

Marin City Community Development Corporation **CONSTRUCTION TRADES PROGRAM**



Laborer's Pre-Apprenticeship Program
Fiscal Year 2024-2025
Marin City and Marin County

LABORER’S PRE-APPRENTICESHIP PROGRAM

Building is our Passion and our Promise.

For many in the construction industry, work is more than a job—it is a deep passion. This quote reflects the heartfelt commitment to every project and the promise to deliver quality and care. It shows that passion is the driving force behind creating meaningful spaces.

Tradespeople wanted: The need for critical trade skills in the US

“US manufacturing and construction face a hiring crunch for skilled workers such as carpenters, electricians, welders, and plumbers. A few creative actions can help overcome gaps and boost performance....Two important supply-side trends are decreasing the number of skilled laborers in the US workforce: the aging US population and too few younger people entering the trades.”-By Ezra Greenberg, Erik Schaefer, and Brooke Weddle.-Scan to read April 9, 2024 McKinsey & Company Article



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



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EXECUTIVE DIRECTOR'S MESSAGE



Welcome to our Construction Trades Fiscal Year 2024-2025 Impact Report. This no-cost Pre-Apprenticeship Laborer's program offers essential training, certifications, and hands-on construction techniques that prepare participants for successful careers in the construction industry. We are honored to have the Northern California Laborers Training Center as a partner who plays a key role in facilitating this program, contributing expertise and guidance to each cohort. Participants benefit from CDC's Career & Employment Services, Individual Service Planning, and comprehensive wrap-around services and referrals, ensuring a supportive pathway into the trades.

As you turn the pages, you will see the smiles and bright futures of individuals like Gloria and June, a married couple, who overcame significant personal barriers to better their lives, find housing, and provide for their family. And, Charles, who openly shared he was participating in a recovery program and was determined to not miss a day of training.

The program is made possible through the generosity of its funders, whose support enables engagement with both future and current tradespeople from all backgrounds. The focus remains on skilling, re-skilling, and upskilling individuals passionate about building better lives and brighter futures. Special appreciation to Marin County Probation Department for procuring new tools for participants, to my Team, and Board of Directors.

Growing our Construction Trades Program is a key component of our Marin City Community Development Corporation's (CDC) Strategic Plan; supporting our vision of "a world where all humans have opportunities to pursue their goals and dreams, live healthy lives, and build thriving communities".

Thank you for supporting this core program. Please donate today and let's build better together.

With Gratitude,

"A builder is someone who does more than construct buildings; they build dreams, possibilities, and a better tomorrow." – Unknown



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"Our mission is to enhance social, economic, and climate justice for underserved, marginalized, and low-income people through employment services, mental health, and education."



CONSTRUCTION TRADES PROGRAM

Laborer's Pre-Apprenticeship Program Impact Report Fiscal Year 2024-2025

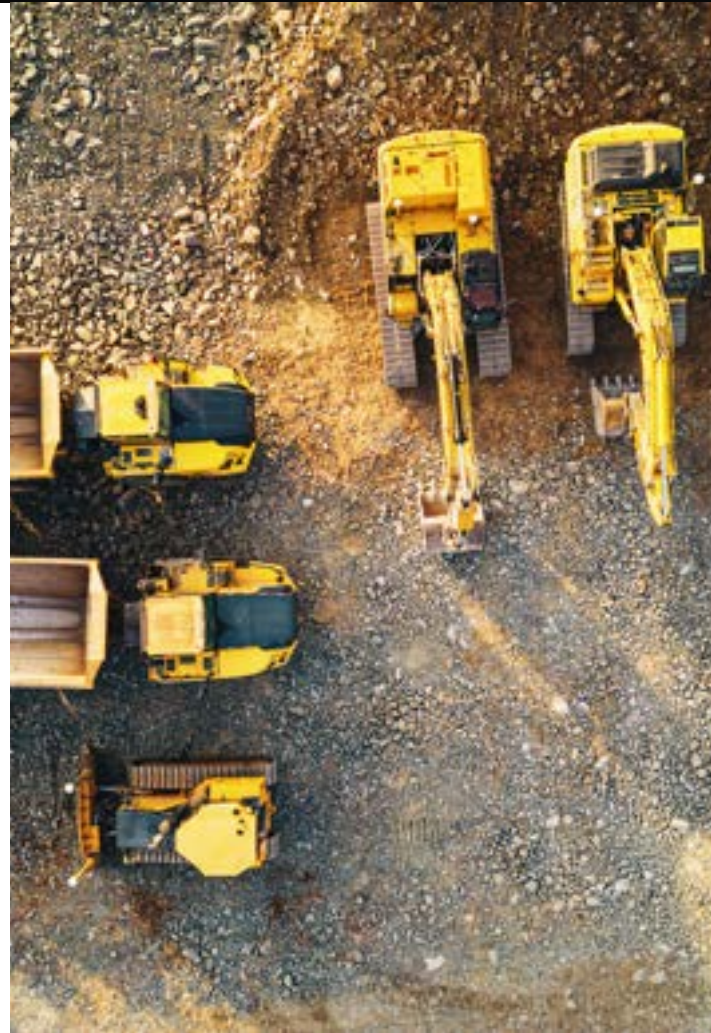
For over a decade, the Construction Trades Program (CTP) Laborer's Pre-Apprenticeship Program has provided hands-on training and education to underserved, low-income, and marginalized individuals 18 years and older. Many individuals are facing obstacles, have mental health, and life experiences that 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.

