



CAREER

TECHNICAL EDUCATION

CTE Overview | Proposed Contract Extension



Community Corrections Partnership
Executive Committee Presentation

CTE PROGRAM OVERVIEW

The **goal** of the Career Technical Education (CTE) program is to provide clients with high quality career/vocational training that leads to credentials, licenses and or educational certificates **AND** to support clients in obtaining and retaining sustainable employment in high skill, high wage, and/or high demand career fields.



CONTRACT TERM

START DATE: OCTOBER 22, 2018

END DATE: OCTOBER 21, 2021

Five Current CTE Providers



CENTER FOR
EMPLOYMENT
OPPORTUNITIES

CYPRESS
MANDELA

LAO FAMILY
COMMUNITY
DEVELOPMENT

RISING SUN
CENTER FOR
OPPORTUNITY

YOUTH
EMPLOYMENT
PARTNERSHIP



1
year

\$100,000
\$50,000
\$50,000

3
years

\$5,024,106

Suggested Extension:
10/21/21 thru 10/21/22

LAO Family
Rising Sun
CEO

Previous Contract
Term: 9/1/18 - 10/21/22

Prior Allocation

RECOMMENDATION:
\$200,000 FOR
1-YEAR EXTENSION

CTE PROGRAM
FUNDING

RECOMMENDATION

ENVIRONMENTAL REMEDICATION / ADMINISTRATION

- Asbestos Abatement, Maintenance Worker and/or Awareness
- Lead Abatement, Maintenance Worker and/or Awareness
- Mold Remediation and/or Inspection
- Hazardous Waste Material Transportation
- Respiratory Protection
- Hazwoper training

CULINARY ARTS

- ServSafe Food Handler Certification

WAREHOUSE MANAGEMENT & LOGISTICS

- Multi-Craft Core Curriculum (MC3)
- OSHA 10
- First Aid

**Become a Union
Member, Bart or
PG&E Employee**

CONSTRUCTION/ EMERGING GREEN CONSTRUCTION

- Confined space entry
- Brick Layer & Laborer
- Electrician
- Iron Worker
- Union Apprenticeships

TARGET POPULATION

Interest in a specific field, work ready, long-term goals

LESSONS LEARNED

Attendance, clients prefer employment program, other needs

INCENTIVES & PAY

\$15/hour, gift cards, stipends, earn rewards and bonuses

PROGRAM FORMAT

Earn while you learn, curriculum-based and hands on training

PROGRAM LENGTH

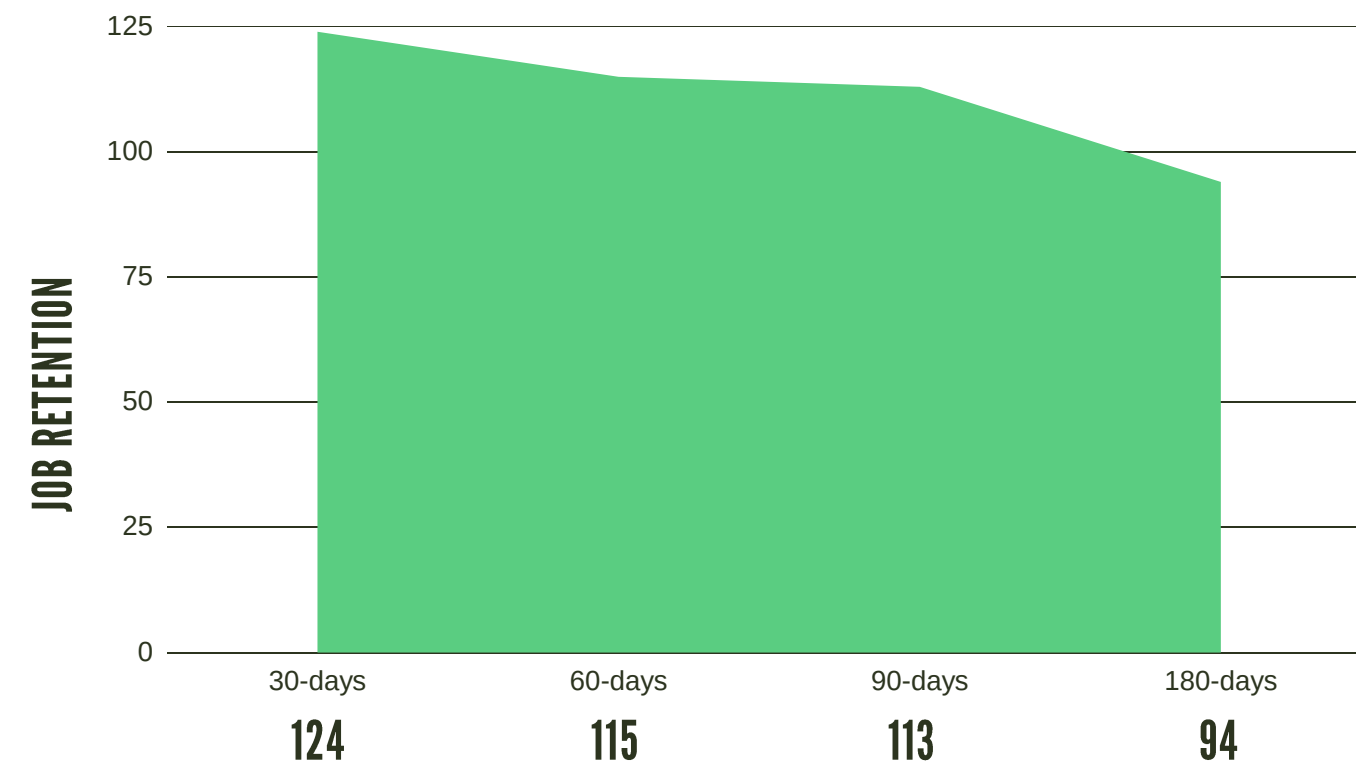
2 to 16 weeks, stay connected with client for 180-days or more

