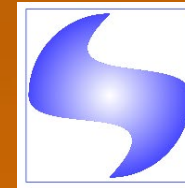


# Evaluating the Benefits of the NIEHS Environmental Career Worker Training Program



Atlantic Center for Occupational  
Health and Safety Training

## BuildingWorks Pre-Apprenticeship Training NYC District Council of Carpenters

Joan Staunton

NY District Council of Carpenters

Mitchel Rosen

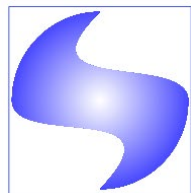


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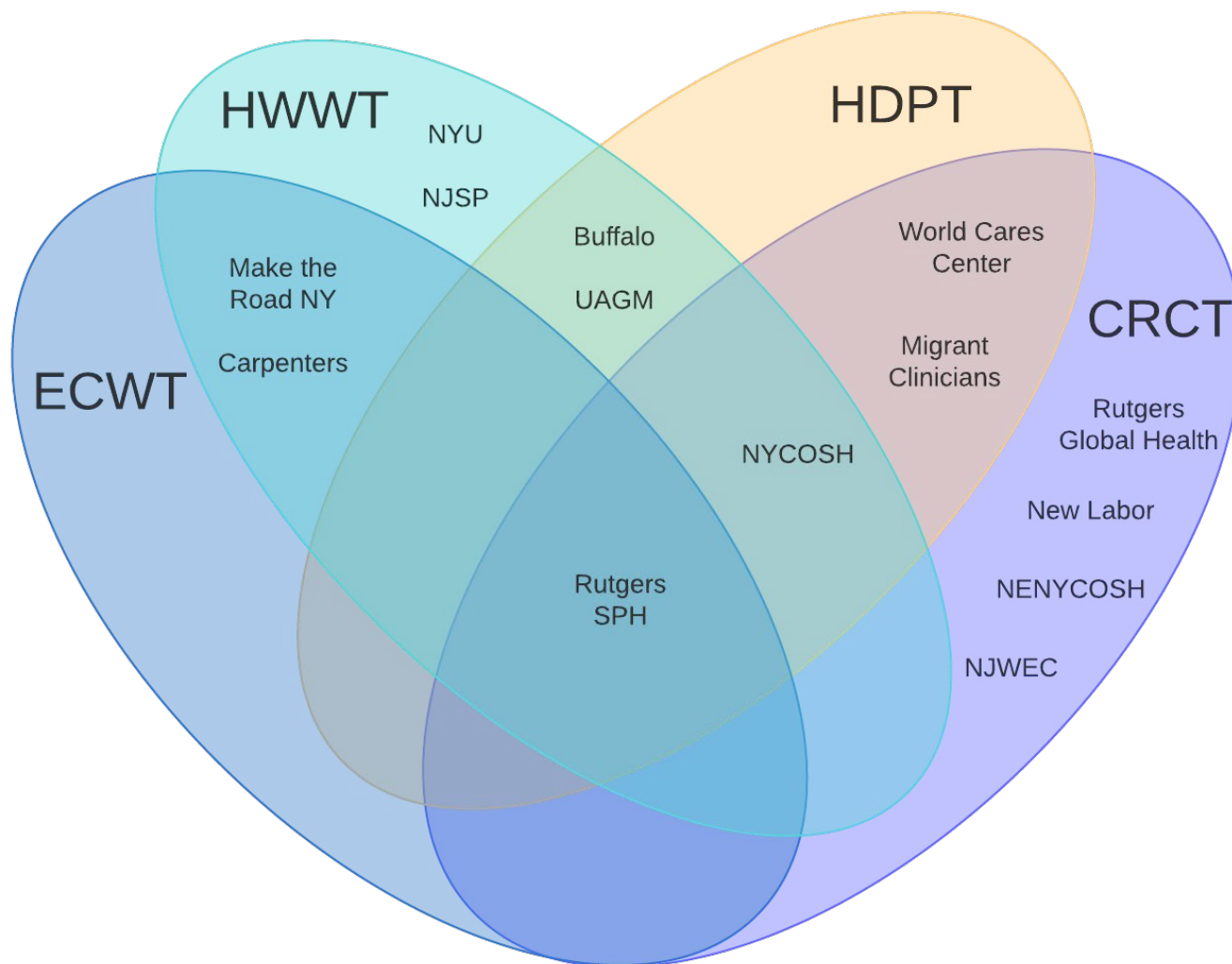
School of Public Health



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The content is solely the responsibility of the authors and does not necessarily represent the official views of the National Institutes of Health.



