

Best Practices for Developing the Next Generation

56th CALBO ABM
March 27, 2018



Best Practices for Developing the Next Generation

Panelists and Moderator

- Sharon Goei City of Santa Clara
- Joe Kirkpatrick City of Irvine
- Susan Dowty International Code Council

Special Thanks

- Outreach and Communications Committee
- Randy Goodwin City of West Sacramento
- Lauren Herman CALBO

Challenges and Demographic Shift

- Recession and layoffs
- Organizations not hiring
- Aging workforce and retirement
- Booming construction sector

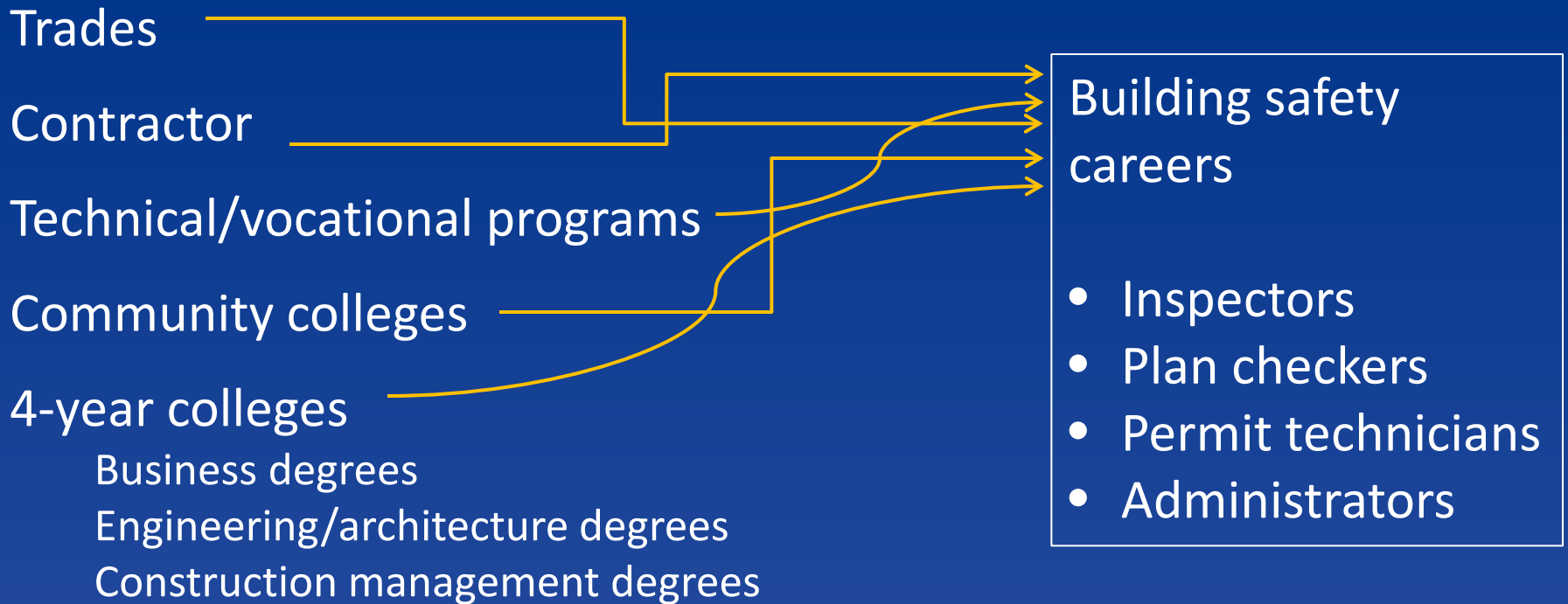


Other industries facing similar challenges

- Construction industry
- Government in general

Career Pathways

- No defined path

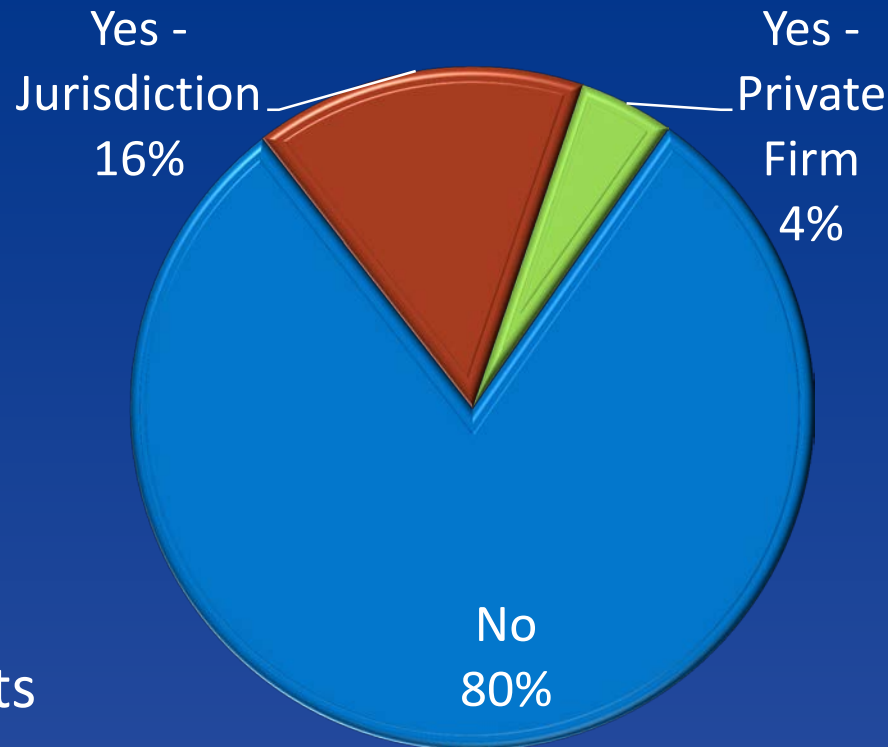


Outreach and Programs

Outreach	Programs
Career fairs & job fairs	Internship programs
Outreach to trades	Ride-alongs
Outreach to schools and students (at every level)	Local Chapter scholarships, annual joint meeting with schools
Promote through various venues (social media, public service announcements)	ICC High School Technical Training Program
Connecting with veterans	ICC Military Families Career Path Program
Building Department open house	
Building Safety Month event	
Building Department booth at community events and entertainment events	

CALBO Survey – Internship Programs

Does your Building Department operate an internship program?



89 Respondents

CALBO Survey – Internship Programs

Survey results are ranked according to the number of responses.

CALBO Survey – Internship Programs

