

Local Hire Update

April 26, 2021

Item d(4)

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Recommendation

- Accept and provide feedback on the report regarding local worker participation on City of San Jose Public Works projects
- The City Council has re-prioritized this item from the 2020-2021 City Council Policy Priority #1 to City Roadmap Backlog #4

Background

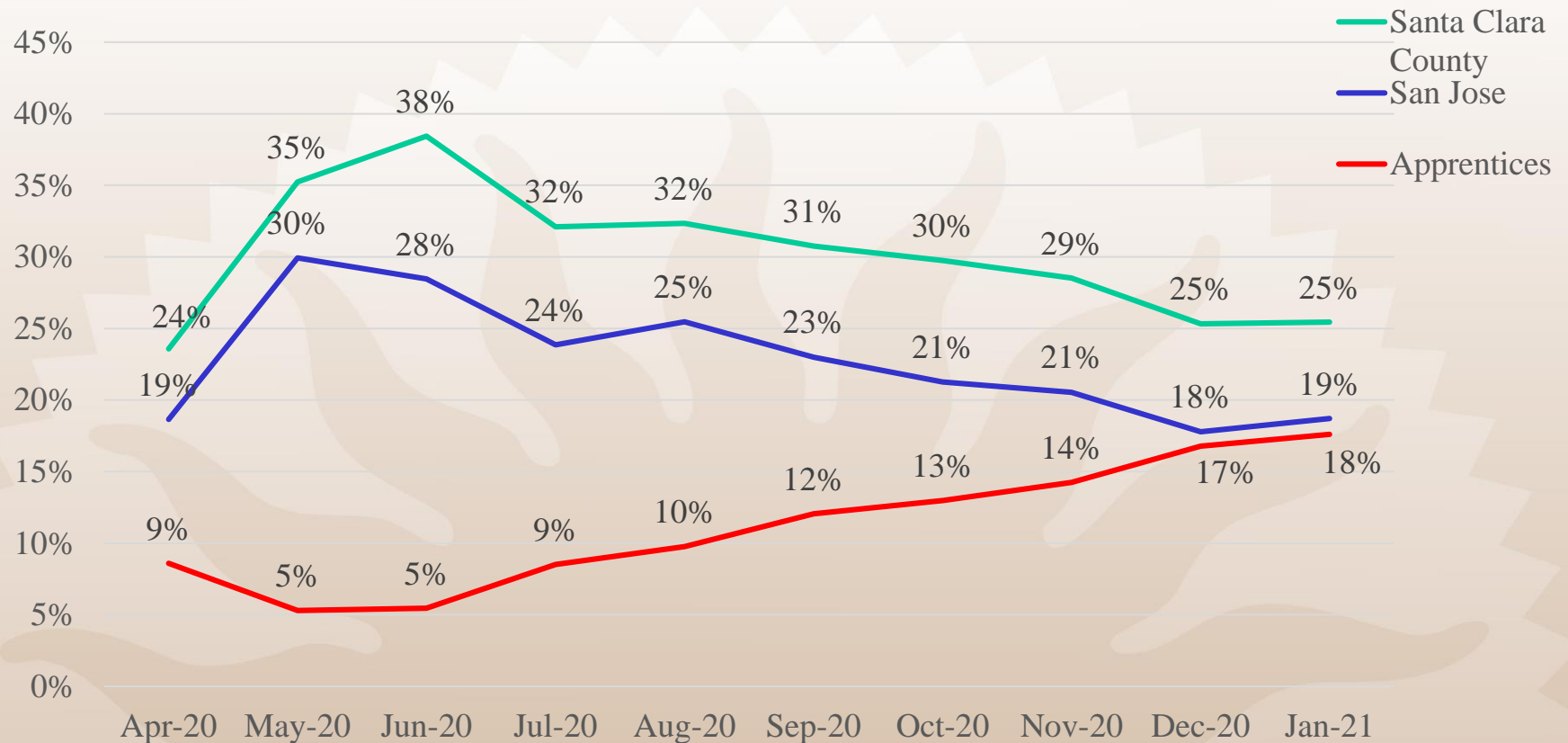
- Previously Council Priority - Local Hiring /Local Business/ Apprentice Utilization Program
- On March 28, 2019- Citywide Project Labor Agreement (PLA) executed with Santa Clara/San Benito Counties Building Trades Council
- October 8, 2019- City Council approved Public Works Contracting Program

Analysis

- Data Collection (Dec 2019- Jan 2021)
 - Staff assembled dataset containing ZIP code information on Public Works construction projects
 - Geographic distribution of project work hours, apprentice utilization across trades and project types

