

## Criteria for Trade Exemption Summary

### List Criteria:

- Considering all referral sources and best estimate of workers residing in the City, there are an insufficient number of qualified and available local residents for the trade.
- The trade requires skills and certification beyond what's required by the State of California's Apprenticeship Standard.
- The principal skills utilized for this trade requires industry, state, or federal specialized licenses above and beyond to what is required for a journey-level worker within the trade.
- The trades' operations involve the performance of construction work requiring special skills beyond the skills required by the State's Apprenticeship Standards.
- The principal skills utilized for this trade requires industry, state, or federal specialized licenses above and beyond to what is required for a journey-level worker within the trade.
- Provide data on the availability of local residents for the trades being requested for exemption.

### Criteria for New Addition to the List:

- OEWD will conduct a quarterly review on the requests from stakeholders for Specialty Trade exemption and make additions to the list if the trade is consistently requested during the bidding process.
- Stakeholders submit request with industry data that fits the criteria of why a trade is included in the list.
- OEWD will present request to the Local Hiring Policy Group for approval.
- If the trade does not have a state certified apprentice program, thus not being able to proceed with a waiver process, the trade will be considered for exemption.

### Criteria for Removal of Specialty Trades on the List:

- OEWD will conduct an annual review of existing list of exempted trades and determine if the trade/specialty craft has sufficient local residents who had gained a pathway into the work.
- If OEWD had entered into a Direct Entry Agreement into the trade where contractors can draw from to meet their requirements.

