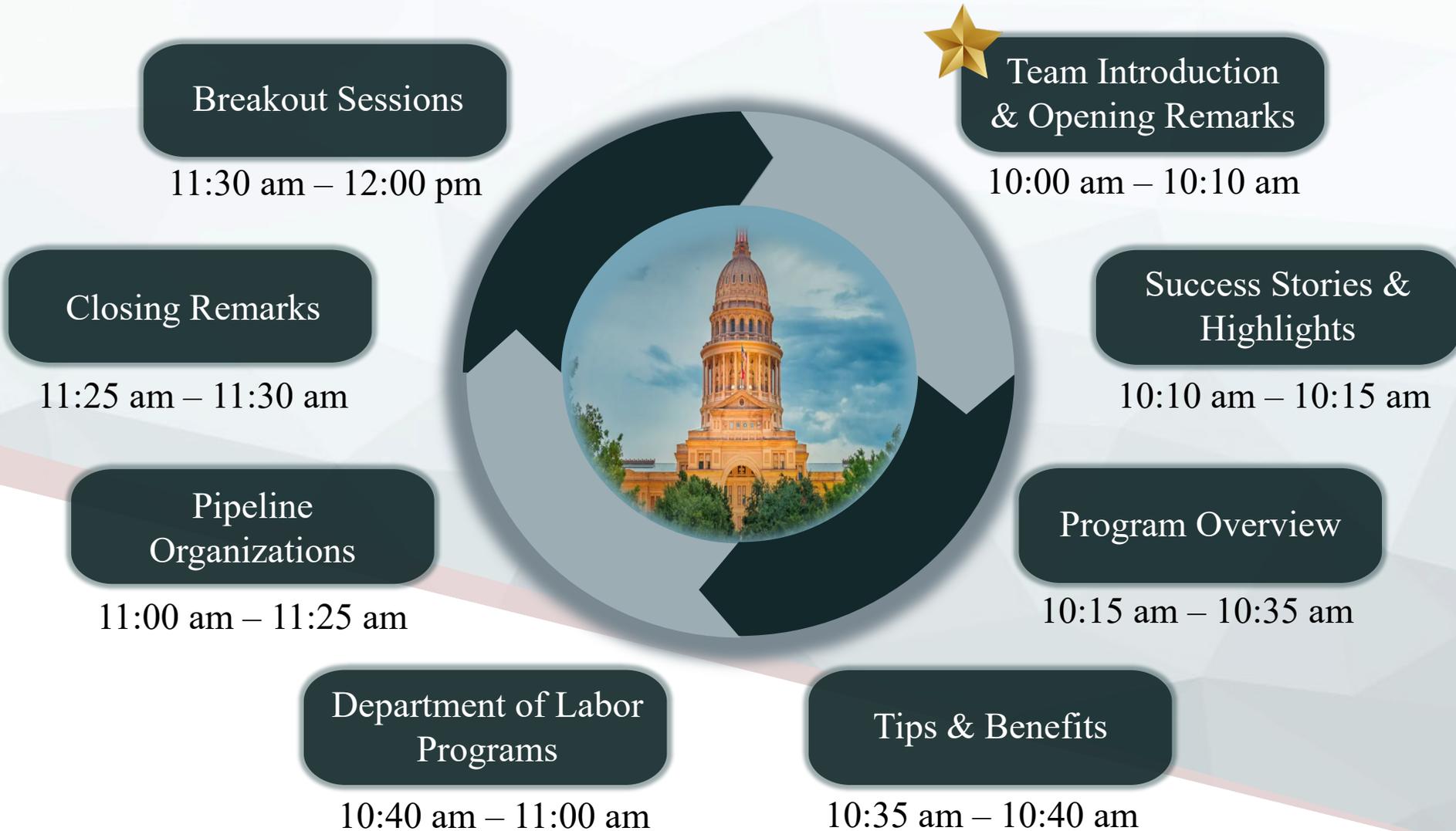




FINANCIAL SERVICES  
DEPARTMENT

**Procurement Programs Division**  
**Construction Training Program**

# Agenda



# Team Introduction



**Melissa D. Pool**

Administrative & Finance Manager  
Financial Services Department  
Procurement Programs Division

✉ melissa.pool@austintexas.gov

☎ (512) 974-7052



**Michelle A. Pierre**

Contract Management Supervisor II  
Financial Services Department  
Procurement Programs Division

