

Building Your Workforce from Within: Future Workforce for UConn Facilities Operations



UConn Staff Introductions

- **Mickey Gorman – Associate Director of Structural Trades**



- **Ryan Steinberg – Associate Director of Personnel Administration**

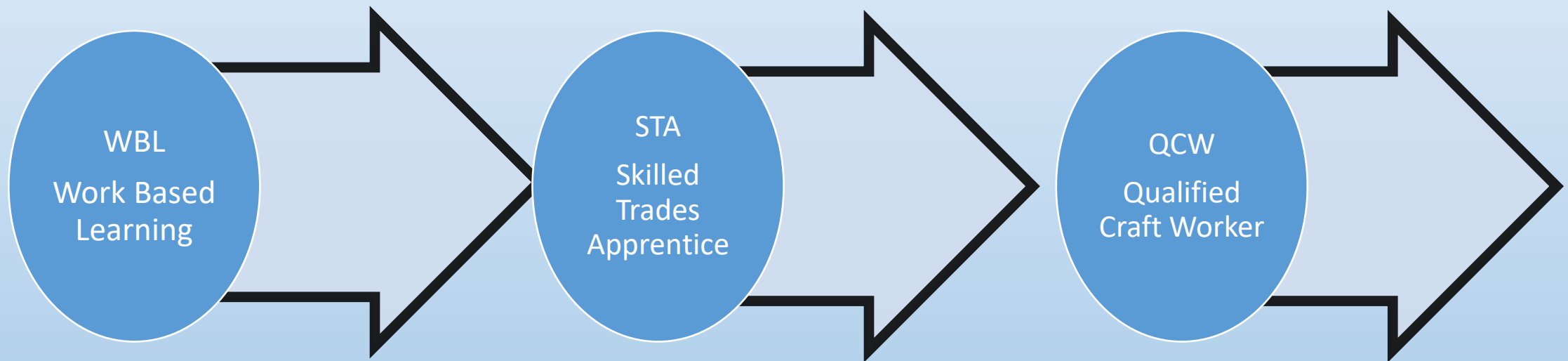
History of Program

- Started in 2014
- In 2014 Work Based Learning (WBL) students began working in the shops and the program grew from there. The WBL program was limited, and we had no way of hiring these apprentices on a full-time basis after they had graduated.
- A few years into the WBL program, we began hiring UConn students that had the diplomas needed to qualify as apprentices through our student payroll program.

Program Definitions

- **Skilled Trade Apprentice (STA)**, The Skilled Trades Apprentice job specification is utilized for trades both non-licensed and licensed
- **Trainee job specification** is utilized for the Water Resource Recovery Facility and Power Plant positions within those specific job series.
- **Work Based Learning (WBL)** is for high school or college students' employees.

Process



Skilled Trades Apprentice (Licensed)

- An STA for a licensed trade (HVACR, Plumbing or Electrical) must obtain 8,000 OJT hours and designated DCP license Heating/Piping Cooling, P-1 or E-1 before being promoted to the target level of QCW.
- A licensed STA is promoted to Step 3 of the STA classification after completing one year of service if they have not yet obtained 4,000 OJT hours.
- Once the STA completes 4,000 OJT hours they are promoted to General Trades Worker (GTW)

Skilled Trades Apprentice (Non-Licensed)

- An STA for a non-licensed trade is promoted to the target level of QCW based on knowledge/training/ability to perform the skills of the trade and obtaining required certifications or CDL (for example) as outlined in the job specification and/or job posting.
- A non-licensed STA is promoted to Step 3 of the STA job classification after completing one year of service.

Water Resource Recovery Facility Trainee

- A Water Resource Recovery Facility Trainee must obtain a DEEP Operator 1 Certificate before being promoted to the target level of Water Resource Recovery Control Operator 1.



Power Plant Operator Trainee

- A Power Plant Operator Trainee must complete the educational modules and CUP/SUP equipment evaluation before being promoted to the target level of PPO-1

Work Based Learning

- WBL Students – High School or College Students
- Juniors at the state technical high schools on the Work Based Learning Program(WBL) (Usually part time)
- Seniors (Part-Time)
- Qualified college students with diplomas from a technical high school or accredited trade schools that the State of Connecticut recognizes. (Part-Time)



Tracking Progress

Skilled Trades Apprenticeship and Trainee Status/Projections - Monthly Update 9/10/23 (Review and Discussion During Job Search and Position Status Meeting)

Name	Hire Date	Title	Current TC or FM Level and Step	Licensed/Non-licensed Trades	Trade License or WPC Certificate Required	Working Test Period End Date	Date Modules Completed for PPO Trainee or Operator 1 Certificate Obtained for WPC Trainee	STA Adjusted to TC 14, Step 3 - Effective Date	Total OJT Hours Completed to Date at UConn (for licensed trades only)	8,000 OJT Hours Completed (for licensed trades only)	Licensing Test Date for Elec, HVACR or Plumbing	Comments
STA 1	10/21/2022	STA (Roofing)	TC 14 Step 1	Non-licensed Trades	N/A	04/23/2023						will complete one year as an STA on 10/20/23 and would be eligible for promotion if supervisor, manager and associate director confirm he has met all of the requirements of the QCW Roofer job classification and obtained mobile
STA 2	04/07/2023	STA (HVACR)	TC 14 Step 1	Licensed Trades	Heating/Piping Cooling	10/06/2023					10/30/2023	Test Date Established for D-2 test with 4,000 hrs. and registered for S-2 apprentice which requires 8,000 hrs.

2023 Staffing

- 24 Apprentices and Trainees
- We are currently searching for 10 more
- 8 will be promoted in the next year



Recruiting Tools

- Vocational High School Recruiting
- Visits to campus
- WBL Interviews at the High Schools
- Outreach via email and Career Fairs to get current and future opportunities in front of Guidance Counselors

Success Stories

- WBL Plumber, transitioned to a WBL in Public Works, joined our staff last month full time as an STA in Public Works
- Two STA Plumbers recently sat for their test and will be in line for promotion.
- HVAC STA recently passed his test and will be promoted in the coming weeks.

Key Takeaways

- Relationship with State Internship Program
- Tracking benchmarks and licensure
- Developing the pipeline of future talent from within
- Ongoing conversations internally to find the right fit for staff.

Questions

