

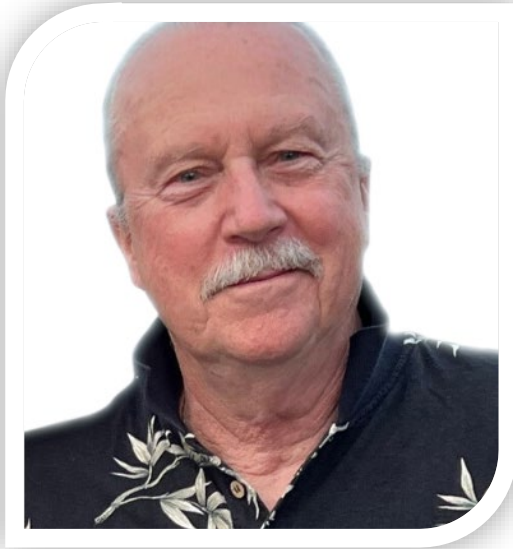
Engage Series

Uniting Registered Apprenticeship Programs
and Tribal Workforce/ College Career Centers
for Apprenticeship Recruitment



June 20, 2024

Moderator



Gene Ellis

Senior Subject Matter Expert
Safal Partners



Center of Excellence Overview



- U.S. DOL initiative to increase systems alignment across apprenticeship, education, and workforce
- Led by Safal Partners; 5 national partners
- We provide no-cost TA including:
 - Monthly webinars
 - Quarterly virtual office hours
 - Individual TA/coaching sessions
 - Online resources (desk aids, guides, frameworks, etc.)



[Visit our website, request TA](#)



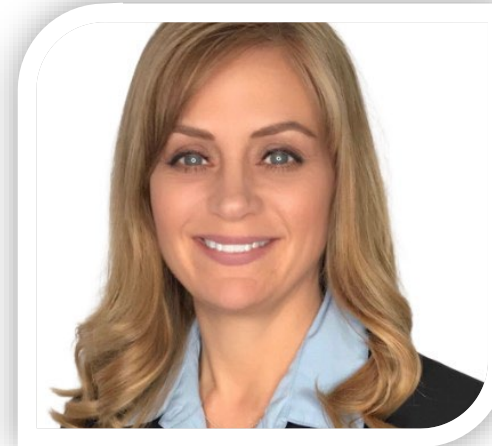
U.S. DOL Guest Speakers



Carl Duncan

Workforce Development
Specialist

U.S. DOL ETA DINAP



Corinna Pereira

Region 6 Multi-State
Navigator
U.S. DOL Office of
Apprenticeship



Today's Presenters



Angela Baker

Safal Partners
Cyber and Tech
Industry
Intermediary



Joe Brown

Avista
Avista Training
Programs



Ryan Covert

Seafarers
International Union
My Maritime Career
Apprenticeship
Program



Jason Goodfellow

Army Corps of
Engineers
Hydro Power Plant
Training Program
Supervisor



Agenda

- Welcome and Introduction
- Cyber and Tech Industry Intermediary Registered Apprenticeship Program
- Avista Training Programs
- My Maritime Career Apprenticeship Program
- U.S. Army Corps of Engineers Northwestern Division Hydro Power Plant Training Program
- Q&A



Cyber and Tech Industry Intermediary



U.S. DOL Cyber Leadership



Angela Baker

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- technical expertise to build and/or facilitate approval of a **customized program** for your organization's own sponsorship if preferred
- ongoing **technical assistance** to successfully launch and sustain your customized program
- connections to **federal, state, and local resources** including funding support through tax credits
- direct limited **incentive funding** on a per-apprentice basis to assist with non- wage program costs
- help **identifying potential candidates** through a network of partners including two- and four-year colleges and universities, military installations, workforce systems partners, and community-based organizations serving individuals
- ongoing **program support** such as marketing and administrative assistance

