



The Safest, Best Trained Workers: P4A and UMAP

WHEREAS, The UWUA launched the Power for America Training Trust (P4A) in 2009 to tackle the lack of ongoing worker training and recruitment in the utility industry. Since then, P4A has blazed a trail for the UWUA, its members, and signatory employers. Through P4A, we ensure that our members are the safest, most productive and highest skilled workers in the world; and

WHEREAS, P4A's mission is to provide our workers with the highest quality training in an ethical, respectful and responsive manner that meets the needs of the industry and the new global marketplace. To achieve this mission, P4A subscribes to the belief of "union training union." We have shown that union-led, peer training is superior to other training models; and

WHEREAS, Since 2015, P4A trainings have reached over 9,750 members in the electric, natural gas, renewables and water sectors. In 2018 alone, 7 percent of UWUA members took part in a P4A training. P4A provides members with high quality safety and technical skills trainings. While diverse, a majority of the training provided is safety-related. In addition to union leadership professional development, P4A also offers state-of-the-art training in emerging sectors and was recently granted DOL certification for a national apprenticeship program for Renewable Energy Specialists; and

WHEREAS, P4A has expanded the number of participating employers from 8 to 13 with trainings held in 11 states. Educational offerings and participation have grown in each successive National P4A Conference. In 2017, over 500 union members attended, and learned about the latest trends in training and advocacy while sharing best practices in union representation; and

WHEREAS, in 2015, P4A added 5,000 square feet of classrooms and labs to its Potterville, Michigan training facility and created a state-of-the-art welding training lab for welding apprenticeship training and requalification. Additional trainings were offered for gas construction line workers, welder helpers, welding apprentices, gas service and gas distribution workers; and

WHEREAS, P4A's training staff has grown to 19 full and part-time instructors. These instructors are complemented by over 30 Temporary Union Instructors (TUIs) who work with our instructors or teach classes on their own. A National Safety Director and Program Coordinator were also added to the staff; and

WHEREAS, From 2016-2018, \$320,000 worth of Department of Labor OSHA Susan Harwood grants were awarded to P4A to train UWUA members. Training topics included electrical hazards, struck-by hazards, caught in-between hazards, fall hazards and excavation safety. Workers from American Water, Con Edison, Consumers Energy, Peoples Gas, and Utility Lines Construction Service were trained, using the UWUA's Small Group Activity Method; and

WHEREAS, P4A is reaching out to future members. In Chicago, Illinois and Holt, Michigan, P4A provided opportunities for 23 high school students to learn about the energy industry. Using the Energy Industry Fundamentals curriculum, high school students worked with Local 18007 members and P4A instructors and participated in hands-on activities that were similar to the types of trainings that new hires would experience; and

WHEREAS, The number of military veterans in our industry continues to grow rapidly. Veterans and the UWUA are a perfect compliment, combining veteran's skill sets with the progressive and forward thinking UWUA membership. To tap into this group of potential members, P4A created the Utility Workers Military Assistance Program (UMAP). In March, 2019, the 500th UMAP graduate celebration took place at the Pritzker Military Museum & Library; and

WHEREAS, UMAP continues to work with our military community in providing careers with Peoples Gas and Consumers Energy. In 2016, P4A started a program with the Michigan State Utility Workers Council (MSUWC) to train gas line construction workers. This four-month program opened the door for veterans, reservists and National Guard members to begin a career replacing the aging natural gas infrastructure; and

WHEREAS, Through Chicago UMAP, 400 members of the military community have participated in P4A trainings at

Dawson Technical Institute in Chicago, Illinois, attending community college classes and company-specific trainings on natural gas infrastructure distribution and servicing in Chicago. UWUA Local 18007 has seen their membership grow through UMAP by 38 percent. UMAP graduates continue to help after graduation by being mentors and strong union members within their respective shops across the city.

THEREFORE, BE IT RESOLVED, UWUA local union leaders are urged to speak to their employers about improving and increasing worker training by joining P4A; and

BE IT FURTHER RESOLVED, The UMAP program is creating strategic partnerships with federal agencies, including the Departments of Defense (DOD), Energy, and Labor to conduct training in the emerging field of renewables. The DOD intends to ramp up its commitment to encouraging veteran hiring and has added both the onshore and offshore wind industries to its list of targeted sectors. The UWUA is positioned to work with the DOD and other federal agencies to develop training and forge the employer connections necessary; and

BE IT FINALLY RESOLVED, In addition to greater employer participation, increasing available government resources will aid P4A in expanding its curriculum and the number of workers we train. The UWUA urges passage of the following federal legislation: Incentives for Our Nation's Veterans in Energy Sustainability Technologies (INVEST Act) H.R. 322; 21st Century Energy Workforce Act H.R. 398; Pre-Apprenticeships to Hardhats Act (PATH Act) H.R. 399; Veterans' Entry to Apprenticeship Act H.R. 433 and Help Hire Our Heroes Act H.R. 445.