✉ michelle.pierre@austintexas.gov

☎ (512) 978-1752



**Rosy Arenas**

Program Compliance Coordinator  
Financial Services Department  
Procurement Programs Division

✉ rosa.arenas@austintexas.gov

☎ (512) 974-7022



**Trena Carter**

Program Compliance Coordinator  
Financial Services Department  
Procurement Programs Division

✉ trena.carter@austintexas.gov

☎ (512) 974-7043

# Opening Remarks



## **James Scarboro**

Chief Procurement Officer  
Financial Services Department  
Central Procurement

# **Success Stories & Highlights**

# Trainee Success Story



## Francisco Bocanegra

Supervisor

Pharr Tennis Court Renovation  
Muñiz Concrete & Contracting, Inc.

Trained by JIG Development and  
MDX Safety Training



# Contractor Success Story



**MUÑIZ**  
**CONCRETE & CONTRACTING INC**

**Pharr Tennis Center  
Renovations**

Kevin Muñoz  
Project Manager

# Training Organization Highlight



## **DOL-Registered Construction Craft Laborers Apprenticeship Program & Customizable Pre-Apprentice Training**

- 5 General Contractor Partnerships
- 36 Trainees (16 Apprentices & 20 Pre-Apprentices)
- Over 61,000 Hours of Training



# Program Overview



## Development

- Council Resolution
- Program Intent



## Partnerships

- DOL Training Programs
- Pipeline Organizations



## Reporting

- Initial Training Plan
- Monthly Training Reports



## Way Ahead

- Outreach Initiatives
- Recognition Programs

# Program Requirements

Construction Budget	Trainee Requirement	Trainees must be a Current Enrollee, or Graduate* of a COA-Approved:
\$500K - \$2.5M	2	<ul style="list-style-type: none"> <li>• Pipeline Organization or</li> <li>• DOL-Registered/Approved/Certified Apprenticeship, OJT, or Bilingual Training Program</li> </ul>
Over \$2.5M - \$5M	4	<ul style="list-style-type: none"> <li>• Pipeline Organization or</li> <li>• DOL-Registered/Approved/Certified Apprenticeship, OJT, or Bilingual Training Program</li> </ul>
Over \$5M - \$10M	6	<ul style="list-style-type: none"> <li>• Pipeline Organization or</li> <li>• DOL-Registered/Approved/Certified Apprenticeship, OJT, or Bilingual Training Program</li> </ul>
Over \$10M	15% of Total Workforce	<ul style="list-style-type: none"> <li>• DOL-Registered/Certified Apprenticeship or Bilingual Training Program for <b>Vertical (BC) Projects</b></li> <li>• DOL-Approved/Certified OJT or Bilingual Training Program for <b>Horizontal (HH) Projects</b></li> </ul>

\*Requirements may also be satisfied by workers enrolled in or a graduate of a DOL-Registered/Approved/Certified Training Program

Regardless of estimated construction cost, no more than 50% of trainees can be graduates of a DOL-Registered/Approved/Certified Training Program

# Meeting the Requirements

## For All Projects \$500K and Above

(Only Options for Above \$10M)

- Determine if current employees are enrolled, or a graduate of the following DOL Training Programs:
  - DOL-Registered Apprenticeship Program (for Vertical Projects)
  - DOL-Approved OJT Program (for Horizontal Projects)
  - DOL-Certified Bilingual Training Program (for Vertical and Horizontal Projects)
- Select participants currently enrolled in one of the above programs
- Enroll current employees in one of the above programs

## For \$10M and Below Contracts

- Augmenting current staff with personnel from the Pipeline Organizations
- Upskilling current employees with training provided by the Pipeline Organizations

