

Marin City Community Development Corporation

SKILLED TRADES & CAREER PATHWAYS PROGRAM

FEATURING CONSTRUCTION LABORERS PRE-APPRENTICESHIP,
GROUNDSKEEPING, LANDSCAPING, AND
FACILITIES MAINTENANCE PROGRAMS



Marin City Community Development Corporation
Fiscal Year 2025-2026
Marin City and Marin County, California

NOTES

For many in the construction industry, the work is more than a job—it is a passion and a source of pride. This sentiment reflects the dedication, craftsmanship, and commitment that skilled trades professionals bring to every project. It reminds us that construction is about more than building structures; it is about creating opportunities, strengthening communities, and building a better future for generations to come.

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"I will love the light for it shows me the way, yet I will endure the darkness because it shows me the stars."

Og Mandino

Workforce Impact of Second Chance Hiring

"A deep dive into data shows increasing employment of millions of formerly incarcerated individuals, or those with a criminal record, would bolster the country's workforce and create opportunities for those who need a second chance."-US Chamber of Commerce



New Beginnings

"Recent estimates suggest that for every five people that retire, the industry is bringing in approximately two new workers. According to estimates from the most recent Home Builders Institute (HBI) Construction Labor Market Report, the required amount of construction workers needed per year is 723,000. For the period between 2024 to 2026, this estimate represents the need for an additional 2.17 million adjusted net hires for the industry."-Vincent Salandro, Builder.



EXECUTIVE DIRECTOR'S MESSAGE



Welcome to the Marin City Community Development Corporation's Newly Enhanced Skilled Trades & Career Pathways Fiscal Year 2025–2026 Impact Report

At Marin City CDC, we understand that preparing someone for employment extends far beyond technical training. As a [CARF.org](https://www.caref.org) accredited organization, our participants receive person-centered support through career coaching, individualized service planning, employment readiness, and connections to community resources. By helping individuals address barriers while building upon their strengths, we create a foundation for long-term career and economic success.

Throughout this report, you will see individuals whose determination and resilience have transformed obstacles into opportunities. Whether overcoming housing instability, justice involvement, recovery, financial hardship, or simply seeking a new beginning, their dedication and determination demonstrate what is possible when people have access to opportunity, encouragement, resources, and a community that believes in their potential. As demand for skilled trades professionals continues to grow, Marin City CDC is expanding our workforce initiatives beyond construction laborers to include groundskeeping, landscaping, and facilities maintenance. These pathways provide participants with practical skills and access to career opportunities while helping employers meet critical workforce needs.

We are especially grateful to the community partners, public agencies, training providers, labor organizations, employers, and service organizations that work alongside us. Through these partnerships, participants gain access to training, supportive services, career connections, and resources that no single organization could provide alone. We extend our sincere appreciation to our instructors, staff, volunteers, Board of Directors, funders, and every partner and agency that invests their time, expertise, resources, and trust in this work. Our collective impact is stronger because of you.

As we look toward the future, Marin City CDC remains committed to expanding access to quality workforce training while strengthening employment services, behavioral health supports, and community partnerships that help participants achieve lasting success. There is still much work to be done to expand awareness, access, and opportunities for individuals who have historically been underrepresented in the skilled trades.

Thank you for believing in our mission, partnering with us, and investing in the people and communities we serve. Together, we are doing more than preparing people for jobs—we are building meaningful careers, creating economic opportunity, strengthening families, and building a more resilient community.

With Gratitude,



Christina Junker
Executive Director

Thank you to our generous funders for making this program possible.



CAHILL



The Buck Family
Fund of MCF



COUNTY OF
MARIN



The Fullerton Family Foundation



cjunker@marincitycdc.org | Work (415) 339-2837 | 501(c)(3), EIN 94-2657360 | marincitycdc.org



SKILLED TRADES & WORKFORCE DEVELOPMENT PROGRAMS

For over a decade, the Construction Trades Program (CTP) Program has provided hands-on training and education to underserved, low-income, and marginalized individuals 18 years and older. Many individuals are facing obstacles, have mental health, and life experiences that have forced them into long periods of unemployment. Others have experienced generational poverty, have limited education, and are on probation or parole. All Participants are seeking self-sufficiency, meaningful employment, equitable income, and fulfilling lives.

Laborers Pre-Apprenticeship Program

CTP Laborer's Pre-Apprenticeship Program-In FY 2025-2026, the Laborers Pre-Apprenticeship Program provided a six week training program, including two weeks of instruction at Marin City CDC.

