



State of California

Employment Training Panel

CASE STUDY

Arnold Schwarzenegger, Governor

Northern California Construction & Training, Inc.

Northern California Construction & Training (NCCT) is a general contracting company that also operates as a community-based organization that provides employment training and pre-apprenticeship programs. The NCCT has served Sacramento, San Joaquin, and Yolo Counties for over 10 years, and focuses on low-income, underemployed, unemployed, immigrant and youth populations; groups that often require specialized drug or alcohol counseling or assistance with legal issues in order to successfully transition to self sufficient employment.

In response to construction industry growth, and driven by employer demand, NCCT sought assistance under ETP's Special Employment Training (SET) program to provide training and job placement for unemployed individuals facing barriers to full-time employment, such as limited English proficiency, physical disabilities, or individuals with a history of substance abuse. NCCT received ETP funding to assist in meeting the challenge of training 24 individuals facing significant barriers to employment and placing them in jobs that would lead to full-time employment. This unique training program was supported by the Plasters' and Cement Masons' Local Union No. 300, the Bridge, Structural, Ornamental, and Reinforcing Iron Workers, Local Union No. 118, the International Brotherhood of Electrical Workers, Local 340, and the United Brotherhood of Carpenters & Joiners of America, Lathers Union Local No. 109.

NCCT's comprehensive program consisted of 800 hours of classroom and laboratory/jobsite training over a six-month period. ETP provided \$107,232 in training funds for 280 hours of laboratory/jobsite training. The ETP-funded training was exclusively construction oriented, and rotated students between two weeks in the classroom and one week of laboratory training on a housing jobsite that was building homes to code and specific building requirements, which would later be sold by NCCT at cost to low-income or first-time home buyers. Following completion of their training requirements, trainees were placed in approved apprenticeship programs to begin their ascent to full-time employment.

Because of the special barriers to employment facing this group of trainees, funds were leveraged from non-ETP sources and programs to provide workplace readiness skills to help trainees prepare to contribute to society and their communities, and to deal with various obstacles to employment -- such as transportation difficulties and debts and fines that hinder trainees' abilities to obtain drivers' licenses. Ultimately, NCCT was successful in training and placing 24 unemployed individuals in construction work that allowed them the opportunity to earn good wages and become productive members of their community.

“As a general contractor operating a non-profit construction training company with 17 full-time employees, I cannot think of a better way to spend the dollars that I contribute than to train not only the working people to better their abilities, but also to take individuals who need a helping hand and make them better qualified to enter and continue in the workforce.”

**William Meehan, President
Northern California Construction and Training, Inc.**

For information regarding the ETP program, call ETP's Economic Development Unit at 916/327-5640 or e-mail edu@etp.ca.gov