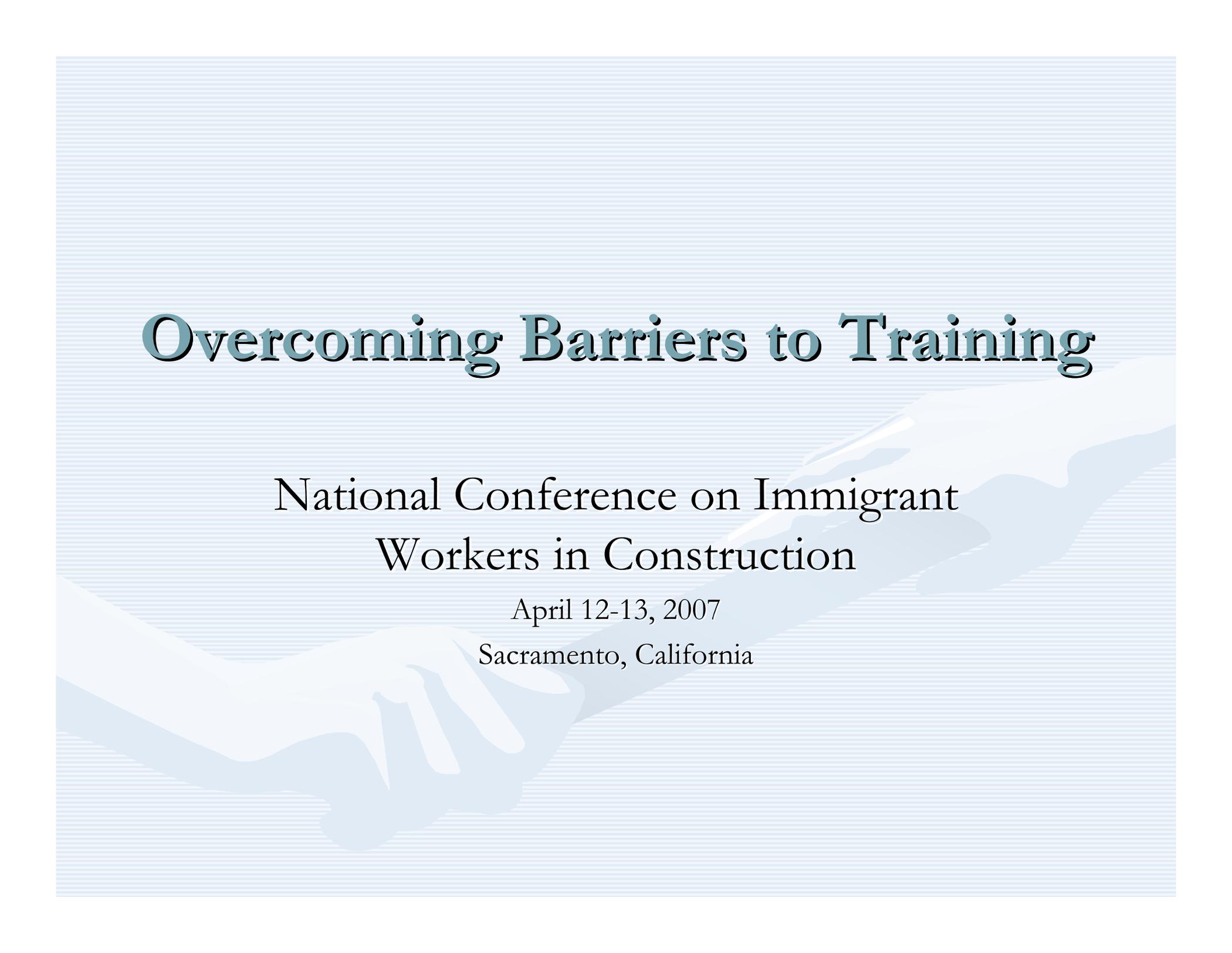


# Overcoming Barriers to Training



National Conference on Immigrant  
Workers in Construction

April 12-13, 2007

Sacramento, California

# 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

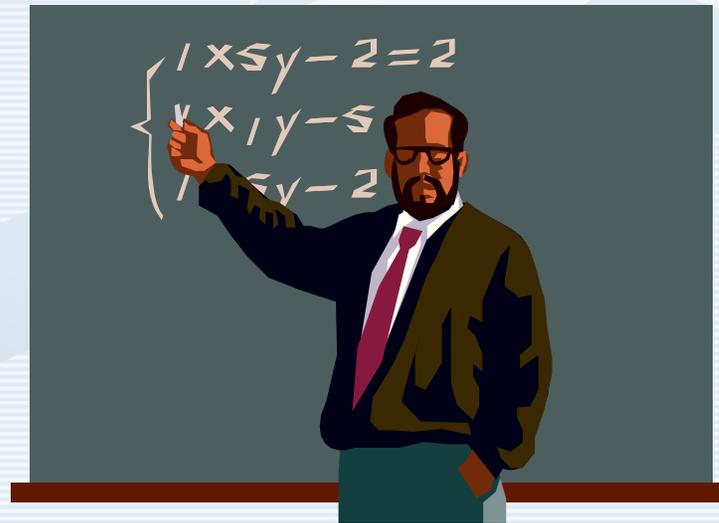


# Barriers to Continued Success

- 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

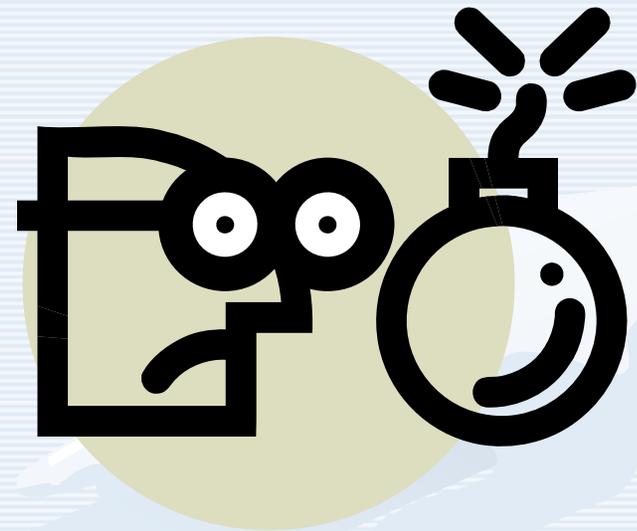
- Assess Skill Levels / Needs
  - Speaking and Listening Skills
  - Reading and Writing Skills
  - Math Skills



- Develop and Administer Classes
  - Prepare for Entrance Exam

# Result

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



- Few Would Benefit From Classes

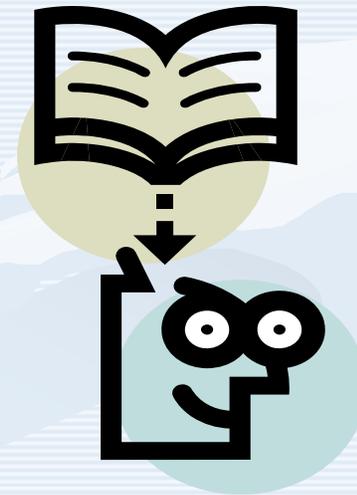
## Solution 2

- 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 Homeland

# 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