Why do Building Departments not have internship programs?

1. Lack of resources
 - Small jurisdiction, limited staffing
 - Time constraints, competing priorities
 - Budget constraints
2. Risk management, liability
3. Other departments in organization have internships, but not Building Department

CALBO Survey – Internship Programs

What are the challenges with implementing or maintaining an internship program?

1. Resources

- Staffing
- Time
- Funding

2. HR rules

3. Training interns (unpaid) and they find paid or full-time employment elsewhere

CALBO Survey – Internship Programs

Why do interns apply?

1. Most want to gain job experience
2. Some also want to earn college credits

CALBO Survey – Internship Programs

How do you recruit interns?

A combination of methods:

1. Employee referrals
2. Websites
3. College job boards
4. Social media
5. Local Chapter outreach

CALBO Survey – Internship Programs

What are the minimum application requirements?

1. Current enrollment or registration in a related course or program (or graduation from program)
2. High school diploma
3. 18 years of age
4. Background check
5. Interest in the field

CALBO Survey – Internship Programs

What does your internship program consider when hiring an intern?

1. Interest/enthusiasm/attitude
2. Knowledge of industry
3. Level of education
4. Experience

CALBO Survey – Internship Programs

What compensation does your internship program provide to interns?

1. Pay
2. Letter of recommendation

Only a few provide leave and medical benefits.