# Evaluation Criteria

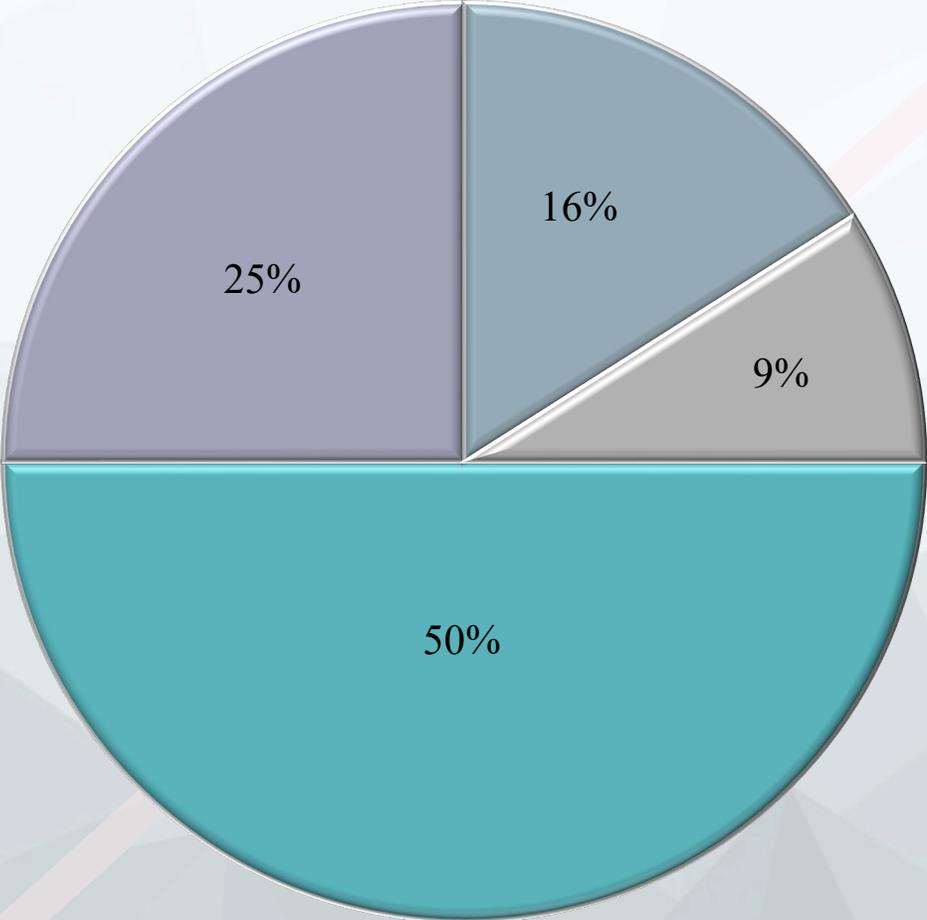
## Chart A as defined in Section 00840

1. Material Cost vs. Labor Cost
2. Scope of Work
3. Schedule of Values (a comprehensive list of work for a particular project)
4. Project Duration and Schedule
5. Unique Aspects of the Project
6. Availability of DOL-Approved/Construction Ready Trainees in Required Trades
7. Workforce determined by number of workers on the project enough days to establish a training program

# Total Trainees to Date

As of 2/2/2023

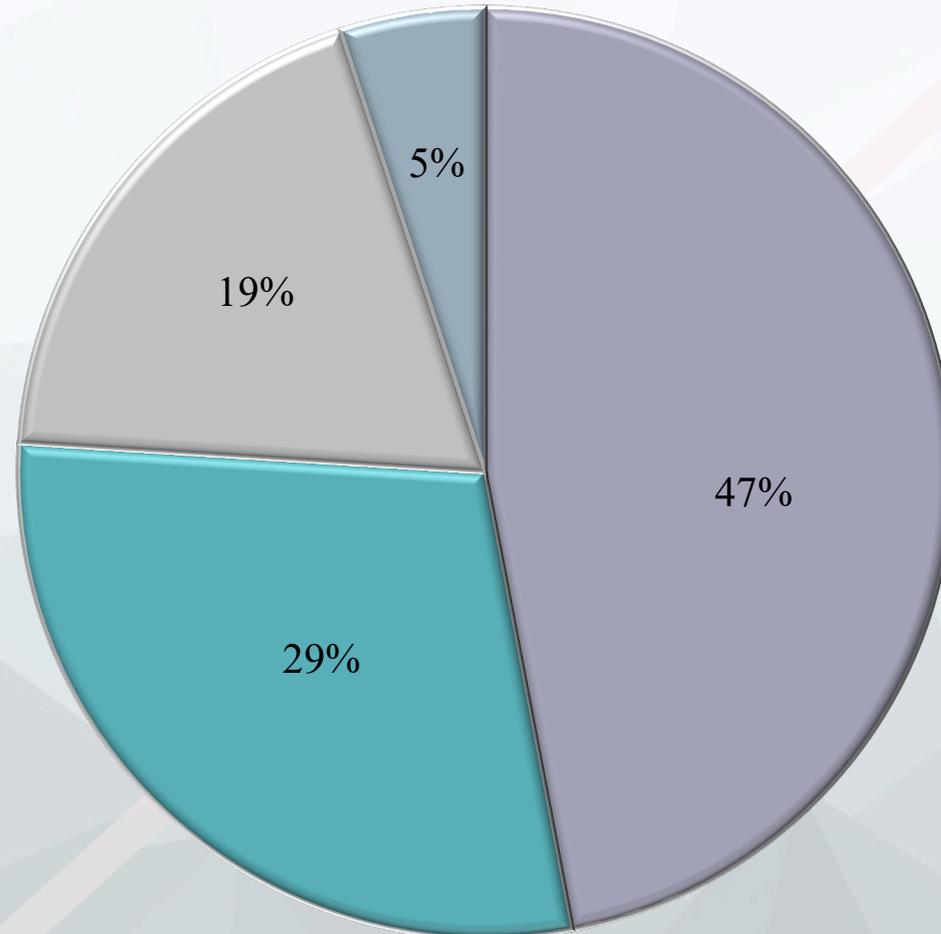
- Pre-Apprentice Trainees  
(99 of 396 or 25%)
- Apprenticeship Programs  
(197 of 396 or 50%)
- OJT Trainees  
(36 of 396 or 9%)
- Graduates  
(64 of 396 or 16%)



