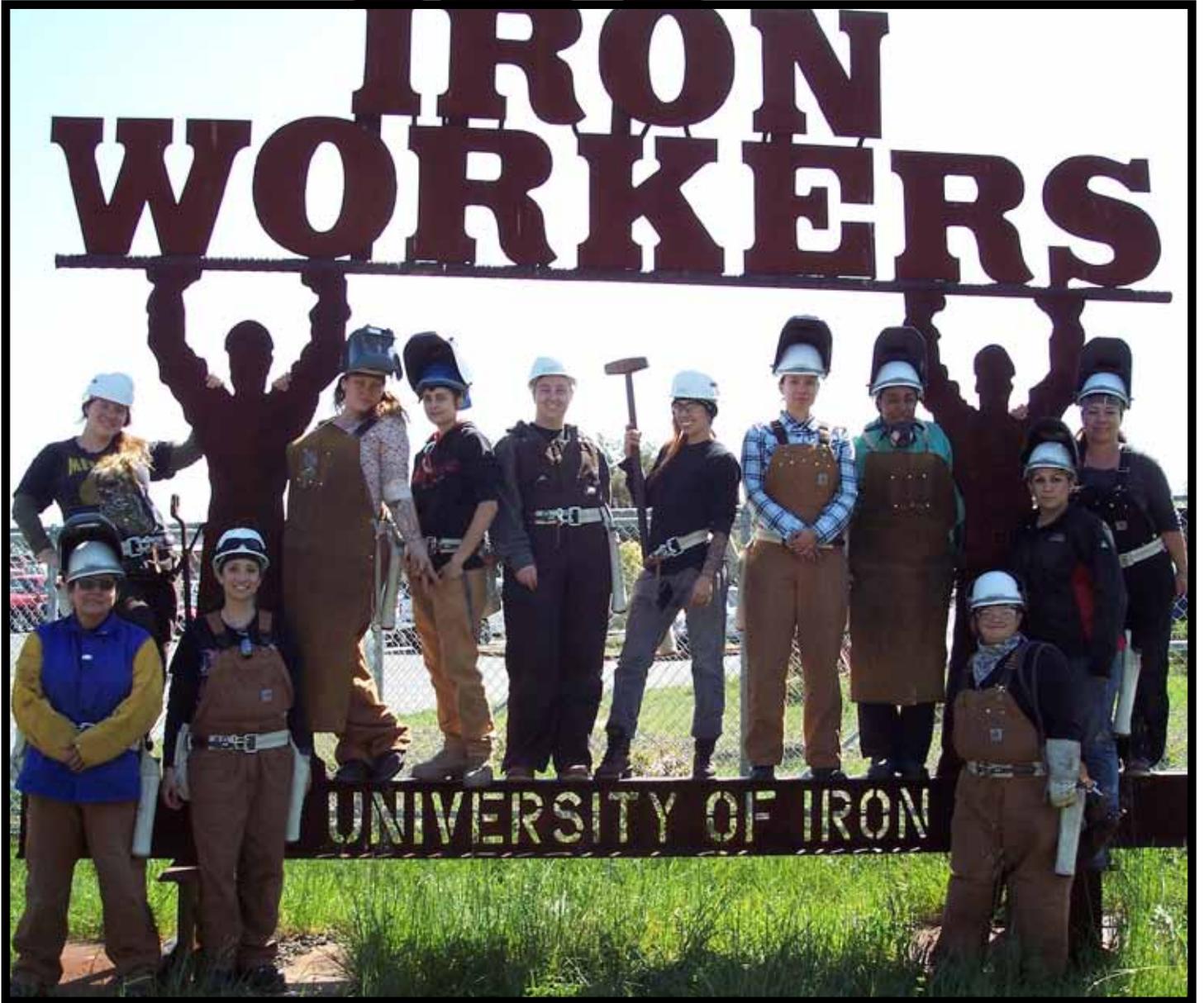


# APPRENTICESHIP



CALIFORNIA APPRENTICESHIP COUNCIL

*Preserving institutional knowledge  
while growing the next generation of talent*

*Third Quarter 2014*

## Message from the Director

# STAFF EFFORTS + BUDGET SUPPORT = DEPARTMENT-WIDE IMPROVEMENT



Christine Baker, Director,  
Department of Industrial  
Relations

Over the past year DIR staff members contributed to the Department-wide modernization efforts. I am very proud and pleased of the commitment and efforts of DIR staff across our many divisions.

