

OCTOBER 2021

IN THE LOOP



Alameda County Project Stabilization Community Benefits Agreement (PSCBA) Updates



Workplace Harassment: Race, Sex and Other Forms

According to the EEOC, harassment is unwelcome conduct that is based on **race, color, religion, sex** (including sexual orientation, gender identity, or pregnancy), **national origin, older age** (beginning at age 40), **disability, or genetic information** (including family medical history). Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment* that a reasonable person would consider intimidating, hostile, or abusive.

Prevention is the best tool to eliminate harassment in the workplace. Employers are required by law to provide a safe workplace for their employees. To protect their valued workers, employers should disseminate anti-harassment policies to their employees, provide training and annual refreshers, and strict enforcement.

*Applicable to employers with 15 or more employees, employment agencies, and most unions

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Are you unemployed & Interested in construction?

Last year the County of Alameda updated the 2013 Project Stabilization Community Benefits Agreement that requires contractors to hire Alameda County residents to work on certain construction projects. So, if you are **unemployed, foster youth, formerly incarcerated, homeless/unsheltered, or on any public assistance**, do NOT let any of those things stop you! Inside are articles and resources that can help start your journey to a career in construction today!

The Department of Labor additionally requires federal contractors to disseminate the policy externally and provide notice of the policy to unions and training programs; include it in any advertisements, and provide written notification to other contractors and subcontractors with whom the contractor does or anticipates doing business.

A person may experience racial harassment because of their race, skin color, ancestry, origin country, or citizenship. Even perceived attributes of a certain ethnicity (curly hair, accents, customs, beliefs, or clothing) may be the cause. Racial harassment often looks like:

- Racial slurs
- Racial insults
- Racial jokes
- Degrading comments
- Disgust
- Intolerance of differences

Harassment based on sexual orientation is starting to gain traction and recognition as a legitimate type of workplace harassment. Victims face harassment because their sexual orientation is different from those around them. People of any sexual orientation (heterosexual, homosexual, bisexual, asexual, etc.) may experience this form of harassment depending on their line of work.

While the pervasiveness of sexual harassment affects all industries, the construction industry is predisposed to sexual harassment due to gender and race disparities, as well as worksite culture. According to the Institute for Women's Policy Research, sexual and other harassment in the workplace makes it difficult for women to develop the skills they need and be successful in their chosen trade and the fear of retaliation is a real concern for victims of harassment. ***It is critical to note that sexual harassment does not have to be between a man and a woman as the victim. People of all genders and sexual orientations can be in both roles.***

Sexual harassment is not limited to physical touch or commenting on their appearance in a sexual manner. All of the following acts may constitute sexual harassment at work:

- Leering or inappropriate staring in a sexual way.
- Displaying sexual suggestive photographs and signs.
- Mocking someone based on their sexual orientation/gender.
- Sending sexual texts, emails, or notes.
- Telling sexual jokes or stories.

Steps you can take if you're being harassed:

WRITE THINGS DOWN. Keep a written log of dates, times, witnesses, and events you believe are important for your claim. Make those notes during breaks or after work. Keep your written log and notes at home or a secure location outside of the workplace.

TELL THE OFFENDER TO STOP. Employees are encouraged to inform the harasser directly that the conduct is unwelcome and must stop.

NOTIFY MANAGEMENT. Reporting sexual harassment is the key to stopping it. Employees should report harassment to management in writing at an early stage to prevent its escalation. Obtain proof that the employer received your complaint and the date and time the complaint was made.

UNION REP. Report the discrimination to your union and ask that they investigate and take appropriate action on your behalf.

FILE A FORMAL COMPLAINT WITH THE EEOC. Visit <https://www.eeoc.gov/filing-charge-discrimination> for additional information.

AGC of California Skilled Trades Scholarship sponsored by Bluebeam, Inc.

AGC of California and AGC Construction Education Foundation has partnered with Bluebeam, Inc. to launch a Skilled Trades Scholarship for folks pursuing careers in construction through a secondary pre-apprenticeship, apprenticeship, or construction-specific training programs. The amount awarded is based on eligibility, qualifications, and the availability of funds.