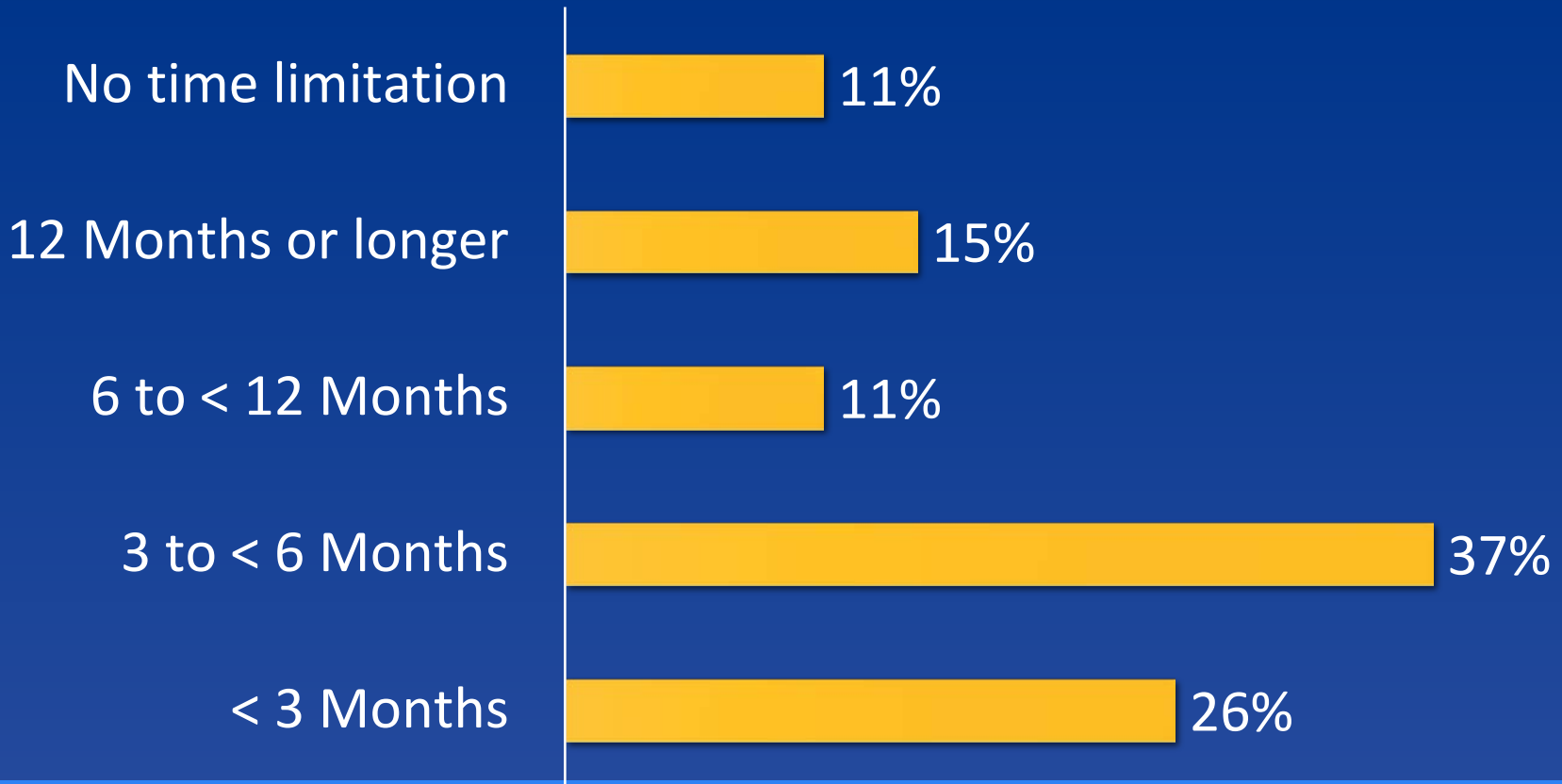
CALBO Survey – Internship Programs

What training opportunities do you provide to interns?