Steady improvements in staff training, operational efficiencies and the incorporation of new technologies will have a lasting impact on the quality of the public service we provide.

My team and I start each week with a conference call from key

*Steady improvements in staff training, operational efficiencies and new technologies will have a lasting impact on the quality of the public service we provide*

staff in all divisions to provide updates on the systematic assessment of departmental needs and opportunities.

Support from Labor Secretary David Lanier, our exceptional division chiefs and managers, and our visionary IT team have been especially critical in moving us forward as a unified Department.

The 2014 Budget Act passed by the Legislature and signed by the Governor on June 20th reflects significant increased support for the Department of Industrial Relations. DIR's overall budget increased by approximately \$11.6 million, primarily to expand the Process Safety Management (PSM) Unit within DOSH (\$2.4M) as well as provide support for positions and opera-

tional expense in the Cal/OSHA program which was not provided in previous budgets (\$3.3M).

Additional increases were provided for various legislative bills and technical adjustments, including but not limited to employee pay increases effective July 1, 2014 (\$2.2M).

The support in the 2014/15 budget goes far beyond these numbers. The budget also stabilizes funding for DLSE by moving funding support from at-risk or shrinking revenue sources to more stable, healthy ones. This funding shift will allow the division to fill positions without the restrictions present in past years, and increase overall support for all functions in areas such as Wage Claim Adjudication, the Bureau of Field Enforcement, and Public Works Enforcement.

The new funding sources will provide increased resources of approximately \$6.7 million, allowing DLSE to actually spend up to the level contemplated in previous budgets but not sufficiently provided for by funds at that time.

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## Apprentice Statistics For the quarter ending June 30, 2014

Number of active apprentices .....	49,567
Number of new registrations and reinstatements .....	4,066
Number of active women apprentices.....	2,591
Percent of active apprentices represented by women .....	5.2%
Percent of active apprentices represented by minorities .....	56.6%
Number of active veteran apprentices .....	3,408
Number of veterans registered in 2014.....	487
Number of those veterans who have completed apprenticeships .....	159

## THE SECRET'S OUT! APPRENTICESHIP CAN CLOSE THE SKILLS GAP



Diane Ravnik, DAS Chief

Apprenticeship has been called California's "best kept secret." Although widely used and valued throughout Europe, Canada and Australia to provide employers with a continuous source of skilled labor, in the U.S. formal apprenticeship training has been traditionally under-used, as noted in the Center for American Progress' recent report, *"Training for Success: A Policy to Expand Apprenticeships in the United States."*

But at last, in this 75th Anniversary year of California's Apprenticeship Law, that is finally changing; formal registered apprenticeship is being recognized as the solution to the skills gap between jobs employers need to fill and the skills necessary to fill those jobs—skills lacking among most job-seekers.

As CAC Chairman Jack Buckhorn observed in the April issue of this publication, "apprenticeship is growing to meet the demands of the 21st century." Governor Jerry Brown, a long-standing advocate of apprenticeship, observed in his 75th Anniversary Proclamation, "Formal state-registered apprenticeship training contributes to California's economic growth. The

California Apprenticeship System . . . increases career opportunities for Californians while meeting employers' needs for skilled personnel." In January of this year, President Barack Obama specifically cited "apprenticeship" in his State of the Union message as a viable alternative to the traditional four-year college degree for those aspiring to a middle class career and to employers seeking to fill jobs.

To stimulate expansion of apprenticeship, in April the President announced a \$100 million investment called "American Apprenticeship Grants," characterized as the single greatest investment in apprenticeship ever made by the federal government. To implement the President's commitment, the federal Office of Apprenticeship conducted a series of "Industry Roundtables" around the country throughout the month of June. They focused on key industries—healthcare; transportation and logistics; energy; advanced manufacturing; construction; and information technology—to explore the benefits of using apprenticeship as a means to grow their skilled workforce and give American businesses a competitive edge in the global marketplace.

CAC Commissioner Van Ton Quinlivan, a member of the Federal Advisory Committee on Apprenticeship (ACA), along with Federal Office of Apprenticeship Regional Director Michael Longeuay, convened the Information Technology Roundtable in San Francisco June 27. I was delighted to attend and heard directly from DOL Office

*In April the President announced a \$100 million investment called "American Apprenticeship Grants," characterized as the single greatest investment in apprenticeship ever made by the federal government.*

of Apprenticeship Administrator John Ladd about the President's plans to stimulate growth in apprenticeship around the country.

