

Fort Ord Reuse Authority
Workforce Development Training Policy

(approved by the FORA Board of Directors on 10/14/05)

Section 1: A trained construction trades workforce is vital for the redevelopment of the former Fort Ord and the economic health of the affected communities. The Fort Ord Reuse Authority encourages its member jurisdictions to adopt and implement the terms of this policy.

Section 2: Public or private entities contracting with FORA for the development of property at the former Fort Ord shall employ or cause to be employed registered apprentices in State approved apprenticeship programs established in California Labor Code Division 3 Chapter 4, commencing with section 3070.

Section 3: Apprentices, indentured under this Workforce Development Training Policy, shall be paid not less than the rate determined in the FORA Master Resolution, Chapter 3, Article 3.03.090. The number of apprentice work hours is determined by California Labor Code 1777.5.

Section 4: Eighty-five percent (85%) of the apprentices indentured under this Workforce Development Training Policy must reside in the Counties of Santa Cruz, San Benito and Monterey, as provided in FORA's enabling legislation and defined in the FORA Master Resolution, Chapter 3, Article 3.01.020. Exemptions to this requirement may be granted under FORA Master Resolution, Chapter 3, Article 3.03.040 (c).

Section 5: Graduates of the following programs are eligible for apprenticeship:

1. Monterey County Workforce Investment Board Pre-Apprenticeship;
2. Mission Trails Regional Occupation Program – Construction; and
3. Construction Programs in regional educational institutions in Monterey, San Benito, and Santa Cruz Counties.

The number of hours worked by apprentice graduates from these programs may not be less than twenty-five percent (25%) of the total apprentice hours worked on any single project. Contractors performing work on projects on land transferred from FORA must comply with this policy. A waiver may be granted by the Executive Officer if a contractor demonstrates undue hardship or that insufficient qualified apprentice graduates are available for employment. Submission of requests for waivers must be in writing and sent to the FORA Executive Officer.

Section 6: FORA shall keep a list of graduate apprentices compiled from names supplied by the programs identified in section 5.

- 6.1 FORA must make the list available to employers and the public.
- 6.2 Employers may recruit apprentices from the training programs.
- 6.3 Employers must report apprentice employment to FORA in a form established by its Executive Officer.
- 6.4 FORA's Executive Officer may report to the FORA Board on not less than bi-annually on this Policy.

Section 7: If the Executive Officer determines that construction activity no longer supports this Policy, the Executive Officer may recommend that the FORA Board discontinue this Policy.