

24<sup>TH</sup> ANNUAL



24<sup>TH</sup> LCI CONGRESS  
OCTOBER 18-21

# Takin' It To The Streets

Tony Lowe, Ron Heise, Henry Nutt III, Kevin Brown  
Southland Industries & People Working Together (PWT)

LEAN GUMBO: THE RIGHT INGREDIENTS FOR PROJECT SUCCESS

October 20, 2022









# Problem Statement

- Growing our workforce traditionally comes from within our unions. The average person in our communities has not been provided an avenue or been educated about a life/career in the trades.
- Underutilized talent does not just apply to the current work force . Our underserved communities are a source of underutilized talent. We're compelled to introduce, train, and retain a future workforce. **But how do we do it? Who do we partner with?**
- Once candidates/apprentices enter the Union and are working for contractors how do we help them succeed? (Support, encourage, guide, correct.....)



# Recent Event





# Embody Mission and Vision

## CityBuild

- Mentoring
- Serving community
- Providing opportunities/support/direction
- Sharing personal stories to encourage
- Introducing our craft along with our trade partner crafts
- Partnering with CityBuild to foster SF residents working on our sites.





# MBC Women in Construction Day





# MBC Women in Construction Day





# Secret Sauce

- Celebrate the Victories
- Foster Team spirit
- Create opportunities to know one another







People

# City Build and New Horizons







# Southland Industries and People Working Together Students





# Southland, Local Politicians and PWT Students





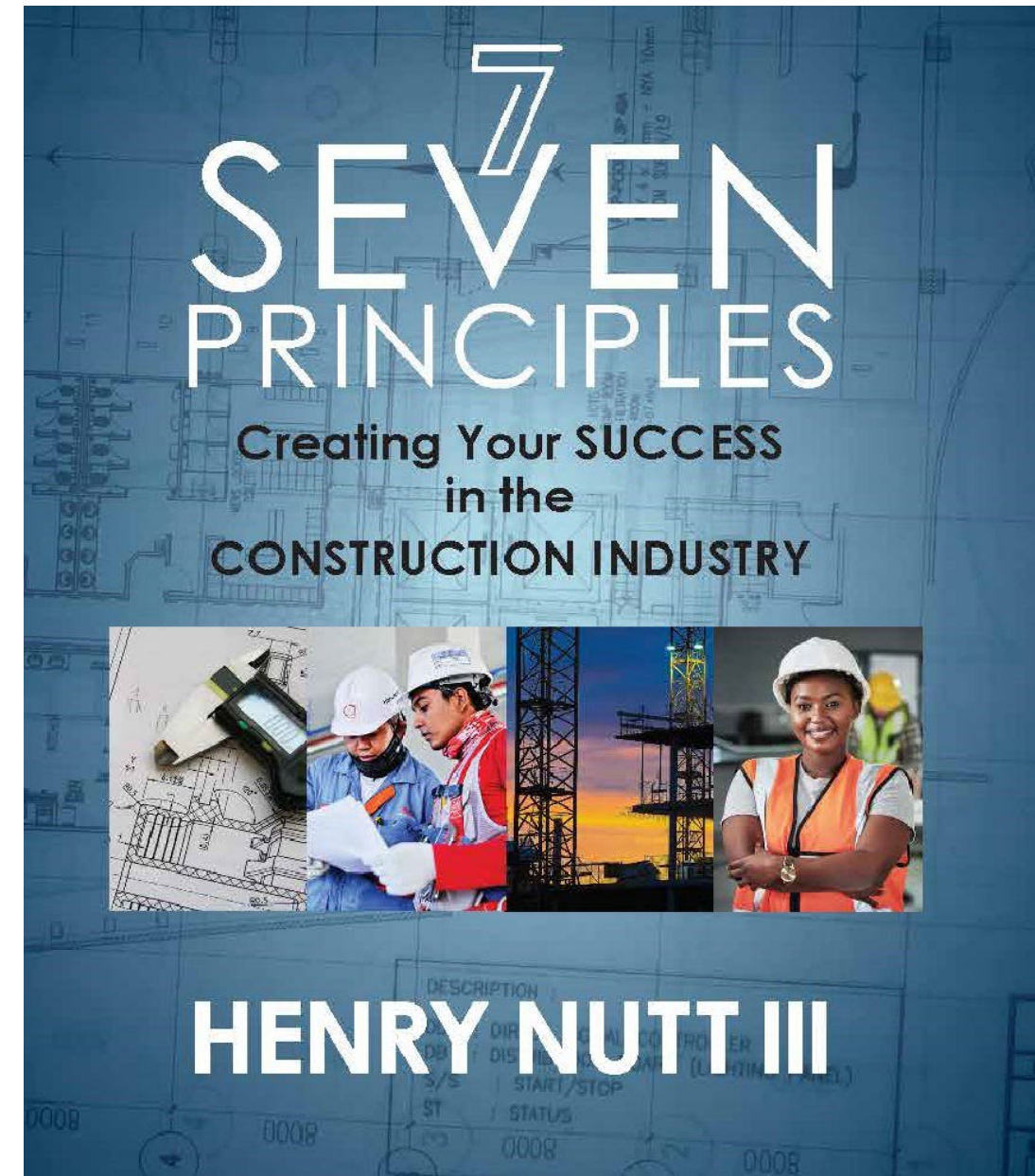
# Southland, Local Politicians and PWT Students