COVID-19: DEEP IMPACT

Employers closed, jobs lost, no in-person services or training

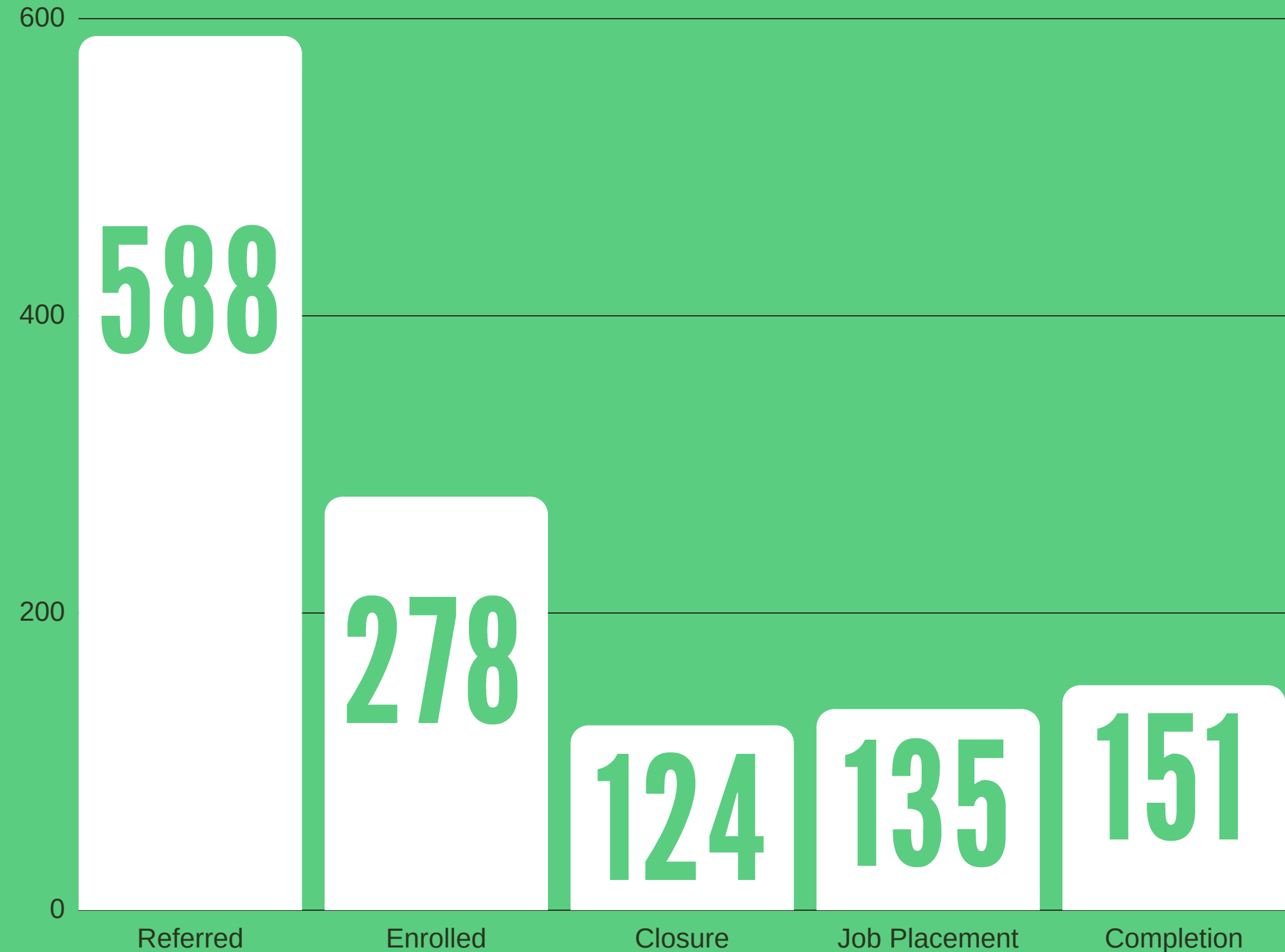
CTE PROGRAM

DATA



Average Unsubsidized Salaries
Range From **\$14.95 to \$27.89**

CURRENT NUMBER OF
ACTIVE CLIENTS: **95**



ANY QUESTIONS?

RECOMMENDATION: \$200,000
FOR 1-YEAR CONTRACT
EXTENSION



CULINARY ARTS



WAREHOUSE
MANAGEMENT



CONSTRUCTION



ENVIRONMENTAL
REMEDiation

REENTRY PROGRAM
DEVELOPMENT & DESIGN

Janene Grigsby

REENTRY & OUTREACH
DIRECTOR

Shauna Conner

Career Technical Education Presentations

Five Providers:

Rising Sun Center for Opportunity, Center for Employment Opportunity,
Youth Employment Partnership, LAO Family Community Development



Marlin Jeffreys
Opportunity Build
Senior Program Manager
510-665-1501 EXT.342
jeffreys@risingsunopp.org



Follow Rising Sun on social media:



[@risingsunopp](https://www.instagram.com/risingsunopp)

Our Goal

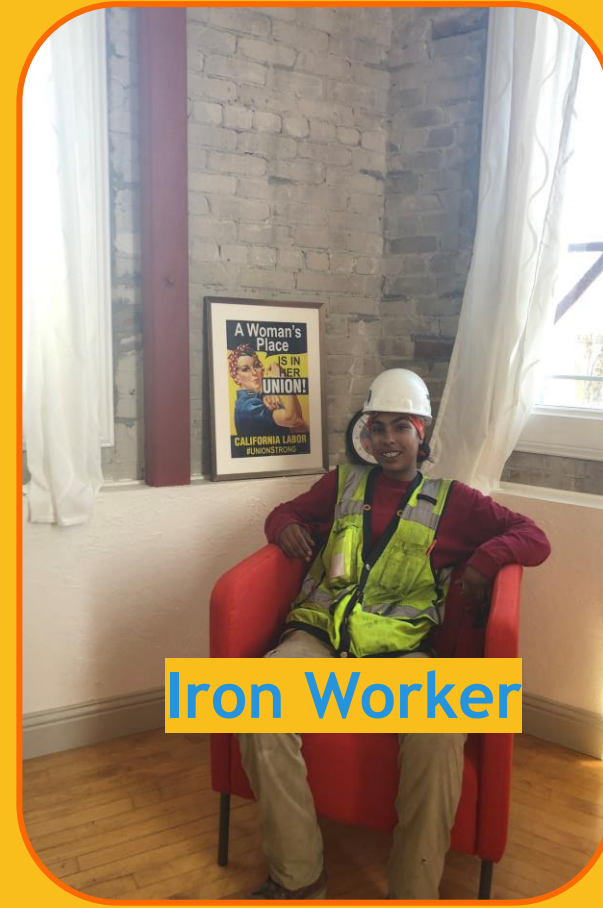
Opportunity Build goal is to place participants in Union Apprenticeship



Brick Layer & Laborer



Electricians



Iron Worker



Women Build the Bay Training 2021

HVAC
Local 342

Class Dates:

- Oct. 4th - Dec. 14th

Monday - Fridays

- 8:00 am - 4:00 pm

Location

- 1116 36th Street, Oakland, CA

Minimum Industry Qualifications

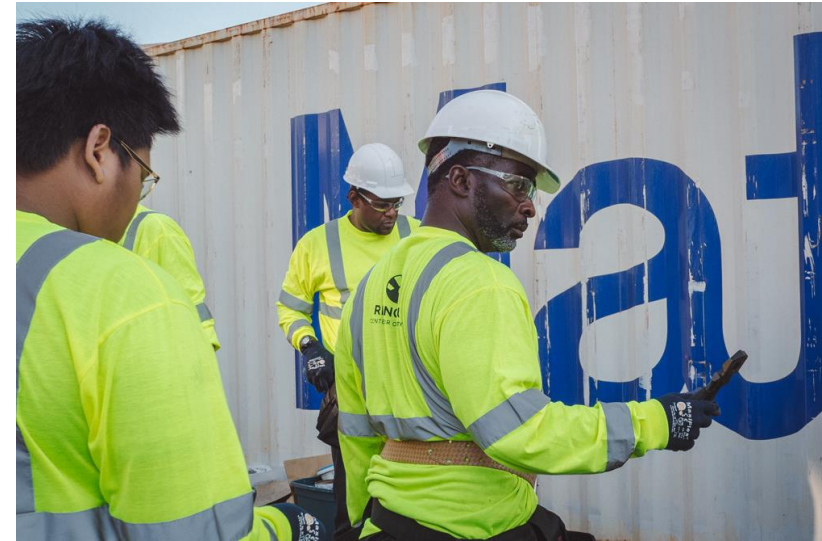
- 18 years of age or older
- High School Diploma or GED
- Proof of Vaccination
- Valid photo ID/Driver's License
- Social Security Card
- Able to pass a drug test upon graduation
- Physically able to perform work of trade



Opportunity Build Core Overview

Opportunity Build is an apprenticeship readiness program:

- For adults who are interested in starting a career in Construction
- Serves low-income individuals with barriers to employment, 80 participants annually, 55% women, 40% system impacted
- Is certified by the North American Building Trades Union's to prepare individuals for a career as trades people using MC3 curriculum.
- Two 10-week cohorts & one 12-week summer nights & weekend cohort
- Opportunity Build is a 12-month program that begins with short-term training at our Oakland facility. After completing the training, graduates' benefit from ongoing case management and job placement assistance, as well as alumni events and resources.
- Opportunity Build teaches the skills employers are looking for through hands-on and classroom training



Opportunity Build 2021

Preparing participants for careers in the building trades



Increasing representation of women in the trades



Creating community among participants before and after they enter the trades



Removing barriers to employment



Client Statistics

- 5-Graduated
- 39-Referrals
- 4-Placed
- 1-Carpenter





What's Working

Rising Sun receives an occasional referral through Tyler Supervision.

