

CPWR ECWTP Evaluation Process: Multiple Stakeholder Approach to Assess Effectiveness and Impact Across Four Communities

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CPWR ECWTP

- Apprenticeship Readiness Program
- Programs in Four Cities:
 - Boston, MA
 - East Palo Alto, CA
 - Flint, MI
 - New Orleans, LA



Performance Statistics

Program Years 2015-2019 (Pre-Pandemic):

- 661 applicants for 225 seats
- 233 enrollees
- 225 graduates
- 193 job placements (83%)
- Average hourly wage: \$18.08

Program Year 2020 (Pandemic Year 1):

- 129 applicants for 75 seats
- 56 enrollees
- 21 graduates
- 14 job placements (25%)
- Average hourly wage: \$19.16

Program Year 2021 (Pandemic Year 2):

- 244 applicants for 63 seats
- 74 enrollees
- 66 graduates
- 49 job placements (64%)
- Average hourly wage: \$19.71

Changed Lives



Emily W. - 2016 Flint Grad

Single mother, underemployed at program entry

Now works as member of BAC Local 2

Recently purchased first home for her and her children

"I don't have a job, instead I have a career."



Anthony J. - 2016 Flint Grad

Gulf War veteran, underemployed at program entry

Works as member of UA Local 370

Removed/replaced residential water supply lines and worked on the new Genesee County Water Treatment Plant in response to the Flint water crises.



Ian P. - 2013 East Palo Alto Grad

Single father, ex-felon and unemployed at program entry

Making over \$47/hour as a journeyman with IUOE Local 3

Recently purchased first home for he and his daughter



Tim S - 2007 St. Paul Grad

Entered program unemployed with 2 young sons and no vocational experience

Upon graduation entered OPCMIA Local 633 where he now serves as Business Agent.

On the value of the safety training he received, *"I'm grateful for the career but safety training is what keeps you in the career"*



Focused Approach Based on Local Needs

Boston – Outreach to Women

- Since 2011, 42% of Building Pathways' students have been female
- Nationally, less than 3% of women make up the construction workforce. In MA, there has been an increase to 10.3% women in union apprenticeships. Building Pathways goal is 50%.

East Palo Alto – Hiring Agreements and Ex-offender Outreach

- First source hiring agreement with Facebook
- Project Labor Agreement with San Francisco PUC
- Relationship with San Mateo County Sherriff's Office

Flint – Policy Impact

- Direct Interview language adopted in state apprenticeship standards
- Michigan HB 4040 recognizes Apprenticeship Readiness Programs and Registered Apprenticeships as an Eligible Training Provider
- Adoption of NABTU Multi-Craft Core Curriculum (MC3) into vocation ed programs in the public high school system

New Orleans – Registered Pre-apprenticeship

- Program graduates are guaranteed entry into the local Carpenters Apprenticeship upon successful completion of the ECWTP