The CTP Laborer's Pre-Apprenticeship Program provides an extensive 8-week training program that includes six weeks of training from the Northern California Laborers Training Center Program in San Ramon, CA and at Marin City, CA.

- Safety Certification Week, CalOSHA10
- 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 Preparation

Assistance with Union Enrollment opportunities and Construction Company placement. All Participants receive CalOSHA10 Cards, NorCaltc.org Digital APP to manage certifications and have access to selected free training at the NorCaltc.org site. Program includes educational materials, start-up tools, resources to understand their salary scales, fringe benefits, and learn about retirement savings.

The CTP Laborer's Apprenticeship Program accepts individuals who have a justice involved past and provides hope to many who have been unable to find employment. In conjunction, the CDC works closely with Marin County Public Defender's Office through their Clean Slate Program further helping individuals on their path to self-efficiency, a fresh new start, with equitable wages.



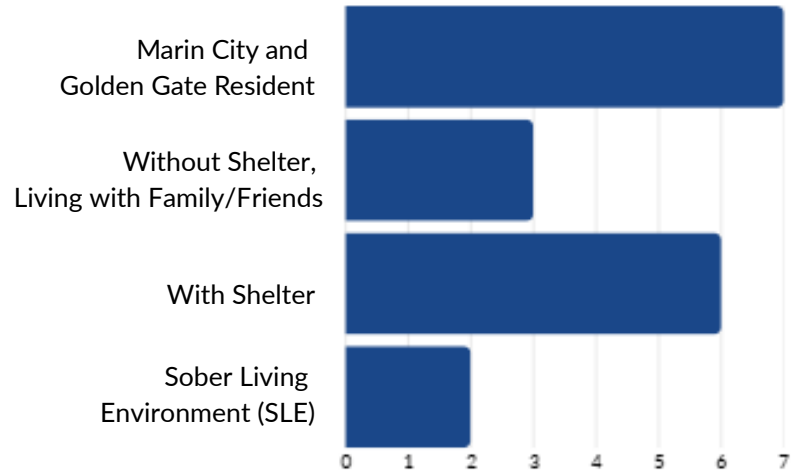
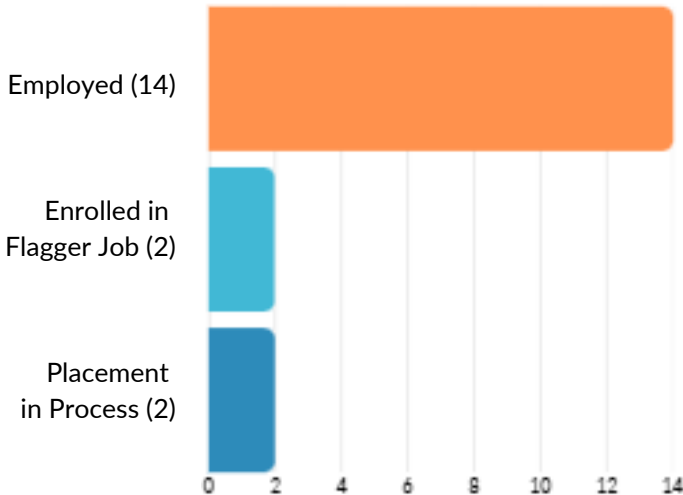
CLIENTS SERVED SPRING COHORT 2025

The Spring 2025 Cohort (3/17/2025 thru 5/6/2025) attracted 111 Individuals with 27 Enrollments Receiving Employment Services and 20 CTP Enrollees that included 18 Graduates; 1 was unable to finish due to lack of childcare and 1 used skills learned to open up sole-proprietorship business in remodeling).

