



Overcoming Barriers to Training

National Conference on Immigrant
Workers in Construction

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Challenges

- Admitting into the apprenticeship workers recommended by their employers
- Ensuring success once admitted



Barriers to Admission

- No Previous Education Required
- Entrance Exam
 - Basic Math
 - Mechanical Reasoning
 - Administered in English

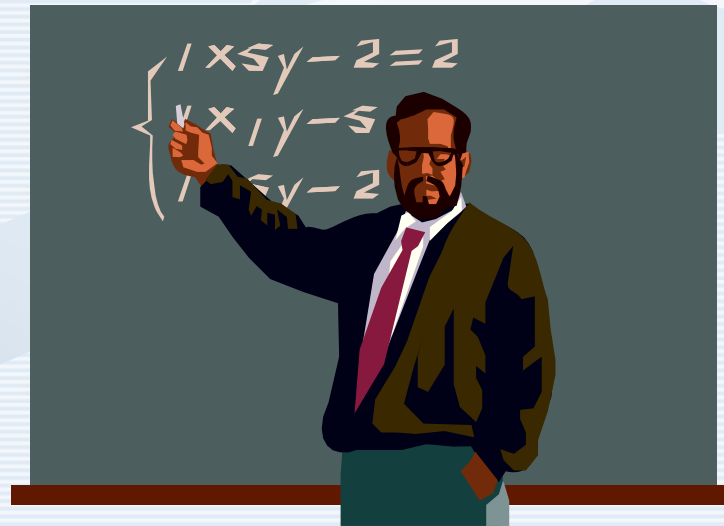


Barriers to Continued Success

- Limited English Language Proficiency
 - Class materials and instruction provided in English
- Limited Educational background
 - Lacking in basic math and literacy skills

Solution 1

- Pre-Exam Training
 - ESL Classes
 - Math / Mechanical Reasoning Classes



Experts Engaged

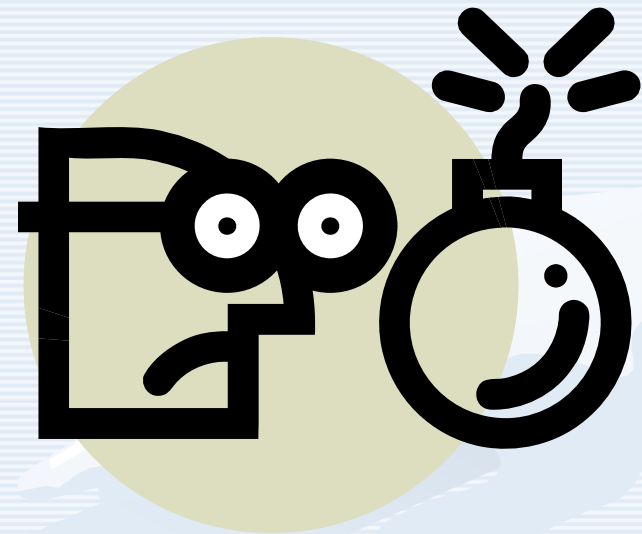
- Assess Skill Levels / Needs
 - Speaking and Listening Skills
 - Reading and Writing Skills
 - Math Skills



- Develop and Administer Classes
 - Prepare for Entrance Exam

Result

- Most Lacked Basic Skills
 - Math
 - English Language
 - Literacy



- Few Would Benefit From Classes

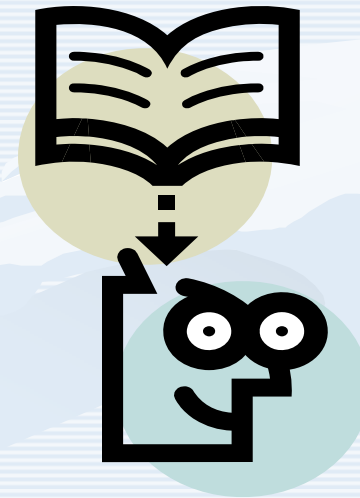
Solution 2

- Eliminate the Exam
- Admit Workers Upon Recommendation of Employer
- 3-Month Evaluation Period



Ensuring Success

- Positive Learning Experience
- Qualified Instructors
- Address Cultural Differences



Positive Learning Experience

- Develop Specialized Training Curriculum for Residential Plumbing
 - Performance based
 - Fully Articulated
- Staff and Administrators
 - Welcoming, Helpful
 - Sensitive to Cultural Differences



Qualified Instructors

- Bi-Lingual Instructors
 - Course Materials in English
 - Bi-Lingual Environment for First 2-Years
- Instructor Recruitment and Training
 - Residential Experience
 - Retirees
 - Specialized Training



Addressing Cultural Differences

- Instructors and Staff
 - Genuinely Interested in Students' Success
 - Encourage Mastery of English Language
 - Flexibility to Adjust Instruction to Meet Needs of the Group
- Class Schedules
 - Allow Time for Extended Trips to Hometown

Addressing Cultural Differences

- Cultural Transitions Course
 - Inspirational
 - Demonstrates Our Desire for All to Succeed
 - Promotes Trust



Works in Progress

- Fluctuations in Residential Market
 - Retention in Classes
 - Continuity of OJT and Classroom Learning
- Adherence to Training Policies
 - OJT Records
 - Class Attendance
- Effective Evaluation of Learning
 - Written and Performance Exams