# Seven Principles

- Everyone has to start somewhere
- Find a mentor or read a great book
- Stop being a victim
- Try your best and always work hard
- Love what you do, or at least like it whole lot
- Learn how to follow someone else's system first
- Become an asset versus a liability





# Workforce Development



- **Workforce Development is essential to any society**, whether in a period of growth or recession. Education and training are essential to bridge the skills gaps that occurs through generations of new technological advances.
- **The New Deal 1933-1938:** Federal Workforce Development is said to have originated with FDR during the great depression, employment across the nation fell to an all time low. Congress enacted various programs for employment assistance and create jobs for both urban and rural areas as well as build the nation's infrastructure.
- **Workforce Development is a system** that attempts to enhance a region's economic stability and prosperity **by focusing on people**. It is essentially a **human resources strategy**.
- **Workforce development has evolved** from a problem-focused approach such as low-skilled workers or the need for more employees in a particular industry, **to a holistic approach** considering the many barriers for some, AND the overall needs of the region.



# Why is Workforce Development Needed?

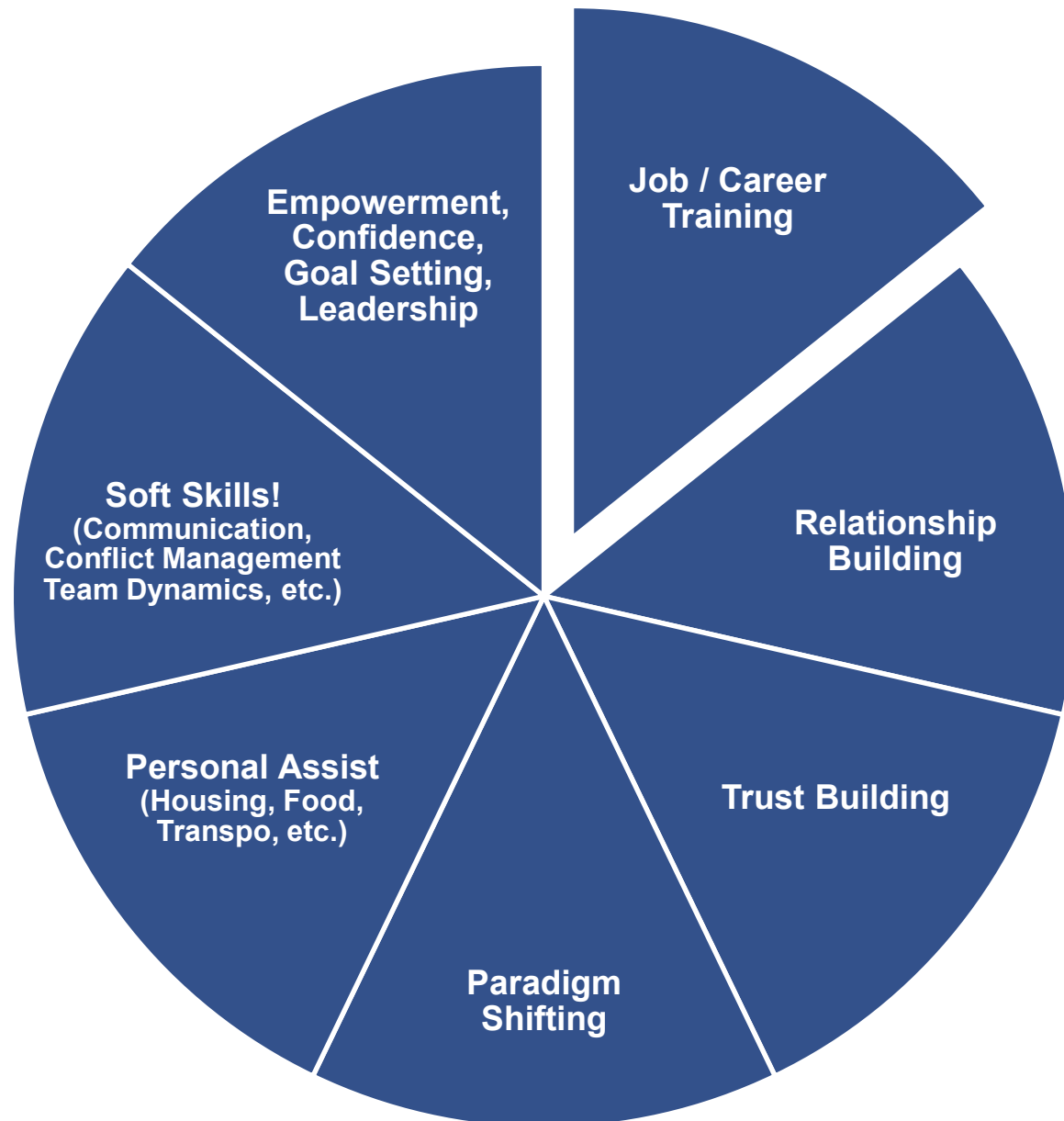


**To optimize the needs of the region with the capacity and ability of its citizens**

- Economic Stability
- Regional Prosperity
- Human Prosperity
- Address Skill Gaps
- Eliminate Barriers such as Spatial Mismatch, Lack of Exposure, Quality of Education....