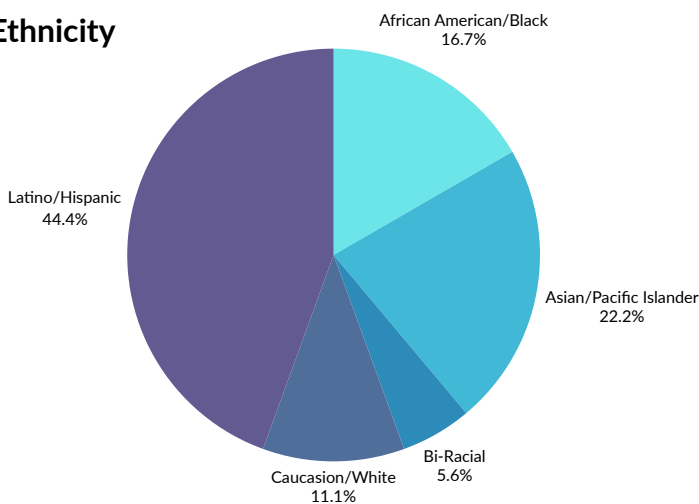
(Each CTP Cohort Maximum is 20 individuals)



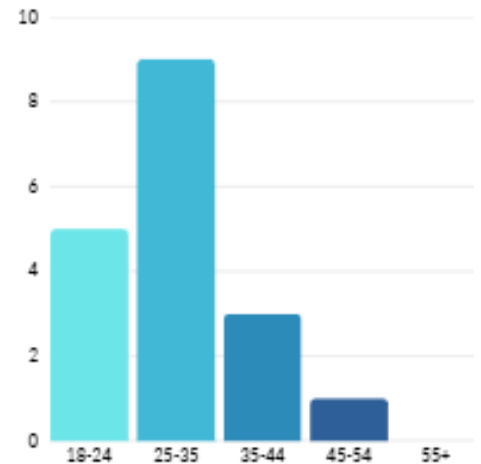
SPRING 2025 COHORT



By Ethnicity



By Age Group



*Mental Health Comparison-Three 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

GRADUATES SPRING 2025



CONSTRUCTION TRADES GRADUATES SPRING COHORT 2025



GRADUATION AGENDA

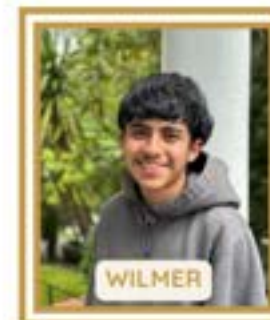
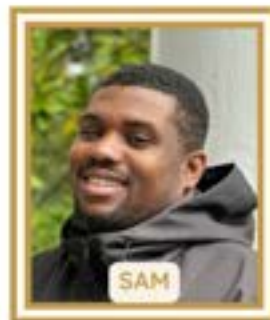
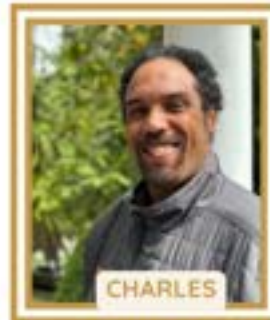
MAY 6, 2025

11:00AM-11:45AM PM CEREMONY

11:45AM-12:30PM-LUNCH

1:00PM-4:00PM CALLOF THE SEA SAIL FOR GRADUATES

CONGRATULATIONS!



ACCOMPLISHMENTS AND CHALLENGES

Providing Solutions



We extend our gratitude to the participants who openly shared their challenges and barriers, enabling us to enhance our services.

Recidivism and Marin County Clean Slate Program

- Zero clients with past justice involvement recidivated
- After being released from incarceration, 6 former interested individuals from 2024 returned to the CDC for Employment services

Without Shelter

- Two individuals residing in Sober Living Environments now have their own place of residence

California Identification and/or Driver's License/SSN

- Three individuals received assistance to obtain lost/misplaced documents needed for work (DMV and SS Administration)

Substance Use and Mental Health

- Many clients served overall, to include applicants and graduates, were open to share their struggles with past and present substance use and refer to the CDC as a 'safe and welcoming place'

Education

- 14 Individuals graduated from high school, 4 did not. Two are considering getting their GED and 4 have some college credits!

Female Applicants

- Out of seven female individuals, one was able to enroll and graduate from cohort; barriers shared were lack of childcare and transportation

Reliable and no Transportation

- Individuals who did not have transportation were able to get a ride to the NorCaltc.org San Ramon Training Center thanks to the Marin City CDC's transportation program. This meant arriving at the CDC by 5am-5:15am sharp for six weeks.

County Resources, Community Partnerships, and Taxes, and More...