1. Ride-alongs, field experience
2. Permit processing, customer service
3. Code training, code books, and resources
4. Limited scope plan review
5. Certification

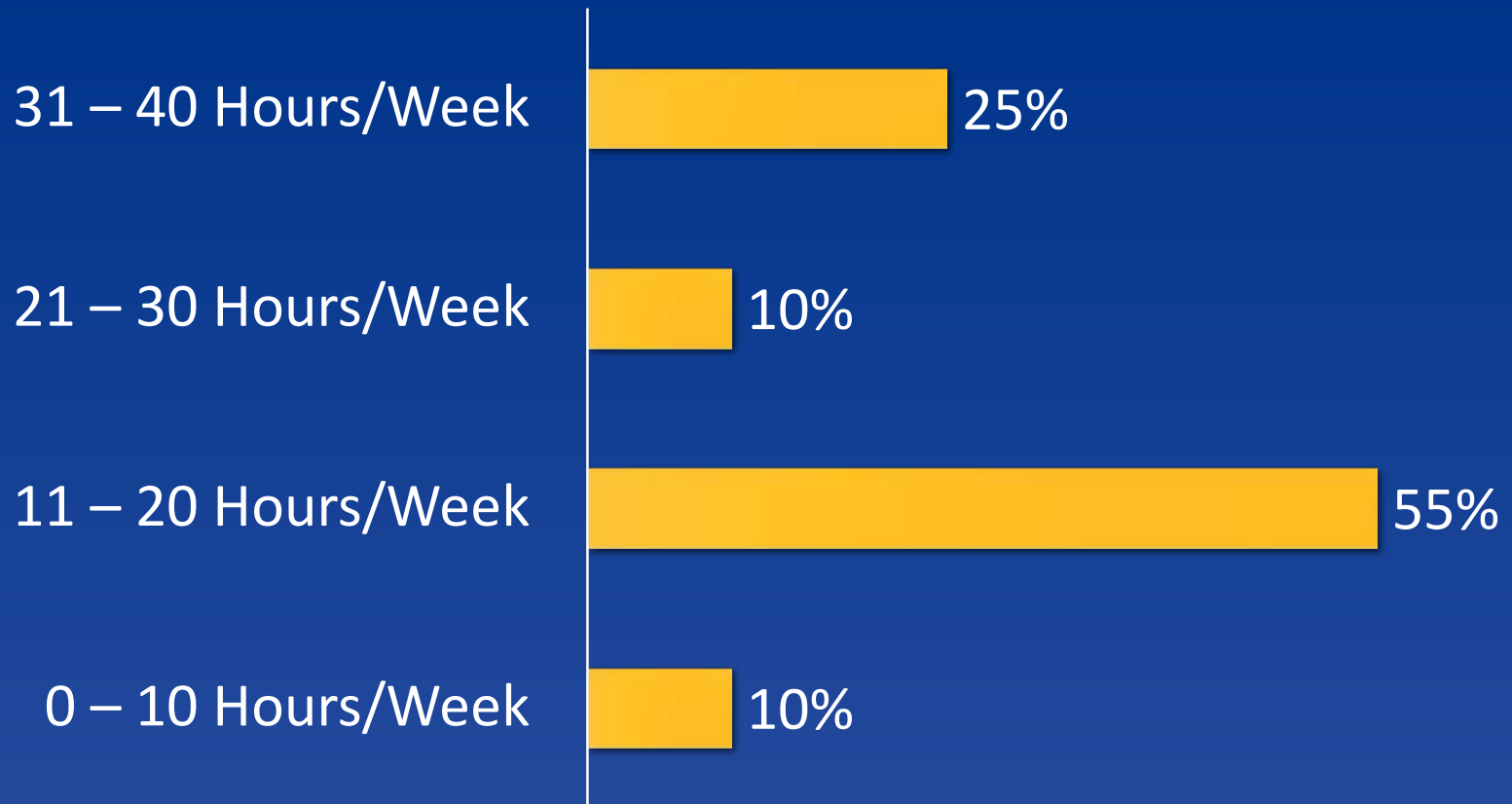
CALBO Survey – Internship Programs

What is the internship duration?



CALBO Survey – Internship Programs

What is the average workweek of an intern?