California's DAS will actively participate in this effort, joining with its state workforce development partners, the California Workforce Investment Board (CWIB) and the Employment Training Panel (ETP); and our education partners, California Community Colleges (CCC) and California Department of Education (CDE). Together we hope to dramatically expand apprenticeship training opportunities here in California by reaching out to employers in high-demand, growing industries to show them how apprenticeship can fill the "skills gap" by meeting their needs for highly skilled and motivated workers for the 21st century.



California Division of  
Apprenticeship Standards

The Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.  
[www.dir.ca.gov/das](http://www.dir.ca.gov/das)



*In this issue I'm turning my column over to my fellow CAC member and Legislative Chair, Yvonne de la Peña, who will share her insights into Apprenticeship funding.*

—Jack Buckhorn  
CAC 2014 Chair



Yvonne de la Peña currently serves as Program Director for the California Fire Fighter Joint Apprenticeship Committee (CFFJAC), a post she has held since 1990. During her tenure as program director, de la Peña has helped transform the CFFJAC into a model of labor-management partnership in the area of apprenticeship training.



To learn more about the California Apprenticeship Council, please visit [www.dir.ca.gov/cac/cac.html](http://www.dir.ca.gov/cac/cac.html)

## EFFORT TO RESTORE FULL RSI FUNDING CONTINUES; NOW SHIFTS TO 2015-16 BUDGET YEAR

By Yvonne de la Peña

For the better part of the last decade, June has been a cruel month. Like all other public programs, apprenticeship was forced to endure often-painful budget cuts. Often as not, budget time felt like a fight for survival, never mind a budget increase.

This year, June once again produced a budget disappointment, but unlike the past, it also provided some rays of hope for a brighter future.

First, the bad news. Despite a valiant effort and a great deal of support from lawmakers, we were not able to secure restoration of apprenticeship funding. A total augmentation of \$13 million cleared both Assembly and Senate, and seemed on track to be in the final budget. In the final 11th hour negotiations, lawmakers decided not to authorize any increases in categorical programs for the upcoming budget year.

While it was tough to come so close and lose, it's also important to note how far we've come. Even as recently as last year, we were at some levels fighting for the very existence of apprenticeship. This year, we laid critical groundwork for restoring funding in the next budget cycle. We made our voices heard on the value of apprenticeship as the most cost-effective investment California can make in job training. We educated legislators and the administration on the impact of apprenticeship, and what the

cuts from the Great Recession meant to programs that are, at their core, about building our economy.

We will continue to meet with legislators, the administration and other stakeholders to press the case for continuing California's decades-long commitment to apprenticeship through the budget line item. In order to make this happen, though, it is critical that we all keep participating and keep pressing the case. Turning in your hours to your LEA (funded or not) provides valuable data that we can use to demonstrate the value of the program and the critical need that still exists.

You can also help keep apprenticeship front and center by sending your legislator specific examples of how your program is making a difference in your community. If they have specific knowledge from their own districts on how effective apprenticeship is, they will go to bat for you. Make it personal for them—invite them to your training site, have an apprentice visit their office, anything that shows them the value apprenticeship has in our state and how little it costs to keep it whole.

Should you have specific questions or ideas for the next budget cycle, please contact Yvonne de la Peña, CAC Legislative Chair, at [ydelapena@cpf.org](mailto:ydelapena@cpf.org).

## CALIFORNIA RESPONDS AS APPRENTICESHIP GAINS NATIONAL VISIBILITY



*Van Ton-Quinliven, California Community Colleges Vice Chancellor of Workforce & Economic Development and CAC Commissioner*

Over the past few months, we have continued to experience an increase in the visibility of apprenticeship, with the federal Department of Labor most recently announcing a \$100 million “American Apprenticeship Grants” proposal, which should be released in the next few weeks. According to the DOL Office of Apprenticeship, the funding “will focus on partnerships between employers, labor organizations, training providers, community colleges, local and state governments, the workforce system, nonprofits and faith-based organizations . . . .”