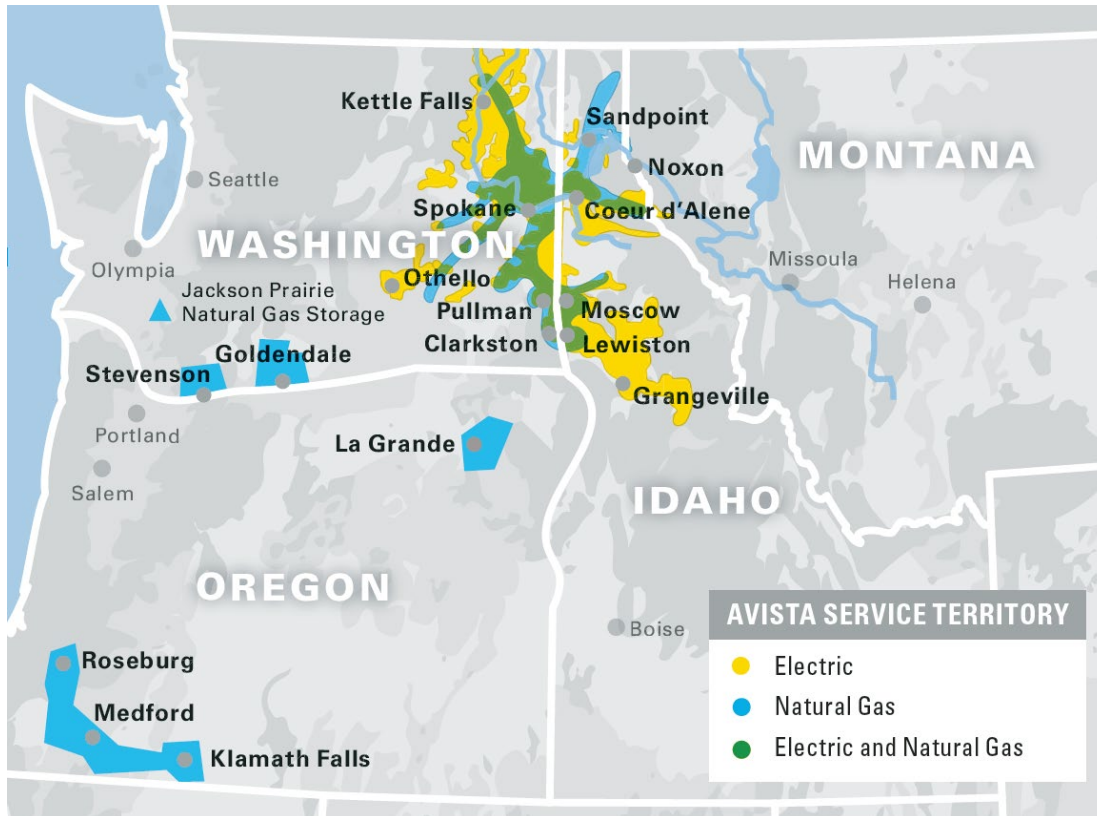


Avista Training Programs



Avista Utilities Overview

Est. 1889



Our Customers

- 369,000 Gas Customers
- 403,000 Electric Customers

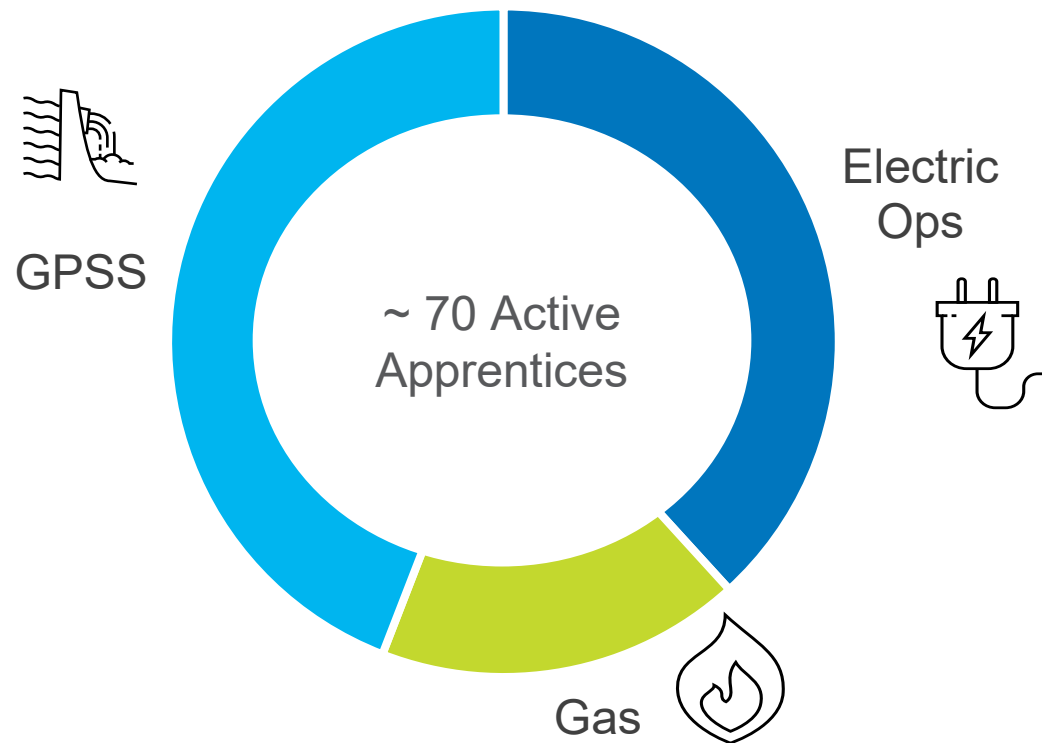
Our People

- 1,858 Total Employees
- 695 Bargaining Unit Employees

**60%
RENEWABLE
ENERGY**



Avista Registered Apprenticeships

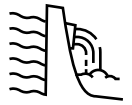


- Registered since 1949
- 13 Apprenticeships*
- Long-standing program management and governance model with IBEW Local 77

* Not all apprenticeships have active apprentices at this time

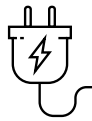


Apprenticeship Occupation Overview



Generation [GPSS]

- Hydro & Substation Operator
- Electrical Mechanic
- Protection Control Meter Technician
- Mechanical Structural Mechanic



Electric Operations

- Lineman
- Electric Meterman
- Cableman



Gas Operations

- Gas Mainfitter
- Gas Meter Technician
- Gas Serviceman
- Fleet Mechanic**



ET Operations

- Communications Technician
- Network Technician



Apprenticeship Process Overview

Minimum Qualifications

- High School or GED
- CDL*
- Avista Employee *

Term and Training

- 2,000 – 8,000 Hours
- Min 144 Hrs Related Instruction
- Avista In-House Instructors
- Avista Pays for All Outside Tech Training
- Structured Work Process / Task Books

Wages & Governance

- Joint Committee [Union & Management]
- Monthly Reviews
- 6-Month Step Progressions
- First Step App: ~\$40/hr
- Top Out: ~\$50 - \$60/hr

*CDL NOT required for all positions
[Helper / Crewman / Groundman Entry
Level Positions are Typical but not
Required]



Workforce Opportunities / Addressing Challenges



Craft Student Program

Pilot Program

- High School Craft Employee
- Learning and process similar to apprenticeship
- Supported by Journeyworkers and IBEW Local 77