- Safety Certification Week, Cal/OSHA 10
- CPR and First Aid
- Confined Spaces
- Hazardous Waste
- Work Zone Safety
- Traffic Control Basics
- Fundamentals of Construction 80 hours
- Grade Checking
- Forklift and Heavy Equipment Training
- Cement/Concrete Work
- Demolition & Clean-up
- Agility Test

Assistance with union enrollment opportunities and construction company placement both with union (and non-union companies based on union requirements and participants' needs and qualifications. Program includes educational materials, start-up tools, resources to understand their salary scales, fringe benefits, and learn about retirement savings. The Laborer's Pre-Apprenticeship Program accepts individuals with history of justice-system involvement and provides hope to many who have been unable to find employment. In conjunction, the Marin City CDC works closely with Marin County Public Defender's Office through their Clean Slate Program further helping individuals on their path to self-sufficiency, a fresh new start, with equitable wages.

Groundskeeping, Landscaping, and Facilities & Maintenance



Groundskeeping and Landscaping Program was introduced in 2026. This exciting program provides year-round skills training to Participants seeking to learn and enhance their skills. Job outlook for grounds maintenance workers in the United States.

"After extensive research, interviews, and analysis, Zippia data science team found that:

- *The projected grounds maintenance worker job growth rate is 5% from 2018-2028.*
- *About 76,300 new jobs for grounds maintenance workers are projected over the next decade.*
- *Grounds maintenance worker salaries have increased 11% for grounds maintenance workers in the last 5 years."*-Zippia



The Facilities & Maintenance Program was introduced in 2026 and provides participants with hands-on training, practical skills development, and opportunities to earn industry-recognized certifications that prepare them for careers in facilities and property maintenance. We are excited to partner with the Marin Housing Authority, providing participants with valuable hands-on training opportunities at Golden Gate Village. Through real-world experience, participants strengthen their technical skills, workplace readiness, and confidence while preparing for employment and long-term career opportunities.

LABORERS PRE-APPRENTICESHIP PARTICIPANTS



CONSTRUCTION TRADES GRADUATES SPRING COHORT 2026



GRADUATION AGENDA

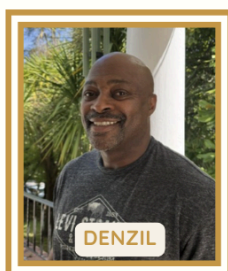
MAY 12, 2026

11:30AM-12:00PM CEREMONY

12:00PM-12:30PM-LUNCH

1:00PM-4:00PM CALL OF THE SEA SAIL FOR GRADUATES

CONGRATULATIONS!



DENZIL



AKIL



JOHN



JOSE



ALEX



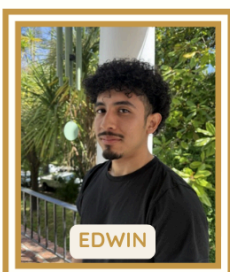
HUGO



COLIN



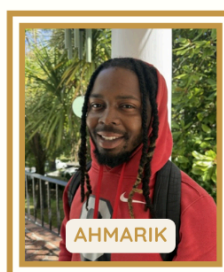
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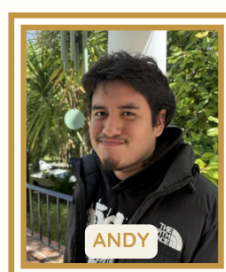
EDWIN