The grant information released so far places an emphasis on three areas: 1) creation of new apprenticeship programs in high growth areas such as IT, health care and advanced manufacturing; 2) alignment of apprenticeships to pathways that enhance career advancement and further learning, with industry-recognized certificates and college credit for

workplace learning experience, as well as pre-apprenticeship programs and; 3) scaling of successful, innovative apprenticeship models to other areas of the country. This is a great opportunity for California’s apprenticeship community to work together and present a strong application to the DOL. We envision one or more quality applications that leverage the resources and agencies that have been working diligently to support and expand the apprenticeship training model in California.

We also had an opportunity to meet with John Ladd, Administrator, Office of Apprenticeship & Training Administration, at the Industry Roundtable hosted by the DOL in San Francisco in June. The Roundtable meetings were held around the country, bringing together employers and other stakeholders to discuss how Apprenticeship can support the need for skilled workers in vari-

ous industries. The San Francisco meeting focused on the Information Technology sector and provided those in attendance with an overview of apprenticeship and an opportunity to explain their workforce needs. The Roundtable topics should also give us a glimpse into what the DOL may be looking for as it relates to the funding opportunities in the near future.

Finally, while the Budget Act was passed and signed at the end of June, additional funding was not included for Related and Supplemental Instruction. In the meantime, in order to get the most out of the limited funds available, the Chancellor’s Office will continue to improve internal processes and create a system that is more responsive to the needs of current and future Apprenticeship programs while also working with all of you to leverage the various funding sources that may be available to you.



*At the June 27th Information Technology American Apprenticeships Industry Roundtable in San Francisco; left to right, Diane Ravnik, Chief, DAS; John Ladd, Administrator, DOL Office of Apprenticeship; Van Ton-Quinliven.*

## A Word from the Apprentices

### WHAT DO YOU LIKE MOST ABOUT THE APPRENTICESHIP PROGRAM?



“ The thing I like most about the apprenticeship program is they help me follow my dream, provide me with a solid education, and help me to achieve my goals. By joining the program, my life has changed so much. I am able to have a good career in the future and be able to support myself and my family. The most interesting part of the program is learning new stuff and [keeping] updated on technology to keep up with my career. I have more knowledge and experience [than needed to] fulfill my job. The program has great staff, instructors, classrooms, and a wonderful lab with all new equipment. I would definitely say it was the best choice of my life to join the ABC Apprenticeship Program. This is where you can make a change to your life, You can have a good career and could be your own boss in the future.”

*Tim Dao, San Jose, CA*



“ What I like most about the apprenticeship program is the hands on experience in the field while pursuing my education towards my career trade as an electrician. I like how versatile the program is. I get the opportunity to work on various aspects of the job everyday. I would say ABC is a great program to help you pursue your career. The program works really well with its students by providing them with hands on experiences in the labs that they might not have had the chance to experience in the field.

*Mike Grist, Atwater, CA*



“ I really like the fact that the staff is available to help take care of making sure you are being treated well, working, and financially receiving what we are supposed to be getting. I like learning things I don't know already and have not experienced on the job and the program covers all angles of our trade in book and hands on as well. I have already [recommended the program] to a few [friends] and I always say it is a great program that works very well for the enlisted. It has a great job placement, education, and apprentice security program. They actually take care of you and do their best to make sure you succeed.

*Chase Arends, Antioch, CA*



“ I really like the information on our trade that is given and the opportunity to have hands-on training. The most interesting part of the apprenticeship is to be able to go in the shop area and demonstrate what we have learned in our time in class. I tell my friends this is a great opportunity to learn about what you love to do in a very professional and organized corporation.”

*Michael Granata, Suisun City, CA*

# Statewide Partnership Promotes Pre-Apprenticeship

## TAKING THE FIRST STEP

By Debra Chaplan, Director of Special Programs, State Building and Construction Trades Council and Anne McMonigle, Project Coordinator, California Labor Federation Workforce and Economic Development Program

Across California, the State Building Trades Council and the California Labor Federation are partnering with schools, the public workforce system, and community organizations to create a new standard for pre-apprenticeship programs instituting a direct link with registered apprenticeship programs. Our goal is to build career pathways for youth, veterans, women, and those from disadvantaged communities to enter into and succeed in construction careers.

This effort results from two key initiatives: the Clean Energy Job Creation Fund, which uses Prop 39 funds, and the California Partnership Academies, funded by the California Department of Education.

