



Power for America and the Utility Workers Military Assistance Program

Training Excellence Essential for Exceptional Workers

WHEREAS, the UWUA launched the Power for America Training Trust (P4A) 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". P4A continues to show that union-led, peer training is superior to other training models; and

WHEREAS, since 2019, P4A has provided 333,422 hours of trainings to our members in electric, natural gas, renewables and water sector. Since the onset of COVID-19 in 2020, P4A has provided members 222,727 hours of training either in-person or virtually. 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 continues to develop DOL apprenticeship programs for the water sector; and

WHEREAS, P4A has expanded the number of participating employers from 13 to 15 with trainings held in 16 states. Educational offerings and participation have grown in each successive National P4A Conference. To address participant safety due to COVID-19, P4A developed and held a "virtual" conference that drew 447 members to watch over 20 videos related to union leadership and safety skills; and

WHEREAS, in 2022, P4A added a 15,000 square foot Renewables Training Center (RTC) in Potterville, Michigan to train the next generation of energy workers. With the addition of the RTC, P4A now has 30,000 square feet of classrooms and labs with 14 acres of outdoor space to train electric and gas workers; and

WHEREAS, P4A's training staff has grown to 21 full- and part-time instructors. These instructors are complemented by over 30 Temporary Union Instructors (TUIs) who work with our instructors to provide training to our members. Over 50 union members have been trained as trainers and facilitators through P4A's train the trainer programs across the water sector; and

WHEREAS, The number of military veterans in our industry continues to grow rapidly. Veterans and the UWUA are a perfect complement, combining veteran's skill sets with the progressive and forward thinking UWUA membership. P4A's Utility Workers Military Assistance Program (UMAP) continues to grow with over 1,200 graduates since 2013; and

WHEREAS, UMAP continues to recruit and train our military community to become members of Local 18007 and gas workers for Peoples Gas in Chicago. Since 2019, P4A's UMAP has provided 139,360 hours of training to these future Local 18007 members; and

WHEREAS, P4A continues to grow UMAP trainings to different energy sector positions. Starting in 2021, P4A launched a UMAP pilot with the Michigan State Utility Workers Council (MSUWC) and Consumers Energy to prepare military community members for a career as electric lineworkers. This pilot created 2 unique UMAP trainings for the MSUWC and Consumers Energy; and

WHEREAS, UMAP continues to work with our military community in providing careers with Peoples Gas, Consumers Energy, and SoCal Gas. In 2022, P4A started a program with Local 132 to train individuals to be Leak Survey Technicians. This two-week program opened the door for 36 veterans, reservists and National Guard members to begin a career that helps Local 132 members repair the natural gas infrastructure in Southern California; and

WHEREAS, P4A, UMAP and the UWUA have worked to establish credit for licensing and credentials that have

been obtained throughout one's military career to provide both credit and test out opportunities for all transitioning military veterans entering the utility field; and

WHEREAS, P4A, UMAP and the UWUA have provided detailed reports to the Department of Defense, Department of Veterans Affairs, and the Department of Labor on the importance of, and positive impacts of, SkillBridge as a tool remains for transitioning service members who will train at the expense of the US Governments contract with the service member; and

WHEREAS, P4A, UMAP and UWUA have partnered with supportive service providers to offer childcare, food vouchers, transportation vouchers, rent, housing and living subsidies for all students who enter our training programs; and

WHEREAS, P4A, UMAP, and UWUA continue to work with our supportive service providers to provide for guidance and help in all realms of mental health (PTSD, TBI), addiction and securing rightfully earned VA benefits through professional Veterans Service Officers for all veterans of the UWUA; and

WHEREAS, UMAP and the UWUA continue to bring forth veteran legislation aimed at protecting and strengthening the rights of all veterans, spouses, and children of Veterans through efforts at both the Federal, and State houses to ensure those who have born the scars of war will be cared for.

THEREFORE, BE IT RESOLVED, UWUA local unions shall educate their employers on the quality, union-led training delivered by P4A for their members. The UWUA urges all locals to consider creation and support of a local Veterans committee who can continue the work in supporting local veterans, spouses, and children of all veterans withing there local union and community; and

BE IT FINALLY 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 to increase veteran hiring.