





# Adjustments of Apprenticeship due to COVID



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## Quick Early Timeline

- ▶ Late 2019-January 2020 News from Far East of Pneumonia cases of unknown cause is confirmed as a Novel Corona Virus
  - ▶ January 2020 First Confirmed Cases in Western U.S.
- ▶ Mid-March, 2020-Limits on Gathering Sizes, Shutdown of Public Schools
- ▶ March 23, 2020 State of CT Shutdown: “Stay Safe, Stay Home” (Probably Just a Couple of Weeks)
- ▶ Identified Essential/Critical Sectors include: Waste Water, Chemical, Manufacturing, Defense, Health Care....All involve Building Trades Construction Workers



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## Immediate Reactions


- ▶ Primary Drive Need to maintain related instruction
  - ▶ Building Trades Apprenticeship Training requires consistent skills progression
  - ▶ Mix of “Shop” and “Classroom”
    - ▶ Gathering Size Limitations & Health Risks-Prevented Onsite Classes & Shop
      - ▶ Mixed Blessing: Reduction in shop time reduced consumable expenses
  - ▶ Allowed for use of funds to purchase: Cameras, Projectors, Improve Wifi, Writing Tablets and Document Cameras

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- Early Stages “Correspondence School”








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- ▶ Much of the infrastructure to conduct online training existed and was underutilized
  - ▶ “Good Idea”-Put off for immediate needs
  - ▶ Required additional infrastructure and instructor training
- ▶ Support from International Union key to overall success of Local Unions
- ▶ UA ITF offered several classes on remote training techniques, utilization of Blackboard course management system and Infection Control Risk Assessment
- ▶ Offered Grants for Cleaning Supplies and HVACR Improvements



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## Our Situation Was Not Unique


- ▶ Grade Schools had similar situation and solutions
  - ▶ Google Classroom Accounts, Course Management System enrollment
  - ▶ Use of Email, Group Texting, Internet Apps for Communication
    - ▶ Importance of “BCC”- careful not to share PII of other apprentices
- ▶ Cost of Online Learning & Remote Staffing
  - ▶ Cameras, Projectors, Online Meeting Subscriptions-Unplanned Expenses
  - ▶ Mixed Blessing: Reduction in shop time reduced consumable expenses
  - ▶ Offsite Staff Needed Second “Home” Laptop
    - ▶ Equipment, Software and Cyber Security Costs



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## Challenges of Online Learning

- ▶ Internet Connectivity
- ▶ Decorum
- ▶ Distractions
- ▶ Driving while in Class-NO!
- ▶ People can actually be late getting to the couch.
- ▶ Some will thrive, some will flounder




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## Funding Issues

- ▶ Most Apprentice Fund depend wholly or primarily on Contractor Contributions
  - ▶ Many existing construction sites shutdown
  - ▶ Jobs that were not awarded yet, went back to bid to re-consider the additional costs of PPE, Sanitation and Social Distancing
- ▶ Lack/Uncertainty of Funding-required consideration of the following:
  - ▶ Decreasing/Eliminating Training Courses
  - ▶ Furlough Office and Instructional Staff

Paycheck Protection Program: Available to non-profits





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## Insurance Issues

- ▶ Some plans receive notice that current policies may have restrictions regarding coverages and renewals will exclude coverages
- ▶ Cyber Liability Policies increased in price
  - ▶ Much more attention paid to cyber procedures, encryption of PII, and MFAS
- ▶ Worker's Compensation: What coverage for employee working remotely?

## Infrastructure

- ▶ Stagnant Buildings: Standing water in pipes can become pathogenic
  - ▶ Weekly Flushing of Potable Piping Systems

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## Infrastructure

Use the downtime wisely-stay busy




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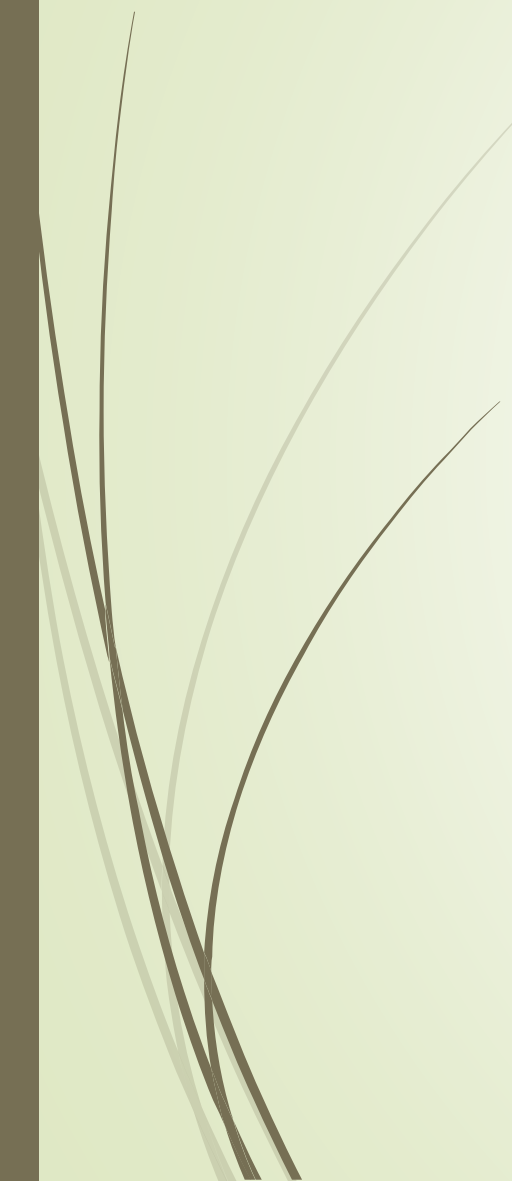


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## Returning to onsite Training-Fall 2020


- ▶ Health Concerns
  - ▶ Cohorting of classes-Disallowed contact with other groups, including breaktimes
    - ▶ Classes separated with Instructor, Instructors separated
  - ▶ Divided Building into 3 Sections
    - ▶ If One Section became “Hot”-the other sections could continue
  - ▶ Temperature Scanning/100% Masking
  - ▶ Contact Tracing Forms
  - ▶ Facility Shutoff to all outside vendors
  - ▶ Tripled Janitorial Services-Daily Sanitization



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## Results and Lessons Learned

- ▶ By utilizing Distance Learning and Hybrids:
  - ▶ No apprentice had time extended for related instruction
  - ▶ Journey Worker Training remained on track-preventing lapses in certifications
- ▶ We no longer “Fear Technology”
- ▶ Methods used were best applications for time, not the best overall for delivery of apprenticeship training. “You can’t teach welding online”
  - ▶ Apprenticeship training works best with sight and sound of Mentor and Learner, on the job and at the school.
- ▶ Adequate reserves are paramount
- ▶ Need Well Trained and Dedicated Instructors-Willing to adapt



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## Results and Lessons Learned


- ▶ Crash course in Disaster Preparedness-Can you operate without a building?
  - ▶ Protect assets -Physical, Financial and Digital
  - ▶ Anticipate “Flare Ups”-Be ready to go online during holiday periods after family gatherings.
- ▶ Critical to have apprentice buy in-doesn't work without them
  - ▶ Be Clear in delivery of programs
  - ▶ Be Clear in Rules
    - ▶ When changes are made-incorporate into Rules and Regulations
- ▶ We experienced no known transmissions of Covid at the Training Center.

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Local 777 Training Center, Meriden, CT "Big Shop"







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## Sources

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