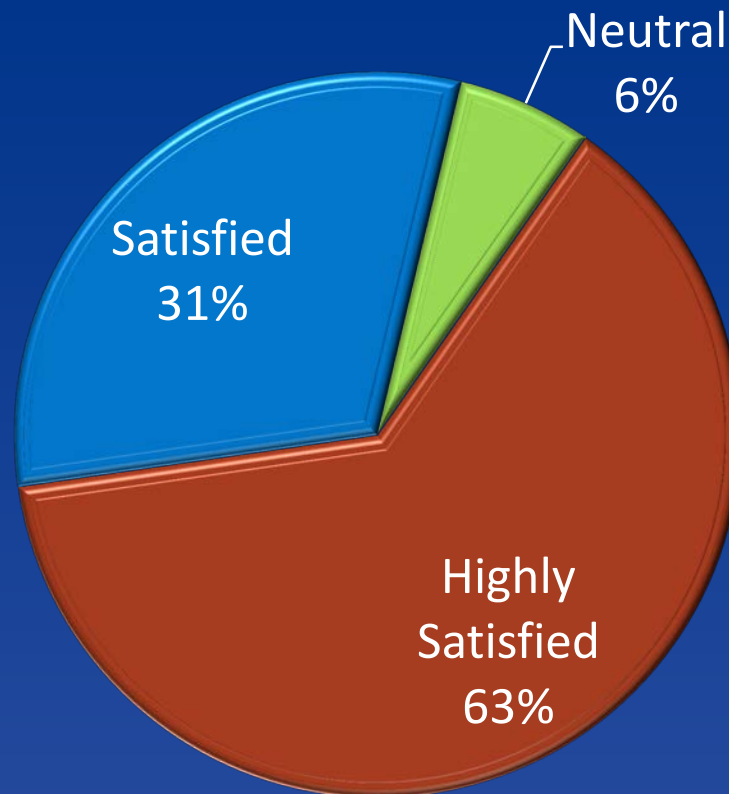
CALBO Survey – Internship Programs

What duties do interns perform?

1. Administrative duties, assist project management
2. Counter assistance
3. Permit processing
4. Field inspections
5. Limited scope plan review

CALBO Survey – Internship Programs

What is the report from interns about their internship experience?



Internship Programs: 2 Case Studies

Joe Kirkpatrick

Chief Building Official

City of Irvine

Randy Goodwin

Building Official and City Architect

City of West Sacramento

Irvine Case Study

Joe Kirkpatrick

Chief Building Official

City of Irvine

CITY OF IRVINE INTERN PROGRAM

Big Picture

- Certain Building and Safety employment niches not well served by typical education, e.g. permit techs, inspectors, plan checkers...all specialties.
- Changes in PERS rules (PEPRA) for most Cities make mid-career transfers much more challenging.
- Many college grads (and others) are willing to start as paid or even unpaid interns.
- Internships can be great for both the employer and the intern...help with critical functions, learn new skills, explore career opportunities, no major commitment.

CITY OF IRVINE INTERN PROGRAM

- What's right for one agency may not be right for another:
 - How deep is the agency
 - Is someone available to manage, mentor, supervise an intern
 - Does HR allow and under what circumstances
- The answers to these questions will determine if and how
 - E.G. an inspector ride along is easier to accommodate than a plan checker ride along.
 - A big agency might have enough specialized stuff to do to develop an intern incrementally while getting good production

CITY OF IRVINE INTERN PROGRAM

- City allows Interns:
 - HR not too bureaucratic, may be paid, unpaid
 - Paid means we need to look ahead and get into the budget
 - Must pass a (life scan) background check
 - Recruitment completely informal
 - Various ways to find candidates
 - Word of mouth
 - Referrals
 - Solicitations

Irvine Case Study

- Plan check Engineer:
 - Informal intro
 - Second year master's student
 - Started out as unpaid, then paid (3 mo. +/-)
 - Trained in minor OTC plans to start
 - Became proficient in solar, patio covers retaining walls
 - Interned for one year
 - Experience aided in getting a position in LA
 - Return to us 2 years later as a more rounded assistant plan check engineer

