



TRAININGnews

UA Education and Training Department

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Message from James Pavesic Director of Education and Training



I'd like to first commend everyone in our department for executing an excellent ITP week for UA Instructors. We were a little nervous going into this week as

we dusted off the cobwebs since we had not had an in-person ITP in three years. I want to thank our Instructors, the WCC staff, and all of our vendors for your continued support in making this program a success.

The 68th ITP will always hold a special place in my heart. We inaugurated the first Future Instructors Program, and it was a huge success! Business Managers and Training Directors/Coordinators from across the UA chose to send a fourth- or fifth-year apprentice who they identified as being excellent candidates as UA Future Instructors,

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ITP IN REVIEW**

and what a group we had. We welcomed 121 aspiring Instructors who were fortunate to hear from General President Mark McManus. The General President was energized by their interest and passion. They also heard from 26 other presenters, toured the campus, participated in Industry Day, and shadowed an Instructor from their local union. Overall, it was an excellent experience, and we will only build on this program from the comments we receive. Each year, it will get better and better. Read Assistant Director of Education and Training Ray Boyd's

MISSION STATEMENT

The mission of the UA Education and Training Department is to equip United Association locals with educational resources for developing the skills of their apprentices and journeypersons. By thus facilitating the training needs of the membership, we maximize their employability and prepare them for changes in the industry. We are committed to making training opportunities available across North America, allowing members to acquire new skills and remain competitive in the industry regardless of geography. In this way, we are determined to meet the needs of the piping industry and enhance employment opportunities for our members, while remaining fiscally responsible to the beneficiaries of the fund.



**INTERNATIONAL
TRAINING FUND**

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article in this issue for a more detailed look at the Future Instructors Program. I'd like to thank the presenters and those who helped make this program a success. A special thank you goes out to Ray Boyd, who did a fantastic job heading up this program. His commitment to this initiative was inspiring for us all.

We had 1,936 Instructors, and of those Instructors, 803 were first-time students, nearly doubling the previous record from 2019 at almost 475. One hundred twenty-four courses were offered throughout the week, and of those courses, 11 were new. One hundred forty-nine industry representatives assisted in the classrooms and labs throughout the week. ITP faculty members numbered 218. We were proud to show off our newly completed, nearly \$4 million expansion to the Great Lakes Regional Training Center (GLRTC) on campus.

Industry Day was an overall success. Industry representatives, contractors, and end-users were fortunate to have General President McManus, MCAA President Bob Bolton, and Michigan Governor Gretchen Whitmer, among others, give presentations. The importance of skilled trades and proven apprenticeship programs were front and center on everyone's minds.

Thursday, we all celebrated graduation with our candidates. This year, there were 170 ITP graduates, 27 Training Coordinator graduates, and 47 graduates receiving associate degrees from Washtenaw Community College. Donald "DJ" Berger was honored for his unwavering commitment to training in the UA and received the Martin P. Durkin Lifetime Achievement Award.

As always, we were excited to work with Destination Ann Arbor. Our good friend and partner, Mary Kerr, retired on July 31, 2022. Mary worked passionately with the UA for many years to ensure that the Instructor Training Program was a success, and we feel strongly that the program is a success because of her involvement. We all wish Mary a long, healthy, and happy retirement.

We again successfully raised funds for the Semper Fi and America's Fund. In the past 10 years, we have raised more than \$715,000. Our 5K race and Pub Crawl were popular with 275 participants, who helped raise \$70,442. The UA Bookstore raised \$15,500 of that money during Saturday's registration. The United Sportsman's Alliance (USA) donated \$10,000 from its dinner event on Tuesday night. The UA General Officers matched the total amount, donating \$140,884 to the Semper Fi Fund and America's Fund. That money will have a significant impact on those organizations. Thank you, all.