General Purpose of Evaluation Process

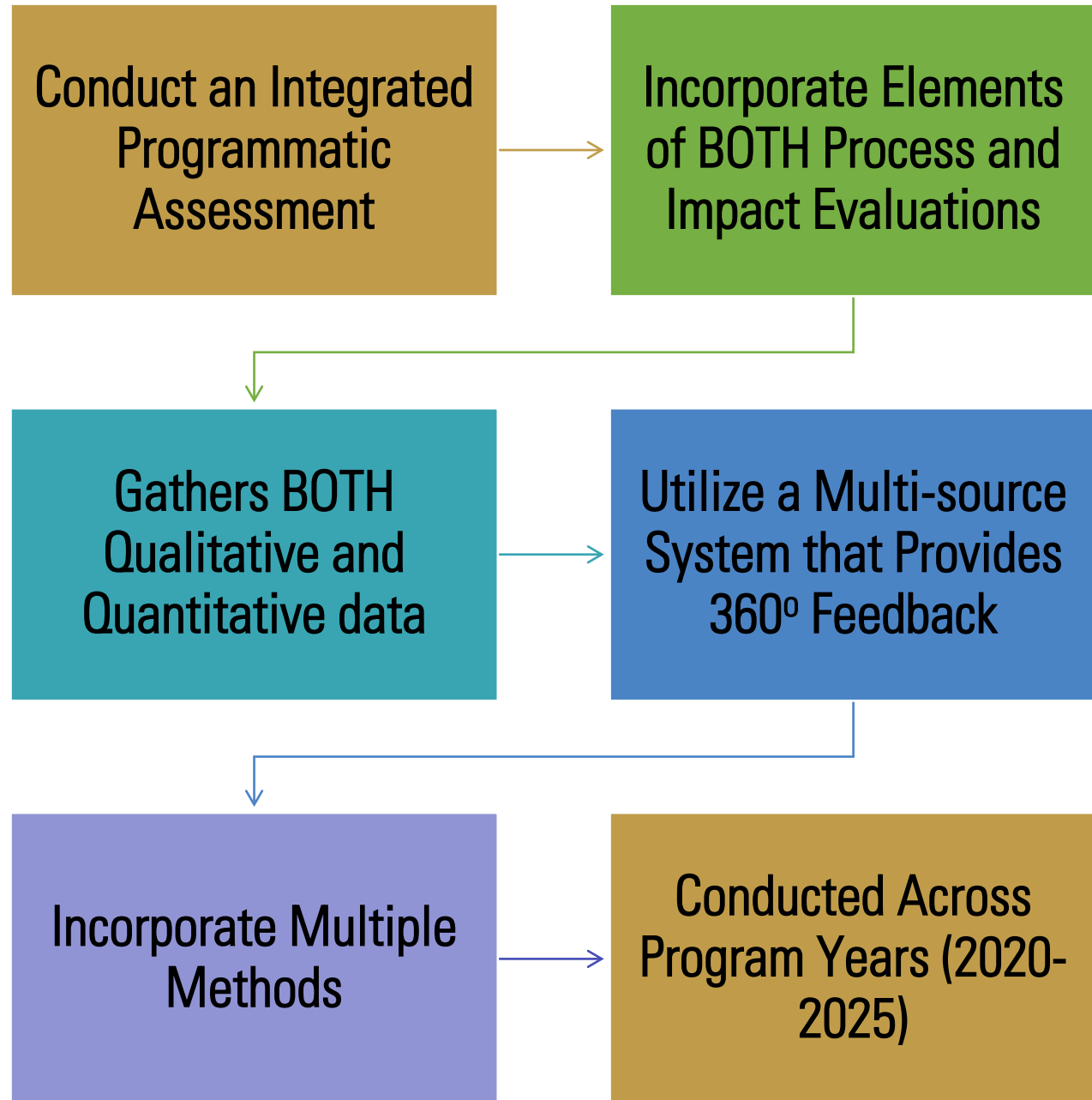
Evaluate the ECWT Programs effectiveness in meeting the five NIEHS worker training criteria

Evaluate the ECWT Program Impact on Students, Community, and Field of Environmental Work

Results provide Best Practices and General Recommendations for Continuous Quality Improvement

Results provide evidence of ECWT Program Impact on Vulnerable/Disadvantaged Workers and Communities

Evaluation Objectives



Evaluating NIEHS Training Criteria

Recruiting/Selecting/Enrolling

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graph TD; A[Recruiting/Selecting/Enrolling] --> B[Training]; B --> C[Retention/Graduation]; C --> D[Formal Arrangements/Placement]; D --> E[Tracking];
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Training