Irvine Case Study

- Plan check Engineer:
 - Soliciting candidates via local universities- UCI, CSUF
 - Contact Engineering Department Chair
 - Ask for professor referrals
 - Got a number of qualified applicants
 - Selections underway

Irvine Case Study

- Permit Tech:
 - Referral
 - College Freshman
 - Started out unpaid
 - Verified fit and commitment
 - Is now paid, works 16 to 20 hours a week
 - Wants a career in Building and Safety but not sure where... “starting in the mailroom”

Keys to success

- Must be win-win
 - Investment to train must have pay-off
 - Need a minimum commitment
 - Be sure to establish expectations- two way
 - Healthy perspective...developing the next gen

Success Stories

Assistant Engineer



Permit Tech



West Sacramento Case Study

Randy Goodwin

Building Official and City Architect

City of West Sacramento

West Sacramento Case Study

Summer STEPS Internship Program Origins

- The Mayor of West Sacramento, a former educator, was the main proponent behind a city-wide internship program, The Summer STEPS Internship Program (Strides Towards Entering Public Service).
- The City Manager's Office created the program guidelines and structure.
- For four years, interns have worked in the following departments: Administrative Services, City Manager's Office, Community Development, Fire Administration, Parks and Recreation, Police Department, and Public Works.

West Sacramento Case Study

Summer STEPS Internship Program Purpose

- To provide high school and college students with practical work experience related to their academic studies outside the classroom.
- Offer students the opportunity to incorporate realistic and practical work experiences, not normally achieved in a classroom setting, into their academic programs.
- Provide the City of West Sacramento with the opportunity to invest in a future workforce and demonstrate how students can have the career they want in local government while serving their community.

West Sacramento Case Study

Summer STEPS Internship Program Details

1. Internships are offered for an 8-week period over the summer.
2. Each department conducts its own panel interviews for students applying for an internship within their department. Each department must abide by the guidelines and requirements set forth by HR.
3. Each department is assigned a minimum of 2 interns for the summer term.

West Sacramento Case Study

Summer STEPS Internship Program Details (continued)

4. All interns work part-time as at-will employees. Hourly wage ranges from \$10-\$20 per hour.
5. Duties and responsibilities differ depending on the intern level.
6. Classifications for student interns are based on educational levels rather than job duties. There are four internship levels with different duties and pay levels.

West Sacramento Case Study

Lessons Learned from Summer STEPS Internship Program

- Getting support from department heads and city managers is the biggest challenge of any internship program.
- Departments should participate, but should not be responsible for the leg work of the program.
- Departments should consider how an internship program will benefit both their employees and the intern. There should be a project in place before hiring an intern rather than hire an intern and create a project around the intern.

West Sacramento Case Study

Success Story



“Matt has become such an asset to this ADA project; he has taken over the fieldwork to assist the engineering inspectors, who often get overloaded with other projects. Matt has another six months of project work, but I would like to continue to work with him in the future. He always has a place at the City of West Sacramento. I also know that he is grateful for this opportunity in that he would not have known about public service and the opportunities available at the City of West Sacramento without the Summer STEPS Internship Program.”

Outreach Examples

Susan Dowty

Government Relations Manager

International Code Council

Outreach Examples

Outreach

- ✓ Career fairs & job fairs
- ✓ Outreach to trades
- ✓ Outreach to schools and students (at every level)
- ✓ Promote through various venues (social media, public service announcements)
- ✓ Connecting with veterans
- ✗ Building Department open house
- ✓ Building Safety Month event
- ✗ Building Department booth at community events and entertainment events

Outreach Examples

Career & Job Fairs



BUILDING & SAFETY CAREER FAIR



Come and join City of Glendale and discover wide range of trades and careers related to the Building & Safety profession

When:
WEDNESDAY
MAY 24TH
12:30 PM - 3:00 PM

Where:
City of Glendale
633 E. Broadway
Glendale, CA 91206

Young Adults: Building Safety Careers Home Owners: Earthquake Safety Retrofits

May 10, 2017 6:00-8:00 p.m. | City Hall Rotunda | 200 E. Santa Clara St., San José



Learn about careers in building safety

Do buildings and construction interest you? Learn about unique and rewarding careers in the building safety industry.



