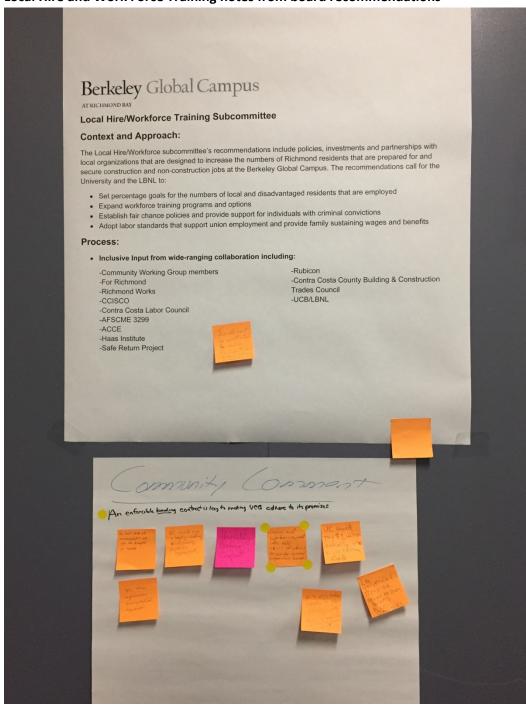
## Berkeley Global Campus Community Working Group November 30 Community Briefing and Open House

**Local Hire and Work Force Training notes from board recommendations** 

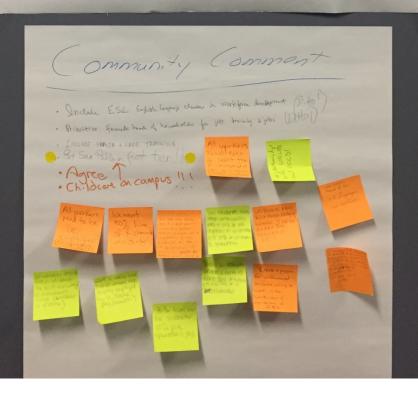


## Berkeley Global Campus

AT RICHMOND BAY

Local Hire/Workforce Training Subcommittee

## Recommendation Strategy Local: Richmond and North Richmond, Unincorporated areas of North Richmond). Second priority: San Pablo. 1. To ensure a minimum number of local and disadvantaged Goal: 30% of total hours worked on a craft by craft basis. workers are able to work on 30% of apprentice hours on a craft by craft basis, from local disadvantaged workers. the construction of the BGC the University & the LBNL should adopt the following Disadvantaged: unemployed Veterans, previously Incarcerated, emancipated foster youth, homeless, those on extended unemployment, chronically unemployed. defation of local and goals. • Designate a project manager to coordinate and ensure construction career pathways 2. To strengthen existing Fund workforce training needs related to the BGC construction career pathways Fund supportive services for low-income and disadvantaged and employment Sign a Project Stabilization Agreement with the Contra Costa construction trades



## Berkeley Global Campus Local Hire/Workforce Training Subcommittee Strategy Recommendation Remove questions regarding prior criminal convictions · No inquiry into applicant's conviction history If inquiry required by law, then only after applicant deemed otherwise qualified and offered a job 5. Ensure Fair Chance Employers to consider: only if job-related conviction, time elapsed since offense, evidence of rehabilitation activities Employment policies for both Construction and Nonor mitigating circumstances Construction such that no If rejected for employment: written notice of potential rejection including how the conviction may related to job, applicant can be denied a job simply because of prior opportunity to correct inaccuracies, or offer evidence of criminal conviction rehabilitation or mitigating circumstances No consideration of: arrest without convictions, dismissed or expunged convictions, juvenile convictions, convictions more than 7 years old, misdemeanors, infractions. Lawyors' Committee on Civil Rights Under Law has developed anidelines for employers on aproporuse of criminal reases in hirms; thuse should be considered a baseline/miniman.