**CWA RECAP OF IDEAS PRESENTED AT TASK FORCE MEETING 2: THURSDAY, APRIL 21ST, 2022**

**LOCAL HIRE**

**Goal Setting**

1. Build in language that focuses on retention of apprentices
2. Set workforce goals focused on the disadvantaged by neighborhoods and zip codes
3. Establish a standard definition of a Disadvantaged Worker
4. Set goals for contractors to sponsor apprentices
5. Set goals by trade

**Barriers**

1. Provide support/education for preparation for entering trades, especially for those with any challenges barring entry into the trades
2. Include language to establish an Equity/Social Justice Fund to provide funding to CBOs focused on workforce development, training, hiring, and retention
3. Educate all dispatchers and unions on CWA requirements
4. Revise current core worker language to allow the first worker dispatched to come from the non-union contractor
5. Take into consideration the main barriers to diversity in low-income communities (housing security, childcare)

**Compliance**

1. Provide off-site credit for Oakland apprentices working on other projects concurrently
2. Include clear language that lays out good faith efforts steps contractors are to make in hiring locally (specifically roles and responsibilities)
3. Require regular reporting on the utilization of Oakland residents with a focus on ethnicity and gender
4. Establish concrete union dispatch procedures that allow for dispatch of Oakland residents
5. Establish strong enforceable penalties for non-compliance
6. Require all unions to work with CBOs across all trades