Rising Sun Enrolled 5 CTE Clients in 2019



What's not Working

Rising Sun needs quality introductions to clients and DPO's

Zero enrollment since 2019



**Currently Rising
Sun has one
formerly
incarcerated
person working on
this contract.**



Questions



Career & Technical Education



Program Overview

- ❖ Job Readiness Training (employability soft skills)
- ❖ Vocational Training & Work Experience
- ❖ Educational Services & Support
- ❖ Comprehensive Case Management
- ❖ Job Placement & Retention Support
- ❖ (New) Transitional Supportive Housing

Job Readiness Training

- Onboarding – 1 week
 - \$100 gift card
- JRT– 2 weeks
 - \$400 check
- Perfect Attendance Bonus
 - \$50 (\$25 per week)

TOTAL = \$550

JRT Topics

Financial Literacy

Interviewing

Work Documents

Career Exploration

Resume & Cover Letter

Vocational Try-Out

Professional Communication

Conflict Resolution

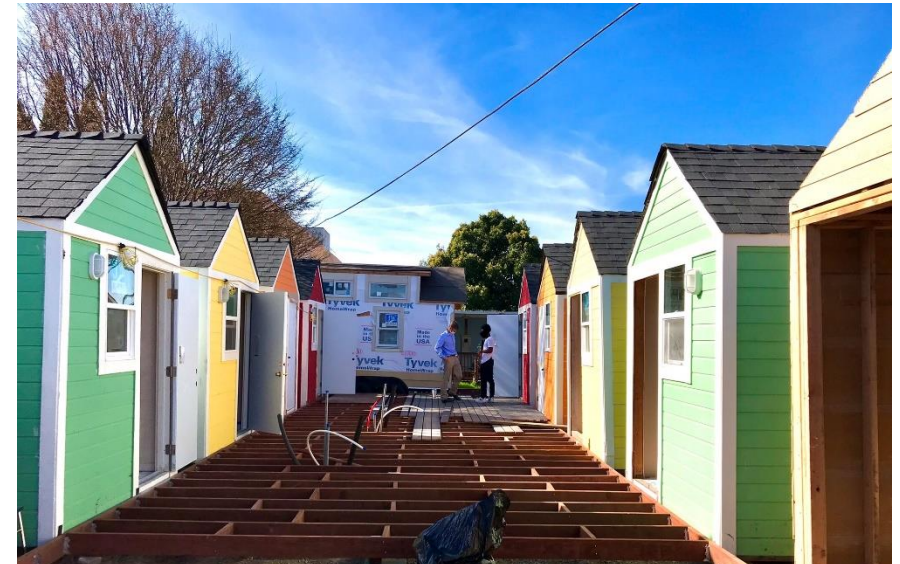


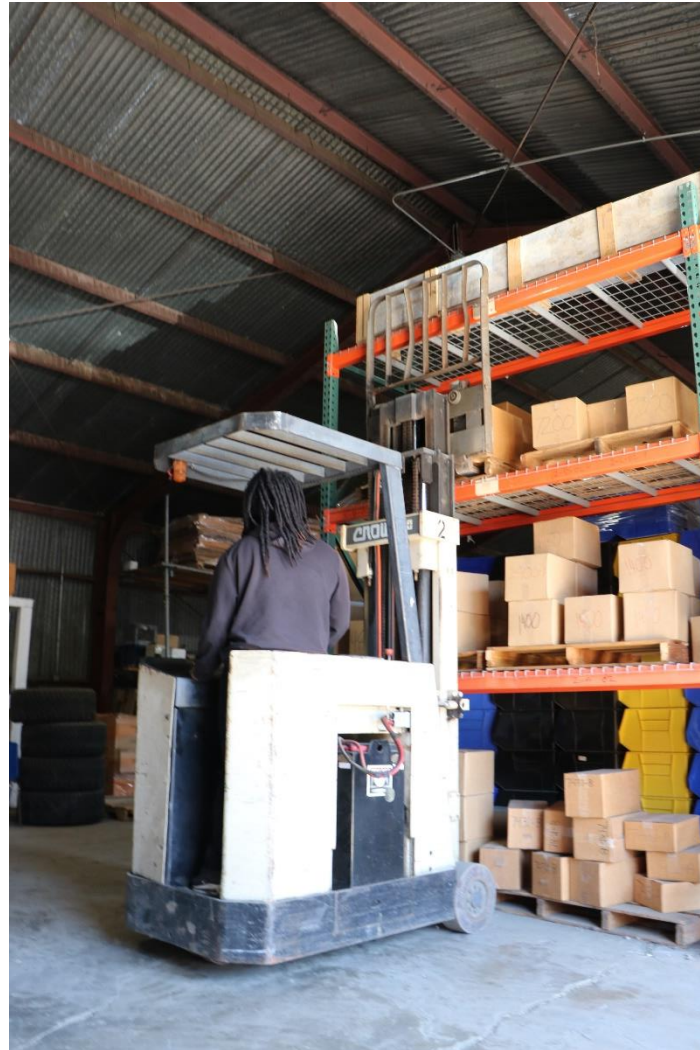


Vocational Training & Work Experience

1. Construction
2. Warehouse & Logistics
3. Culinary Arts

\$15.00 per hour





Vocational Training & Work Experience

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Vocational Training & Work Experience

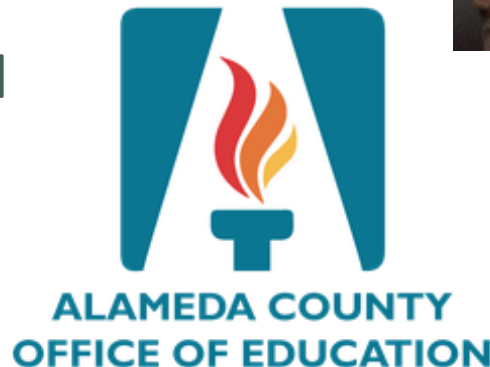
1. Construction
2. Warehouse & Logistics
3. Culinary Arts

\$15.00 per hour

YEP

Best Practices for Court-involved TAY

- ❖ YEP contextualizes and incentivizes high school credit recovery with paid hands-on work experience in a living classroom environment
- ❖ YEP hosts Opportunity Academy onsite, operated by ACOE's Student Programs and Services (SPaS)
- ❖ Academic achievement supported by tutors from Next Step Learning Center & YEP staff
- ❖ Education hours matched with work hours
 - ❖ Morning: classroom-based education (20 hours/week)
 - ❖ Afternoon: subsidized internship (20 hours/week)
- ❖ 34 High School Diplomas attained at YEP in academic year 2020-21
- ❖ 250+ diplomas since 2017



Supportive Housing Services



12 private transitional tiny homes on YEP's back lot

YEP IS EXPANDING

30-BED DORMITORY FOR HOMELESS YOUNG ADULTS
OPENING JANUARY 2022

- PRIVATE & DOUBLE ROOMS
- CASE MANAGEMENT & EMPLOYMENT COACHING
- COMPREHENSIVE EDUCATIONAL SUPPORT
- EXTENSIVE SELF-SUFFICIENCY WORKSHOPS
- VOCATIONAL TRAINING
- SUBSIDIZED INTERNSHIPS
- LEGAL ASSISTANCE
- MENTAL HEALTH SERVICES

YEP'S CAMPUS IS LOCATED IN CENTRAL EAST OAKLAND

- COMPREHENSIVE WORKFORCE DEVELOPMENT TRAINING, POWERED BY SOLAR
- ACOE'S OPPORTUNITY ACADEMY FOR HIGH SCHOOL DIPLOMAS
- EMERGENCY TRANSITIONAL HOUSING - TINY HOME COMMUNITY
- TRAINING GROUNDS - YEP'S COMMERCIAL KITCHEN
- YEP'S WAREHOUSE BUSINESS
- YOUTHBUILD - YEP'S CONSTRUCTION BUSINESS



DORMITORY



CAMPUS

A photograph of a Black man sitting on a white folding chair. He is wearing a black t-shirt, a high-visibility yellow and orange safety vest, and dark blue pants. He has an orange hard hat resting on his lap. He is looking towards the camera with a slight smile. The background is a plain, light-colored wall, and a brick wall is visible on the right side of the frame.

ceo

Center for Employment Opportunities



ceo

Mission

CEO provides immediate, effective, and comprehensive employment services exclusively to individuals who have recently returned home from incarceration.

Our program helps participants regain the skills and confidence needed for successful transitions to stable, productive lives.

Career Technical Edu. Program

Program Model



Job-Readiness
Training

Prepare and train
individuals to reenter
the workforce.



Distance Learning +
Certifications

**Customized lessons
and training, weekly
stipends + a computer**



Job Coaching &
Placement

Connect talented
employees with
quality employers.



Retention Services
for One Year

Provide ongoing
support to ensure
participants succeed.

This is a special program for CTE. CEO's traditional program model is built around transitional work and daily pay, not distance learning.

CTE Training Tracks & Industries

Job Training Tracks

Construction - OSHA 10 Cert

Industry recognized construction safety training (2 days total)



Environmental Mgmt - HAZMAT Cert

Certification in the moving, handling, and preparation to ship of hazardous materials



Culinary Arts - ServSafe Cert

Certification card in the safe handling and storage of food



Jobs Training Prepares For*

Demolition Worker

Roofer

Carpenter

Sanitation Worker

Water/Wastewater Mgmt (EBMUD)

Warehouse Worker (moving haz materials)

Line Cook

Chef

Server








Incentive Program

Ways to earn points!