ROBERT



AHMARIK



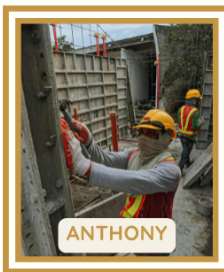
ANDY



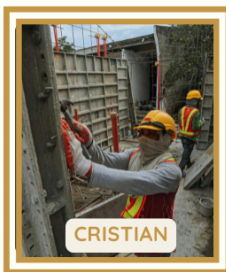
DAVID



WILBURT



ANTHONY



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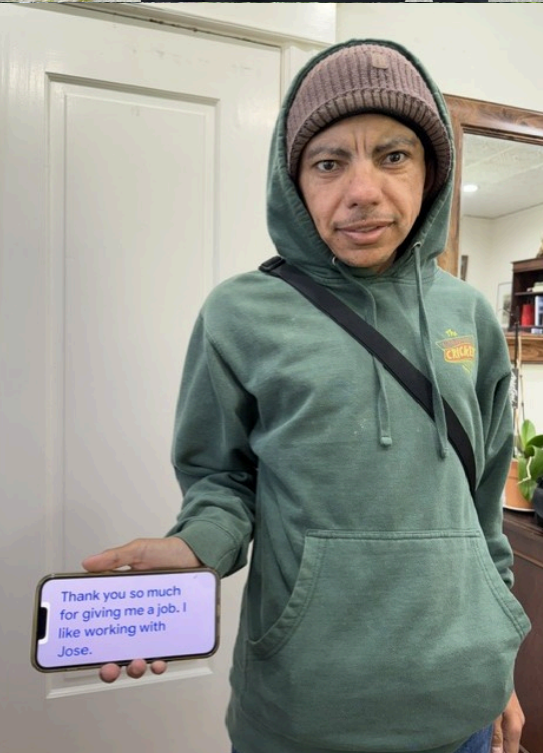


NORTHERN CALIFORNIA
TERENCE J. O'SULLIVAN
LABORERS TRAINING CENTER

TO LEARN MORE ABOUT OUR NO COST CONSTRUCTION TRADES PROGRAM VISIT
MCCDC 441 DRAKE AVENUE, MARIN CITY, CA. 94965

MARINCITYCDC.ORG

GROUNDSKEEPING, LANDSCAPING, & FACILITIES MAINTENANCE PARTICIPANTS IN ACTION!

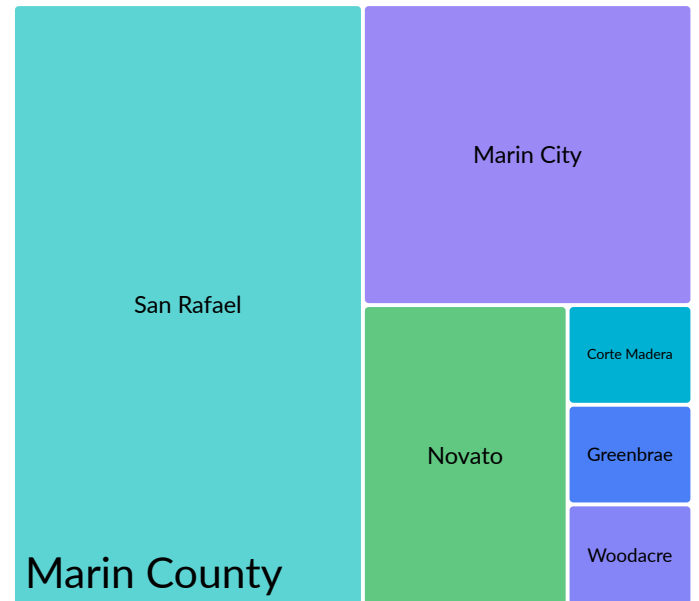
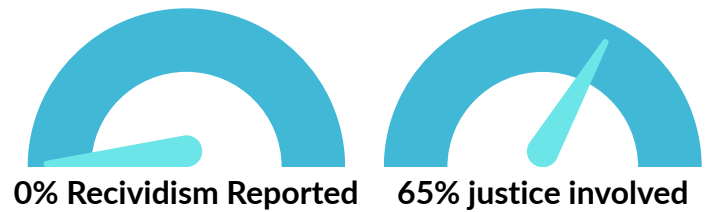
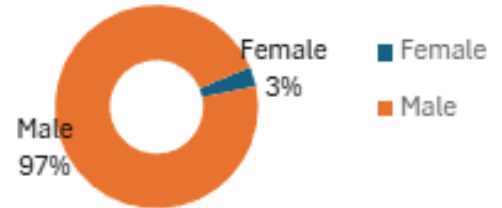
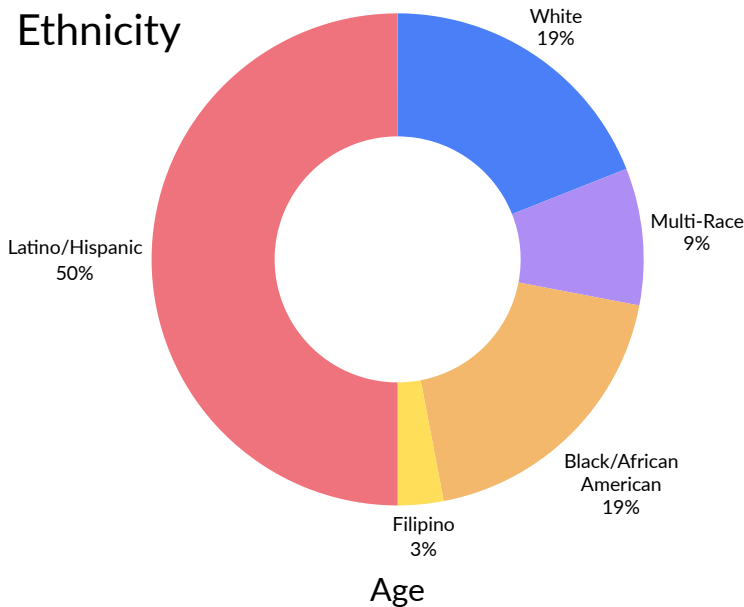


