

Technical Trades Apprenticeship Program

Legislative/Human Resources Committee
September 11, 2018

- Review of Current District Trades' Programs and Challenges
- Overview of Proposed Technical Trades Apprenticeship Program (TTAP)
- Review of TTAP Planning Progress
- Next Steps

Current District Trades' Programs and Challenges



Review of Maintenance Trades Training Program (MTTP)

- Includes:
 - Maintenance Machinist
 - Plant Maintenance Mechanic
 - Electrical Technician
 - Instrument Technician
- Three levels (Worker I, II and III) before journey level
- The District currently hires at the Worker II level

Current District Trades' Programs and Challenges cont.



Review of MTTP Challenges

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

Proposed Technical Trades Apprenticeship Program (TTAP)



TTAP General Overview

- Augments MTTP – pre-Worker II
- 18-24 month apprenticeship period
- Pilot Launch:
 - Maintenance Machinist and Plant Maintenance Mechanic trades
 - 3 Limited Term Technical Trades Apprentices
 - Launch: **January 2019**

TTAP Components

- On-the-job training
- Formal coursework
- Self-study
- Civil Service test prep

TTAP Governance and Administration

- Joint Apprenticeship Committee (JAC)
- Letter of Understanding
- Technical Trades Apprentice (TTA) Classification and Salary Schedule
- Advanced Manufacturing & Transportation Apprenticeships of California (AMTAC) Master Standards
 - TTAP Training Schedules
 - AMTAC Subscriber Agreement
 - TTAP Policies and Procedures
- Apprentice Contracts

TTAP Planning Progress



- **Completed:**

- TTAP Letter of Understanding
- TTA Classification Description and Salary Schedule
- TTAP Training Schedules
- TTAP Policies and Procedures
- TTAP Apprenticeship Agreements
- Draft Policies and Procedures
- Filing of TTAP Training Schedules with CA Department of Apprenticeship Standards (DAS)

TTAP Planning Progress cont.



- **In process:**

- DAS review of TTAP Training Schedule and Salary Schedule
- Draft Amendment to AMTAC Subscriber Agreement
- Office of the General Counsel (OGC) Review of Policies and Procedures

Next Steps



- Board of Directors Approve TTAP Program and TTA Classification and Salary Schedule
- OGC Review of Amendment to Subscriber Agreement
- DAS Approval of Training Schedule and Amendment to Subscriber Agreement
- Pilot TTAP Recruitment and Launch
 - Outreach through AMTAC: September - October 2018
 - Job Posting: mid-October 2018
 - Testing: November 2018
 - Interviews and conditional offers: December 2018
 - Final offers and program start: January 2019