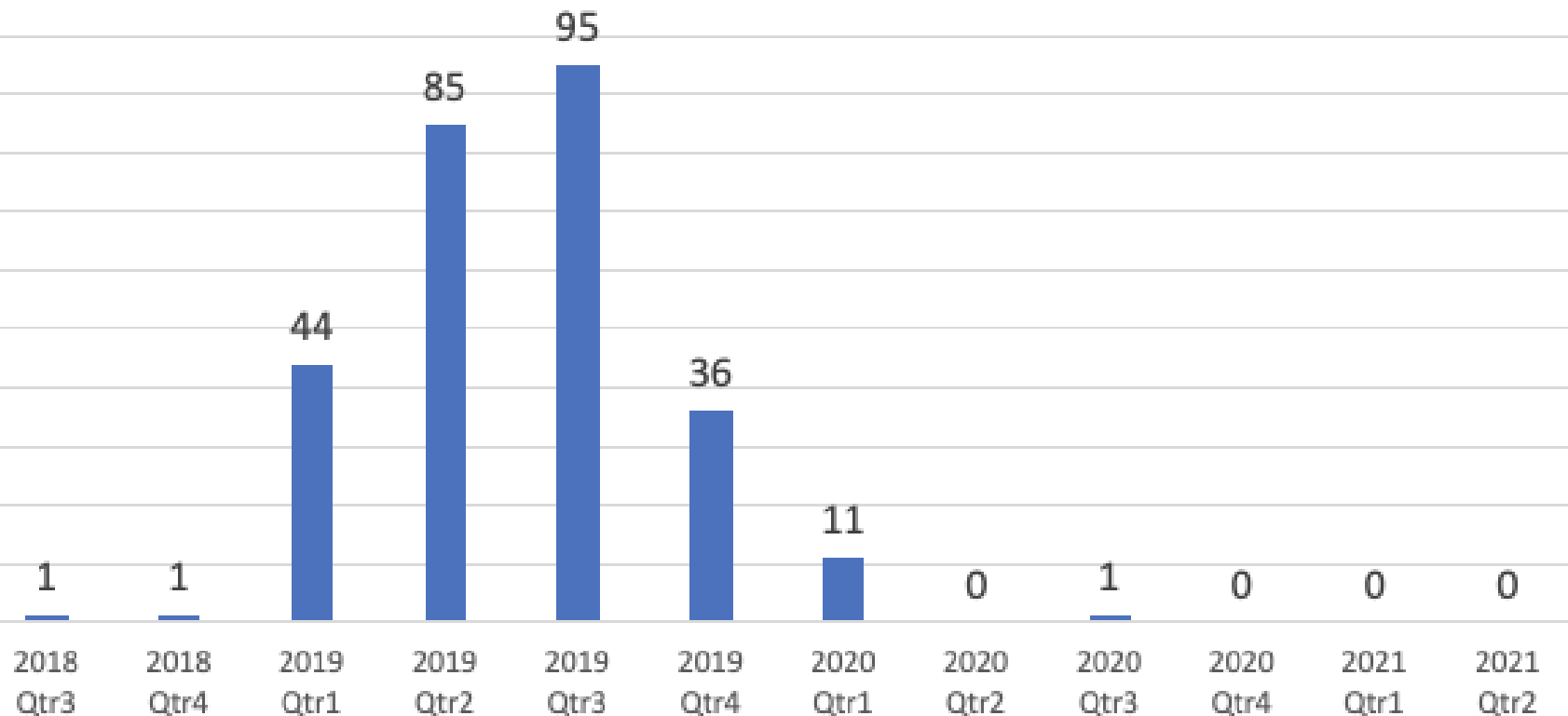
Graduated from P2E	Worked 10 days of TJ	Worked all scheduled days for the first week of TJ	Worked 2 consecutive weeks of TJ with no suspensions or call outs *
Developed a resume with Job Coach	On time and dressed to JC or JD appointments within a given month *	Assessed as Job Start Ready (JSR)	Attended job interview scheduled by JD *
Provided proof of 3 self-directed job searches (2 points)	Earned 3 TJ badges or received a staff shout-out *	Completed a training offered by CEO * (3 points)	Attended a Root & Rebound workshop *
Secured a job – participant must remain employed for at least 1 week (3 points)	No offenses within 6 months (10 points)	Reach 60-day milestone (10 points)	Maintained a job for 30 days (2 points)

*Credit can be earned more than once!

Ready to cash in your points?!

Number of Points	REWARD
3	\$10 Amazon gift card 
6	\$25 Amazon gift card 
9	Mophie Powerstation Mini 
12	Amazon Echo Dot 
15	32" TV 

CTE Referrals to CEO by Quarter





CTE Enrollments and Training Completions

Year	Enrolled
2018	0
2019	64
2020	13
2021	0
Total	77

Training	Completions
OSHA 10 Construction	11
Servsafe	28
HAZMAT	16
Total	55



CTE Placements and Retention Milestones

Year	Placements
2018	0
2019	20 (AVG \$17.21/hr)
2020	6 (AVG \$17.83/hr)
2021	0

Retention Milestone	Count
60 Day	73%
90 Day	69%
180 Day	38%



CTE Employers

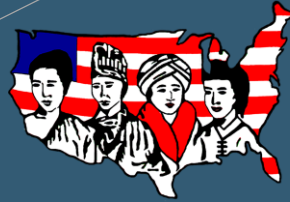
Employer	Sector	# Placements
Block by Block	Environmental	7
Mandela Partners	Culinary	4
Spectra 360	Warehouse	4
The Reuse People of America	Environmental	2
Reuse People	Environmental	1
Goodwill East Bay	Warehouse	1
Rockin Roofers	Construction	1
Sanact Inc.	Construction	1
BeeGreen Recycling	Environmental	1

Employer	Sector	# Placements
PF Changs	Culinary	1
Marcan Enterprise	Construction	1
Good Eggs	Culinary	1
Motivate LLC	Environmental	1
Road Dog Drivers	Transportation	1



Case Closures

Reason	Count
Dropped out of program	17
Program violation	13
Lost Contact	2
Client had other needs to address	5
Deceased	1
Job placement	4
Moved	1
Other/Incarceration	1



LAO FAMILY
COMMUNITY
DEVELOPMENT

AB109 / REENTRY PROGRAMS

TRANSFORMING ALAMEDA COUNTY REENTRY POPULATION THROUGH

1. SPECIALIZED EMPLOYMENT TRAINING AND PLACEMENT FOR ALL
2. CREATING INDIVIDUAL SELF-SUFFICIENCY FOR ALL
3. BUILDING HEALTHY, SAFE, AND JUSTICE COMMUNITY FOR ALL



Funded by Alameda County Probation Department, AB109

Mission

Lao Family Community Development (LFCD) is a trusted partner whose mission is dedicated to advancing the economic mobility and well-being of diverse communities through culturally informed specialized employment, housing, education and support services.

Goal

We encourage our community members to establish goals, believe in themselves, and become active contributing members of society.



Programs & Services Designed For Re-entry Populations

EMPLOYMENT SERVICES

- Career Pathways for Education & Training
- WIOA, On- the- Job Training Program (OJT)
- Refugee Employment Supportive Services (RESS)
- Department of Rehabilitation Serving those with Disabilities (DOR)
- CalWORKs
- Employment Service for Reentry Population
- Career Technical Education (CTE)
- Employment Service Vendor Pool (ES)
- Prison to Employment (P2E)
- Pathway to Education & Employment (P2E2)
- Emergency Covid-19 Relief Fund
- AC and CCC Housing and Employment Programs
- Tattoo Removal (SP EDC partner)
- Leadership Development and Literacy Development

YOUTH SERVICES

- Youth Employment, Leadership Development and Academic Support (WIOA, OFCY, OHA)

FAMILY SUPPORT SERVICES

- Vocational English as a Second Language (VESL)
- Underserved Youth Victim Advocacy Service
- Crime Victim Assistance
- Homeless DV Housing
- Affordable Housing Rental and Placement
- Health and Well-Being Mental Health PEI
- Foodbank, clothing, basic needs, low cost energy program, legal clinics, credit repairs, RAP sheets, financial education and budgeting, second chance accounts, CADL & ID, and Social Security Card

ASSET & ECONOMIC DEVELOPMENTS

- Rental Housing
- Refugee Resettlement Services
- Saving Accounts Program
- *Free Income Tax Return Preparation (VITA)*
- *Financial Education and Budgeting*
- *Credit Repair & Establishment, Second Chance Accounts*



Who Is Eligible for the Programs?