DEMOGRAPHICS & DATA FY 2025-2026

Laborer's Pre-Apprenticeship Training: 16 Participants
Groundskeeping, Landscaping, & Facilities Maintenance Training: 11 Participants
Unable to Complete: 6

Demographic data reflect 33 unduplicated participants served during FY 2025-2026. Demographic and behavioral-health information is self-reported unless otherwise noted.

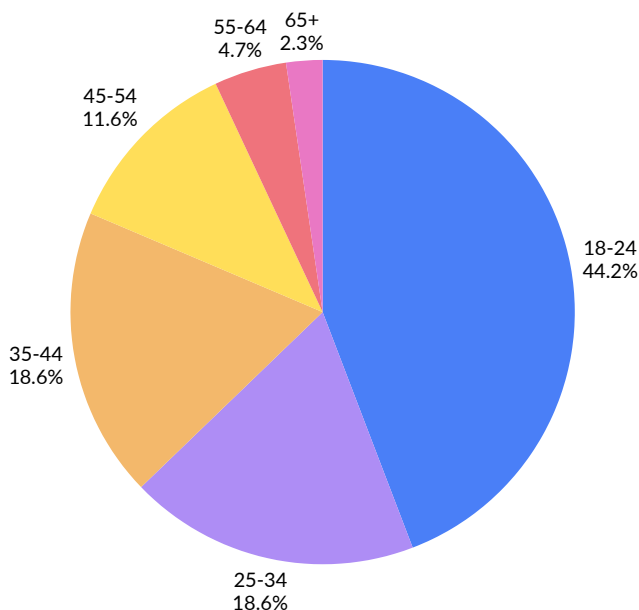
Ethnicity



*Mental Health Comparison-Four Years

6% of Participants Reported Mental Health in FY 2022-2023
 50% of Participants Reported Mental Health in FY 2023-2024
 50% of Participants Reported Mental Health FY 2024-2025
 59% of Participants Reported Mental Health FY 2025-2026

Age



Participant Outcomes & Supports

- 1 individual without shelter is now housed.
- 22 Individuals received support from the State of CA Department of Rehabilitation Employment Services through Marin City CDC
- 2 obtained their driver's licenses
- 1 is working towards a high school diploma
- 1 graduated from high school
- 23 Employed

Common Barriers Reported

- Housing
- Childcare barriers affecting program completion
- Transportation

SPECIAL APPRECIATION TO OUR COMMUNITY PARTNERS



Thank you to the Marin County Public Defender's Office and the Clean Slate Program. Your valuable services and partnerships helps individuals move forward by reducing barriers and creating greater opportunities for employment, stability, and independence.

marincounty.gov/departments/public-defender



Thank you to Buckelew Programs for providing an informative and meaningful mental health presentation to our community. We appreciate your commitment in providing compassionate mental health and substance use treatment services to the North Bay since 1970.

buckelew.org



Thank you to the Marin County Sheriff's Office for providing valuable safety training and sharing your expertise with our team. We truly appreciate your partnership and commitment to helping keep our staff and community safe.

marinsheriff.gov



Thank you to the Mallory Gaston Foundation for supporting our clients in maintaining good physical health through exercise, wellness, and healthy lifestyle activities.

themallorygastonfoundation.org



SAILING EXPERIENCE

PHYSICAL HEALTH | TEAMWORK | SELF-CONFIDENCE | SKILL BUILDING | HEALTH & WELLNESS

With heartfelt appreciation to Call of the Sea and the Blue Water Foundation for providing meaningful sailing experiences that strengthen both personal growth and career readiness.