Pre-Apprentice Training

Enhanced Training

- Focusing on 3 entry level, temp positions
- 3-week onboarding and training program
- Structured program management and governance similar to apprenticeship



Incremental Improvements

Collaborative Efforts to Improve Programs

- Periodic program reviews with Journeyworker committees
- Enhancing apprentice feedback and processes
- JATC Roundtables



My Maritime Career Apprenticeship Program



MY **MARITIME** CAREER





MY **MARITIME** CAREER



David Schauer / 2021



What Is the Merchant Marine?

- United States Civilian Mariners (Sailors, Seafarers)
 - Power America - Transport goods, commodities, and passengers
 - Sail on a variety of American owned, flagged, crewed vessels
 - Freighters, tankers, container ships, tugs/barges, towboats, ferries, cruise ships, riverboats
 - MSC civ mariners carry vital USNS cargoes

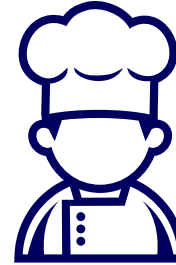


What Do the Jobs Look Like?



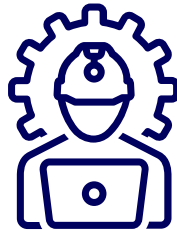
DECK DEPARTMENT

- VESSEL NAVIGATION, WATCH STANDING
- Care of cargo
- Maintenance of deck area
- Anchoring, mooring



STEWARD DEPARTMENT

- PREPARATION OF MEALS
- Stock supplies/pantry
- General housekeeping aboard



ENGINE DEPARTMENT

- OPERATION, CLEANING, AND MAINTENANCE OF ENGINE/PROPULSION SYSTEMS

Paul Hall Center

- Founded in 1967 in Piney Point, Maryland
- Nation's largest facility for deep sea and inland waterway mariners
 - ✓ Training for entry level - Unlicensed Apprenticeship
 - ✓ Advancement training for credentialed mariners
 - ✓ Programs for transitioning military veterans
 - ✓ Tuition free, room & board included
- Serves unlicensed mariners in three departments (deck, engine, steward)
- Accredited by the Department of Labor and United States Coast Guard