- ✓ Adult realigned clients, who are comprised of men and women, 18 years of age and older, supervised under Post-Release Community Supervision (PRCS), and individuals charged and/or resolved with an eligible offense on mandatory supervision.
- ✓ Felony Probation - General Supervision, Domestic Violence (DV), and Special Offenders Unit (SOU).
- ✓ These clients must be referred by the Alameda County Probation Department.

AB109 Employment Service Goals

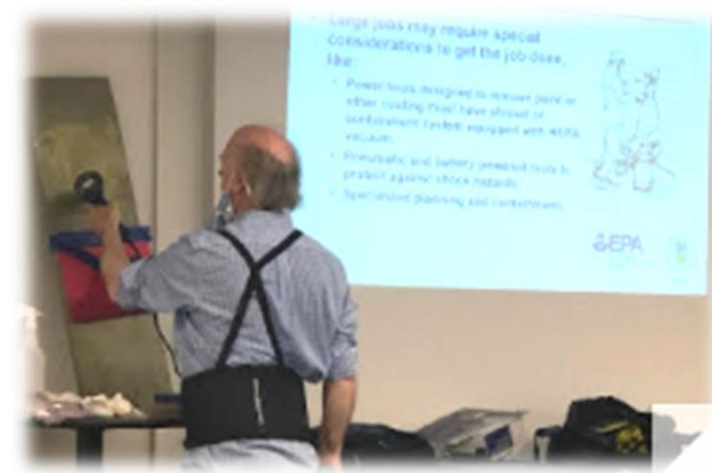
- Consistent pre-release connection
- Intensive coaching and comprehensive support services
- Tailored individual education and career pathways, "job ready"
- Support and help with progress towards to career plans & goals
- Subsidized employment placement to robust placement with 180 days retention (we stay with our customers for 12 months)
- Results driven with measurable impact
- Prevent from crime and reduce recidivism rate

Program Offering That Makes a Difference

- ❖ Basic Job Preparation and Job Readiness Training
- ❖ Pre- employment Workshops (Resume, Interview Preparation, Mock Interview, etc.)
- ❖ Career Coaching/Case Management
- ❖ Individual Employment and Education Plan
- ❖ Individualized Wellness Plan
- ❖ Computer Lab Access
- ❖ Mail Box Service
- ❖ Invitation to All Career Expos- Onsite Employer Recruitment
- ❖ Referral Resources
- ❖ Peer Support & Barrier Removal
- ❖ Food Pantry and Brown Bags Distribution
- ❖ Job Search and Placement Assistance
- ❖ 520 Hours Paid Training with Robust Job Placement
- ❖ Follow Up 30, 90 & 180 Days Retention
- ❖ Continued Intensive Case Management Support
- ❖ One-on-One Support Services including Budgeting, Credit, Legal, and Housing Access
- ❖ Every milestone that they reach, they can receive stipends up to \$1,000
- ❖ Transportation Assistant & Barrier Removal Funds for the Employment needs

Reentry Program Services

- ❑ Career Technical Education (CTE) Program
- ❑ Employment Service Vendor Pool (ES) Program
- ❑ Housing Vendor Pool



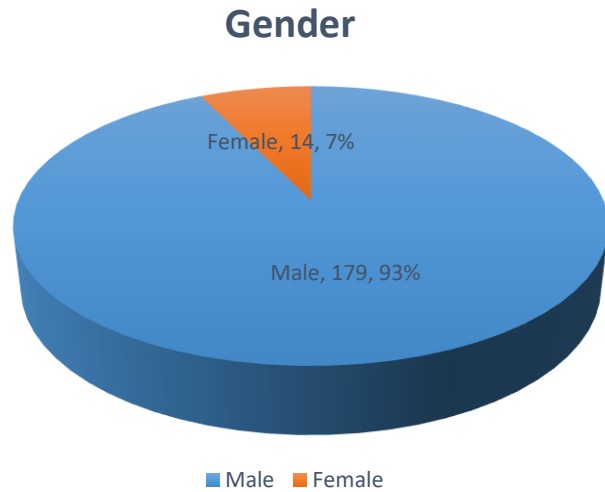
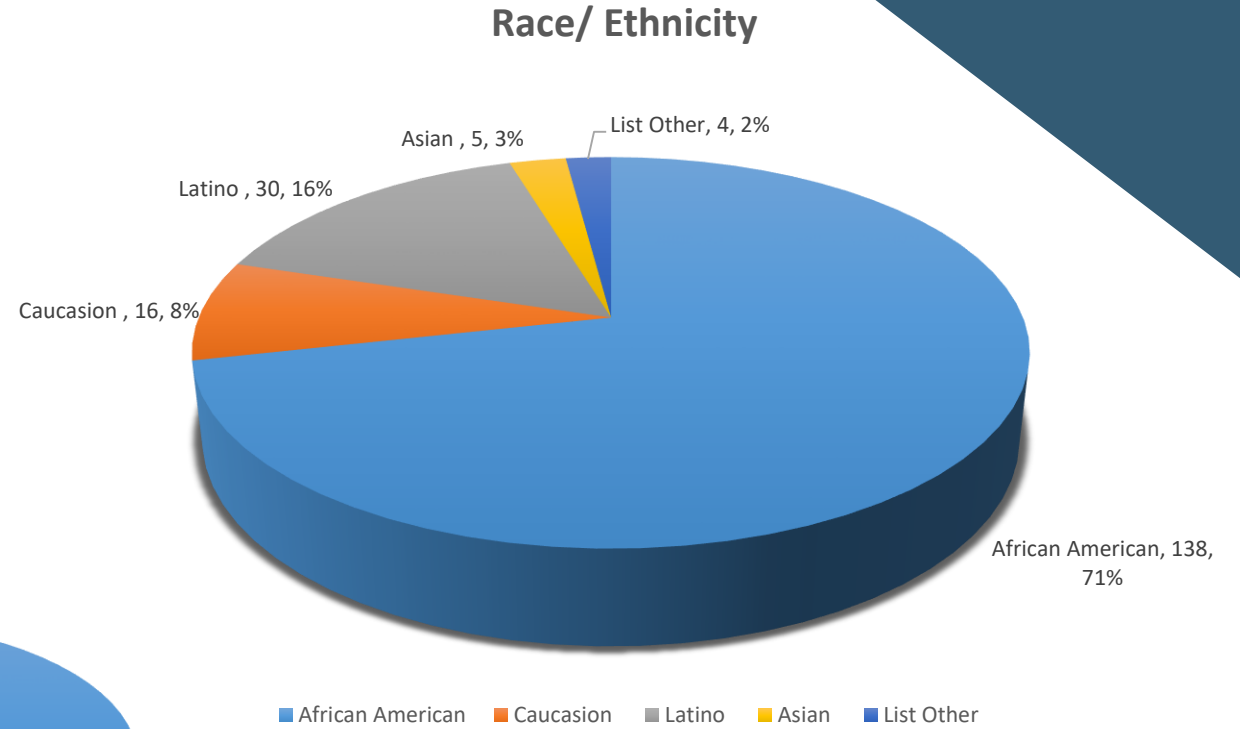
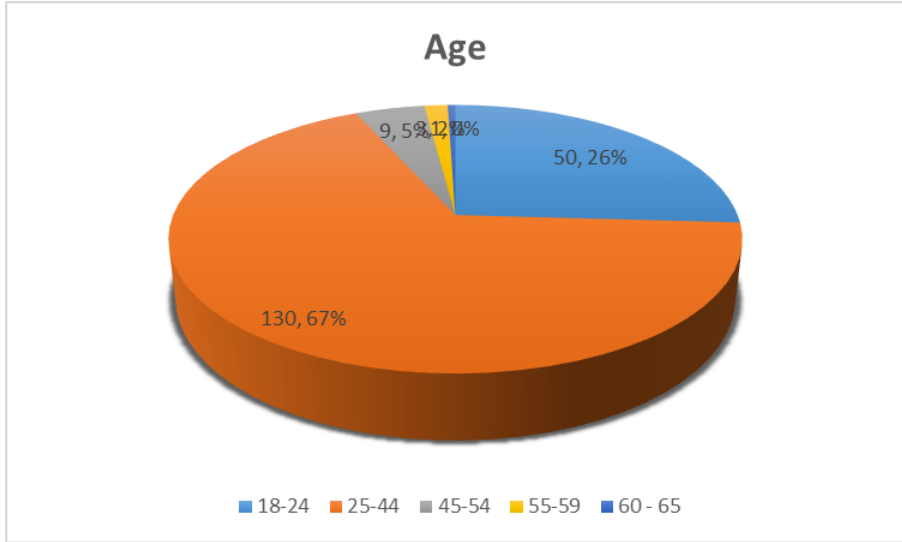
CTE Environmental Remediation Training