# A Holistic Approach to Workforce Development



**Yes, it's about Job Training...  
but there is so much more!**

- Supportive Services
- Soft Skills
- Confidence Building
- Organization and Goal Setting
- Leadership Development
- Communication Skills
- Conflict Management
- How to handle the challenges on the job
- And still more...



# Example: Building Trades + PWT



**Workforce Development  
+ Apprenticeships  
= A WINNING FORMULA!**

## Targeting populations with greatest need

Women, Veterans, Low Income Neighborhoods, Ex-Offenders, etc. PLAs, CWTAs, Job Policies, etc.

## Pre-Apprenticeship Partnerships

EX: Multi Craft Core Curriculum (MC3) Partnership with Building Trades for Construction Jobs/Careers  
PWT Holistic Wrap Around Approach

## Apprenticeships

A variety of trade options, immediate entry into Union upon meeting requirements, job training while employed

## Long Term Career

On the job training, livable wage, health benefits, retirement, etc.



# Requires Collaboration & Commitment



## Community-Based Partners

Neighborhood  
Innovations

H.O.P.E

Volunteers,  
Consultants,  
Instructors

## Job Readiness Service Partners

WIBs  
(SETA, Yolo,  
Golden Sierra..)

Education Centers  
(i.e. Highland Charter)

Schools  
(i.e. CRC,  
Sierra College)

SCBC,  
CDCR,  
SCOE

## Workforce Partners

Building Trades

Central Labor  
Counsel

Future WF  
Partners



# People Working Together – Est. 2015



**September 2020- September 2022**

- **151 people** from underserved communities **trained**
- **101 students** trained are **working** in various industries
- **68 students** working specifically with **union** affiliates.