APPLICATION DEADLINE: MONDAY, DECEMBER 1, 2021 11:59pm

SCHOLARSHIP AWARD RANGE: \$2500-\$5000

Please Read All Directions and Requirements Carefully and Completely!

PLEASE NOTE: Incomplete applications will not be considered.

Scholarships will be awarded by **the end of December 2021**

- Anyone currently attending or accepted to technical school or approved craft training program in any discipline of construction (i.e. Carpenter, Cement Mason, Laborer, Operating Engineer, Pile Driver, Electrician, etc.).
- Eligible applicants include high school seniors, military members and veterans, post-secondary students, and adults in continuing education.
- Preference is given to applicants with prior construction-related experience or coursework in related fields.
- Pursuing or planning to pursue a certificate or credential in a construction discipline or construction-related studies/program. Must show proof of enrollment (i.e. acceptance letter, schedule, etc.)
- **One Referral Form** - Required - completed by a professional reference (**no family members**). Can be an apprenticeship/trade school coordinator, high school teacher, employer, mentor, etc.
- If selected, a photo of yourself (300 dpi high-resolution jpeg file). **See page 6 for Elements of a Good Headshot.**
- Video OR written response to one question of the following options:
 - Why do you think you should be considered for the Bluebeam Skilled Trades Scholarship?
 - In what ways will this scholarship help you overcome any challenges you're facing?
 - How would you like to make an impact on the construction industry? Whether that's in the short or long term?
- Video OR written response to the following question:
 - Why do you want to work in construction and what are your career goals?
 - **See page 6 for tips to record and share quick videos**

View full application and requirements here:

https://app.smarterselect.com/programs/59722-Agc-Of-Ca?utm_source=AGC+Primary+Audience&utm_campaign=e71f0525bd-EMAIL_CAMPAIGN_2021_09_10_08_03_COPY_01&utm_medium=email&utm_term=0_db1c7486c0-e71f0525bd-393534931



AGC CEF & Bluebeam Skilled Trades Scholarship

Referral Form

Pg.1 of 2

The **AGC CEF Skilled Trades Scholarship sponsored by Bluebeam, Inc.** is designed to promote access to the trades through support of post-secondary pre-apprenticeship, apprenticeship, or construction specific training programs. Qualified industry professionals (apprenticeship/trade school coordinator, high school teacher, employer, mentors, etc.) may refer a student for this scholarship. Please review the below Eligibility & Instructions and complete the Referral Form.

ELIGIBLE APPLICANTS

- Anyone currently attending or accepted to technical school or approved craft training program in any discipline of construction.
- Eligible applicants include high school seniors, military members and veterans, post-secondary students and adults in continuing education.
- Preference is given to applicants with prior construction-related experience or coursework in related fields.

INSTRUCTIONS

- Fill out scoresheet below to score Applicant in various categories.
- Fill in 2-3 Strengths and 1-2 Growth Opportunities for the Applicant.
- Sign and Date.
- Submit:
 - E-mail: AdeliN@agc-ca.org
 - Fax: 916-371-2352

CONTACT INFORMATION

Your Name: _____ Title: _____

Company: _____

Relation to Applicant: _____

Email: _____ Phone: _____



AGC CEF & Bluebeam Skilled Trades Scholarship

Referral Form

Pg.1 of 2

Applicant Name: _____

Company/School Name: _____

	Category	Select One	Notes:
1.	Attendance	<input type="checkbox"/> Above Standard <input type="checkbox"/> Standard	
2.	Ability to Work in a Team	<input type="checkbox"/> Above Standard <input type="checkbox"/> Standard	
3.	Quality of Work Performed	<input type="checkbox"/> Above Standard <input type="checkbox"/> Standard	
4.	Accepts Direction	<input type="checkbox"/> Above Standard <input type="checkbox"/> Standard	
5.	Accepts Responsibility	<input type="checkbox"/> Above Standard <input type="checkbox"/> Standard	
6.	Leadership Skills/Ability	<input type="checkbox"/> Above Standard <input type="checkbox"/> Standard	
7.	Overall Performance	<input type="checkbox"/> Above Standard <input type="checkbox"/> Standard	