The Prop 39 programs, administered by the California Workforce Investment Board, include seven consortia: the first group of funded programs are in San Francisco, Los Angeles, the East Bay, Silicon Valley, Central Valley, and the Sacramento Valley. In addition, the WIB awarded a development grant to the Santa Cruz consortium, and the California Labor Federation and the Emerald Cities Collaborative will provide technical assistance. Each of these grant partnerships includes a local Building Trades Council, Workforce Investment Board and a host of community-based organizations and community colleges.

The pre-apprentices who successfully complete these programs will have the opportunity to work on projects such as High Speed Rail;



San Diego High School students in an IBEW 569 STEM class at an MC3 Academy

Los Angeles Downtown retrofits; building green tech campuses in Silicon Valley; upgrading Chevron's Richmond refinery; working with the CA Conservation Corps on housing and energy efficiency in San Francisco; building the Sacramento Arena; and a host of other projects, including school district retrofit opportunities created by Prop 39.

The California Department of Education funded nine California Partnership Academies to advance Career Technical Education (CTE) and prepare young people to enter construction apprenticeships. Located in Long Beach, Salinas, Elk Grove, Riverside, San Bernardino, San Diego, Vista, Arvin and Santa Cruz, the academies will take CTE to the next level by providing high school youths with the tools they need to be successful apprentices, and access to registered union apprenticeship programs when they graduate.

Pre-apprenticeship is not a new concept, but there is a new standard: the Multi-Craft Core Curriculum (MC3) was developed by the national apprenticeship and training directors in North America's Building Trades Unions. The curriculum covers topics common to

all crafts in the following subjects: apprenticeship orientation; safety and health; CPR and first aid; blueprints; industry awareness and opportunities in the crafts; construction management; architecture and engineering; introduction to the crafts and their tools; tool safety; and the heritage of the American worker. The MC3 will help to create successful pathways into construction apprenticeship, and into the middle class.

From June 16-20, a group of 30 training instructors and high school teachers gathered at the State Building and Construction Trades Council offices in Sacramento for a weeklong training on how to implement the MC3 into projects serving client populations ranging from high school students to prisoner re-entry programs. Now these instructors are back home preparing their lesson plans and gearing up to launch their new pre-apprenticeship programs and high school construction academies later this summer.

If you are interested in learning more about the MC3 pre-apprenticeship program and how to get involved in your area, please contact Anne McMonigle, 916-947-1154, or [amcmonigle@calaborfed.org](mailto:amcmonigle@calaborfed.org)

## Expanding Pathways for Youth:

# IMPRESSIONS & LESSONS FROM GERMAN APPRENTICESHIP PROGRAMS

By Peter Cooper, Assistant Director, Employment Training Panel (ETP)

While vacationing last summer in southwest Germany, I had the pleasure of visiting two respected manufacturing apprenticeship programs, one at Kärcher, a leading provider of quality industrial cleaning equipment with 10,000 employees worldwide, and the other at H.P. Kaysser, a leader for sheet metal processing and mechanical production.

Kärcher runs a highly competitive apprenticeship program, all based on the famous dual system of theory and practice. Not only does Kärcher train in mechanics, engineering, and electrical trades but also in logistics, purchasing, and international business, basically all aspects of their global corporation. Most of the apprentices are recruited from local high schools; however, the company, just as H.P. Kaysser, also has cooperative programs with a university in the region and admits students to their program each year, offering numerous pathways to meet the applicants' needs and professional goals. The fliers promoting the apprenticeship program target students who don't want to be part of the



Peter Cooper and Horst Klenk at LernFabrik

pack to join Kärcher for a unique career, “because extraordinary tasks require extraordinary individuals.”

Kärcher knows that running an outstanding apprenticeship program has long-term financial benefits, a point that return-on-investment studies have shown. Ruediger Bechstein, VP of Corporate Human Resources and Hermann Trotz, Apprenticeship Manager, explained to me that the company instills loyalty in its apprentices, a practice that pays off in the long run as graduates stay with the program, or, if they work elsewhere in the manufacturing industry, recognize the quality of the Kärcher products and purchase them for their own facilities.

At H.P. Kaysser “LernFabrik” (factory of learning), which has existed as a separate subsidiary of Kaysser since 1991, I met up with Horst Klenk, who heads the apprenticeship program. The LernFabrik has won numerous awards for its unique model using a subsidiary that relies on apprentices. In the early years, the LernFabrik did not turn a profit, but now it operates in the black in a symbiotic relationship with the parent company, adding to the competitiveness of the entire enterprise.