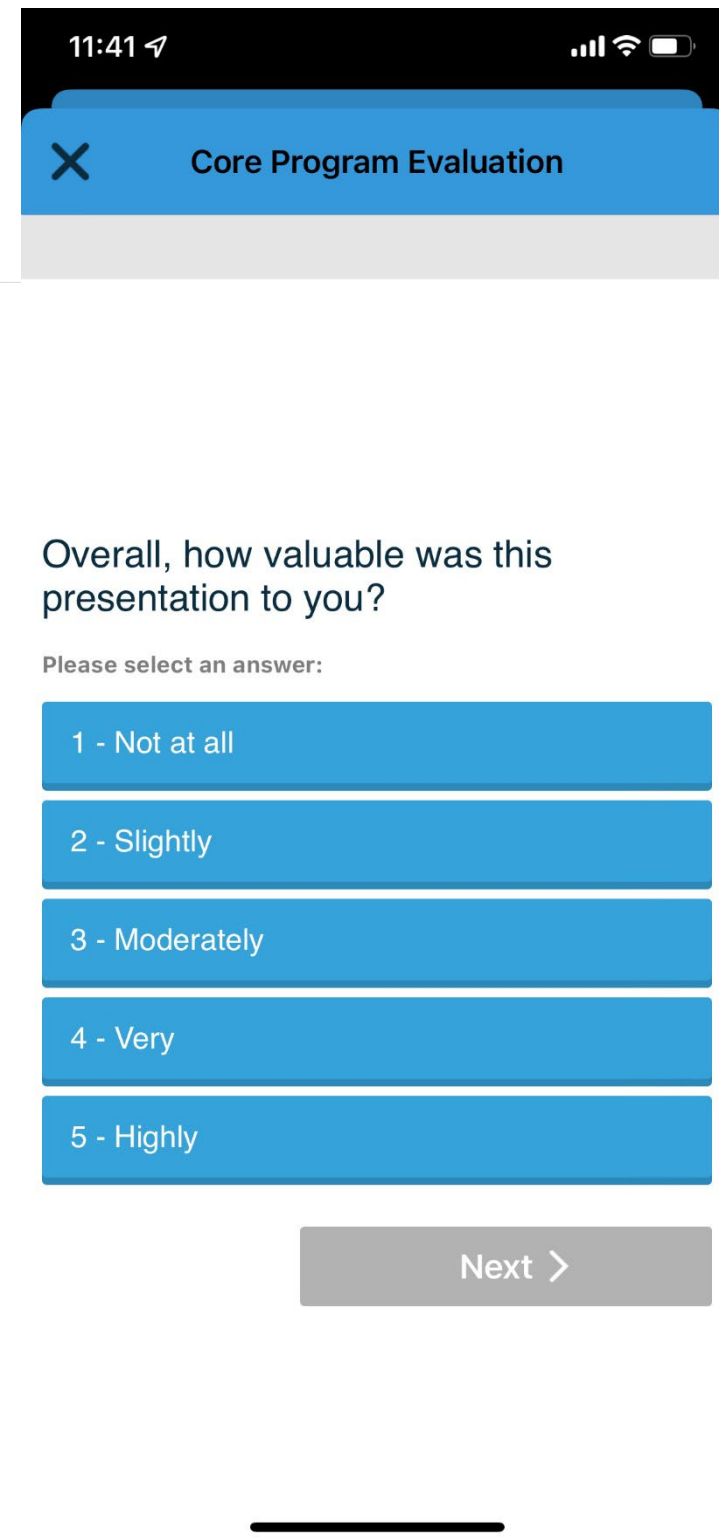