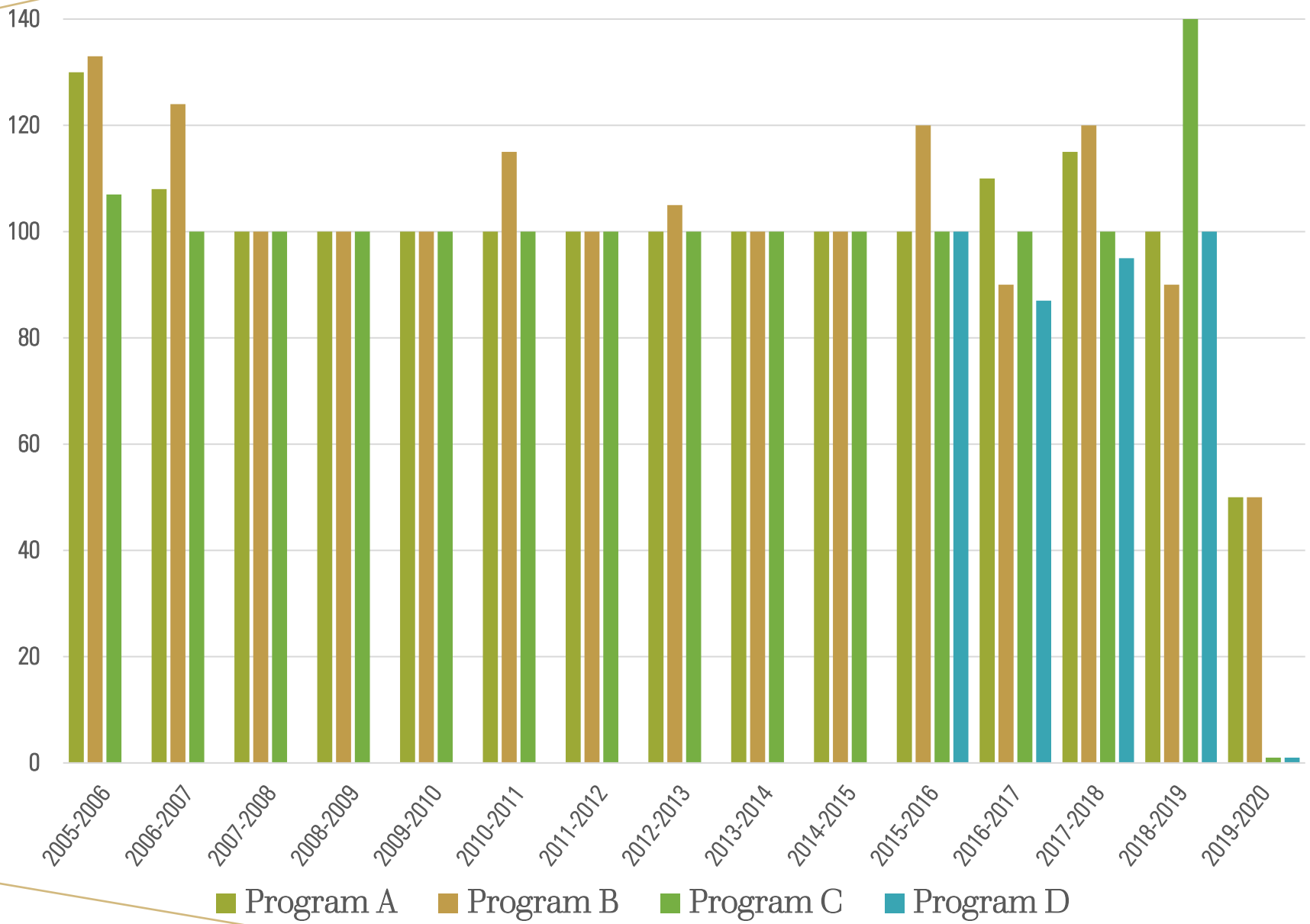
Retention/Graduation

Formal Arrangements/Placement

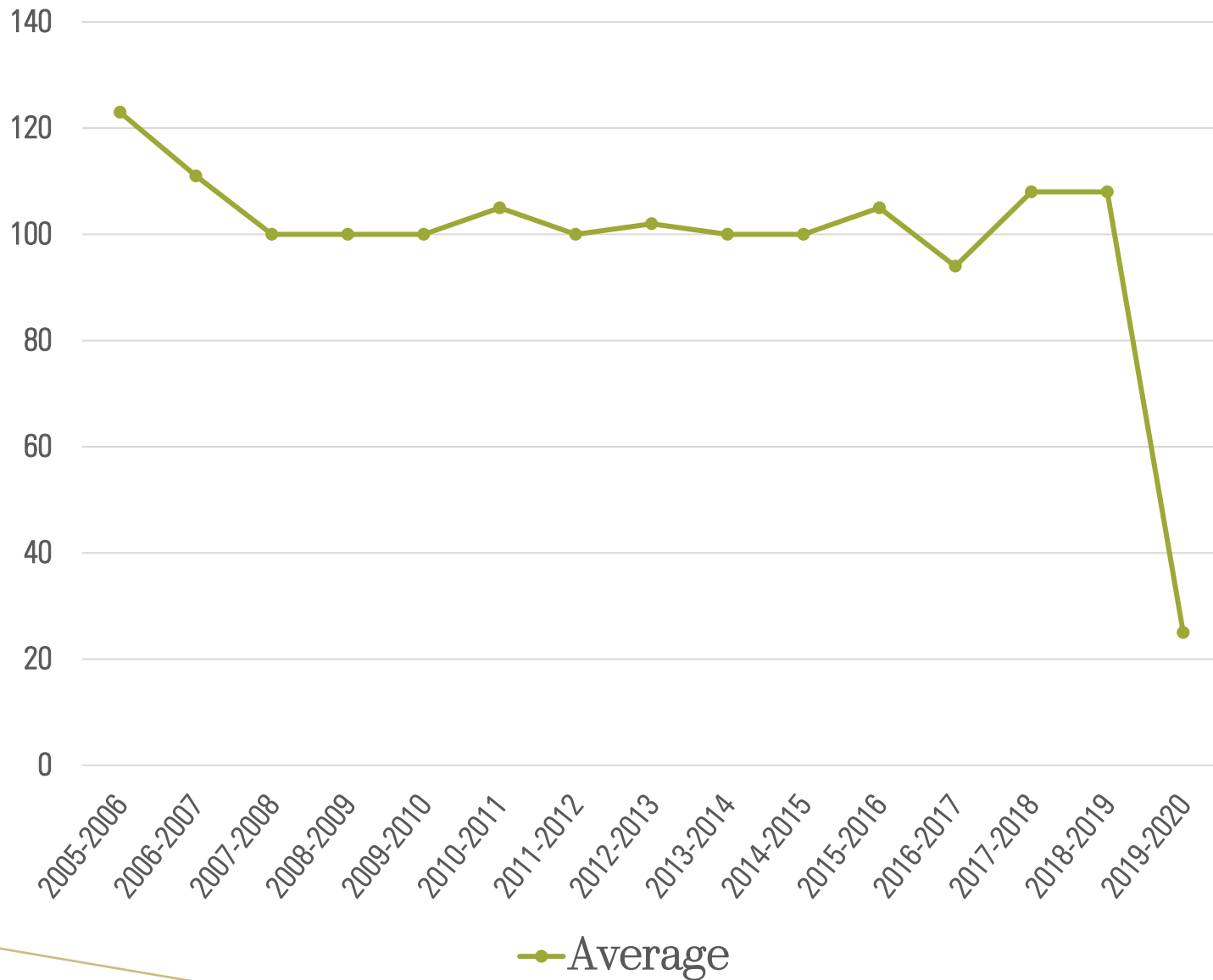
Tracking

Program Year 2020 - 2021			
	Number Trained		% Goal
Program	Goal	Actual	Attained
Program A	20	20	100%