- Thanks to our community partners, all clients have the opportunity to learn about resources for their new life journey; referred to Marin County BHRS, Ritter Center, State of CA Dept. of Motor Vehicles, Clean Slate, Community Action Marin,



**NORTHERN CALIFORNIA
TERENCE J. O'SULLIVAN
LABORERS TRAINING CENTER**



ENHANCING THE COMMUNITY'S QUALITY OF LIFE

Building Community, NOW and for our Future Generations...It's What We Do.



The Marin City CDC provides a wealth of programs and services to support their mission and appreciates their Community Partners, County, and State Agencies for their support.

- **Employment Services**-Resume Building, Interviews, assistance with placement, liaison with Northern California Laborer's Training Center who provides union placement
- **Individual Service Planning and Career Goal Setting**
- **Job Placement**-Per client request non-union
- **Soft Skills Training**-Networking, effective listening, communication for on the job success
- **Self-Help Workshops** – In collaboration with community-based and county agencies, these workshops teach self-regulation skills such as showing up to work on time, and how to use bus passes to travel effectively throughout Marin County.
- **Academic and Educational Services**- Provided support for individuals seeking to obtain their GED and/or pursue higher education; College of Marin, Marin Adult Education, and more!
- **Financial Literacy and [Tax-Aid.org](#)**–Readily assists with filing, back taxes. Credit repair, asset building, checking and savings accounts, the basics of retirement, etc.
- **Life Skills/Anger Management**-Provided by [Facilitating Change/Mr. Michael Tabb](#)
- **Substance Use Referrals**–Clients receive referrals to County of Marin partners, Marin City Health & Wellness Center, CenterPoint, Inc., Helen Vine Detox Center and other County and regional agencies as needed that provide direct support, counseling, and/or treatment to remove such barriers to entry and support on-the-job success.
- **Mental Health Support**-Empowerment Clubhouse and Marin County BHRS, Enterprise Resource Center, and NAMI
- **Active Shooter Training** provided by Marin County Sheriff Department
- **Marin County Public Defender's Office Clean Slate Program**-
- **In the Workplace** training, i.e, Harassment, Unconscious Bias, Respect in the workplace
- **State of California Department of Rehabilitation**-CDC Approved Vendor services provide additional support for clients with disabilities; mental and physical health
- **DMV and SS Administration**-Replacement of missing documents in prep for employment
- **Teamwork Skills through Sailing**-Call of the Sea and Blue Water Foundation

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.



LIVES ARE CHANGING.

CDC's regular check-in's with Participants provide the support, education, resources, and community referrals needed for their success. We remind them that no one gets left behind. Stay the Course.

Transportation arrangements presented challenges for some Participants; without reliable vehicles, etc. The Marin City CDC provided transportation support for Participants, leaving at 5:00am. Some were able to carpool together, with Dustin being one of them. There were several days when Dustin was left without transportation to the CDC, but this did not stop him. At 3:45am, Dustin put on his walking shoes and headed to San Rafael where the CDC van picked him up.

"This is life changing. Thank you for this opportunity."-Dustin

Dustin graduated, is working, and now has a place of his own.



(Dustin can be seen here working at a Sausalito, CA, community event)

From living in a SLE in San Rafael and seeking to better his life and career, Charles jumped right in and got to work! Trusting the program and process, Charles gave his all. Charles is now working with the Laborer's Local 73, moved out of the SLE, and has a place to call home.



Charles seen above in the CDC van at 5am and with fellow Participant, Eli

"Thank you for taking the time to help me and the other students become who we want to be in the construction business..."-Z. Haro, Laborer's Local 261



"I'm now working at a company from the union, I started yesterday. I'm actually in a hotel in San Leandro, paid by the company so that we can be close to the other job site until Saturday. I'm really happy! Thank you so very much."-

Horacio, Laborer's Local 261

"Gloria was an inspirational force and go getter. While being the only woman (and mother) in the cohort, Gloria stood her ground and never gave up."-CTP Trainer
Gloria was unable complete the physical agility test, however, her determination got her referred to a construction Flagging company!



(Horacio enjoying CTP Graduation Sail provided by CalloftheSea.org and wearing his new LiUNA jacket)

Staying true to our Core Values and historic creation commitment of building community through services to all.

Women in Construction

The 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. Stereotypes can be challenging to overcome, discourage women from pursuing careers in construction, and make them feel unwelcome in the industry. The construction industry often requires long hours and irregular schedules, making it difficult for women with more traditional caregiving responsibilities to balance work and family life. (Click [here](#) or scan QR Code below for the [Perlo Construction Report](#))



Women in Construction

Youth 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, surveyor, Safety Management, and heavy equipment operators, the career opportunities are endless! More to come as we continue to grow this program.