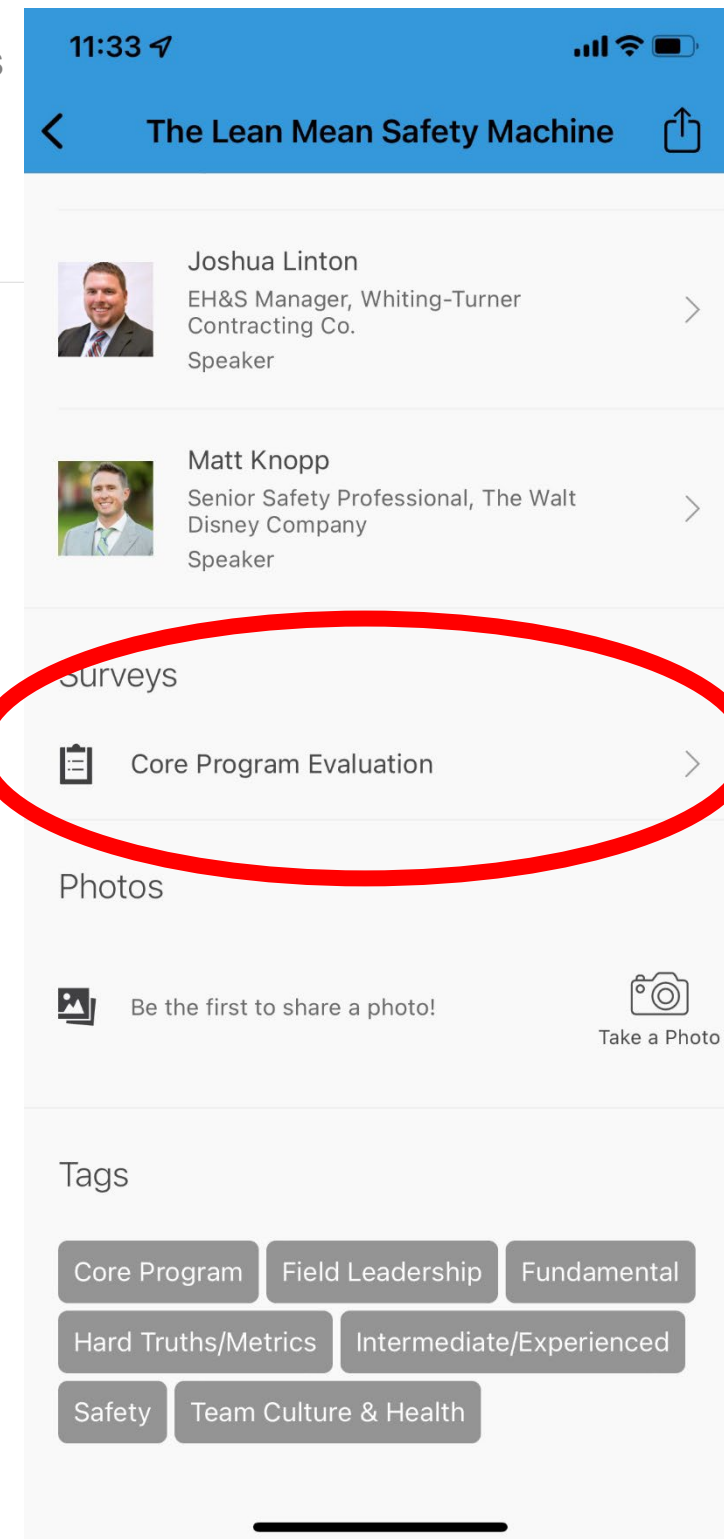


