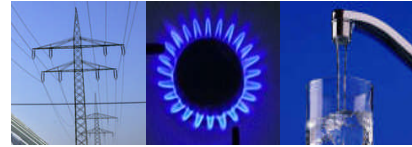


# **Keystone Utilities Partnership**

**A Statewide Partnership to Meet the Needs of PA's Utilities Workforce**

Underwritten by the PA Department of Labor and Industry and  
Managed by the Keystone Development Partnership



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## **PARTNERSHIP UPDATE APRIL 2011**

### **INDUSTRY PARTNERSHIP LEGISLATION**

The Keystone Utilities Partnership includes 17 employers and 21 unions that collaborate to improve training programs in the Commonwealth's electric transmission, distribution and generation, gas, and water sectors. The Keystone Development Partnership (KDP) provides program support and fiscal management services to add value to the local Labor Management Training Partnerships. KDP collaborates with industry stakeholders to diversify Partnership revenue. Without continued funding from the Pennsylvania Department of Labor and Industry, the Keystone Utilities Partnership will not be able to maintain the current level of activity.

**PLEASE CONTACT STATE REPRESENTATIVES TO TELL THEM THE VALUE KEYSTONE UTILITIES PARTNERSHIP HAS BROUGHT TO YOUR ORGANIZATION:** The PA Senate Labor and Industry Committee voted to approve SB 552 the legislation that makes Industry Partnership a permanent part of the budget and sent it to the entire PA Senate for consideration. Please contact your representatives and ask them to support Industry Partnerships with a budget for funding.

### **PARTNERSHIP SUSTAINABILITY**

**INDUSTRY STAKEHOLDERS PARTICIPATE IN PROPOSALS:** Since the Partnership started in 2006, KDP submitted many proposals for private and public funding to subsidize curriculum development and training delivery. The Partnership reduces training costs by creating statewide curriculum standardization committees and an economy of scale for multi-employer training delivery. As KDP works to diversify Partnership revenue, employers and unions are urged to contribute to innovative proposals for grant opportunities. As current funding winds down, KDP continues to meet with Local Workforce Investment Boards to explore ways to leverage Keystone Utilities Partnership resources such as job profiles, curriculum, and courseware to support job placement through pre-employment programs. KDP invites employers and unions to coordinate new hire recruitment with government workforce agencies.

### **PA DEPARTMENT OF LABOR & INDUSTRY AGA FUNDING**

The PA Department of Labor and Industry awarded Keystone Utilities Partnership \$1.29 million through June 30, 2011. To date 1,106 participants have received high skilled training. The Partnership expects to exceed the estimated 1,250 trained.

### **KEYSTONE UTILITIES PARTNERSHIP HIGHLIGHTS**

**FIRST ENERGY BRUCE MANSFIELD/IBEW LOCAL 272:** The Labor Management Training Committee signed a Joint Resolution agreeing on core principles. The Partnership subsidized training and certification for crane operator and welding. Plant Operators obtaining a welder's certification received a \$.60/hour wage increase.

**INDUSTRY TOOLKIT FOR METER READERS:** The Met-Ed/IBEW Local 777 Meter Reader subcommittee began work on a Meter Reader Toolkit used to promote meter readers into higher skilled occupations. The Meter Reader Toolkit will have three components: occupational awareness, workforce assessments, and training. The first phase will include AC/DC theory and hands-on training. As Smart meter technology displaces meter readers statewide, the Toolkit will prepare these workers for placement into other utility occupations.

**SUBSTATION STANDARDS COMMITTEE UPDATE:** The Committee approved the Job Tasks Matrix and agreed that it should proceed with administering skill surveys to gather data on training needs

for incumbent workers. Substation Standards Committee members include representatives from PPL/IBEW Local 1600, Duquesne Light/IBEW Local 29, Allegheny Energy/UWUA Local 102, Met-Ed/IBEW Local 777, IBEW International - Third District, PA Public Utility Commission, the PA Workforce Investment Board, and curriculum development consultants.

**CUSTOMER RELATIONS MANAGEMENT:** The Partnership subsidized the Customer Relations Management (CRM) design and focus group initiative led by IBEW Local 5 and SGT LLC, an electrical contractor. Focus Groups from IBEW Locals 5 (Pittsburgh), 98 (Philadelphia), 712 (Beaver Valley), 226 (York), and 163 (Wilkes-Barre) helped design an effective and adaptable on-site Customer Relations program. The curriculum is applicable to all building and construction trade professionals. As CRM progresses, The National Joint Apprenticeship and Training Committee Director and IBEW International Third District Vice President will provide guidance. Using these newly learned communications skills electricians can increase market share by making a positive and lasting impact on customers.