Strengths (2-3): _____

Growth Opportunities (1-2): _____

Additional Comments (Why is this person deserving of a Scholarship?): _____

Signature: _____ Date: _____

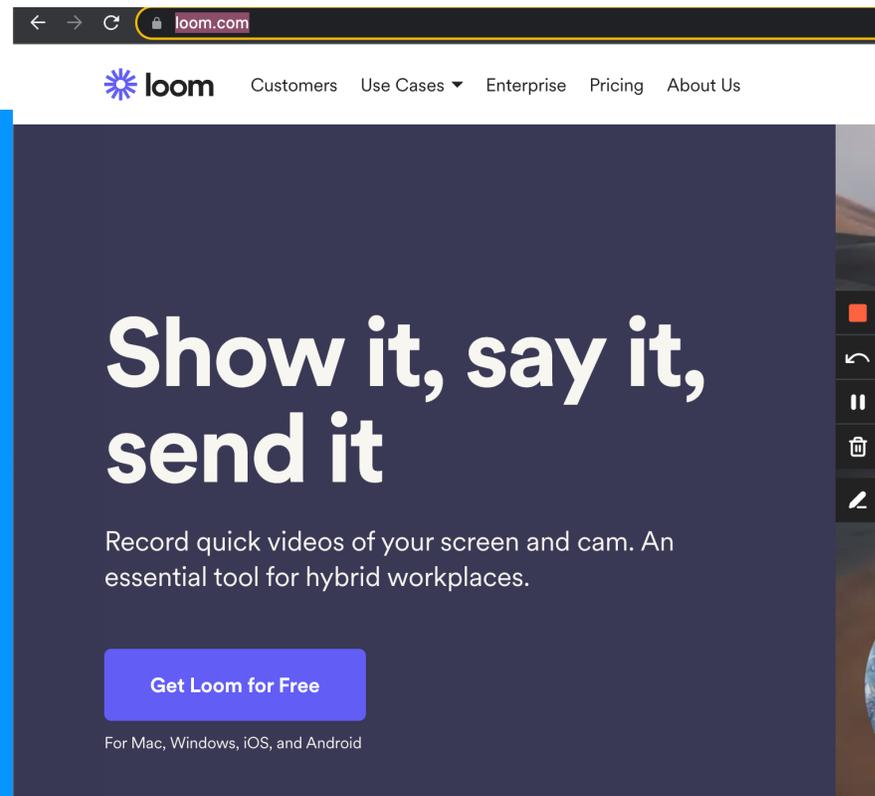
Tips to complete the California Skilled Trades Scholarship Application

Elements of a Good Headshot

A good headshot ...

- Is framed from the chest up.
- Captures you looking directly at the camera. Eye contact is one of the most important elements of a great headshot.
- Has good lighting on your face. Beware of weird shadowing.
- Showcases the personality and aura you want to give off. This is what makes it memorable.
- Is easy to see and notice even when it's small.

Record and share quick videos on loom.com



What to include in your response to a financial needs question

Be sure to include:

- If you are an underrepresented group or part of an ethnic minority.
- Any relevant family circumstances.
- What financial challenges/difficulties your family is facing, for example, the loss of a job.
- How you would benefit from the scholarship - including your career goals.

Also remember to write in an optimistic tone. Writing or speaking about your financial situation or hardships might not be the most positive thing to share. But you can turn it around with an optimistic tone by writing about how these challenges have taught you resiliency and grit.

For additional tips, view the full article at:

<https://www.goingmerry.com/blog/how-to-write-a-scholarship-essay-or-statement-about-your-financial-need-with-examples/>

Skilled Trade of the Month: Electrical Workers

Minimum Qualifications:

- 18+
- High School Diploma or GED
- Driver's License or Valid Photo ID
- Clean drug test
- Legally eligible to work in US

Application Process:

Apply in person on one of the specific application dates & times – application periods differ by training center.

Bring required documents when applying.

Pass an exam covering algebra and reading comprehension (only offered to applicants who meet basic requirements).

Pass an oral interview (only offered to applicants who pass exam with qualifying scores).

Names are placed on a ranked list according to scores and called in order for apprenticeship as needed.

Pass a drug test prior to employment

Additional Requirements:

Official sealed transcript showing a grade "C" or better in one year of high school Algebra or one semester of Algebra in college or adult school.