# Rate Presentations in the App

**Continuous improvement:** give presenters your feedback by taking the session evaluation!

1. Find the session under “schedule”
2. Click on it then scroll down
3. Click “core program evaluation”
4. Complete the 5-question evaluation

*This information will determine the top 5 presentation teams and the top Live Lab*







24<sup>TH</sup> LCI CONGRESS  
OCTOBER 18-21



**In the spirit of continuous improvement, we would like to remind you to complete this session's survey! We look forward to receiving your feedback.**





# Contact Us

**Henry Nutt III**

Southland

[Hnutt@southlandind.com](mailto:Hnutt@southlandind.com)

**Ron Heise**

Southland

[Rheise@southlandind.com](mailto:Rheise@southlandind.com)

**Tony Lowe**

Southland

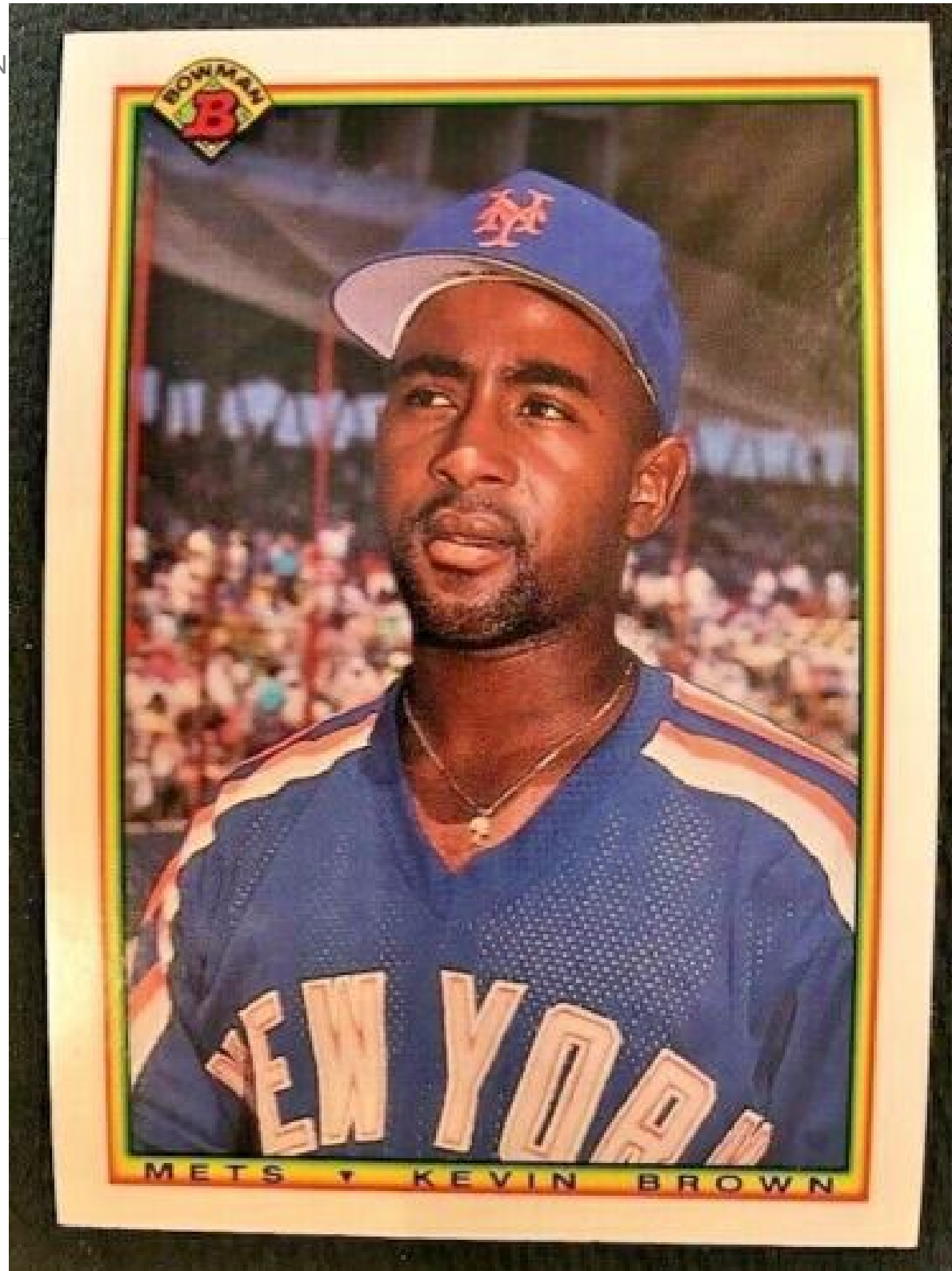
[Tlowe@southlandind.com](mailto:Tlowe@southlandind.com)

**Kevin Brown**

People Working Together

[Kevin.brown@peopleworkingtogether.org](mailto:Kevin.brown@peopleworkingtogether.org)









24<sup>TH</sup> LCI CONGRESS  
OCTOBER 18-21

Thank you for attending this presentation. Enjoy the rest of the 24<sup>th</sup> Annual LCI Congress!

