

Memorandum of Understanding for Use of the Multi-Craft Core Curriculum (MC3)

Mt. San Antonio Community College District (hereinafter “District”) and the **Los Angeles/Orange Counties Building and Construction Trades Council** (hereinafter “Council”) (hereinafter the District and the Council shall be referred to as the “Partners”) are parties to that certain Mt. San Antonio Community College District Community Workforce Agreement (hereinafter “CWA”).

By signing this MOU, the District is committed to partnering with the Council, and will train students in the Multi-Craft Core Curriculum (MC3), providing the following modules in pre-apprenticeship training curriculum by instructors who have successfully completed BTA 107 Multi-Craft Core Curriculum Train-the-Trainer, according to the terms and conditions of the Licensing Agreement between North America’s Building Trades Unions and the District:

1. *Safety Training.* Safety training on all aspects of the job – from tool use, to hazard recognition, fall protection and personal protective equipment – is critical both in the preparatory program and on a jobsite. Most students will need to learn more specific skills once they enter an apprenticeship, but they should be taught the basics of workplace safety and health.
2. *Focus on employability* - Incorporate basic workplace skills such as showing up on time, wearing the right clothes, bringing a lunch, working on a team and being responsive to a supervisor. Show evidence of communication with the registered apprenticeship program(s) about expectations and practices on the job site or within a given occupation, and how these practices are incorporated into the preparatory program.
3. *Physical fitness* - Incorporate into the preparatory program physical work that will be done in the apprenticeship career path, so students will be physically prepared. May include stretching, strength, flexibility and cardiovascular conditioning to the extent necessary for the trade or occupation the student is pursuing.
4. *Math skills* - Evidence of applied mathematical concepts relevant to the level of math the student will need to meet or exceed minimum qualifications and be a successful candidate in the apprenticeship program. Applied math concepts should identify common scenarios involving math for the trade or occupation to use in the classroom.
5. *Heritage of the American Worker* – Incorporate into curriculum, so students can show a solid foundation in understanding the history of the building and construction trades unions, apprenticeship programs, and workplace safety and construction industry standards, and the rights of the American worker.
6. *Diversity Awareness and Sexual Harassment Prevention* – Incorporate diversity awareness, the importance of equal employment opportunity, and nondiscrimination rights that students need to understand to survive and thrive in the construction industry. In addition, provide students with a thorough understanding of sexual harassment, and identify ways that individuals, unions, apprenticeship programs and contractors can prevent and address sexual harassment.

In order to ensure that students successfully learn the MC3, labor apprenticeship partners agree to:

1. Serve an advisory role, to evaluate student success through awarding the Certificate of Completion.
2. Representatives of the Joint Apprenticeship and Training Committee (JATC) may sit on any optional and mutually formed Advisory Committees, including contractor representatives, for real industry input.
3. Give trade-related presentations to students; apprentices, journey-persons, and contractors.

4. The Council and its associated non-profit Apprenticeship Readiness Fund shall assist the District to secure funding for instruction, tools, materials and other associated cost for one centralized Apprenticeship Readiness Program serving the Students of the District who are interested in a Unionized Building Trades Career.

Consistent with the Values contained in the MC3 Program, Heritage of the American Worker, and consistent with maximizing opportunities for Apprenticeship, partners further agree and understand that the commitment on the part of the Council and its affiliated unions to permit the use of the Program by the District is based upon the District having entered into the CWA with the Council. Should the CWA between the District and the Council expire, with no successor CWA having been negotiated, the permission of the Council to allow the District to utilize the Program shall be rescinded with the Program being disbanded as it applies to the District. However, the District shall be permitted to continue to use the Program for all existing and currently enrolled students, and said rescission shall take effect after students' completion of the existing classes.

Partner training organizations will include the following language on student documents:

NOTICE: THIS PROGRAM IS AN APPRENTICESHIP-READINESS PROGRAM ONLY. PARTICIPATION IN AND/OR COMPLETION OF THE PROGRAM DOES NOT GUARANTEE ADMISSION INTO AN APPRENTICESHIP PROGRAM, ADMISSION INTO A UNION OR EMPLOYMENT IN THE CONSTRUCTION INDUSTRY. DECISIONS ON SUCH ADMISSIONS OR EMPLOYMENT ARE MADE BY THE INDIVIDUAL APPRENTICESHIP PROGRAM, UNION OR EMPLOYER AND NOT BY THIS PROGRAM. BY SIGNING THIS APPLICATION AND PARTICIPATING IN THIS PROGRAM, YOU INDICATE YOUR AGREEMENT AND UNDERSTANDING THAT NO PROMISES OR GUARANTEES OF ADMISSION TO AN APPRENTICESHIP PROGRAM OR A UNION OR EMPLOYMENT IN THE CONSTRUCTION INDUSTRY HAVE BEEN MADE TO YOU AND THAT NO ONE REPRESENTING THIS PROGRAM HAS THE AUTHORITY TO MAKE SUCH PROMISES OR GUARANTEES.

In order to ensure that training does not occur in excess of job opportunities in the region, training organizations will share apprenticeship placement data and be in constant communication with the local Building Trades Council and apprenticeship community to ensure that the numbers of individuals being trained is consistent with existing employment opportunities. The MC3 Curriculum will only be used and taught on District Property or other mutually agreed upon locations. This Agreement shall become effective on the date this agreement and the CWA are fully executed, and shall remain in full force and effect until cancelled by either the **Mt. San Antonio Community College District** or the Council upon the giving of ninety (90) days written notice to the other party.

Mt. San Antonio Community College District

Date: _____

Los Angeles/Orange Counties Building and Construction Trades Council AFL-CIO

Date: _____