## Atlantic Center for Occupational Health and Safety Training



### Academic Partners

Rutgers SPH  
New York University  
University at Buffalo  
Universidad Ana G. Mendez  
Rutgers Global Health Institute

### Labor/Community Partners

Make the Road NY  
Migrant Clinicians Network  
NENYCOSH  
New Labor  
NJWEC  
NYC Carpenters  
NYCOSH  
World Cares Center

### State Agency Partner

NJ State Police



# ECWT Program Aims



Atlantic Center for Occupational  
Health and Safety Training

1

Address long-term  
unemployment and  
underemployment in  
NYC

2

Reduce health  
disparities experienced  
by disadvantaged  
communities, especially  
low-income people of  
color and immigrant  
workers

3

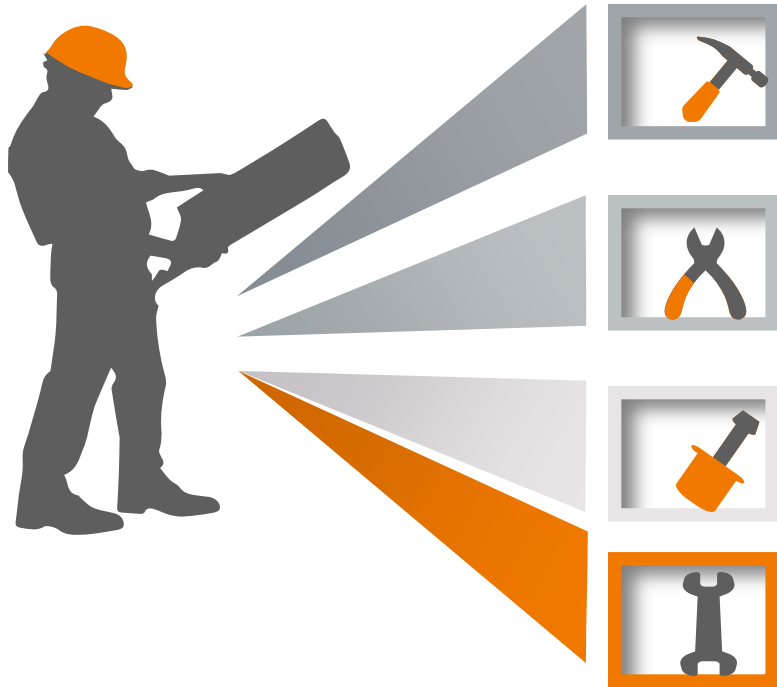
Train individuals from  
low-income areas for  
environmental careers

4

Place at least 80% in  
meaningful and well-  
paying jobs as  
unionized apprentices  
or community health  
workers



# ECWPT - BuildingWorks Pre-Apprenticeship Training



Pre-Apprenticeship trainees for the  
NYC District Council of Carpenters Apprenticeship