Training with NATEC:

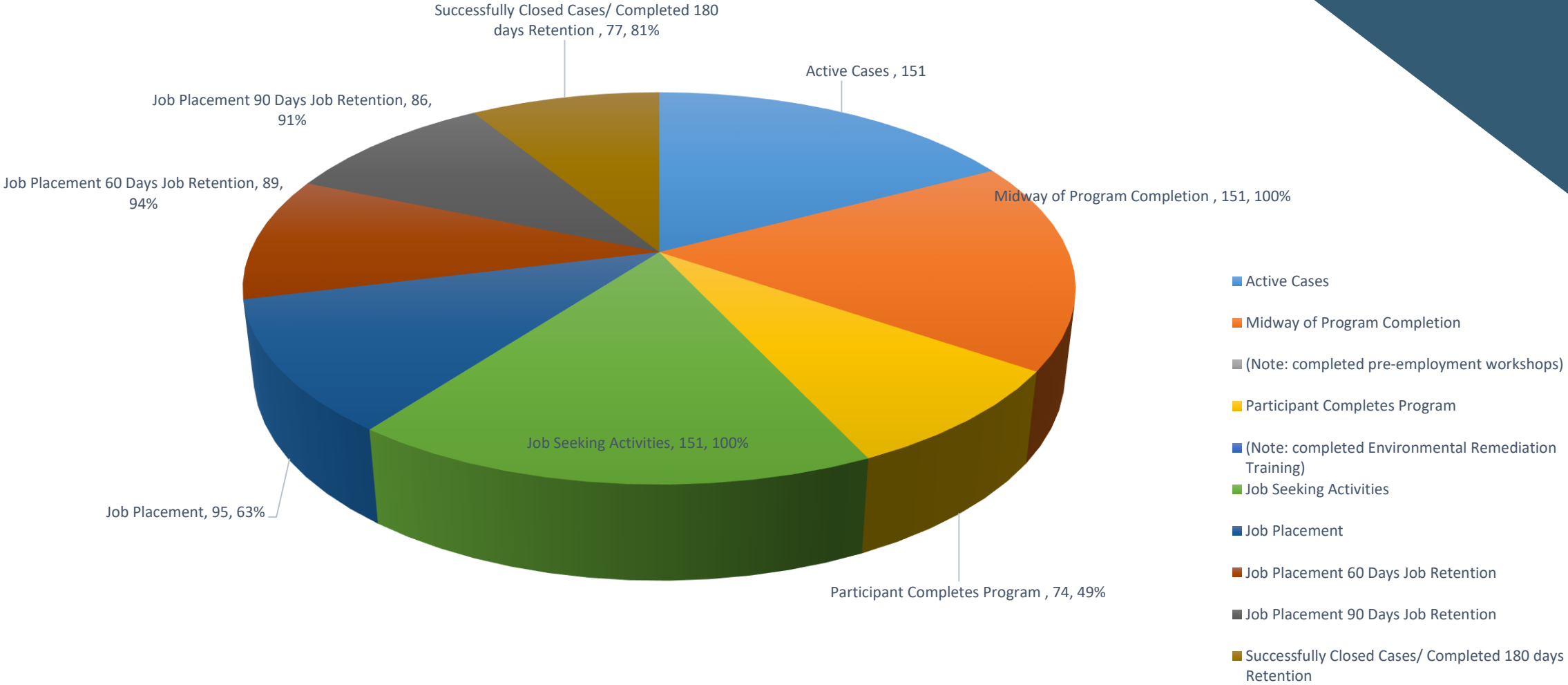
- Hazwoper - 40hours
- Asbestos Worker - 8 hours
- Confined Space Entry - 8 hours
- Lead RRP Initial Class (Renovation; Repair & Painting) – 8 hours
- Mold Awareness – 8 hours
- Become a Union Member with Laborers Local Union 67



Program Chart



Year to Date Program Outcomes



Celebration on the Graduation's Day







LAO FAMILY
COMMUNITY
DEVELOPMENT

**THANK YOU FOR WATCHING
AND YOUR TIME!**



CARE
COMMUNITY CENTER
OAKLAND

Lao Family Community Development, Inc.

2325 East 12th St., #226 Oakland, CA 94601

www.LFCD.org

Cypress Mandela Training Center

Loma Prieta earthquake – Cypress Freeway



History

- Founded in the wake of the Loma Prieta earthquake of 1989, our program has helped transform the lives of thousands of low-income adults in Oakland and its adjacent cities. **Cypress** is named after the **Cypress Freeway**, and it was renamed the **Mandela Parkway**.
- Oakland emerged with a violent reputation that has impeded growth and progress on many fronts, such as public safety, education, and the economy.

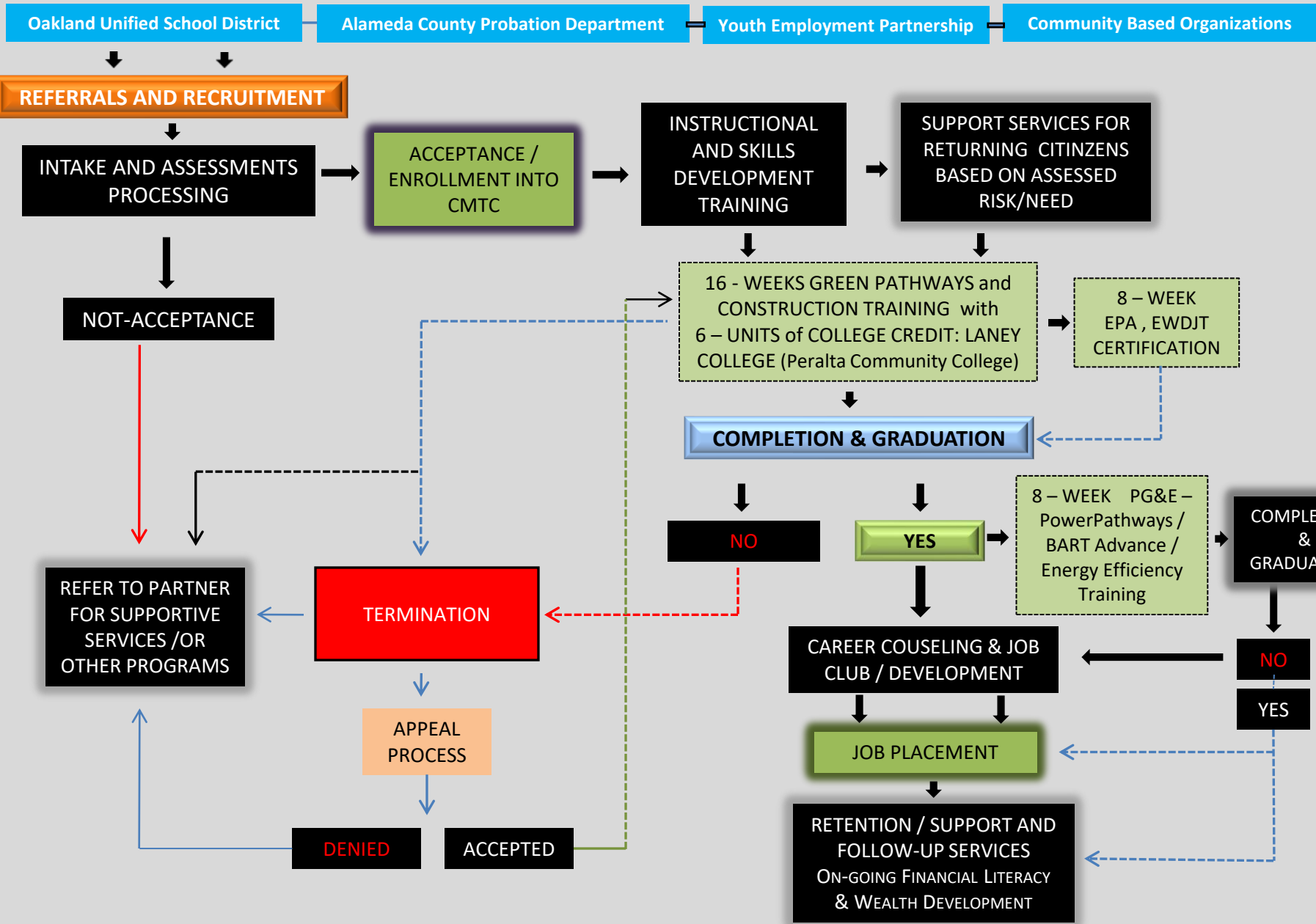
Focus

- Cypress Mandela seeks to train adult urban residents who are either dislocated workers, underemployed and unemployed, at-risk youth and re-entry, men and women.
- A main goal is to help develop a well-trained and qualified workforce for multiple employment opportunities in the utility and transportation, emerging green technology and related construction sectors.