I could not sign off without saluting the winners of our International Apprentice Contest. The HVACR Service Technician

winner was Karin Dahlin from Local 539, Minneapolis, MN, District 4. Sister Dahlin is the first woman contestant to win, and I'm proud I was in this position to witness that. The pipefitter winner was Ronald Amen from Local 420, Philadelphia, PA, District 2; the Plumber winner was Alex Svetz from Local 27 in Pittsburgh, PA, District 2; the Sprinkler Fitter winner was Cameron Little, Local 853, Toronto, ON, District 6; and the Welder winner was Cole Rogers from Local 533 in Kansas City, KS, District 4. Morgan Shumaker, a Pipefitter contestant from Local 464 in Omaha, NE, was presented with the H. Allyn Parmenter/George Bliss Training Directors Award.

I would also like to welcome Joe Fernandez Jr. and Trent Mauk to our department. Effective September 1, 2022, Joe and Trent were appointed ITF Training Specialists. Both Joe and Trent have more than 25 years of experience. Joe comes from Plumbers Local 519 in Miami, and Trent has been the Director of Training and President of Plumbers and Pipefitters Local 333 in Lansing, MI.

Brother Fernandez joined the US Naval Construction Battalion, known as the Seabees. During his 11 years as Local 519's Business Agent, he taught several plumbing classes for the apprenticeship. In 2017, he became Plumbers Local 519 JATC Director of Training. He's been an ITP Instructor since 2009. He was responsible for creating the plumbing service program used at his local, which the UA later adopted and continues to grow today.

Trent has been teaching Pipefitting Layout at ITP. At his local, he taught Foreman Training, Crane Signaling, Welding, and Rigging, in addition to pipefitting classes. He recently headed up a project for UA Instructors to access and share locally developed training resources. Trent holds an Associate of Applied Science Degree from Washtenaw Community College.

We are all looking forward to working with both Joe and Trent. They will make an excellent addition to our department.

Early next month [October], we will meet for our post-ITP, pre-Pipe Trades Training Conference meeting in Orlando, FL. The Pipe Trades Training Conference dates are Wednesday, February 8, and Thursday, February 9. We will have a Training Director/Training Coordinator (TD/TC) meeting on Monday, February 6, and a TD/TC/Organizer blitz on Tuesday, February 7. More information and registration will be coming soon.

Thank you, all, for continuing to make the Education and Training Department the best department in the UA! ■

Changing of the Guard

Submitted by Laura Ceja, UA Special Representative

After three years of virtual ITP week, what could make an in-person event more exciting? The answer is: young, enthusiastic, energized apprentice instructors! For the first time in its history, ITP week welcomed apprentices to this event. This group of 121 eager, top-tier, best-of-the-best apprentices from across the country did not disappoint. The apprentices were selected by their training directors, because they have shown the leadership and talent it takes to become a UA instructor. Their excitement was inspirational, in fact, this group energized us all. They inspired us to do our best and share everything we learned in our careers as apprentices, journeymen, and most importantly, what we learned as instructors.

When asked to share a few motivational words with this group of apprentices, I had to think back to why I became a UA instructor, what motivated me to become an instructor, and why I had been so eager to take on the challenge of teaching apprenticeship. First of all, teaching is a calling, a desire to give back and share everything you've learned. As a building inspector at the City of Los Angeles, I was afforded the opportunity to teach my fellow inspectors as the city's plumbing training officer. At UCLA, I was again given the opportunity to teach. This time, I taught plumbing systems design to mechanical and civil engineers from throughout the Los Angeles area. But my greatest joy teaching came when I was allowed to be an instructor at local 761's training center—that is where I started my career as an apprentice at the UA. Nothing made me prouder than to return as a tenured UA instructor to the place where I had once been a wide-eyed apprentice. The UA had given me all the tools I needed to succeed, and the time had come for me to share that knowledge with eager, albeit tired, apprentices. I realized then that there was no more important a job at the UA than that of an instructor. As UA instructors, we are empowering, training and mentoring the next generation of journeymen. During ITP week, we were given the opportunity to do the same for future UA instructors.