Training operates at the Carpenters Training Center

5 weeks of preparatory training

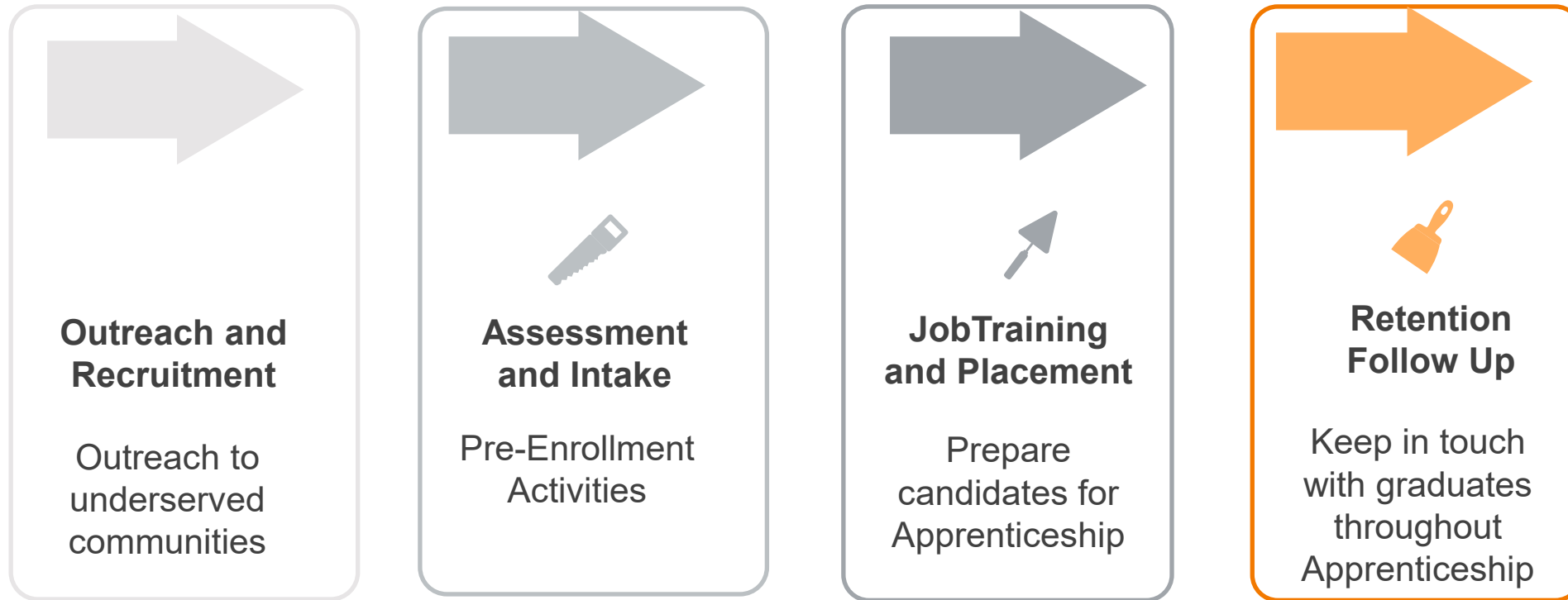
NYS Dept. of Labor Direct Entry program

Trainees referred to Carpenter Apprenticeship after  
completing the 5-week training

Successful graduates complete 4-Year Carpenter  
Apprentice program leading to career as Union Carpenter



# Program Components



**Evaluation**



# Outreach and Recruitment

- Community Organizations
- City Agencies
- Career/Technical High Schools
- Union Representatives

## Evaluation metrics:

Number of applicants

Enrollments

Completion and placement rates

## Improvements:

Changed focus of the message to long-term benefits of a career as union carpenter

## Since making changes:

We receive fewer applications for each training. Maintain 80% completion and placement rate.



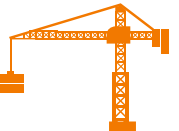
# Revised Outreach Materials



- Career as a Union Carpenter starting with a 4-year apprenticeship
- You will work, train on the job, and attend classes
- Work on job sites throughout the 5 boroughs and vicinity



- Sites include bridges, tunnels, high rise buildings
- Pay increases as you advance in the apprenticeship
- Comprehensive benefits package



# Assessment and Intake

## Pre-Enrollment Activities

- Comprehensive Application Form
- Information Session / Webinar
- Online basic skills test
- Personal Interview

### Evaluation Criteria:

Look for candidates that are most likely to complete the Apprenticeship  
Genuine interest in a career as a union carpenter

### Improvements:

Replaced group “try-out” with individual interviews  
Replaced 4-hour written basic skills test with a 1-hour online test  
Eliminated required “passing” score on the basic skills test

### Since making changes:

More manageable intake process. Maintain 80% completion and placement rate.





# Revised Screening Tool

## Evaluating Applicants

### Interview Evaluation – what we look for

#### **Career Commitment**

*Likelihood of completing the apprenticeship*

#### **Initiative**

*Have they been pro-active about finding work and about their career*

#### **Aptitude / Progression**

*Have they demonstrated ability to gain skills or received promotions*

#### **Work Ethic / Integrity**

*Have they worked a lot, worked hard, followed the rules*

#### **Authenticity**

*Do they give genuine, sincere answers*

# Job Training and Placement

- 5 Week Training
- Includes 40 hours of site safety training
- Required safety certifications needed for worksites in NYC

## Evaluation Metrics:

Placement rates

Retention in apprenticeship

## Improvements:

Significantly reduced length of the training

Offering more training sessions at higher frequency

## Since making changes:

More easily accommodate employer need for new apprentices

Shorter waiting periods between training and beginning apprenticeship

Trainees are able to begin work as a carpenter immediately

# Revised 5 Week Training Curriculum

## **Worker Health and Safety**

Drug & Alcohol Addiction Awareness  
OSHA 30  
Scaffold Safety  
Fall Protection  
Site Safety Training Certification

## **Intro to Apprenticeship**

Trade Unionism  
History of Labor Unions



## **Environmental**

Environmental Literacy  
Environmental Justice

## **Life Skills**

Math for the Trades  
Workplace Diversity  
Conflict Resolution

Feedback from trainees help inform what components remain in the training.



