

City of Gainesville

Construction Apprenticeship Program Discussion
General Policy Committee
December 12, 2019

March 14, 2019 General Policy Committee Meeting

- Motion:

- 1) Refer idea of a job apprenticeship program and assistance for disadvantaged workers for a staff analysis to bring back by July 1, 2019*;
- 2) Request that staff research ways to reduce barriers to entry into construction work for disadvantaged people;
- 3) Approaches to reducing barriers to entry for non-traditional participants (women, minorities, etc.).

*Subsequently, City staff requested additional time to perform research and report back to the City Commission on their findings.

Staff Activities since March 14th GPC

- Staff has engaged in multiple cross-functional meetings among City Staff
- Staff researched Apprenticeship Programs and disadvantaged and non-traditional worker programs offered by other municipalities, as well as available local programs currently addressing these areas
- Staff met with the Builders Association, trade unions, Career Source and others to determine approaches to increasing trade opportunities and participation.

Some Challenges of Implementing a Mandatory Apprenticeship Program

- The availability of qualified apprenticeships in the types of work that the City uses most frequently, and even in more traditional apprenticeship categories of construction work.
- The requirement of an Apprenticeship program alone is unlikely to address the lack of people entering the trades
- Additional requirements decrease the number of vendors willing to bid on City projects. At times, very few, if any, bids are received on construction projects
- The City of St. Petersburg, FL's mandatory program is currently being challenged legally

Recommendation

- Continue to work with trade unions, local programs like Florida Build, the Builders Association of North Central Florida to discuss reduction of barriers to entry for disadvantaged and non-traditional participants in trades
- Monitor the legal status of the City of St. Petersburg, FL legal challenge
- Offer a self-reporting, voluntary Apprenticeship Program track participation over a 12-18 month period