Completing an approved math course will also meet this requirement (available online at www.electricaltrainingalliance.org).

Approx. Hourly Wages:

Apprentice:

Inside Line Workers \$22-\$31

Outside Line Workers \$35.48

Journey-Level Worker:

Inside Line Workers \$52-\$78

Outside Line Workers \$59.14

Alameda County Electrical
Training Center (Local 595)
www.znecenter.org

Northern California Sound &
Communication Training
Center
www.norcal-jatc.com

For additional information
about programming,
qualifications and training,
check out CTWI's Bay Area
Construction Apprenticeship
Guidebook

<https://ctwi-btca.org/bay-area-construction-apprenticeship-guidebook/>

ARE YOU INTERESTED IN a Construction Career?



GET ON THE LIST | COMPLETE THE APPLICATION | REFERRAL & COUNSELING | ORIENTATION | APPRENTICE PROGRAM | WORK EXPERIENCE

01 STEP

GET ON THE LIST

• "CONNECT WITH US" -

Call or email us using the contact information located at the bottom of this page.



02 STEP

COMPLETE THE "COUNTY OF ALAMEDA DISADVANTAGED RESIDENT WORKER PROGRAM APPLICATION"

• INDIVIDUALS WITH CONSTRUCTION EXPERIENCE / QUALIFICATIONS -

• SKIP STEPS 02 - 05

• Referred to Alameda county projects/contractors.

• INDIVIDUALS WITHOUT CONSTRUCTION EXPERIENCE -

• Participate in assessment and counseling.

• Attend/Enroll in a Pre-Apprenticeship Training program.

03 STEP

ORIENTATION

• Enroll in a Pre-Apprenticeship Training Program.

www.cypressmandela.org

www.wojrc.org

www.risingsunopp.org

www.tradeswomen.org



• Work with a Bridge / Support Organization to Meet Eligibility Requirements.



• GED Preparation Math/test prep support.



04 STEP

CONSTRUCTION APPRENTICE PROGRAM

• FREE Classroom Instruction.



• Paid on the job Training.



• Benefits.



• Start making money.

05 STEP

AFTER COMPLETING THE APPRENTICE PROGRAM

• Gain work experience.



• Become a journey person.



• Make a decent wage.



• Healthcare, Pension, Vacations.

FOR MORE INFORMATION ON: ALAMEDA COUNTY'S PROJECT STABILIZATION/COMMUNITY BENEFITS AGREEMENT

CONTACT: Danielle at info@lowecg.com | (510) 986-1100 Ext. 7



LCG | LOWE CONSULTING GROUP INC.

Tips for Avoiding Job Search Frustration and Starting a Successful Construction Career



Be patient (and humble)

Be persistent

Don't assume you're being ghosted by hiring managers if you don't hear back immediately. Be polite, be persistent, and follow-up often!

Never stop learning

During this time, do things to hone your craft or learn new skills. Free courses available through Coursera are highlighted in this edition of In the Loop.

Include others in the process

Remember, we're here for you! Whenever you're feeling frustrated, need guidance or just to talk, reach out to us. It is our job is to help you navigate the job search process and help you remove barriers if needed.

**Contact: Danielle Motley-Lewis,
Workforce Development Consultant,
Lowe Consulting Group |
dmotley@lowecg.com | (510) 473-6231 or
(510) 986-1100 Ext. 7**

Let's get social!



For the latest job postings, tips, resources and our weekly workforce development partner spotlight, connect with us at **@building_the_bay**

A DAY IN THE *Work* LIFE

Presented by



LCG

LOWE CONSULTING
GROUP INC.

"A Day in the workLife" is a social media campaign that aims to spotlight the various positions in the industry and increase awareness of construction as a viable career, especially for BIPOC men and women, and other underrepresented groups in the industry.

The series will launch on Friday, September 3, 2021 and will highlight a different role in the industry each week.

Campaign videos can be viewed via Lowe Consulting Group's social media accounts.

Facebook: @Lowecg

Twitter: @lowecginc

Instagram: @lowecg.oak

LinkedIn: Lowecg

Be sure to connect with us today!

If you are interested in being featured in the campaign, contact Christine or Danielle at info@lowecg.com.