# Current Trainees

As of 2/2/2023

- Pre-Apprentice Trainees  
(63 of 133 or 47%)
- Apprenticeship Programs  
(38 of 133 or 29%)
- OJT Trainees  
(25 of 133 or 19%)
- Graduates  
(7 of 133 or 5%)



# CTP Tips



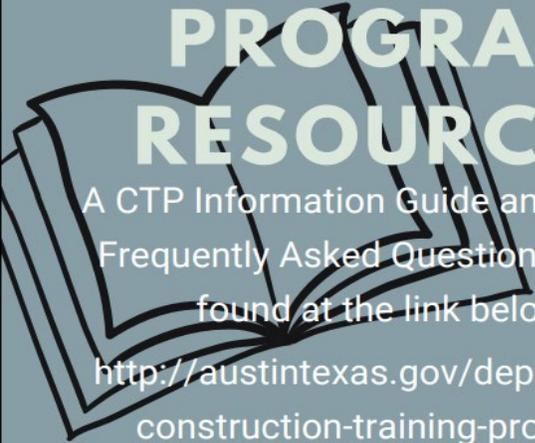
## TRAINING COST

Because the CTP is a contractual requirement, contractors can include the cost associated with the program into their bid/proposal.



## BUILDING PARTNERSHIPS

Establishing a partnership with the approved training organizations early will not only assist with meeting compliance, it will ensure the participants are appropriately trained.



## PROGRAM RESOURCES

A CTP Information Guide and a list of Frequently Asked Questions can be found at the link below:

<http://austintexas.gov/department/construction-training-program>

or by scanning the QR Code



- **Communicate with City Staff Early and Often**

# CTP Benefits

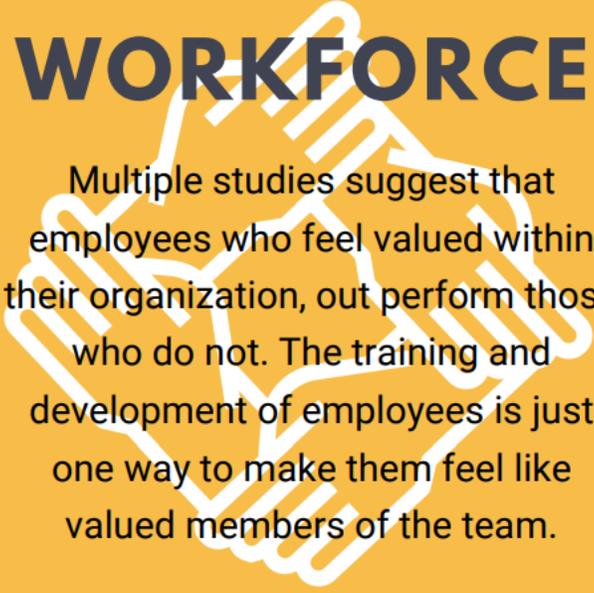
## SKILLED WORKFORCE



Having a skilled workforce improves problem-solving skills, promotes positive work relationships, and enhances an employee's commitment to their company.