As I said before, teaching is a calling, it's a passion. When I was attending the National Labor College getting my degree in Labor Education, one of my professors was more than passionate about teaching. He told us if you want to be teachers you will have to watch this video. What he showed us next was an episode of the 1960's television show, the *Twilight Zone*. The episode he showed us was *The Changing of the Guard*. In this episode, an elderly professor is being forced to retire. He begins to wonder if he wasted his life as a teacher and concludes that he did—that he accomplished nothing. As he ponders his impact on the world, the ghosts of deceased students from his past pay

him a visit. Each student explains to the professor how they were inspired by his lessons to sacrifice themselves in combat, medical research, and other selfless endeavors. At the end of the episode, the professor realizes how much he impacted his students. He realizes that his life as a teacher had a huge impact on the world. I shared this *Twilight Zone* episode with the apprentice instructors at ITP week in the hopes that they would recognize the immense influence they will have as UA instructors in the future. I could see they were just as moved as I was when I first saw this episode. We talked about that one instructor who made an impact on our UA careers. We all remembered that special instructor who pushed us to succeed or gave us a helping hand or word of encouragement when we needed it most. As historian and teacher Henry Adams wrote, "A teacher affects eternity; he can never tell where his influence stops."

Hopefully, apprentice participation at ITP week will become a constant. It is important that we prepare these motivated individuals so they can shape the hearts and minds of UA members for generations to come. The trade skills, life skills and teaching skills we shared with our apprentice instructors during ITP week are the same skills we learned from our UA instructors when we were apprentices. It is imperative that we continue to nurture the desire to teach in these apprentices, so they can continue in the most influential and important job at the UA, the job of instructor. In closing, I would like to paraphrase from another great instructor, or shall I say drill instructor, Lee Erme, instructors retire, that's what they do, but their legacy and the UA lives forever! And that means, they live forever!



The Future of the UA looks bright and capable! Congratulations future UA instructors on a job well done! ■

The Future Looks Bright for the United Association

Submitted by Raymond Boyd, Assistant Director of Education and Training

After being away from Washtenaw Community College since 2019—due to the pandemic—it was amazing to be back at the Home of UA Training! The energy that was on the WCC campus and the brotherhood and sisterhood of the United Association that was displayed throughout the week was palpable. I personally walked away from this year's ITP with my battery recharged after spending the entire week with the Future of the United Association and The Future Is Bright!

Prior to the pandemic, the ITF leadership came up with the idea of how to prepare future UA instructors. We wanted to recognize the men and women who want to teach and who have the ability to teach in our local training centers. We thought long and hard, and realized we needed to look amongst our apprentice ranks and provide them with an opportunity to attend the 68th ITP to take part in a special program designed just for them. After getting the approval from General President McManus to bring apprentices to ITP for the first time outside of the apprentice contest, we were extremely excited.

The ITF was able to offer a grant to every UA local for them to bring a fourth- or fifth-year apprentice who aspired to teach and give back to their local union someday. We had 121 UA locals take advantage of this ITF grant to send a future instructor. The program featured General President McManus; UA contractors; doctors; the Director of Workforce Development, Bureau of Apprenticeship; motivational speakers; Training Directors and Coordinators; UA Organizers; and UA apprentices. But truth be told, the true stars of the program were the 121 future instructors of the United Association!

The enthusiasm that was in the ML auditorium, and the commitment that these future instructors exhibited to want to give back to their local training centers and the industry was refreshing. I can't say it enough, the men and women who I met at the Future Instructors program at ITP allowed me to see that the future of UA Training is extremely bright. Their engagement and communica-



tion with all of the presenters was incredible, and the ideas that they have to make our organization stronger is amazing to watch.