Youth In Action

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.



Jessee-FY 2023-2024 CTP Graduate and Empowerment Clubhouse Member- Working in HVAC



"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



IMPORTANT FACTS-HELP NEEDED

Act Now and Help Us Support Construction Workers

The Marin City CDC's programs and services are centered around individual needs so that 'no one gets left behind'. Marin City CDC proudly works with Marin County BHRS, local agencies, and mental health professionals, and the Empowerment Clubhouse Program. Together we are building community and provide critical mental health support, referrals, and resources. We are committed to ending the stigma of mental health, remove loneliness, and prevent suicides. Please donate today at marincitycdc.org



DONATE



**CONSTRUCTION SUICIDE
PREVENTION WEEK**

SAVE THE DATE
September 8-12, 2025

While the factors that lead to suicide are complex, research shows that loneliness could put someone at a greater risk for suicidal behavior, according to the U.S. Department of Veterans Affairs via a paper published in 2022 and Dr. Thomas Joiner's interpersonal theory of suicide. Employment is just one way in which people can form community, and this year's Construction Suicide Prevention Week theme focuses on just that.



CONSTRUCTION JOBS HAVE AMONG THE HIGHEST RATES OF SUICIDE. HOW CAN YOU HELP?

"When you think of the toll construction takes on its workers, you might think of the long days, the back aches, and the tired muscles. But the physical price pales in many ways to the larger effect on workers' mental health.



Think about this: About 1,000 construction workers die each year from work-related accidents or incidents. But almost five times more die from suicide. That's why construction is ranked among the industries with the highest rate of deaths by suicide by the Centers for Disease Control and Prevention."-Builders Mutual



**Suicide Rates by Industry and Occupation — National
Vital Statistics System, United States, 2021**

Weekly / December 15, 2023 / 72(50):1346-1350



GRADUATION SAIL

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

With appreciation to Call of the Sea and Blue Water Foundation for providing educational sailing and hands-on experiences for our Construction Trades Graduates and other program clients; PowerUP Youth, State of California Department of Rehabilitation Clients, Marin County Probation Department Clients, and Empowerment Clubhouse Members. These exciting and breathtaking experiences have not only brought joy to these individuals but have provided inspiration and energy, knowing that their futures are bright...and that sailing is for everyone! Special appreciation to Safe Harbor Loch Lomond for assisting with CTP Team with transportation arrangements.

"Growth is never mere chance; it is the result of forces working together." - James Cash Penney



"Our mission is to provide inclusive and equitable access to on the water science- based educational programs that foster the connection to watersheds, ocean environments & nautical heritage."



"...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..."-BWF



Located approximately halfway between San Francisco and Napa, Safe Harbor Loch Lomond delivers commanding bay views and state of the art amenities.



THANK YOU FOR MAKING THE CTP POSSIBLE

OUR GENEROUS FUNDERS AND DONORS



Fullerton Family Foundation



COMMUNITY PARTNERS AND YOU!





ABOUT US

Established 1979, Marin City Community Development Corporation (aka CDC) is a nonprofit 501(c)(3) organization and is located in the heart of Marin City (United States Census Bureau-Census Tract 1290) and provides critical and essential workforce, mental health, and financial educational services to marginalized, low-income, and underserved communities in Marin County.

Empowerment Clubhouse Program addresses both the health and social needs of Members through an integrated model that connects physical clubhouse-where Members are engaged in an innovative therapeutic community rooted Social Practice (Work-Ordered-Day/WOD) and take steps in reclaiming their agency and dignity. The Empowerment Clubhouse is a no cost membership-based social/vocational community where people living with persistent mental illness come to rebuild their lives; WOD's on weekdays to build upon strengths and abilities and a place to socialize in the evenings and weekends.

Workforce and Career Development Program provides job readiness, life skills, and placement assistance and includes wrap around services and referrals to State of CA DOR and other programs.

Construction Trades 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. Program is in partnership with the Northern California Laborer's Training Center (norcaltc.org) and LiUNA.org.

PowerUP Youth Program (PUYP)-Effective July 2024, the PUYP replaced the former Summer Youth Empowerment Program. 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 American Climate Corps Application Assistance, and eco-friendly activities and projects, i.e., gardening and climate change for the future.

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 disabled and impaired members of our community find meaningful, lasting employment and be seen as the valuable individual contributors that they are to our society.

Small Business Program aka Micro Enterprise Program-Provides resources, workshops, and training 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.





NOTES

DONATE ❤️



marincitycdc.org

MARIN CITY



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Proudly Serving Marin City and Marin County.