# Retention and Follow up

- Conduct Long-term follow up with trainees
- Database
- Electronic surveys
- Paystub collection

## Evaluation Metrics:

- Wages / Pay increases
- Apprenticeship advancement
- Anecdotes and photos

## Improvements:

Able to measure long term impact

# Evaluation Results – Measuring Long-Term Impact

*Results from recent financial survey of graduates working as Carpenters for 5 years or more*

## Pre Program

**\$14,500**

Average income for applicants who were working.

- 94% minority
- 50% unemployed
- 25% receiving SNAP, TANF, UI
- 13% living in public housing
- 5% living in shelter or transitional housing

**5 years later**

## Long-Term Outcomes

**\$96,800**

Average base pay for those working 5 years after program.

- 78% active union members
- 77% earn over \$50,000
- 24% earn over \$100,000
- 30% own homes
- 30% are debt free

**Pre Program**



# Data Collected at Intake

## Pre Program

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**Pre Program**





# Data Collected at Intake

*We include these two multiple choice questions on our Intake form.*

## Household Income (Check any that apply)

- ✓ Social Security / Disability
- ✓ Medicaid / Medicare
- ✓ Food Stamps / SNAP
- ✓ Back to Work / WEP
- ✓ TANF / WIC
- ✓ Unemployment
- ✓ Not receiving public assistance



## Household Type (Check any that apply)

- ✓ Public Housing
- ✓ Rent
- ✓ Own
- ✓ Shelter
- ✓ Group Home
- ✓ Transitional
- ✓ Temporary



# Data Collected at Intake

## Previous wage data / Individual Income

- Look for individual income for the 12 months prior to enrollment
- Avoid asking for an annual salary from last job
- Find out how long they worked and typical number of hours a week

We use the following calculation:

$$\begin{array}{c} \text{Hourly wage at last job} \\ \times \\ \text{Hours worked per week} \\ \times \\ \text{Number of weeks worked in the last 12 months} \\ = \\ \text{Actual income earned} \end{array}$$



# Long-Term Impact

## Pre-Program

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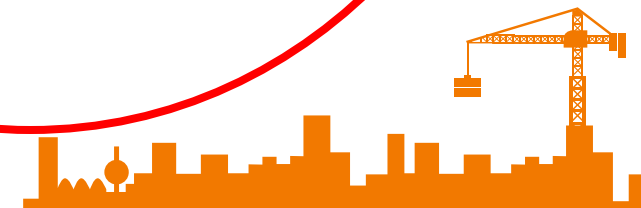
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# Long-Term Impact

## Paystub Collection

Data collected from Paystub:

- Pay Period Dates
- Hourly Rate
- Number of hours
- Overtime Hours

ABC Company 51-2322286  
123 Main Street,  
Anytown, NY 10000.

Earnings Statement  
Stub Number: 245

Employee Info			SSN	Pay Schedule	Pay Period	Pay Date	
John Smith (Emp.ID: ST5001) 102 Main Street, Anytown, NY 10000.			XXX-XX-7889	Weekly	Feb 19, 2020 to Feb 25, 2020	Feb 26, 2020	
Earnings	Rate	Hours	Total	YTD	Taxes / Deductions	Current	YTD
Regular Earnings	\$10.00	40 hrs	\$400.00	\$400.00	Federal Withholding	\$44.50	\$400.50
					FICA - Social Security	\$24.80	\$223.20
					FICA - Medicare	\$5.80	\$52.20
					State Withholding	\$20.00	\$180.00
					Employer Taxes		
					FUTA	\$24.80	\$223.20
				SUTA	\$44.50	\$400.50	
YTD Gross	YTD Taxes / Deductions		YTD Net Pay		Gross	Taxes / Deductions	Net Pay
\$3,600.00	\$855.90		\$2,744.10		\$495.00	\$410.00	\$744.10

- Target trainees approaching a retention milestone
- Collect in person or by email
- Offer incentives

## Electronic Surveys

Using our database, target specific segments of participants, such as those who completed the program more than 5 years ago.

### SurveyMonkey Paradigm Belonging and Inclusion Template

1. I feel like I belong at my company.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

- Multiple choice
- Include open-ended comments optional
- Limit to 10 questions



# Long-Term Impact – Apprenticeship Retention

Using information collected from participants, and verifying with UBC database, we keep track of each graduate's progress in the apprenticeship.





# Evaluation Tools

## Database

- “Outcomes” – Pass Tech
- Web-based / multi-user program
- Tracks job retention and wage gain
- Customizable fields and reports

<https://www.outcomes.ws/index.html>

## Electronic Survey

- Survey Monkey
- Online survey tool
- Surveys and tests

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





# CONTACT INFORMATION

*Please do not hesitate to contact us with any questions*



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