The United Association has a force of ambassadors, organizers, and instructors in our apprenticeship ranks who are ready for the future! We need to make sure that we are sowing seeds into their lives from the day they start the apprenticeship program to the day they retire. We have the opportunity to groom the future instructors to be the best and brightest in the Building Trades—that is our MISSION! The United Association has some of the brightest minds in our apprenticeship ranks with some of the most amazing ideas. We have to stop telling them, "You are to be seen and not heard," if we truly want to grow! When we plant those seeds, we have to cultivate them. Let's allow the Future To Grow! ■

New Equity in Apprenticeship Course at ITP Week

Submitted by Laura Ceja, UA Special Representative

Written by Lauri Rollings, CEO Lauri Rollings and Associates and PJ Moss, LU 32 Training Coordinator

The UA Education and Training Department piloted a new course during Instructor Training Program 2022 called, *Addressing Diversity, Equity, and Inclusion in Apprenticeship*. The class, co-taught by Seattle Area Pipe Trades Training Coordinator PJ Moss and former Executive Director of the MCAA affiliates in Oregon and Milwaukee, WI, Lauri Rollings, also took a closer look at methods to recruit and retain a more-diverse workforce. Two cohorts completed the class and had very positive things to say about it.



New pilot course 2105 Addressing Diversity, Equity, and Inclusion in Apprenticeship ITP Week participants

The class focused on how to apply an equity lens to every aspect of an apprentice's journey through the program—from the selection procedures to the classroom to on-the-job training. Participants had important conversations about how discrimination, harassment, and bullying negatively impact individual apprentices and programs as a whole, then they learned skills to prevent and correct those issues. They worked through practical examples with group exercises in ethical decision making, encompassing diversity, equity, and inclusion.

On Day One, participants learned about the legal framework for equal opportunity and discussed the importance of equity and inclusion in recruiting of and retention of apprentices from diverse backgrounds. The second day was devoted to learning about unconscious bias and reducing its impact in recruiting and retaining apprentices. On Day Three, students learned how to identify harassment and discrimination and how to address and prevent them, including using bystander intervention tools for creating respectful workplaces. During the fourth day, students focused on removing barriers for people with disabilities. The course wrapped up with a deep dive into creating local diversity committees to promote equity and inclusion.

Based on the success of this year's program, the course will be offered again next year. The class is part of a larger effort to create equal opportunity and equity across the UA. ■

Demonstrations of IR Fusion

Submitted by Robert Derby, UA Training Specialist

If you had the opportunity to attend the UA Instructor Training Program this year in Ann Arbor, hopefully you were able to visit the new addition to the Great Lakes Regional Training Center, which will provide areas to conduct future training. This year, during ITP, the lower-level hosted equipment from Georg Fischer, demonstrating IR fusion. IR fusion is a thermoplastic fusion process that uses infrared technology to heat the faying surfaces of plastic tube and/or pipe without making contact to a predetermined temperature—without making contact—to allow the materials to form a localized coalescence when pressure is applied. The localized coalescence, or weld, is produced without the presence of contaminants that could result from the material contacting the heat source. The high-purity nature of IR fusion makes it suitable for semiconductor and pharmaceutical piping applications.

As semiconductor companies continue to add on to existing facilities and build new facilities in the United States, the UA Education and Training Department is in the process of adding additional courses that are specific to the demand for spe-

cialized training. Georg Fischer LTD is widely accepted in the industry for its high level of quality and integrity regarding high purity plastics. When asked to participate at ITP 2022, GF (Georg Fischer) responded by committing to demonstrate three pieces of equipment—the IR-63, the IR-110A, and the IR-225, with the IR-110A being the “automatic” version. Although there are many functional similarities between the above equipment, each machine offers unique advantages and size ranges. The UA Education and Training Department and GF are in the process of developing a comprehensive training program with a goal of joint certification that will elevate and uphold the integrity that our customers have come to expect from both entities.

This year, ITP experienced increased enrollment to attend the newly revised orbital welding training course that includes updated information, equipment, and techniques. An additional class was added to accommodate the demand. New instructors were brought on board to teach the train-the-trainer course. Comments received from the course evaluations indicated that the instructors did a fantastic job delivering the updated content in a fast-paced environment. Individuals who make up the UA are always ready to accept challenges within our industry to maintain the most professional and highly trained workforce. The instructors/students who participated this year exemplified that dedication.