Harry Lundeborg School of Seamanship

- Part of the Paul Hall Center
- Operates the Unlicensed Apprenticeship Program
 - Combination training - classroom, simulation, practical assessments
 - About a year to complete
 - Eligibility
 - Age: 18+
 - US Work Eligible
 - No degree necessary
 - MMC, TWIC eligible
 - No probation or parole
 - Meet physical requirements
 - Drug free



Unlicensed Apprenticeship

- Deck and Engine - Rated mariners
 - Most in demand
 - Achieve rating faster than on own
 - Steward - Chief Cook
 - Trained to lead vessel galleys
- ✓ • Guaranteed 1st Job
 - ✓ • Accelerated Advancement
 - ✓ • Tuition-Free
 - ✓ • Room & Board Provided



Apprenticeship Phases (Deck and Engine)



1

- 16 WEEK ON SITE TRAINING
- -General shipboard knowledge

3

- 120 DAY AT SEA
- -Entry Employment

2

- 60 DAYS AT SEA
- -In the department of your choice

4

- Complete On Site Training 3-4 weeks - FOWT/AB



UA Apprenticeship Phases (Steward)



1

16 WEEK CLASSROOM

-General shipboard knowledge & safe cooking

2

200 DAYS AT SEA

-Not concurrent, employment

3

5 WEEKS CLASSROOM

-Completion of Chief Cook courses



UA Application Process

1 Step

Submit application online - My Maritime Career

Complete interview at local port, basic math & english testing

2 Step

Obtain necessary documentation (Passport, TWIC, start MMC)

Obtain union physicals, drug test, vaccines, dental examination

3 Step

Scheduling letter sent

Travel arranged with admissions

Arrange uniforms



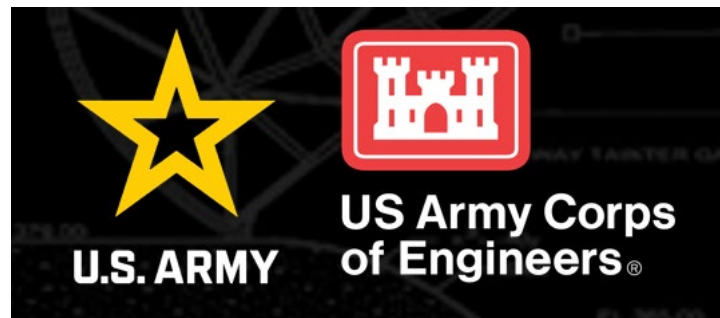
Unlicensed Apprentice - Costs



TWIC	\$125
Passport	\$160
MMC	\$140
Union Exams	\$270
Uniforms	\$475
Total	\$1,170

- Union Exams cover the following:
 - UA Physical, Drug screening, MSC Shots
 - *Additional drug screen \$60
 - *Functional Capacity \$165
- Travel not included in costs

U.S. Army Corps of Engineers Northwestern Division Hydro Power Plant Training Program



Northwestern Division (nwd)

HYDRO POWER PLANT TRAINING PROGRAM (HPPTP)

- JASON GOODFELLOW
 - HPPTP MANAGER
 - CHIEF JOSEPH DAM
 - SEATTLE DISTRICT



U.S. Army Corps of Engineers (USACE)

Mission:

Provide vital public engineering services in peace and war to strengthen our Nation's security, energize the economy, and reduce risks from disasters.