The “Azubis,” short for Auszubildender (trainee), are responsible for the product from beginning to end, gaining broad experience with customers and the company. Klenk explained to me that some products, such as pieces that are specialized, are prototypes, or need to be



The Auszubildender (trainee) is responsible for the product from beginning to end.

delivered to the customer in a compressed time frame, can be more efficiently produced by the apprentices, who are flexible with their time and willing to put in overtime, for which they are fairly compensated. After the trainees have finished the program and passed industry-approved tests, they are awarded certificates in German and English that are recognized across the European Union. Graduates are always offered a job at the parent factory, and most of them accept it.

There is much to be learned from these two programs. What really resonated with me, however, was that the companies understood how long-term investments in youth are well worth it financially and socially and that creating apprenticeship programs that provide a variety of pathways to careers in growth sectors benefit the economy as a whole.

## Success Stories: Southern California Laborers' Apprenticeship Program

### MODERN: A HISTORY OF PROVEN SUCCESS

With years of refined expertise and innovation, Modern is a leader in the management and construction of highway and renewable infrastructure. Since 1960, Modern has worked to make highways safer through the construction and installation of safety barriers and overhead sign structures in California and the western U.S. Given its extensive experience in the industry, Modern has seen many ups and downs, and this knowledge of the process means Modern is able to adapt when problems arise and get the work done effectively and efficiently.

For the past three decades, Modern has also planned, installed and managed the completion of numerous renewable energy projects. After many years in the

construction field, Modern has the ability to get involved on the ground level, manage subcontractors and ensure projects run smoothly and on time. Modern provides management expertise and construction services, covering all facets of the renewable energy industry.

Modern's history of innovation and commitment to the fundamentals of quality workmanship, timeliness and value could not have happened without its long-lasting relationship with the Laborers' Union. The Southern California Laborers' Apprenticeship Program has ensured that Modern has access to the highest quality, best trained and most dedicated workforce. The program with its accredited curriculum has even greater value



Scott Metko, Vice President of Project Development, Modern Energy

as the company's main expansion plans focus on renewable energy.

Modern's progressive approach and span of experience save money and time for their partners under the most demanding conditions; their history of proven success speaks for itself; and their products and services consistently exceed expectations.

## Associated Builders & Contractors San Diego—Apprenticeship Training Trust

### YOUNG VETERAN ATTACKS ELECTRICAL APPRENTICESHIP FULL FORCE

Manuel Ibarra's first goal in life was to become a United States Marine; he reached his goal and served his country with pride. Then, with a year of service left before leaving the Marine Corps, Ibarra started thinking, "What am I going to do? When I was a teenager, I wanted to be a Marine—but now I needed to find a career."

Ibarra started attending transition programs offered by the Marine Corps, and one of them caught his interest. "I went to the "Troops to Energy" transition program and said, that's for me!" The program introduced him to the career op-

portunities offered through the ABC Apprenticeship Training Trust academy, and he enthusiastically entered the program. Bergelectric hired him and he is now a first-year apprentice enjoying the classroom learning experience. "ABC gives us a great environment. You learn a lot of math and science. It's really fun absorbing all this knowledge. I'm learning about atoms and stuff, and that's cool. We learn a lot about safety too at the start, and safety is so important.

"I love it so far. Five years from now, I want to still be trying to learn. I pick the foreman's brain—I want to learn and be successful in my own

career. I'm taking it day by day, trying to observe, absorb, and learn."

Ibarra's advice to other veterans considering becoming a craft professional through ABC: "Take advantage of the tuition benefits, take advantage of the military assistance. You will have a career, not just a job, that can last your whole life. Attack it full force!"



Mannie Ibarra

# Solar Turbines Incorporated

## A GOLDEN OPPORTUNITY FOR GROWTH

*In the 2nd Quarter issue of Apprenticeship (April 2014) we introduced you to Solar Turbines Incorporated, a subsidiary of Caterpillar Inc. headquartered in San Diego. Below two of their apprentices tell their stories.*

### **Linda Clark, Experimental Sheet Metal Mechanic Apprentice**

After completing high school, my parents couldn't afford for me to attend college, and needed my help financially. My dad was an outside contractor at Solar Turbines helping with the electrical wiring when he heard they offered an Apprenticeship Program. The program would pay me well, teach me valuable skills, and pay for my college. That same day I put in my application and shortly after that I took the required testing and was accepted into the Solar Turbines Apprenticeship Program.