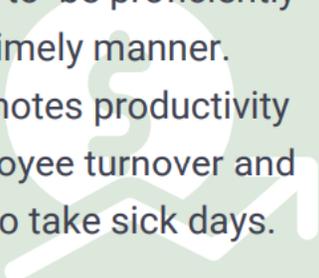


## VALUED WORKFORCE



Multiple studies suggest that employees who feel valued within their organization, out perform those who do not. The training and development of employees is just one way to make them feel like valued members of the team.

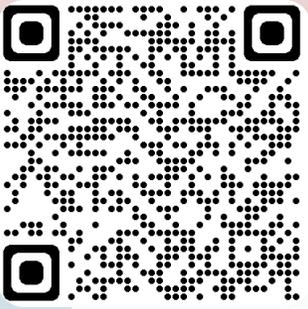
## PRODUCTIVE WORKFORCE



Increased productivity by employees of a skilled workforce improves long-term profitability by lessening errors and allows for tasks to be proficiently completed in a timely manner. Furthermore, it promotes productivity by decreasing employee turnover and the need for them to take sick days.

# **DOL-Registered/Approved/Certified Apprenticeship/OJT/Bilingual Training Programs**

**For all projects with Section 00840 Requirements**



# Associated Builders and Contractors, Central Texas

<http://www.abccentraltexas.org/>

## **Apprenticeship Program** for Above \$10M Contracts

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Enrolls a Contractor's Current Employees in an Open Shop DOL-Registered Apprenticeship Program for Plumbing, Pipefitting, HVAC and Sheet Metal



## **Pipeline Organization** for \$10M and Below Contracts

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- Craft Training
- OSHA 10 and 30
- NCCER CORE
- Blueprint and Construction Document Reading
- Field Safety Technology

## **Crystal Smith**

President and CEO  
(512) 719-5263  
[csmith@abccentraltexas.org](mailto:csmith@abccentraltexas.org)

## **Jennifer Flores**

Director of Education  
(512) 719-5263  
[jflores@abccentraltexas.org](mailto:jflores@abccentraltexas.org)



# Associated General Contractors of Texas

<https://agctx.org>

Registers, Maintains Progress  
Records, and Issues Certificates  
Upon Graduation  
for DOL-Approved OJT Program  
on Heavy & Highway Projects



**Melanie Nickolyn**

Executive Assistant  
(512) 478-4691  
[mnickolyn@agctx.org](mailto:mnickolyn@agctx.org)



# Austin Area Plumbers & Pipefitters JATC

PLUMBERS & PIPEFITTERS  
**LOCAL 286**  
★ CENTRAL TEXAS ★

Connects Contractors with DOL-Registered Apprentices  
Plumbers, Pipefitters, Welders, & HVAC Technicians

Also

Has the Ability to Connect Contractors with  
Pre-Apprentice Employees Through the MC3 Training



**Joe Cooper**

Training Director

(512) 571-7390

[jcooper@local286.org](mailto:jcooper@local286.org)



<https://www.local286.org/>

**Brian Peabody**

Training Coordinator

(512) 585-1024

[bpeabody@local286.org](mailto:bpeabody@local286.org)



# Austin Electrical JATC

<https://austineta.org/>



Connects Contractors with  
DOL-Registered Apprentices  
Commercial & Industrial  
Electricians

## Gabe Flores

Training Director  
(512) 389-3024  
[gabe.flores@austineta.org](mailto:gabe.flores@austineta.org)



# Austin Ironworkers JATC

<http://ironworkers482.org/>

Connects Contractors with  
DOL-Registered Apprenticeship  
Architectural /Ornamental  
and Structural Steel Ironworkers



**Riley Drake**

Apprenticeship Coordinator

(512) 217-1004

[iwlu482appr@gmail.com](mailto:iwlu482appr@gmail.com)



# CENTEX IEC

<https://www.CenTexIEC.com>

## **Apprenticeship Program**

for Above \$10M Contracts

Connects Contractors with Open Shop

DOL-Registered Apprentice

Electrical Contractors for

Commercial and Industrial Projects



INDEPENDENT ELECTRICAL  
CONTRACTORS

## **Pipeline Organization**

for \$10M and Below Contracts

- Connects Contractors with General and Semi-Skilled Construction Trainees to Meet a Company's Near-Term and Long-Term Employment Needs
- Offers Industry Training to a Contractor's Current Employees in the Areas of: First Aid, CPR, and AED, OSHA 10 and OSHA 30