Sailing is more than recreation—it is an opportunity to practice the same skills needed to succeed in the workplace. Participants learn to communicate, work as a team, follow instructions, solve problems, adapt to changing conditions, and take responsibility for their role. Stepping into an unfamiliar environment also builds self-confidence, resilience, leadership, and trust in themselves and others.

These experiences support physical and emotional wellness while reminding participants that they are capable of learning new skills, overcoming challenges, and navigating toward new opportunities. Thank you to our sailing partners for helping our participants build confidence on the water—and skills for the workplace and beyond.



"Our mission is to expand ocean access and deepen understanding of marine conservation and nautical heritage. We empower students of all ages and backgrounds to become environmental stewards and transform their world through science-based learning experiences on board our traditionally rigged tall ships, the brigantine Matthew Turner and schooner Seaward. ."-callofthesea.org



"...Through our sailing programs, we offer young people the experiences of learning, leadership, and trying unfamiliar, challenging activities. We provide formative learning opportunities that enhance self-confidence, develop sailing competencies, and emphasize collaboration..."-[Blue Water Foundation.org](http://BlueWaterFoundation.org)

Supporting the Whole Person. Building Career Success.



Marin City CDC recognizes that workforce development goes beyond job training. With the support of our valued community partners, Marin County, and State agencies, participants have access to services that remove barriers, strengthen career readiness, and support long-term employment success.

- **Employment & Disability Services** — As a State of California Department of Rehabilitation-approved Employment Services provider, Marin City CDC offers employment support for eligible individuals with disabilities, including Situational Assessments, Work Adjustment, Job Prep and Placement, and other authorized services; some services may include paid training, Contact Marin City CDC for information.
- **Career Planning & Soft Skills** — Individual Service Plans, career coaching, communication, networking, teamwork, and workplace readiness.
- **Life Skills & Education** — Self-help workshops, transportation support, GED preparation, adult education, and connections to higher education.
- **Financial Literacy & Tax Assistance** — Budgeting, banking, credit, savings, asset building, and tax assistance.
- **Behavioral Health & Substance Use Support** — Referrals to trusted community and County partners for counseling, treatment, recovery, and supportive services.
- **Employment Readiness Resources** — Interview and work clothing, DMV and Social Security document assistance, and referrals to Marin County Public Defender's Clean Slate services.
- **Safety & Workplace Preparedness** — Workplace expectations, respect, harassment prevention, unconscious bias, and safety training.
- **Teamwork Through Sailing** — Through Call of the Sea and Blue Water Foundation, participants strengthen teamwork, communication, confidence, leadership, and problem-solving skills.

We are deeply grateful to our community partners, County and State agencies whose collaboration helps remove barriers, expand opportunities, and prepare participants for meaningful and sustainable careers.



Helen Vine Detox Center





This Fiscal Year 2025-2026

179 Interested Individuals Expressed Interest

- 16 Laborer's Pre-Apprenticeship Program
- 11 Groundskeeping, Landscaping, and Facilities Maintenance Training

DONATE

Women and LGBTQ+ in Construction

The Marin City CDC is committed to support women in construction trades and making a career in construction possible. When girls and young women don't see other women in the industry, it is hard to envision construction as a viable career option for themselves. (Click here or scan QR Code below for the [Perlo Construction Report](#)). The LGBTQ+ community is a growing, talented segment of the global economy, and they deserve the opportunity to pursue the profession of their choosing, including construction. We seek to create welcoming pathways and support workplaces where every individual is respected and has an equitable opportunity to learn, advance, and succeed.

Young Adults in Construction...Our Future Leaders

"Skilled trade jobs are experiencing unprecedented demand across multiple sectors. The Bureau of Labor Statistics (BLS) projects faster-than-average growth for electricians, plumbers and wind turbine technicians through 2033. Deloitte research indicates that U.S. manufacturing alone could need 3.8 million additional workers by 2033, with 1.9 million positions potentially unfilled.." -[Forbes-4 Forces Fueling Gen Z's Shift to Blue-Collar Jobs](#)

The CDC seeks to support Gen Z youth, welcoming them to explore the construction trades; educational training, resources, career goals, and pursue their dream jobs. From general labor, carpentry, and project management to HVAC, surveying, safety management, heavy equipment operation, and project management. More to come as we continue to grow this essential program.

Mental Health

The CDC's [Empowerment Clubhouse Program](#) (Mental Health) through [Clubhouse International](#), funded by Marin County BHRS and generous donors, is committed to support the Construction Trades clients through this Recovery Through Work Program and looks forward to continued growth. Over the past three years, the EC has enrolled 22 men and women working in the construction trades. There is much more work ahead.