Philosophy

Our approach to recruiting and training disadvantaged community members is to meet them wherever they are in life and provide opportunities for meaningful change.

CYPRESS MANDELA TRAINING CENTER CLIENT SERVICE FLOW CHART



Cypress Mandela
and
Alameda County
Probation Department
CTE Program

CTE – Construction Program Description and Services Offered to Clients

Cypress Mandela's CTE Construction program provides our AB109 clients' skill development through Lecture and Hands-on trainings as detailed in the [Core Training Programs Slide](#).

They gain a competitive edge after completing our 16-week Green Construction (MC3) Pre-Apprenticeship training for high paying careers in the construction / energy efficiency / environmental / utility / transportation sectors.

Incentives (\$6,896):

- Incentive Amount: **\$ 3,200** (used for any reasons that helps client during the 16-weeks training)
- Stipend Amount: **\$ 3,696** (only available upon completion of 16-week training)

Cypress Mandela

and

Alameda County

Probation Department

CTE Program

CTE – Construction Program Description and Services Offered to Clients

Union Building Trades, we train for and have direct entry into include:

- Carpenters
- Plumbers / Pipefitters
- Ironworkers
- IBEW – Electrical 595 / 1245
- Operating Engineers
- DC-16
- Cement Masons / Plasters
- Brick Layers / Stone Masons
- Laborers

The building trades' apprenticeship programs offers (*Earn-and-Learn*) work-based learning opportunities like on-the-job (OJT) training as paths to careers with stepped advancements that varies from craft-to-craft

Please Note: Clients with felonies are eligible to work in crafts list above

Cypress Mandela

and

Alameda County

Probation Department

CTE Program

How Many Clients Served

- 83 - total served to date
- 52 - Closed
- 3 - Participants Quit
- 3 - Active Participants
- 7 - Successfully Completed
- 9 - Accepted for Next Training (Start date: September 13, 2021)
- 3 - New Referrals (not yet processed)

Outcome Data (i.e., job Placement, Retention, etc.)

All 7 clients who successfully completed are employed in careers in

1 - PG&E Electric Department (over 1-year)

1 - Caltrans (new hire – 2-weeks on the job)

1 - Energy Efficiency (new hire)

1 - Cement Mason (over 2-years)

3 - Carpenters Unions (2 new indentured and 1 over 2-years)

Programs Overview

Core Training Programs

- 16-week Program – Pre-Apprenticeship Green Construction
- 8-week (Environmental Protection Agency – EPA Funded) Environmental Health and Safety Program

Specialized Training Programs

- 8/12-week Energy & Water Efficiency Training Program
- 12-week 'I Can Fix It Myself' Program
- 5-week OUSD Construction Summer Internship Training Program
- 6-week Oakland PAL Construction Exploration Training Program

Advanced Training Programs

- 8-week Cypress PG&E PowerPathways Program
- 1-week Bay Area Rapid Transit (BART) - Pathway Training Program

Core Training Programs

640 Hours of Lecture / Hands-on Training

16-Week Pre-Apprenticeship

- Introduction to Unionism
- Carpentry
- Electrical
- Plumbing
- Cement Mason
- Ironworker
- Laborers
- Blueprint Reading
- Applied Math
- Energy Efficiency and Solar
- Financial Literacy
- Life and Soft Skills
- Physical Fitness
- Material Handling

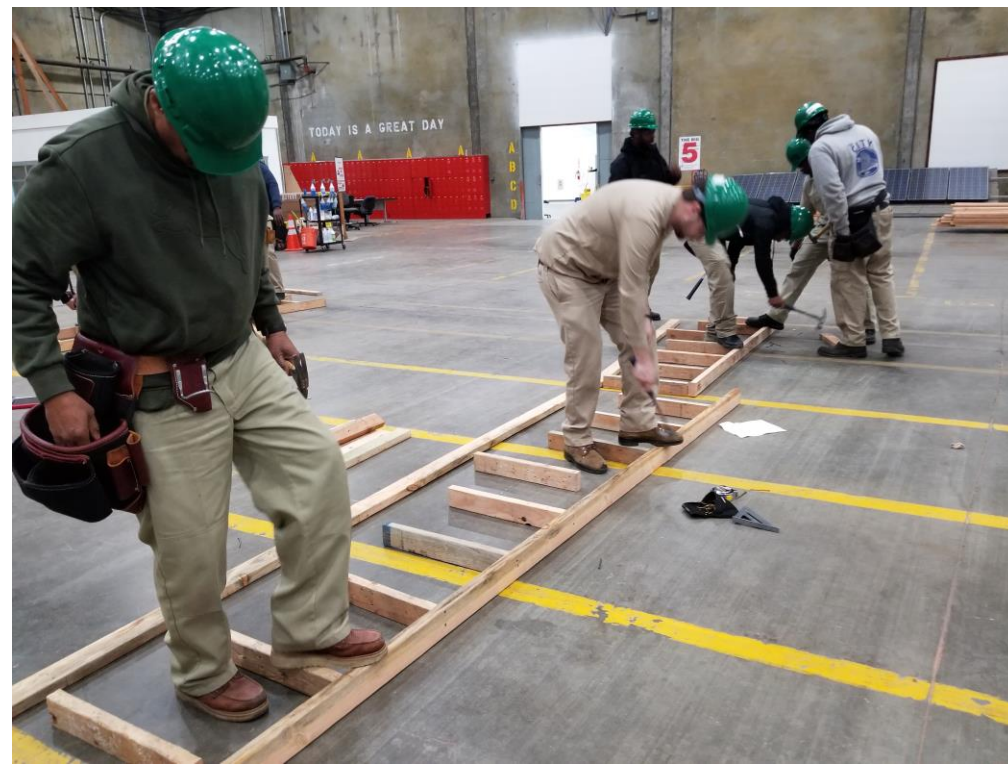
8-week EPA Environmental

- OSHA 10
- Waste Site Worker Health and Safety – 40 Hour
- Confine Space
- Asbestos – 4 Hour
- Injury and illness Prevention – 5 Hour
- Hazardous Communication Right to Know – 2 Hour
- Ergonomics
- Mold Awareness and Inspection -16 Hour
- Hazardous Materials – 2 Hour
- CPR/First Aid/AED
- Infectious Disease
- Lead Abatement







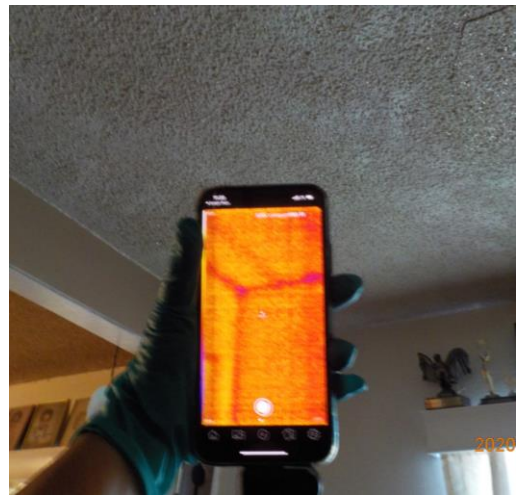






Specialized Training Programs

- **8/12-week Energy & Water Efficiency Training Program:** This program is related to our 12.5-week Oakland Green Job Training launched back in 2008. This program allows students to become certified for **Prospector** and **Project Manager** positions in the energy efficiency-renewable energy sector.
- **12-week 'I Can Fix It Myself' Program':** The Step-Up Program under the Alameda County Family Justice Center, has partnered with Cypress Mandela Training Center and the College of Marin to pilot a specialized training to empower women (survivors of domestic violence / sexual assault or sexually trafficked). This program will train women on how to fix their own cars and homes, promoting a more independent lifestyle while eliminating the need to rely on their abuser(s).
- **5-week (Full Day) OUSD Construction Summer Internship Training Program:** designed to expose high school students to the building trades via our pre-apprenticeship model. Student learn side-by-sides with our adult learners to reinforce modeled behaviors.
- **6-week Oakland PAL Construction Exploration Training Program:** this program is designed for high school students to engage in project-based learning after school Monday, Wednesday and Fridays, 3 – 6 pm.