Get tips on making your home earthquake ready

Talk to City of San José Building Safety Professionals

- For young adults, high school or college students who are interested in buildings and construction, learn about the different careers in permitting, plan review, and inspection from our experts.
- Learn how you can prepare your home for an earthquake with retrofit designs.

Outreach Examples

Outreach to Trades



ICC helps judge top craft trainees and apprentices

The ABC Craft Championships demonstrates the staunch commitment of trainees and apprentices to the career path the construction industry offers



Pictured (left-right): Ian Barrett, Andrew Lopez and Paul Pescador.



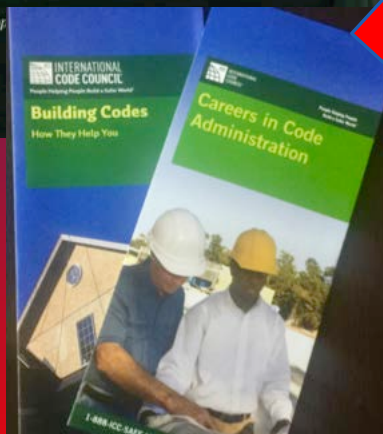
Outreach Examples

Outreach to Trades



Outreach Examples

Outreach to Students



Outreach Examples

Outreach to Students



Outreach Examples

Outreach to Students



Outreach Examples

Outreach to Students



Outreach Examples Social Media



SVABO
@SacValleyICC Follows you



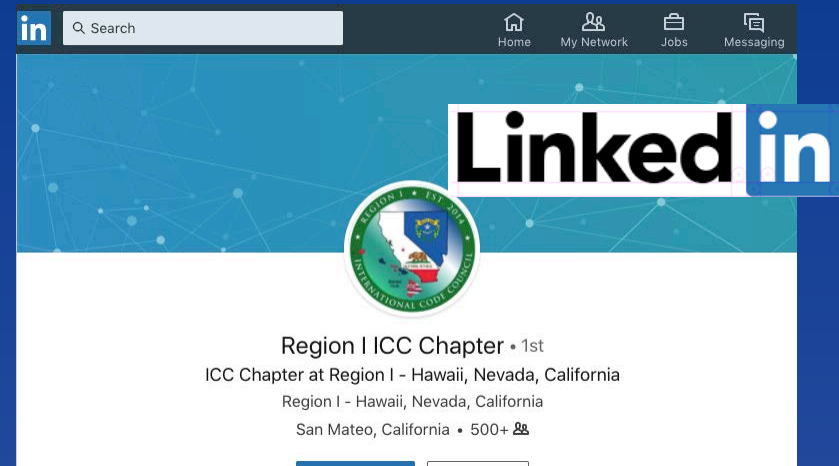
Citrus Belt
@citrusbelticc



L.A. Basin Chapter
@LABC_ICC Follows you



ICC Region I
@iccRegionI Follows you



Outreach Examples

Job Boards

International Code Council (ICC)

plans examiner California

Only search position title

Career Center Home > Job Search

Email Me Jobs Like This

Refine your search: (Viewing 1 - 25 of 30 jobs)

Sort by: Position | Company | Location | Posted Show All Details

JOB FUNCTION:

All
Engineer (all)
Engineer - Civil
Engineer - Public Works
Engineer - Structural
Engineer - Other
Inspector (all)
Inspector - Building

Hold CTRL and click to select more than one

INDUSTRY:

All
Advertising / Marketing
Agricultural
Airline/Aerospace/Aviation
Apparel/Textiles
Architecture / Design
Art/Photography

Hold CTRL and click to select more than one

STATE:

Other / None
Alabama

Supervising Plans Examiner
City of Fontana – Fontana, CA, United States
1 day ago Save

Associate Plan Check Engineer
County of Santa Clara - Planning and Development – San Jose, CA, United States
8 days ago Save

Chief Building Official
City of San Rafael – San Rafael, CA, United States
30+ days ago Save

