

Local Employment Program and 15% Oakland Apprenticeship Utilization

Program Goals

For any construction contract or development agreement with the City this policy establishes a goal for Oakland-resident employment on public works projects (as such projects are defined in this policy). Specifically, for work performed at the construction site, this policy establishes a goal of 50% of the work hours, which must be performed by Oakland residents on a craft-by-craft basis. In addition, a minimum of 50% of all new hires on the project (on a craft-by-craft basis) must be Oakland residents, and the first new hire must be an Oakland resident. A contractor or developer must achieve the goals or secure an exemption from the City.

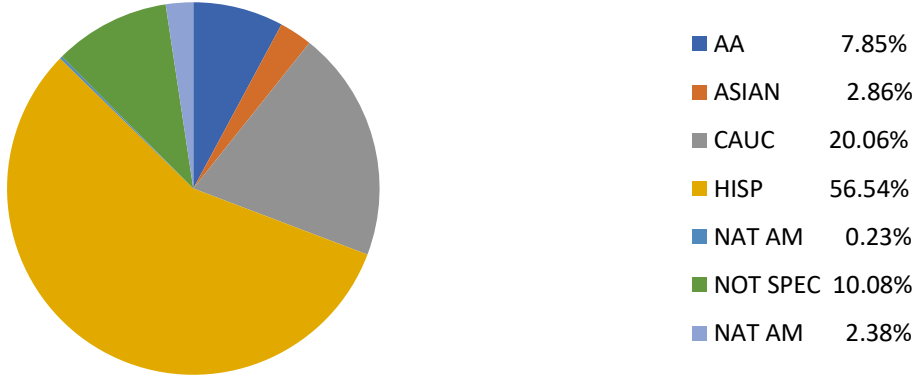
Apprenticeship is an essential pathway to a productive career in the construction trades. Therefore, this policy recognizes that implementation of the 15% Oakland Apprenticeship Utilization policy on public works projects is important to achieve the goals of this policy. This policy will include additional incentives to both highlight and further encourage the use of Oakland apprentices. Utilization of Oakland Apprentices will count toward the 50% new hire goals and the 50% workforce hour goals.

Total Onsite Work Hours on City of Oakland
For FY 2013 – FY 2019

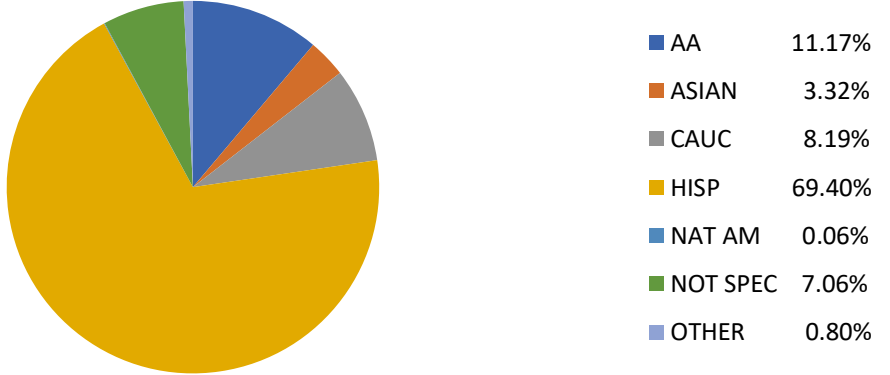
Total hours	Oakland Hours	Total Apprentice Hours	Oakland Apprentice Hours
3,765,598.93	1,429,616.65	769,424.01	429,347.99
100%	37.97%	20.43%	11.40%

This chart does not reflect offsite resident work hours submitted

**ChartFY 12-13 City of Oakland
All Projects Oakland Workers by
Ethnicity**



**FY 13-14 City of Oakland
All Projects Oakland Workers by
Ethnicity**



**DISTRIBUTION OF WORK HOURS BY ETHNICITY ON CITY OF OAKLAND
PROJECTS FOR FY16 -FY21**