WOMEN WANTED!

PRE-APPRENTICESHIP WORKSHOP*

*Via Apprenticeship
Readiness Programs

**Sonoma, Napa,
Contra Costa,
Alameda Counties**

Focuses on 5 Local

Pre-apprenticeship Programs

- ▶ *Prepares you to apply for apprenticeship*
 - ▶ *Construction Related Math*
 - ▶ *Explore Various Trades*
 - ▶ *Tool Identification*
 - ▶ *Working Safely*



**TRADES-
WOMEN**
INC

3rd Thursday, Monthly

6*-7pm *Punctuality appreciated

Conferencing link will be shared upon sign up

Click Here To Sign Up For the Next Event



WOMEN WANTED!

ENTRY TO APPRENTICESHIP WORKSHOP

East Bay & North Bay Areas



with

TRADESWOMEN^{INC}

Learn about

HOW TO GET INTO

A BUILDING

TRADE

- *Learn tips from other women on how to get in and STAY in*
- *Wages & Benefits*
- *Question & Answer*

CLICK HERE TO SIGN-UP FOR THIS VIRTUAL EVENT

3rd Wednesday, Monthly

6*-7pm

***Punctuality appreciated**

Conferencing link will be shared upon sign-up

Follow Us





VIRTUAL ENTRY TO APPRENTICESHIP WORKSHOP for **WOMEN**

Workshop Details

WHO:

*Tradeswomen, Inc. welcomes **women** from the East and North Bay Area's to attend this workshop as the first step to a successful career in the trades.*

WHAT:

Tradeswomen Inc. will provide specific information about upcoming apprenticeship opportunities in your area, as well as learning what to expect in the process and what you need to get started.

WHEN:

*3rd Wed of the month — 6pm – 7pm last 10 min Q&A
Anyone who logs on after 6pm may be asked to attend the
[next E & N Bay Area workshop.](#)*

WHY:

Apprenticeships, the best start to a construction career, are “Earn While You Learn” programs that allow you to work and get paid during the day while you learn your trade and take classes on nights or weekends. These are great careers for women!

HOW:

Simply [Look up next Virtual Entry to Apprenticeship Workshop for Women – East & N Bay Area & register](#)

TWI will send the **virtual workshop you choose** via a calendar email invite

Visit our [website](#) with more information on [specific trades](#) to get oriented, or email esandoval@tradeswomen.org for more info regarding programs in the E or N Bay Areas

Resources

Bay Area Community Services

510-613-0330 | WWW.BAYAREACS.ORG

Provides mental health services, Housing solutions, Senior living solutions, and Youth services for the houseless

390 40th St. Oakland, CA 94609
Locations in Oakland, Hayward, Berkeley

SAMHSA: Substance Abuse Treatment Referral Helpline

800-662-4357
WWW.SAMHSA.GOV/FIND-HELP/NATIONAL-HELPLINE

Abode Services

510-657-7409 | WWW.ABODESERVICES.ORG

Abode Services' mission is to end homelessness by assisting low-income, un-housed people, including those with special needs, to secure stable, supportive housing; and to be advocates for the removal of the causes of homelessness.

Roots Community Health Center

510-777-1177 | ROOTSCLINIC.ORG

Offers affordable Urgent Care and Primary Care to Oakland, San Leandro, Berkeley and Alameda.

East Oakland Community Project

510-532-3211 | WWW.EOCP.NET

Provides transitional housing

7515 International Blvd. Oakland, CA 94621

Telegraph Ministry Center

510-658-4457 | WWW.TELEGRAPHCENTER.COM

Clothing distributed Weds. & Fri. from 10AM - 2PM.
2nd & 4th Wednesdays also from 6PM - 7:30PM