Training Goal
Attained

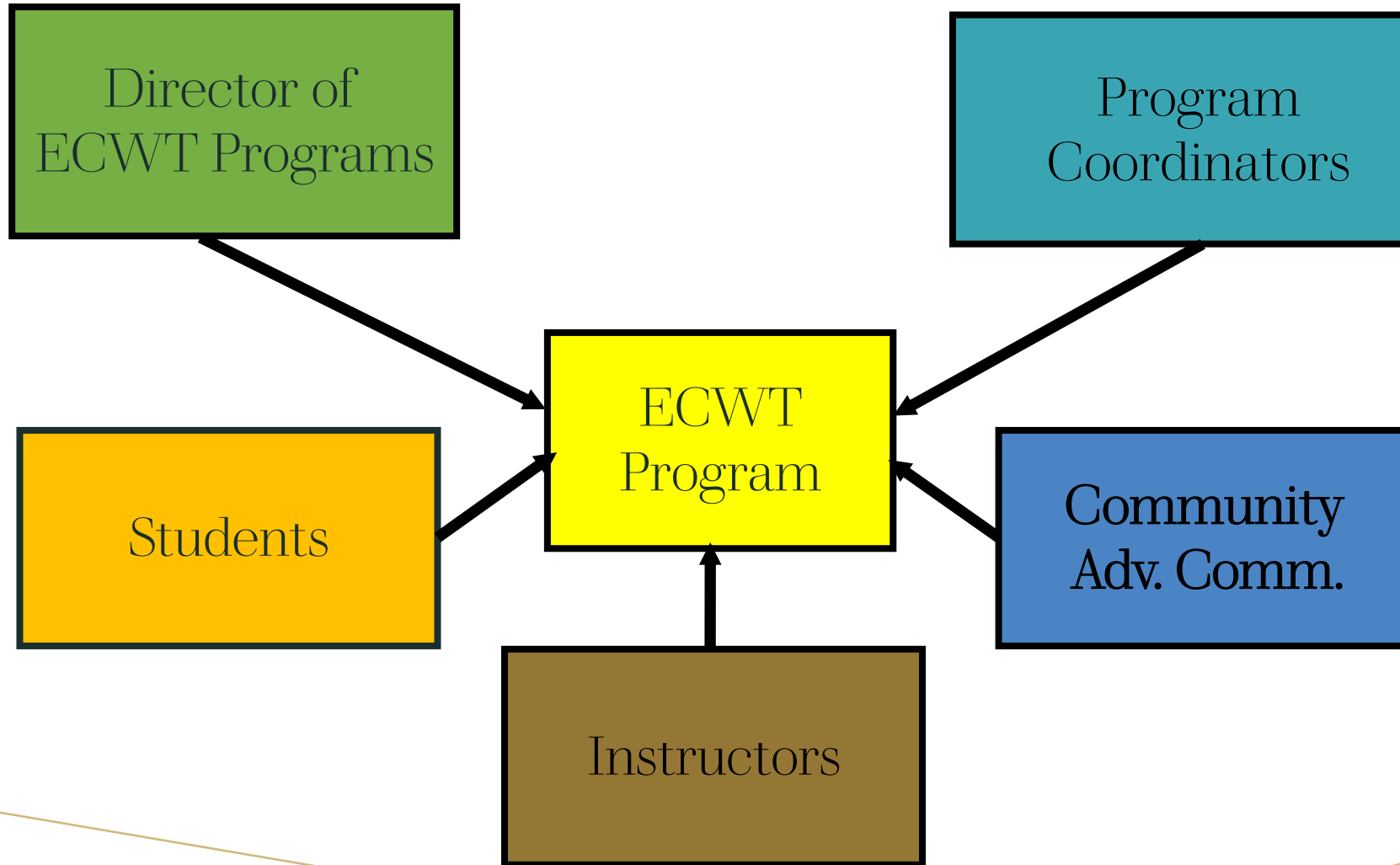


Percentage
Training
Goal
Attained



Average
ECWTP
Training Goal
Attainment
Across Years

Sources for 360° Evaluation



Overall Effectiveness

Students

Communities

Field of Environmental Work

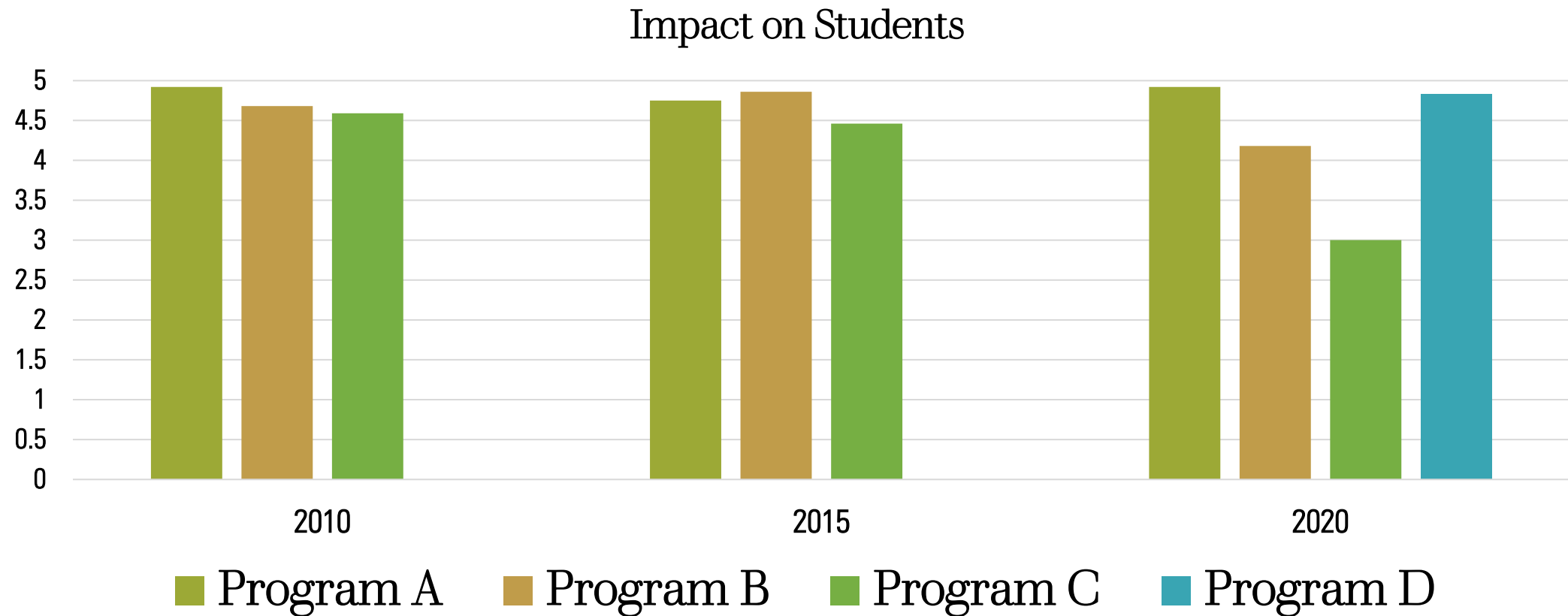
Evaluating
Overall
Effectiveness
and Impact