Construction Job Board Network

Estimator
D4 Construction Services – Dallas, TX, United States

PLAN CHECK ENGINEER - INLAND EMPIRE
JAS PACIFIC – INLAND EMPIRE, CA, United States
20+ days ago Save

Job Information
Location:
Fremont, California, 94538, United States

Job ID:
40061243

Posted:
March 22, 2018

Position Title:
Plan Check Professional/Plans Examiner

Company Name:
City of Fremont

Job Function:
Plans Professional - Plan Checker

Job Type:
Full-Time

Job Duration:
Indefinite

Min Education:
BA/BS/Undergraduate

Min Experience:
3-5 Years

Required Travel:
0-10%

Salary:
94,105 -129,587 yearly



Outreach Examples

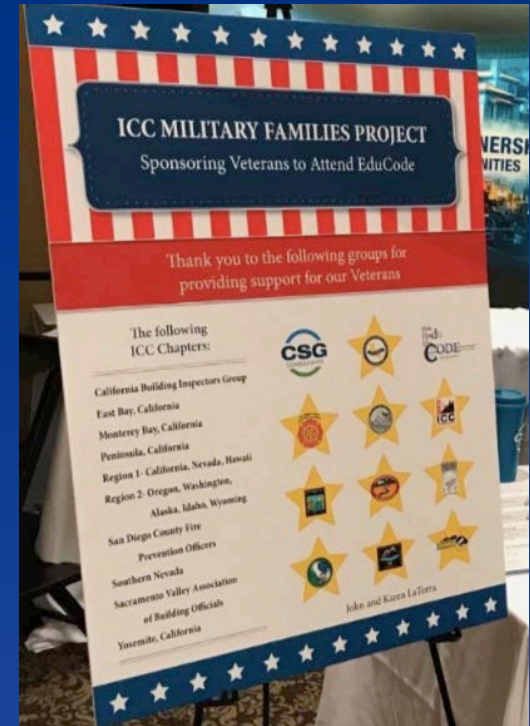
Connecting with Veterans

Veterans can help keep us safe as civilians, too

by Nick Reither



United States Air Force Chief Master Sergeant John A. Hammonds (center) visits a jobsite with Van Watson (left), assistant building official, city of Abilene; and Tim Littlejohn (right), building official, city of Abilene, during a ride-along that is part of the Code Council's new ICC Military Families Building Career Path Program.



Sara Yerkes and Ron Piester of the Code Council are leading a new initiative, the ICC Military Families Building Career Path Program, to help veterans who are transitioning to civilian life and their family members learn more about building safety career options.

Outreach Examples

BSM Events



Ventura County (Calif.) officials showed their Building Safety Month pride by inscribing their jurisdiction's monthly theme in their second place-winning sandcastle during their annual sandcastle contest.

Outreach Examples


BSM Events

SD Development Services

MAY 2017 BUILDING SAFETY MONTH

Code Officials: Partners in Community Safety and Economic Growth

Please come for a full day of displays, demonstrations, and information sharing on **Wednesday, May 17, 2017** 9 a.m. to 4 p.m. at the **Civic Center Plaza - Concourse Area** (outside the City Administration Building at 202 C St.)




glendale  building safety
Presents:

BUILDING SAFETY MONTH MAY 2018



"COMMUNITY PARTNERING"

MAY 23rd
11:00 am - 2:00 pm
PERKINS PLAZA
CITY HALL
"COMPLIMENTARY LUNCHEON"

Share your knowledge expertise with:

- ✓ ENGINEERS
- ✓ ARCHITECTS
- ✓ CONTRACTORS
- ✓ GLENDALE COMMUNITY

This year's event will also include an informative presentation by City Building Official, Jan Bear: "Why Building Safety is Good for Small Business in Glendale"

For more information please contact Celine Sarkisloo by e-mail at CSARKISLOO@glendaleca.gov



Outreach Examples



SAFETY 2.0

Safety 2.0 is the International Code Council's signature initiative to welcome a new generation of members and leaders to the building safety profession.

Click titles below to find out more.



Best Practices for Developing the Next Generation

Thank You