The ability to attend ITP in-person this year provided a heightened level of excitement. Everyone who participated in ITP contributed to the catalyst that carries over to each local's training program. As we all continue to nurture the networking of training within the UA, we will continue to thrive as we evolve and improve as an organization. I believe that training is the foundation to our success. Keep up the good work! I am proud to be a member of such a passionate organization. ■

Reflecting on 2022 ITP

Submitted by Michael Galfano, UA Training Specialist

I hope this newsletter finds each of you well as summer winds down. As I reflect on ITP and write this article, I am energized and motivated by my experiences in Ann Arbor. ITP week provides many opportunities to recharge my training batteries. ITP also helps me reconnect with old friends, meet new friends, it provides networking opportunities, and is always a platform for sharing ideas, which make our organization better. As I visited each classroom, I witnessed the energy and excitement of the instructors and students. I had the honor and privilege to work with 27 dedicated master instructors, teaching 14 different

courses at ITP this year. Each of these master course instructors put in countless hours updating and preparing their courses. New this year to ITP was the 5013 Medical Gas Inspector course. Also added was the updated 5012 Crane Signalperson Instructor course which provides credentials for instructors to teach and proctor the new UA Crane Signalperson Certification. I also had the privilege to participate and address the 121 apprentices attending the Future Instructor Program. I was inspired by their professionalism, enthusiasm, and questions they asked about becoming an instructor. This program was a huge success and provided valuable insight about the responsibilities and importance of becoming an instructor. Throughout the week, attendees heard from General President Mark McManus, multiple motivational speakers, attended Industry Day, participated in campus tours, and shadowed an instructor from their home local. They are the future of our industry, and I look forward to seeing them on campus next year attending ITP courses.

I would like to congratulate all the apprentices who competed in the International Apprentice Contest. We had 32 apprentices competing this year, including two participants from Australia. This year's contest featured many new craft projects and included iPad technology. Thank you Pat Faley, INAC chairman for your leadership. The INAC committee works year-round preparing for this contest. We have two INAC committee members retiring after this year's contest. I want to personally thank Mark Mitchell (Plumbing) and Rick Wilson (HVAC). Enjoy your well-deserved retirement.

ITP 2022 was a huge success. This week was a collective effort by so many. I want to thank our ITF leadership, office professional staff, and WCC staff for all their tireless work. Thanks to all our master instructors for your professionalism, dedication, and commitment to training. I believe we accomplished our training goals and honored the UA Mission Statement.

"The mission of the UA Education and Training Department is to equip United Association locals with educational resources for developing the skills of their apprentices and Journeyworkers. By thus facilitating the training needs of the membership, we maximize their employability and prepare them for changes in the industry. We are committed to making training opportunities available across North America, allowing members to acquire new skills and remain competitive in the industry regardless of geography. In this way, we are determined to meet the needs of the piping industry and enhance employment opportunities for our members, while remaining fiscally responsible to the beneficiaries of the fund."

If you have any questions, please feel free to contact me at mgalfano@uanet.org. ■

Daikin and UA Partner to Create a Team of Certified Instructors on VRV Products

Submitted by Robert Vilches, UA Training Specialist

As the world makes the change to an all-electric building, the demand for heat pump systems to heat and cool them will increase. Manufacturers, contractors, and labor are starting to work together more than ever to meet this demand.

Daikin Comfort Technologies North America has been working side-by-side with the UA for many years. Earlier this year, Contractor Development Manager Jeff Bledsoe approached the UA Education and Training Department about developing regional training hubs for UA instructors. "Our goal is to create a pipeline of qualified technicians. The UA has one of the largest networks of industry instructors. This partnership will ensure the pipeline of technicians grows and meets the demands of the industry," explained Jeff Bledsoe.



In October of 2022, the first of two training locations will open for business at Local 449 in Pittsburgh, PA. This fully functional training lab is equipped with Daikin's latest VRV product. Instructors will be able to travel to this location to attend Daikin's Train-the-Trainer program. These instructors will be able to go home, and after completing an audit from a Daikin trainer, receive the title of Authorized Daikin Instructor and hold certification classes for their local's membership.

The second training lab is slated to be built in 2023 at Local 412 in Albuquerque, NM. This will give local training centers three locations to choose from to get their instructors certified on Daikin VRV equipment. The third lab is at Daikin's facility in Texas.