**KDP RECOGNIZED BY PA DEPARTMENT OF LABOR & INDUSTRY AND JOBS FOR THE FUTURE:** The PA Department of Labor and Industry recognized the Keystone Utilities Partnership as an “*exceptional*” Energy Industry Partnership for addressing the labor/management component of Industry Partnerships. The final report from PA L & I is due out later this year.

In November 2010, The National Fund for Workforce Solutions released a report titled “*UNIONS AS PARTNERS: EXPANDING THE ROLE OF ORGANIZED LABOR IN WORKFORCE DEVELOPMENT.*” (<http://www.nfwsolutions.org/publications/unions-partners>) The report recognizes the KDP joint labor management process as a Best Practice in “anchoring workforce development in local workforce partnerships that meet the needs of both employees and employers in industry sectors that are critical to local economies.”

#### **STATE ENERGY SECTOR PARTNERSHIP GRANTS**

**GREEN CONSTRUCTION PRACTICES IN STORMWATER:** The PA Department of Labor & Industry awarded KDP \$210,000 for the Western Pennsylvania Operating Engineers Joint Apprenticeship Training Program (JATP) to subsidize training expenses for Green Construction Practices in Stormwater Management. The project team consulted with the PA Department of Environmental Protection for curriculum development. The JATP conducted Train-The-Trainer classes for instructors who then provided 8-hours of classroom training for 68 participants.

**NORTHEAST REGIONAL GREEN TEAM AWARD:** The Lehigh Valley Workforce Investment Board “Northeast Regional Green Team” offered a contract to Northeastern Apprenticeship and Training Center (NEAT) for their pre-employment lineworker Boot Camp for 43 participants. KDP provides program management for this award. Upon successful completion of the Boot Camp, participants will be placed with an electrical contractor and as a NEAT apprentice.

#### **CAREER OPPORTUNITY GRANT NETS 14% AVERAGE WAGE GAIN FOR PARTICIPANTS**

The PA Department of Labor & Industry awarded KDP \$300,000 to subsidized classroom and on the job training for 235 participants at an average cost of \$1,277 per trainee. Participating companies provided wage and promotional data as follows:

- 104 employees received wage increases and/or promotions
- 105 Apprentices received wage increases and career ladder advancement
- Trainees received a 14% average wage increase
- Layoff aversion: 2 employees were trained and qualified for promotion
- Electricians Boot Camp: The Western Central Pennsylvania Electricians JATC created a boot camp designed to prepare students to become electrical apprentices.

**OUTREACH**

KDP invited UGI Electric, Columbia Gas, and United Electrical to join the Partnership. Additional outreach includes the 13 Rural Electrical Coops and water municipalities southwest. This outreach is supported by partner referrals that are greatly appreciated.

**KEYSTONE UTILITIES PARTNERSHIP  
SUBSIDIZED TRAINING ITEMIZED BY EMPLOYER/UNION PROGRAM YEARS 2010-11**

<b>Training</b>	<b>Trainees</b>	<b>Training</b>	<b>Trainees</b>
<b>Duquesne Light/IBEW Local 29: Total Trained: 32</b>			
Siemens Breaker	29	Welding Evaluation	3
<b>GenOn/IBEW Local 29: Total Trained: 7</b>		<b>FE Met-Ed/IBEW Local 777: Total Trained: 10</b>	
Welding Certification	7	SEL Relay Training	10
<b>First Energy Beaver Valley Nuclear/IBEW Local 29: Total Trained : 113</b>			
ABB Breaker	7	Apprentice, Nuclear Maintenance	18
Initial Asbestos	88		
<b>First Energy Bruce Mansfield/IBEW Local 272: Total Trained: 30</b>			
Welding	7	Crane Operator Certification	19
Control Room Operator Training	4		
<b>IBEW Local 126/1319/NEAT: Total Trained: 97</b>			
Rigging/Signal Person T-t-T	16	NCCCO Crane Operator Certification	33
Lineworker Rigging	38	Hot Stick Training	10
<b>Sunbury Energy/IBEW Local 1600: Total Trained: 52</b>			
Apprentice, Plant Operator	16	NERC	34
<b>Voith Hydro/IAM District Lodge 98: Total Trained: 33</b>			
Elementary Blue Print	21	Weld School	12
<b>Western PA Operating Engineers: Trained: 53</b>		<b>SGT, LLC/IBEW Local 5 Total Trained : 33</b>	
Red Zone Robotics	53	Customer Relations Management	33
<b>PAW/UWUA Local 537: Total Trained: 20</b>		<b>PPL/IBEW Local 1600: Total Trained: 70</b>	
Backhoe training	20	No Voltage Verification	70
<b>UGI Gas/IBEW System Council 22: Total Trained: 566</b>			
Mercury Instrument	33	Regulator and Relief Valve	50
Int'l Fuels Gas Code	133	Coal Tar Trap	350

**TOTAL SUBSIDIZED TRAINING: 1,106**