, TRAINING, VETERANS RECEIVE CREDIT
8. MANY COURSES TRANSFERABLE TO MOST COLLEGES

**Bobby Vasquez**

Area Coordinator

(512) 236-9165

[bobby.vasquez@tcmttf.com](mailto:bobby.vasquez@tcmttf.com)



# Firetrol Protection System

<http://www.firetrol.net/>



Connects Contractors with  
DOL-Certified and Registered  
Sprinkler Apprentices

**Ron Brooks**

Sprinkler Operations Manager  
(512) 687-0115  
[rbrooks@firetrol.net](mailto:rbrooks@firetrol.net)

# IUEC Local 133

<http://iueclocal133.com>



- Connects Contractors with DOL-Certified and Registered Elevator Mechanics
- 4-5 Year Apprenticeship with The National Elevator Industry Education Program (NEIEP)



**Robert Lavin**

Business Representative  
(512) 478-9950  
[union@iueclocal133.com](mailto:union@iueclocal133.com)

# Sheet Metal Workers International Association

<http://smart-union.org/>




Connects Contractors with  
DOL-Certified and Registered  
Sheet Metal Workers

**James May**

Business Manager  
(210) 867-6748  
[union@iueclocal133.com](mailto:union@iueclocal133.com)





# Closing Remarks



PLUMBERS & PIPEFITTERS  
**LOCAL 286**  
★ CENTRAL TEXAS ★



INDEPENDENT ELECTRICAL  
CONTRACTORS



# Thank You to Our Pipeline Organizations and Apprenticeship Programs!



**FIRETROL**  
Protection Systems



**workrise**™





**Thank you for the  
privilege of your time.**

**Michelle A. Pierre**  
City of Austin, Capital Contracting Office  
Construction Training Program  
Program Compliance Coordinator



[michelle.pierre@austintexas.com](mailto:michelle.pierre@austintexas.com)



(808) 594-6375

# Breakout Sessions

1. What venues to you offer your training through?
2. What is the process for requesting your services?