"Building a More Inclusive Future: Empowering Women in Construction Through Equity and Inclusion, Over 50 percent of the U.S. workforce is made up of women, yet women represent less than 4 percent nationally of the construction trades", -Vanessa Soto Innovative Apprenticeship Outreach and Education Analyst March 2024



Together, we can build more than careers—we can build connection, hope, and healthier futures. No one should have to struggle alone.

Help Us Build Stronger Safety Nets!

Marin City CDC proudly partners with local agencies, mental health professionals, and our Empowerment Clubhouse Program to build community and provide critical mental health support, referrals, resources, and meaningful connections. Together, we are committed to ending the stigma surrounding mental health, reducing loneliness and isolation, and helping prevent suicide. Every person deserves to feel supported, connected, and hopeful about their future.

Please consider making a donation today to help us continue this important work:

Remove the Stigma. Build Connections.

The physical demands of construction, landscaping, groundskeeping, and facilities maintenance are easy to see—long hours, strenuous work, injuries, fatigue, and demanding working conditions. What is often less visible is the importance of protecting the mental health and well-being of the people who perform these essential jobs.

Federal data demonstrate significant mental-health concerns across several of these occupational groups. Construction workers experience particularly high suicide rates. Data from the U.S. Centers for Disease Control and Prevention (CDC) data have also identified elevated suicide rates among male grounds maintenance workers and the broader group of installation, maintenance, and repair workers.

These statistics remind us that worker safety must include mental health. Suicide is complex and cannot be attributed to any single occupation or circumstance, but workplaces can play an important role by reducing stigma, building connections, recognizing when someone may be struggling, and connecting workers with appropriate support and resources. CDC specifically identifies workplaces as important settings for suicide-prevention efforts.



DONATE



U.S. Centers for Disease
Control and Prevention



**CONSTRUCTION SUICIDE
PREVENTION WEEK**

SAVE THE DATE
September 14-18, 2026



Construction Suicide Prevention.com



ABOUT US

There is more to discover! Stop by Marin City CDC today to meet our team and learn how our programs, services, and community partnerships can support you, your family, or someone you know.

Established in 1979, Marin City Community Development Corporation (aka CDC) is a nonprofit 501(c)(3) organization and is located in the heart of Marin City. Marin City CDC is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF.org) committed to continued improvement and sustainable operations and proudly serves Marin City and Marin County.

Empowerment Clubhouse—Marin City CDC's Empowerment Clubhouse is part of Clubhouse International's global network of more than 370 Clubhouses in 32 countries, providing community-based opportunities for recovery, employment, education, wellness, social connection, and greater independence for people living with mental health challenges. Empowerment Clubhouse follows the Clubhouse model of recovery, emphasizing meaningful relationships, purposeful work, social connection, education, employment, wellness, and personal growth. Through participation in the Work-Ordered Day, members build confidence, strengthen skills, develop supportive relationships, and work toward greater independence, recovery, employment, and an improved quality of life.

Workforce and Career Development Program—Provides job readiness, life skills, and placement assistance and includes wraparound services and referrals to State of CA DOR and other programs.

Skilled Trades and Career Pathways Program includes—Laborer's Pre-Apprenticeship Program provides essential and required education and hands-on training for individuals 18 years and older with qualifications to become employed at the Laborer's Union and/or nonunion employers. Now Program includes Groundskeeping, Landscaping, and Facilities Maintenance.

PowerUP Youth Program (PUYP)—Youth receive yearlong support and resources for part-time job training and placement, career exploration, life skills, community activities, college preparation and support, professional development, public speaking, special projects

State of California Department of Rehabilitation (DOR) Employment Services—Since 2011, the CDC has been providing vocational services to eligible residents with physical and/or mental health in Marin County. Services include workplace assessment & evaluation, job searching & preparation, training, coaching, and placement are helping people with disabilities find meaningful, lasting employment and be seen as the valuable individual contributors that they are to our society.

Small Business Program—Provides resources, referrals, and workshops with community agencies to existing and upcoming generations of entrepreneurs; adding prosperity and bright futures for low-income individuals who never thought they could be 'their own boss' and the opportunity to leave legacies for their families.



DONATE



Visit
marincitycdc.org



NOTES

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MARIN CITY



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Proudly Serving Marin City and Marin County.