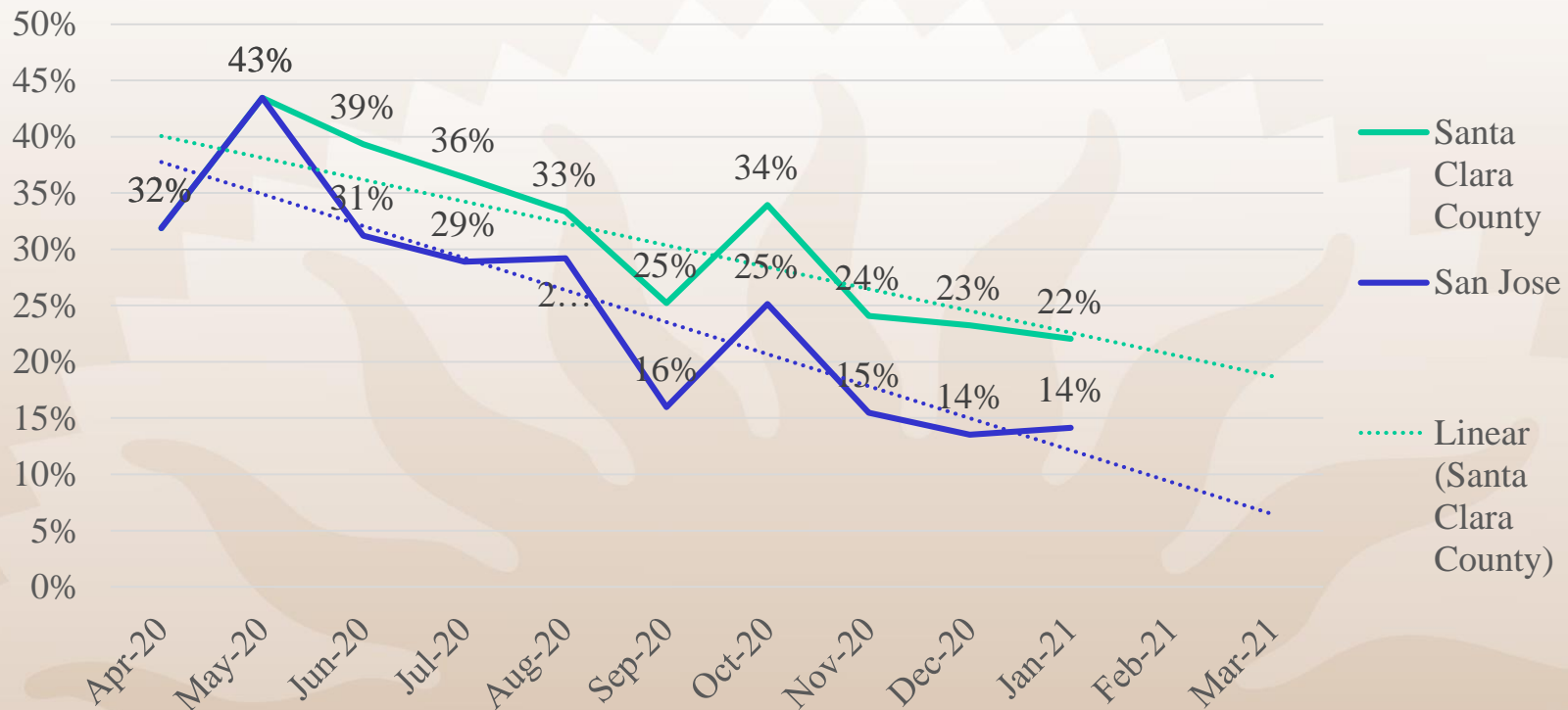
Findings

- ✓ Ratio of 'Local' workers (Santa Clara County) hovers around 30%;



Findings Cont.

✓ Apprentice Utilization Falling



Local Ratios

- Continue to track local worker ratios and local apprenticeship ratios annually with respect to 30% project hour participation goal
- Assess whether a 30% goal represents a healthy equilibrium state for our local context

Apprentice Hours

- Seek opportunities to partner with local pre-apprentice programs to increase the opportunities for local workers to receive apprenticeships and other work opportunities

Conclusion

- Local hour ratios closely match the percentage-goals of San Francisco and Los Angeles County
- Local *apprentice* ratios could be improved
- Staff will continue to monitor local worker and apprenticeship ratios
- The City will continue to partner with local apprenticeship organizations to identify opportunities to continue and/or enhance relevant programs.

Q&A / Discussion