## **Dave Johnson**

Executive Director

(512) 832-1333

[djohnson@cntexiec.com](mailto:djohnson@cntexiec.com)

## **Eric Peralez**

Training Director

(512) 832-1333

[eperalez@cntexiec.com](mailto:eperalez@cntexiec.com)



# Central South Carpenters & Millwrights

[centralsouthtraining.org](http://centralsouthtraining.org)



Connects Contractors with  
DOL-Registered  
General Carpenters  
and Interior systems  
Apprentices



**Justin Adair**

Area Coordinator  
(512) 629-7802

[justin.adair@centralsouthtraining.org](mailto:justin.adair@centralsouthtraining.org)



# I.C.C.S. Academy

<https://iccsacademy.org>



## Apprenticeship/OJT Program for Above \$10M Contracts

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DOL-Registered  
Apprenticeship Program for  
Construction Craft Laborers  
and DOL-Approved OJT  
Program for Heavy &  
Highway Projects

### Zach Johnson

Program Director  
(512) 789-3108  
[zach.johnson@iccsacademy.org](mailto:zach.johnson@iccsacademy.org)

## MBE Certified

- Offers In-Person or Online OSHA 10 & OSHA 30 Training
- Intentionally Recruits Disenfranchised Trainees
- Asynchronous and Tailored Training
- Wraparound and Support Services
- Project Management, Consulting, and Business Development

### Shereena Johnson

Educational Director  
(512) 721-9616  
[shereena.johnson@iccsacademy.org](mailto:shereena.johnson@iccsacademy.org)

## Pipeline Organization for \$10M and Below Contracts

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### Carl Burnside

Director of Wraparound Services  
(512) 713-3883  
[carl.burnside@iccsacademy.org](mailto:carl.burnside@iccsacademy.org)



# IUEC Local 133

<http://iueclocal133.com>



- Connects Contractors with DOL-Registered Apprenticeship Elevator Mechanics
- 4-5 Year Apprenticeship with The National Elevator Industry Education Program (NEIEP)



**Bob Lavin**

Business Representative  
(512) 478-9950  
[union@iueclocal133.com](mailto:union@iueclocal133.com)



# IUPAT District Council 88

<https://iupatdc88.com>



Connects Contractors with  
DOL-Registered Apprentices

- Painters
- Glaziers
- Drywall Finishers
- Floor Layers
- Industrial Coatings Application

**Carlos Martinez**

Business Manager

(415) 802-4007

[cmartinez@iupat.org](mailto:cmartinez@iupat.org)



# Laborers' International Union of North America – Local 1095

<http://liuna1095.org>



**Matt Gonzales**

Business Manager  
(512) 422-6773 or (512) 419-7500  
[matt@liuna1095.org](mailto:matt@liuna1095.org)



Connects Contractors with DOL-Certified  
Bilingual Training Program  
General and Skilled Laborers



# National Association of Building Trades Unions

<http://texasbuildingtrades.org>

- Connects Contractors with Pre-Apprenticeship and DOL-Registered Apprenticeship Trainees in the following Trades:

- Carpenters
- Electricians
- Elevator Constructors
- Insulators
- Ironworkers
- Pipefitters
- Plumbers
- Sheet Metal Workers



**Thomas Kennedy**

Executive Director  
Texas State Building Trades Council  
(512) 497-8121 or (512) 472-4111  
[thomas@texasbuildingtrades.org](mailto:thomas@texasbuildingtrades.org)



# Sheet Metal Workers International Association

<https://smart-union.org/>



Connects Contractors with  
DOL-Registered Apprentice  
Sheet Metal Workers

**Roman Perez Jr.**

Director of Training  
(512) 389-2338 or (512) 954-5215  
[roman@biggerbettersmarter.org](mailto:roman@biggerbettersmarter.org)



# Sprinkler Fitters Local 669 JATC

<https://www.training669.org/>



Connects Contractors with  
DOL-Registered  
Sprinkler Fitter Apprentices

**Jeff Shadrock**

Business Agent, District 26

(210) 485-8234

[jshadrock@icloud.com](mailto:jshadrock@icloud.com)

# **Pipeline Organizations**

**For Projects With Budgets \$10M and Below**



# American Youth Works



<https://americanyouthworks.org>

## YouthBuild Pre-Apprenticeship Program Provides Opportunity Youth:

- Education Opportunities
- Employment Placement
- Career Training
- Full Wrap-Around Services