5316 Telegraph Ave, Oakland, CA 94609

CityTeam Oakland

510-452-3758 | CITYTEAM.ORG

Provides housing, food, medical, learning/ career center

722 Washington St., Oakland, CA 94607

Wardrobe for Opportunity

510-831-0702 | WWW.WARDROBE.ORG

Provides high quality business attire for job interviews

570-14th St., Ste. 5, Oakland, CA 94610

Cherry Hill Detox and Sobering

866-866-7496 |

Substance Abuse Center

Bananas

MAIN: 510.658.7353
CHILDCARE: 510-658-0381
BANANASBUNCH.ORG/PARENTS-FAMILIES/PARENT-PROGRAMS-SERVICES/

5232 Calremont Ave Oakland, CA 94618

Resources

East County Child Care Links

925-417-8733

80 Swan Way #130, Oakland, CA 94621

East Bay Community Recovery Project

510-446-7100 | WWW.LIFELONGMEDICAL.ORG

Individual/ Group Counseling, Drug Screening,
Mental Health
Assesments

2579 San Pablo Ave. Oakland, CA 94612

South County 4c's of Alameda County

510-582-21282 | WWW.4C-ALAMEDA.ORG

4C's is the state-designated Resource and Referral agency for southern Alameda County and your one-stop resource to finding quality and affordable child care.

22351 City Center Dr, Hayward, CA 94541

Beyond Emancipation

510-667-7694 | BEYONDEMANCIPATION.ORG

Support programs for former foster youth

675 Hegenberger Rd, Suite 100 Oakland CA

Alameda Co. Clean Slate Program

510-272-6600 |

WWW.ACGOV.ORG/DEFENDER/SERVICES/CLEANSLATE.HTM

Requirements: You do not have any pending criminal cases

You are not currently on parole

545 4th Street, Oakland

Alameda County Food Bank

510-635-3663 | WWW.ACCFB.ORG

7900 Edgewater Dr, Oakland, Ca 94621

East Bay Community Law Center

510-548-4040 | EBCLC.ORG

Requirements: You do not have any pending criminal cases

You are not currently on parole

2921 Adeline St., Berkeley, CA

Oakland Food Pantry

510-361-4656 |

WWW.FOODPANTRIES.ORG/CI/OAKLAND

Food distributed every Tues. & Sat. from 10AM - 11:30AM

1666 C 7th St, Oakland, CA 94607

Centerforce

510-834-3457 | WWW.CENTERFORCE.NGO

Re-entry and Family Reunification

1904 Franklin St, Rm 418, Oakland, CA

Telegraph Ministry Center

510-961-4385 | WWW.TELEGRAPHCENTER.COM

Hot Breakfast Weds. - Sun. from 6:30AM to 8AM.

Food distributed Weds. & Fri. from 10AM - 2PM.

2nd & 4th Wednesdays also from 6PM - 7:30PM

5316 Telegraph Ave, Oakland, CA 94609

Resources

Success Centers

510-482-1738 | SUCCESSCENTERS.ORG

Career Counseling, Pre-Employment Training, & Life Skills coaching

2577 MacArthur Blvd., Oakland, CA 94602

Youth Uprising

510-777-9909 | WWW.YOUTHUPRISING.ORG

17+, GED Program is FREE

8711 MacArthur Blvd., Oakland, CA 94605

West Oakland Job Resource Center

510-419-0509 | WWW.WOJRC.ORG

Job orientations, placement programs, math classes for construction careers

1801 Adeline St. Rm 211, Oakland, CA 94607

Oakland Adult & Career Education

510-273-2310 | WWW.OUSD.ORG/PAGE/9245

GED, ESL (Readiness, Literacy, Citizenship), Pre-Apprentice Math

2607 Myrtle St, Rm 122, Oakland, CA 94607

Civicorps Schools

510-992-7800 | WWW.CVCORPS.ORG

HS Diploma only, Edu. & Job training programs

101 Myrtle St, Oakland, CA 94607

Oakland Private Industry Council, Inc.

510-858-6742 X 7941 | WWW.OAKLANDPIC.ORG

Career Counseling, Pre-Employment Training, & Life Skills coaching

268 Grand Ave Oakland, CA 94610

Next Step Learning Center

510-251-1731 | WWW.NEXTSTEP.LC.ORG

17+, Call for appointment

2222 Curtis St, Oakland, CA 94607

PeopleReady

WWW.PEOPLEREADY.COM/CONSTRUCTION

On-demand staffing in the construction field.

Scotland Youth Center

510-832-4544 | SCOTLANCENTER.COM

Ages 16-21, GED and Employment Training Program

1324 Adeline St, Oakland, CA 94607