For more information regarding the Daikin partnership and training, please contact ITF Training Specialist Robert Vilches at rvilches@uanet.org. ■

So Many Firsts at 2022 ITP

Submitted by Micheal Hazard, VIP Training Specialist and Nicole Jeup, VIP Service Member and Veteran Advisor

This year's Instructor Training Program is one we will never forget! There were SO many first-time experiences at ITP this year—and it's about time!

For the first time in nearly three years, it was amazing to spend time in-person again with all our UA brothers and sisters—the comradery, love, and passion that was felt in Ann Arbor exemplified the heart of the UA—it truly was a UA family reunion!

We would like to personally thank Mr. James Pavesic, Director of Education and Training and Mr. Raymond Boyd, Assistant Director of Education and Training for their tremendous leadership in coordinating and hosting the first ever Future Instructors Program. The motivation, dedication, and appreciation demonstrated by the apprentices who participated in this program was truly remarkable, and we were grateful to be a part of it.



Camp Lejeune VIP Graduate Daniel Queathem, Local 533, Kansas City, MO and Camp Pendleton VIP Graduate Efrain Martinez, Local 142, San Antonio, TX



Micheal Hazard, VIP Training Specialist and Fort Carson VIP Graduate Gregory Moore, Local 568, Gulfport, MS

master instructors, training coordinators, and UA officers. We even had a VIP graduate, Richard Caicedo, compete in the International Apprentice Contest.

We had several VIP graduates attend ITP for the first time and participate in the Future Instructors Program, and we couldn't be more proud—proud of our VIP ambassadors for excelling in leadership roles and even more proud to be part of an organization that is forward thinking and prioritizing the future of the UA—which will no doubt remain the best of the best in the industry!

Additionally, we had numerous VIP graduates attend ITP for the first time this year as instructors,

We also had the first female UA instructor, Rachel LaBlance, complete the instructor Rigging course this year, who happens to also be a VIP graduate. These are first time accomplishments we should all be very proud of, not only for the individuals themselves, but proud to be part of such a great organization that is always putting its members first!



UA General President Mark McManus and Camp Lejeune VIP graduate Rachel LaBlance, Local 101, Belleville, IL

As many of you may already know, September is Suicide Prevention Awareness month. The UA VIP program recently created a Member Assistance Program known as VIP MAP. The mission of VIP MAP is to raise awareness for suicide prevention, mental health, and prove the power of peer support throughout the UA and the construction industry.

For the first time, the UA's Education and Training Department offered a new course at ITP this year in effort to break the stigma surrounding mental health and highlight the dire need for mental health and suicide prevention training throughout our organization. Course 2171 Introduction to Peer Support Skills and Mental Health Literacy was taught by Dr. Sally Spencer-Thomas, Psy.D and Mr. Eduardo Vega, M.Psy. The interest in this class for a first-time course was phenomenal and the impacts of the course content has already made a huge impact in such a short time.

"Thank you so much for starting this class for the UA. I learned a lot from you and Eduardo and a lot about myself. I explained your course to a few of our VIP 5th year apprentices and they've already reached out to some of our newer VIP apprentices for a peer support group to help them transition from military to construction. So less than 5 days after your course ended its already making a difference in Local 7's apprenticeship program!"

—Seth Madden, Training Coordinator, Local 7, Albany, NY

Another course that highlights mental health awareness and suicide prevention is Course 9007 Veterans in Apprenticeship taught by Sean Ellis. This course provides valuable insight regarding post-traumatic stress disorder (PTSD) and traumatic brain injury (TBI) and will provide resources to assist any members suffering from one of these conditions.

Most likely everyone has been impacted by mental health issues or suicide at some point throughout their lives. We encourage all UA members to engage in this initiative and help us break the stigma, in not only the UA, but the entire construction industry.

It may not be the first time, but it is the best time to get comfortable being uncomfortable. The UA Education and Training Department is working on implementing this course and others related to mental health and peer support both regionally and at ITP in an effort to expand our prevention efforts nationwide.