The Solar Turbines Apprenticeship program has been an amazing program. It has given me a wonderful opportunity to be able to expand my skill set while also being able to attend school to obtain my Associates in Science Degree. I am proud to be working as an Experimental Sheet Metal Mechanic Apprentice where I have learned how to be responsible, grasp new ideas, and many valuable skills that will help me with my career. Without this Apprenticeship Program I would have gone straight into the workforce with little pursuit of a college education.

I also learned that in California, female apprentices only represent about six percent. As a Hispanic female in the manufacturing industry I represent a fraction of that percentage. Solar Turbines Apprenticeship Program is in high demand, so I am really grateful that I have been chosen to be an apprentice for such a wonderful company and to be a part of the IAM & AW Local Lodge 389 Union. I would also like to thank everyone that has helped me in my journey.



### **Tony Iribe, Experimental Sheet Metal Mechanic Apprentice**

I started working at Solar Turbines in 2007 as a temporary worker, and while showing hard work and a good attitude, I was hired in 2008. By the end of 2009, a good friend told me about the Apprenticeship program. When I looked into it, I was unsure if it was the right decision for me—my wife was pregnant at that time and I was going to get a pay cut because I had been working at Solar Turbines for a couple of years. However, after lots of thinking and advice from friends, I decided that in the long run, the Apprenticeship program was going to be a good choice. I applied for the

Experimental Sheet Metal Mechanic Apprenticeship and started in the beginning of 2010. I graduated in January 2014, and the four years that I spent in the Apprenticeship was an extraordinary experience. Throughout this passage all the journeymen helped me more than I expected. The knowledge that I obtained during this period has been incalculable. I am glad I made this decision four years ago.

# Operating Engineers Local 3 & Teichert a Winning Team

## WORKING TOGETHER TO ENHANCE APPRENTICESHIP

What should apprentices know when they get to their first job? How experienced should they be? Aren't they basically just journey-level operators who need a little direction?

These are all questions that Local 3 Joint Apprenticeship Committee (JAC) Sr. Coordinator Patrick Grisby has heard from companies when apprentices get dispatched to their jobs. But they're questions that Teichert superintendents will no longer be asking.

On June 18, Teichert Director of Field Operations Mark Nilsen took about 10 of his company's superintendents to Local 3's Rancho Murietta Training Center (RMTC) for an in-depth look at how the program works. Grisby took them around the property and showed them how apprentices are selected, where they stay and get classroom instruction and how they train in the field—on a four-day rotation, depending on their branch of study.

Now that Teichert's leaders better understand the union's role in the process, Nilsen plans to set up an in-house apprenticeship rotation



Apprentice William King gets hands-on training on a track loader at the RMTC.

of his own, once apprentices finish their Probation Orientation Period (POP) training at the RMTC. This will enhance the union's training and, in the long run, produce more well-rounded operators the company can keep once they journey out. Apprentices will be rotated between Teichert's many different divisions, like road and highway; underground; and paving and grading. The company also plans to offer incentives to superintendents who mentor apprentices and bring them full-circle.

Grisby believes this is a win-win-win situation for everyone involved. "A majority of them [the superintendents] had never been up at the

Ranch," said Grisby. "Their expectations in the past are that apprentices are supposed to be trained journeymen. This gives the superintendent a different perspective and makes it a lot easier to show them what they're working with. The purpose is to make apprentices more well-rounded and give them much better skills."

Grisby hopes other companies will see the benefits of this and follow suit. "This prototype that Teichert is creating will set an example for us to follow, set the guidelines," he said.

Local 3's program will get even stronger when operations move to the union's new training property just 8.3 miles from where it is now. The union recently closed on the property and has already started moving in the equipment. With 1,500 acres, the new location will provide about 30 times the space and offer year-round training, especially winter when work is typically slow. It will also provide a more realistic experience of what apprentices can expect in the field, as the soil at the old site has been turned so many times it resembles sand.

Local 3 thanks Teichert for stepping up to the plate and believes the company hit this one out of the park!



Teichert Director of Field Operations Mark Nilsen and some of the company's superintendents talk to Local 3 JAC Sr. Coordinator Patrick Grisby during an equipment class at the RMTC.

