

Trades Training Apprenticeship Program (TTAP)

**Legislative/Human Resources Committee
April 10, 2018**

Overview



- Current trades training program
- Recruitment challenges
- Proposed apprenticeship program
- Next steps

Current Trades Training Program



Maintenance Trades Training Program (MTTP)

- Includes Maintenance Machinist, Plant Maintenance Mechanic, Electrical Technician, and Instrument Technician
- Classifications have three levels before reaching the journey level – Worker I, II, and III
- The District currently hires at the Worker II level

MTTP Challenges



- Retirements at the journey level
- Shortage of qualified journey level candidates
- Few qualified candidates at the Worker II level

Proposed Apprenticeship Program



Technical Trades Apprenticeship Program (TTAP)

- Addresses dearth of qualified candidates for critical trades positions at the journey and Worker II levels
- Ability to fill critical trades positions
- Leverage expertise of community partners to recruit and train candidates

TTAP Community Partners



- Advanced Manufacturing and Transportation Apprenticeships of California (AMTAC)
 - Provides apprenticeship expertise
 - Sources diverse qualified apprentice candidates, including Veterans and disconnected youth
 - Provides administration/coordination of state-required apprenticeship activities
- Community Colleges
 - Provides relevant trades instruction
 - Provides test preparation services for Worker II level

TTAP Design Framework



- Partnership between District management and AFSCME Local 444
- Joint Apprenticeship Committee (JAC) governance
 - Equal representation of District management and AFSCME Local 444
 - Advisory members
 - Chaired by community college representative

Components of TTAP



- Includes hard-to-fill trades
 - Maintenance Machinists and Plant Maintenance Workers
 - Electrical Technicians and Instrument Technicians
- Augments existing MTTP
- Requires 144 hours of outside coursework per year
- Requires essential on-the-job training
- Provides a Certificate of Completion for participants

- Maintenance Machinists and Plant Maintenance Mechanics
- Convert 3 existing Limited Term Special Employment Program positions to Technical Trades Apprentice classifications
- 18 to 24-month program
- Estimated launch - August 2018

Pilot TTAP Planning Status



- Completed the following:
 - A TTAP Letter of Understanding between the District and AFSME Local 444
 - Technical Trades Apprentice Classification
 - TTAP Wage Scale/Wage Progression Schedule
- Currently drafting the following:
 - TTAP Standards
 - TTAP Policies and Procedures
 - TTAP Apprentice Agreement

Next Steps



- Finalize the Standards, Policies and Procedures, and Apprenticeship Agreement
- File Standards with the California Department of Apprenticeship Standards (DAS) by April 16, 2018
- Following approval by DAS
 - Request conversion of the 3 LT SEP positions to 3 Technical Trades Apprentice classifications
 - Request approval of the TTAP by the Board