Advance Training PG&E

8 - week Cypress PG&E PowerPathway Gas / Electric Training Program

Cypress partnership with PG&E *PowerPathway* Bridge-to-Utility Worker Programs started in 2012 to provide qualified individuals for career opportunities in both the gas and electric departments. In 2012 CMTC was the first program to pilot our PG&E GAS-0802 training which is the same curriculum that all new gas utility workers receive upon being hired at PG&E.

Many of the graduates go on to become gas utility workers, gas compliance specialist, utility gas service representatives and gas control center operators at PG&E. Along with various electric projects, CMTC PG&E *PowerPathway* graduates are currently working on gas transmission hydro-tests, replacing gas transmission distribution piping and installing new residential gas services.

All graduates also serve as emergency first responders and some have worked heroically during the 2012 Hurricane Sandy Relief Effort, 2014 Napa Earthquake, 2015 Butte Lake County wildfires and the 2016 weather storms.





Together, Building
a Better California



Advance Training BART

1 – week Bay Area Rapid Transit (BART) Track and Structured Worker Training

Tom Delaney, BART's Superintendent of Way and Facilities, has seen the results, based on one earlier cohort of Cypress Mandela-trained track workers who have been at BART for a couple of years now.

“They all have a great attitude, they're hardworking, and Cypress does a really good job preparing them for work. Out of that first group, all of them who wanted to go for promotions have been promoted to higher-responsibility jobs.”





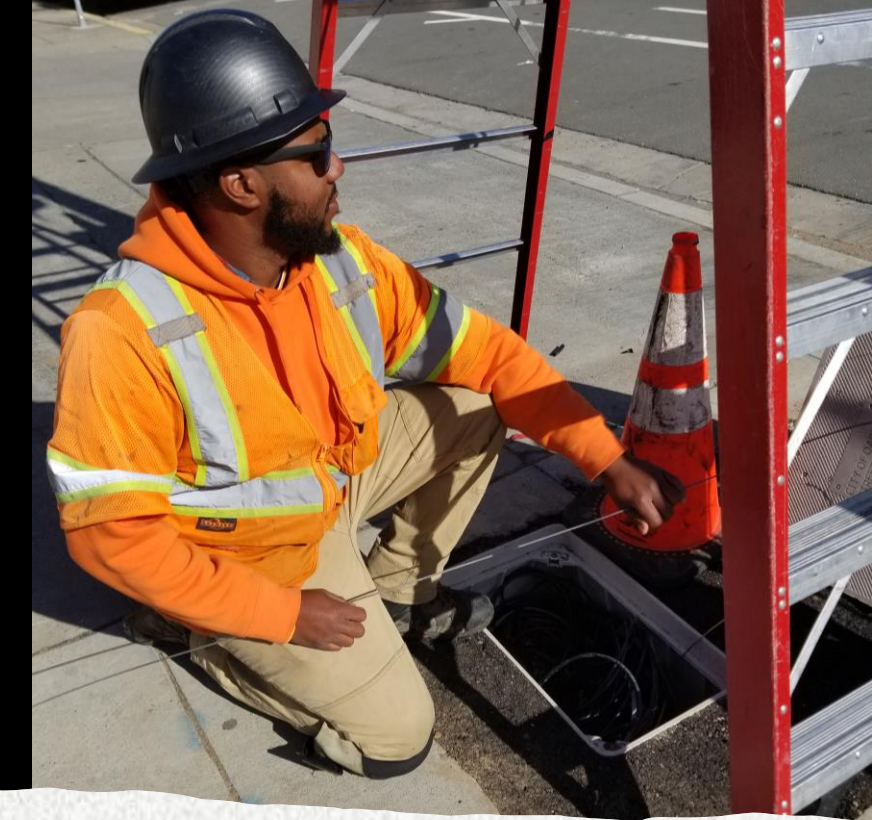
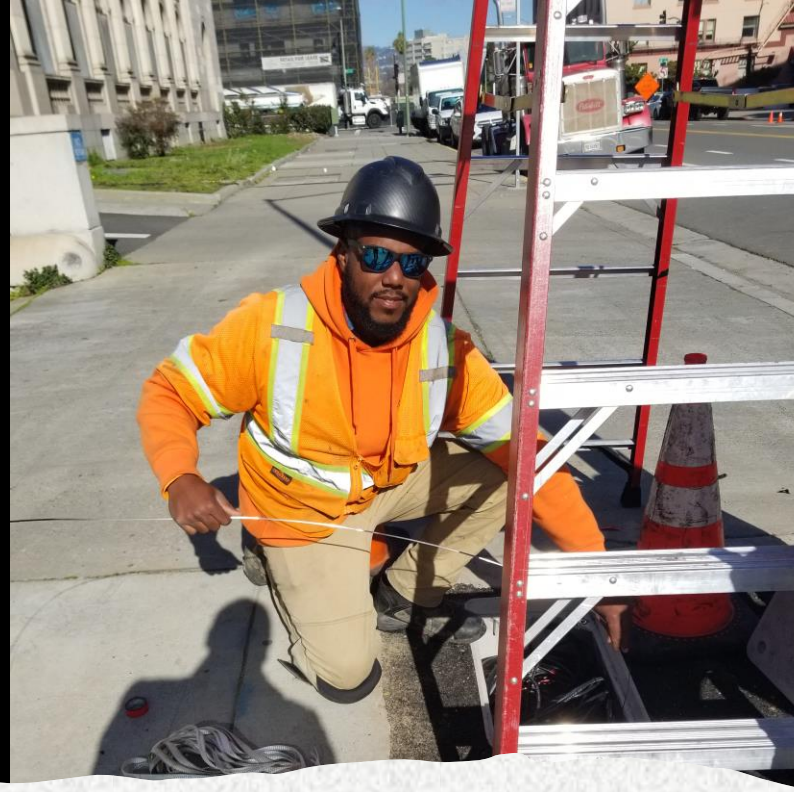
Job Development and Placement

Staff will work closely to coordinate and partner with contractors, businesses and organizations to find employment opportunities for graduates.

Additionally, other construction related opportunities are explored. Examples for successful placement include graduates working careers at BART, PG&E and Local contractor:



Graduates working on Linesmen Crew in West Oakland



Graduate working for Mike Brown Electric in Downtown Oakland

Outcomes

Why Candace GoodSpeed Inspires Us

Before joining Cypress, Ms. Goodspeed already earned a B.A. degree but unable to find work in her field. She worked a security job to help support herself while continuing to look for other career opportunities.

“It's been very exciting and interesting,” said Goodspeed, who joined BART in February 2020. “I started at BART through Cypress Mandela’s pre-apprenticeship program for construction workers. They introduced us to BART, and that's how I got interested in becoming a track worker.”



CANDACE GOODSPEED

Job Development and Placement

Why Thu Nguyen Inspires US

“My name is Thu Nguyen. I started with BART in February 2020. I came through the training at Cypress Mandela and I'm a track worker now. I'm so happy, because I know I can do the job. I feel like whatever the men can do, I can.”

“I believe in balance, and women are part of the puzzle, contributing to the team. We are yin and yang. Women can do hard jobs. If you are willing to learn and willing to do the job, you can be part of what makes the teamwork.”

“We've been putting pads down for track, changing out pads, checking the track, taking all the old material out. Whatever the next step is, I work hard to be prepared. I'm very happy to be working here at BART.”



THU NGUYEN



Aaron Hardy,
graduate shares his
story about how
Cypress helped him
from homeless to
thriving!