## Casa Verde Builders

- Green Building Techniques
- Builds Micro-Homes
- Community Service Projects

## Allison Brandt

YouthBuild Employer Engagement Specialist

(512) 375-1294 or (617) 699-5080

[abrandt@americanyouthworks.org](mailto:abrandt@americanyouthworks.org)



# Associated General Contractors Austin Chapter

<https://www.agcaustin.org/>

## Provides Training for a Contractor's current employees in the areas of:

- OSHA 10 & 30
- ASHI First Aid/CPR/AED
- MEWP Operations
- Forklift Operations
- Trench Safety
- Scaffold Safety
- Fall Protection
- Confined Spaces



## **Shiloh Rowe**

Safety Director  
(512) 563-7452  
[shiloh@agcaustin.org](mailto:shiloh@agcaustin.org)

## UTA & OSHA Institute Training

- OSHA 500 & Advanced Courses
- Environmental Training
- Wastewater Training
- HAZCOM

## Additional Information

- Full-Time Safety Director
- Advocacy Support
- Workers Comp
- Bidding Information



# Austin Community College

<https://continue.austincc.edu/>

Conducts fully customized hands-on and on-site Corporate Training for a Contractor's current employees in the areas of:

- HVAC
- Plumbing
- Welding
- Truck Driving
- Safety



**Luis Castillo**

Career & Technical Training Coordinator

(512) 223-7525

[luis.castillo@austincc.edu](mailto:luis.castillo@austincc.edu)



# Austin Safety Council

<https://www.austinsafetycouncil.com/>

Provides custom solutions that prepare the workforce and give industry leaders peace of mind. Safety training courses available through instructor, live online proctoring, and eLearning training in **English and Spanish**. Access to 1,300 courses including:

- OSHA 10 & 30
- Fall Protection
- Trenching & Evacuation
- Confined Space
- Ladder Safety
- CPR/First Aid/AED
- HAZCOM
- Bloodborne Pathogens
- Forklift Safety
- Respiratory Protection



## Sarah Vara

Director of Operations

(512) 975-0906

[sarahvara@austinsafetycouncil.com](mailto:sarahvara@austinsafetycouncil.com)

## Ramon Valverde

Lead Training Instructor

(512) 882-3401

[ramonvalverde@austinsafetycouncil.com](mailto:ramonvalverde@austinsafetycouncil.com)

Services can be conducted on the job site or at ACS's 10k sq ft facility.



# CENTEX Personnel Services

<https://www.centexpersonnel.com/>

**Austin Office:**  
8130 N. Lamar Blvd.



**San Antonio Office:**  
2423 Blanco Rd.

- Specializes in providing workers to jobsites on short notice
  - Keep workers for as little, or as long as needed
- OSHA 10 & OSHA 30 Certification Training Available
  - Offices in Austin and San Antonio
- All workers are local to the markets in which they reside

**Amy Vittonel**

Office Manager

(512) 494-4082

[amy@centexpersonnel.com](mailto:amy@centexpersonnel.com)



# Hired Resources Ltd.

<http://www.hired-resources.com>

- Connects contractors with skilled laborers in multiple trades for vertical and horizontal projects
- Intentionally recruits laborers from the Austin area and then broadens the radius to meet needs
- Ensures laborers are appropriately trained in OSHA 10 and areas specific to the scope of work

**Mike Dyтынshyn**

Operations Manager

(832) 329-8187

[mike.d@hired-resources.com](mailto:mike.d@hired-resources.com)

 Hired Resources



# JJG Development

<https://www.jjgdev.com/>

- Offers Intensive Heavy and Highway Equipment Training for a Company's Current Employees
- Focuses on Worksite Safety, Optimizing Scheduling, and Maximizing Productivity
- Connects Contractors with Employees Trained in Preventative Maintenance, OSHA 10, Blueprint Reading, Estimating, Trenching and Excavation, Surveying, and Material Testing



**Josh Gibbs**

President

(214) 277-9855

[josh@jjgdev.com](mailto:josh@jjgdev.com)



# Laborers' International Union of North America – Local 1095



<http://liuna1095.org>

- We provide our employer partners with an essential resource giving you a competitive edge, a highly trained workforce.
- Utilize a skilled qualified workforce to keep you on schedule and on budget; We provide over 400 modules of DOL registered training with OSHA and ANSI accreditation.
- Simple agreements catered to your job; Ramp up and down as needed; We offer a “*No walkout/No Strike*” clause in our agreements.
- Our members are skilled in concrete placement, tunneling, demolition, confined space, forklift, and more!
- Partner with an organization that has 118 years of experience.