Ratings of Impact on Students

Program	Prog. Coord.	Director ECWTP	Instructors	Comm. Adv. Comm.	Students	Overall Mean
Program A	5.00	5.00	5.00	4.67	4.33	4.80
Program B	5.00	4.00	5.00	4.50	4.92	4.68
Program C	5.00	5.00	3.60	4.33	5.00	4.59

1 – No Influence to 5 – Strongly Influenced

Average Ratings Across Stakeholders



Best Principles Across Sources

Strategy Identified	Why Effective?	Source
<p>Life Skills/Essential Skills: Training related to general life skills (i.e., personal and work-related issues)</p>	<p>Develops coping skills and promotes effective performance in training, on the job, and in the home; promotes resiliency and empowerment</p>	<p>Dir. ECWTP; Program Coor.; Adv. Comm.; Instructors; Students</p>
<p>Hands-on: Training involving work simulation and ability to “do” rather than simply reading about a topic</p>	<p>Allows students to learn by doing, using real world learning experiences; typically involves behavioral modeling, practice, and feedback of results</p>	<p>Dir. ECWTP; Program Coor.; Adv. Comm.; Instructors; Students</p>
<p>Student Support Services: Support from program staff, students, and instructors</p>	<p>Helps students overcome various personal and work-related obstacles and learn to work well with others</p>	<p>Dir. ECWTP; Program Coor.; Adv. Comm.; Instructors; Students</p>

Community Advisory Committee Members

Most Significant Contributions of ECWTP to Graduates, Community, and Field of Environmental Work

- They teach personal skills giving **students** the tools to be self-sufficient and **contribute to society** instead of being a possible drain on it. (East Palo Alto)
- This program gives **class participants** a confidence that they can have a great career with good wages. The **community benefits** because individuals are going to work. Many of the **students** provide testimonials, to others in the community, about how much the program helped them start their career. The **field of environmental work benefits** because class participants graduate with the necessary skills to go straight to work. (Flint)
- For **graduates**, the program provides knowledge and proper training. For the **community**, the program provides knowing that the work is being done by competent workers. For the **environmental contractors**, the program provides a pool of potential workers who are trained. (New Orleans)



Future Considerations

- Results provide evidence of the ECWTP effectiveness and impact on **vulnerable workers from disadvantaged and underserved communities**
- Convergence of **program effectiveness and impact** across multiple sources and multiple sites
- Emphasis on **career development** and **empowerment** of program graduates and the communities in which they live and work
- Incorporating **relational measures** including social networking among program graduates; networking among partners and community advisory committee members
- Including measures that **capture broader health and safety benefits** (e.g., worker well-being; total worker health)
- Include measures that **capture value to the community and field of environmental work** (e.g., benefits/impact in mid-range and long-term)



Questions?

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