• 9 Divisions

- Transatlantic Division has 2 Districts overseas in Afghanistan
- Support to over 100 countries

• 46 Districts across the U.S., Europe, and Asia

• Northwestern Division Districts

- Walla Walla
- Seattle
- Portland
- Omaha
- Kansas City



NWD HPPTP Locations



NWD HPPTP

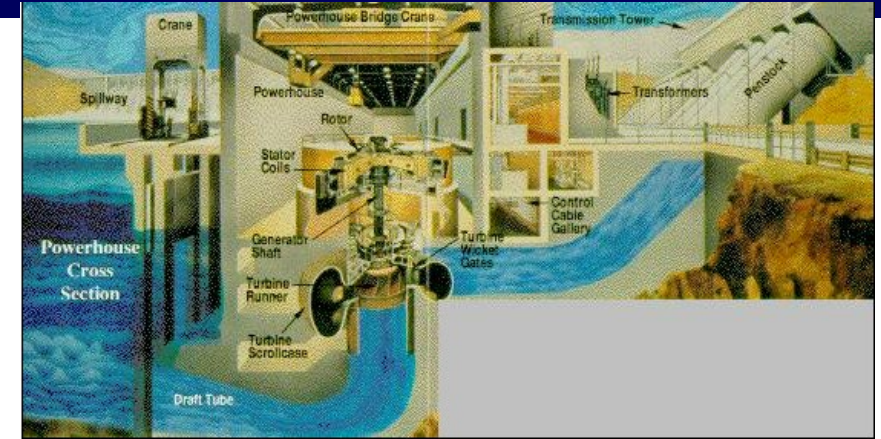
- The mission of the Apprenticeship Program is to enable students to assimilate “corporate” knowledge quickly by using a variety of training methodologies.
- The program’s primary goal is to produce and maintain highly skilled Journey Level workers to ensure continuous and reliable operation of hydropower facilities within the NWD.
 - The program is designed to provide trainees, apprentices and Journey Level workers with a thorough and up-to-date knowledge of the operation and maintenance of the U. S. Army Corps of Engineers’ hydropower facilities.
 - This will be accomplished by giving students a strong background in theory and plant system operation, that will enable them to make use of the high quality On the Job Training (OJT) provided in the field.



HPPTP Crafts

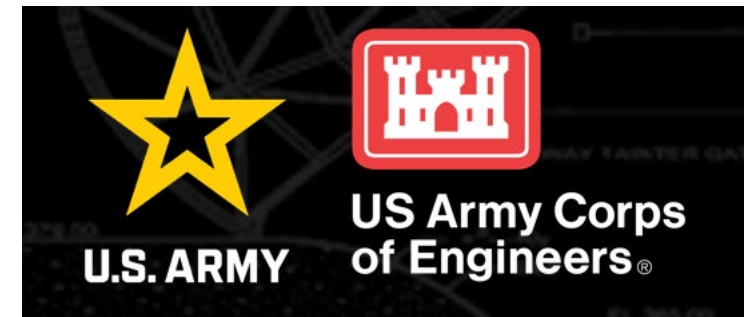
This training program provides specific orientation, guidance and instruction on the various aspects of hydroelectric power station operation and maintenance. The three craft occupational specialties include:

- Power Plant Operator
- Power Plant Electrician
- Power Plant Mechanic



Hiring and Structure

- Hiring is based on the respective district/project's needs.
- Program is designed for entry-level positions.
- A 4-year program with potential to receive credit for previous experience, as determined by the respective district's programs.
- Placement is determined by respective district's requirements.



Wages and Benefits

- Wages are based on the Northwest Power Rate Schedule:
 - Year 1 Trainee: \$33.52
 - Year 2 Apprentice: \$42.53
 - Year 3 Apprentice: \$49.39
 - Year 4 Apprentice: \$56.24
 - Journey-level: \$59.19
- Benefits:
 - 104 hours of annual sick leave.
 - 104 hours of annual vacation leave (starting rate).
 - Medical insurance.
 - 11 paid federal holidays.
 - Retirement Investment Plan/Thrift Savings Plan (TSP).
 - Life insurance.



Contact Us

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Seattle District HPPTP Manager

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Jason.l.goodfellow@usace.army.mil

Seattle District HPPTP webpage:

<https://www.nws.usace.army.mil/Careers/Hydro-power-Plant-Apprenticeship-Program/>

Robin Floyd

Walla Walla District HPPTP Manager

509 424 0900

robin.e.floyd@usace.army.mil



Walla Walla HPPTP webpage:

<https://www.nww.usace.army.mil/Careers/Power-Plant-Apprenticeship-Program/>



Questions and Answers



Contact Us, Become a Partner

- ✓ **Receive** no-cost expert TA, materials, and assistance
- ✓ **Network** with potential partners nationwide
- ✓ **Be** nationally recognized for your work

Scan for
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THANK YOU FOR JOINING US

Email us your questions at RA_COE@SafalPartners.com

For more information, visit: dolcoe.safalapps.com