**Matt Gonzales**

Business Manager  
(512) 422-6773 or (512) 419-7500  
[matt@liuna1095.org](mailto:matt@liuna1095.org)



# Lone Star Construction Trades Training

<http://lonestarctt.org/>



- Multi-Trade Pre-Apprenticeship Program
- Connects Contractors with Electrical Trainees
- Offers a multiple hands-on Training Courses
- Plumbing and Solar Training Coming Soon
- OSHA-10 Online Training Opportunities
- Electrical Apprenticeship License Assistance
- Promotes a Diversified Workforce
- Re-entry Friendly

**Rebecca Young**

Director  
(254) 833-7487  
[rebecca@lonestarctt.org](mailto:rebecca@lonestarctt.org)

**Steve Morris**

Program Manager  
(512) 993-0869  
[steve@lonestarctt.org](mailto:steve@lonestarctt.org)



# MDX Safety Training & Consulting Inc.

<https://mdxsafetyinc.com/services>

- Focuses on Upgrading Employee Skills
- Offers Construction Readiness Program
- Provides over 200 Types of Training
- Instruction offered in English and Spanish

**Jose Leos**

General Manager

(979) 575-5999

[jose.leos@mdxsafetyinc.com](mailto:jose.leos@mdxsafetyinc.com)





# National Reinforcing Services

<http://nationalreinforcementsteel.com>



## Sylvia Gallo

Trainer

(512) 262-0183

[admin@nationalrebar.services](mailto:admin@nationalrebar.services)

- Provides On-Site Training to Current Employees
- Classes Include: Basic Blueprint Reading, Safety, Stretch & Flex, Concrete and Rebar Placement
- Connects Concrete Laborers with Contractors



# Skillpoint Alliance

<http://skillpointalliance.org>



## Stephanie Calderon

Partnership Manager  
(512) 923-5938  
[scalderon@skillpointalliance.org](mailto:scalderon@skillpointalliance.org)

## Kevin Brackmeyer

Executive Director  
(956) 245-7801  
[kbrackmeyer@skillpointalliance.org](mailto:kbrackmeyer@skillpointalliance.org)

- A Non-Profit Organization Providing Job Training in Austin Since 1994
- Provides Pre-Apprentice Training in Electrical, HVAC, and Plumbing
- Training is Fast and Free for Students
- Courses are Between 4-6 Weeks
- Applies a Rigorous Application Process



PLUMBERS & PIPEFITTERS  
**LOCAL 286**  
★ CENTRAL TEXAS ★



# Thank You to Our Training Organizations!



# Special Thank You!

- James Scarboro
- Melissa Pool
- Bettina Garcia
- Rosy Arenas
- Trena Carter
- Ramona Finos
- Alejandro Foubelo
- Durrell McDaniel
- Steven Moore
- Lynn Rich
- Gracie Sanchez
- Adriana Ybarra

**Thank you for the  
privilege of your time.**

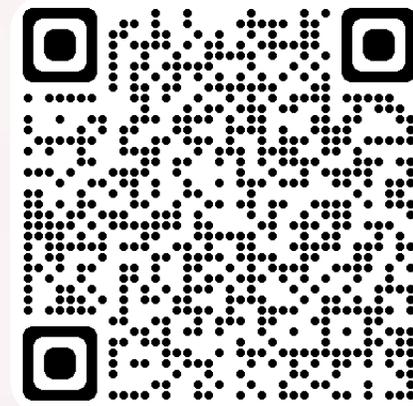
**Michelle A. Pierre**

**City of Austin, Financial Services Department  
Procurement Programs Division  
Contract Management Supervisor II**



 michelle.pierre@austintexas.com

 (808) 594-6375



## **Newly Added CTP Information & Resources**

- **Training Organization Contact Lists**
- **CTP Information Guide**
- **CTP Frequently Asked Questions**
- **CTP Compliance Tips & Benefits**
- **CTP Spotlight**
- **Updated Fillable Forms**
- **Virtual Event Videos & Slides**

<http://austintexas.gov/department/construction-training-program>