We also want to thank everyone who donated or participated in the UA Block party in downtown Ann Arbor this year. As in years past, 100% of the proceeds from this event have been donated to Semper Fi & America's Fund. We are proud to announce for the first time ever the UA has raised over one hundred grand—with a total donation in the amount of \$140,884!! The kindness and generosity of the



UA and the sponsors of this event were absolutely remarkable! Your contributions will go a long way in supporting our nation's critically wounded, ill, and injured service members, veterans, and military families. The Fund supports all branches of the U.S. Armed Forces and provides one-on-one case management, connection, and lifetime support. To learn more, please visit thefund.org.



Congratulations, Jimmy! We cannot thank you enough for your support for the VIP program. We wish you a long and healthy retirement—you'll be greatly missed! ■



Suicide Prevention 5 Things You Should Know



Suicide is a leading cause of death among working-age adults in the United States. It deeply impacts workers, families, and communities. Fortunately, like other workplace fatalities, suicides can be prevented. Below are 5 things to know about preventing suicide.

1
BE AWARE

Everyone can help prevent suicide.
Mental health and suicide can be difficult to talk about—especially with work colleagues—but your actions can make a difference. When you work closely with others, you may sense when something is wrong.



2
PAY ATTENTION

Know the warning signs of suicide.
There is no single cause for suicide but there are warning signs. Changes in behavior, mood, or even what they say may signal someone is at risk. Take these signs seriously. It could save a life.



3
REACH OUT

Ask "Are you okay?"
If you are concerned about a coworker, talk with them privately and listen without judgment. Encourage them to reach out to your Employee Assistance Program (EAP), the human resources (HR) department, or a mental health professional.



4
TAKE ACTION

If someone is in crisis, stay with them and get help.
If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or the 988 Suicide and Crisis Lifeline.



5
LEARN MORE

Suicide prevention resources are available.
• Call or text the Suicide and Crisis Lifeline at 988.
• Visit the American Foundation for Suicide Prevention (www.afsp.org) to learn more about suicide risk factors, warning signs, and what you can do to help prevent suicide.



OSHA Occupational Safety and Health Administration

1-800-321-OSHA (6742)
TTY 1-877-889-5627
osha.gov/preventing-suicides

**NATIONAL
SUICIDE
PREVENTION
LIFELINE**
1-800-273-TALK (8255)
suicidepreventionlifeline.org

**988
SUICIDE
& CRISIS
LIFELINE**

TruTech Tools Offers Discount Code to the UA

Submitted by Robert Vilches, UA Training Specialist

In an effort to assist locals with their HVACR training programs, the ITF invited a new vendor to join us at the 2022 Instructor Training Program. TruTech Tools (TTT) is a well-known vendor for HVACR tools and training.



Eric Preston with TTT attended ITP this year and had this to say, "I was thoroughly impressed with the knowledge and enthusiasm of the people I was able to meet, many of whom were already TruTech Tools customers. Looking forward to seeing everyone again next year and learning more about how TruTech Tools can support UA training."

In fact, Eric was so impressed, he immediately wanted to give the UA a discount code for their online store. The code "UA8" gives an 8% discount on purchases and is available for all UA members and training centers. TTT will track dollars spent and offer donations to our training initiatives. These donations will help support our international apprentice contest and ITP classes.

For more information regarding the partnership with TruTech Tools, please contact ITF Training Specialist Robert Vilches at rvilches@uanet.org. ■

Mobile Commercial HVACR Performance Lab

Submitted by Robert Vilches, UA Training Specialist

The demand for HVACR technicians has been on the rise for several years. Legislation is changing the landscape of how we heat and cool our buildings, which is only going to further increase this demand. The need to increase our training efforts for this craft has never been higher.

For many of our locals, money and space are major roadblocks in setting up a proper commercial HVACR training lab. In 2019, the ITF began designing and building a mobile lab to assist locals with this training. At the 2022 Instructor Training Program (ITP), the ITF unveiled what took three years to create.



In 2019, the ITF contracted Pioneer Pipe, Local 449 (TC) Brad Tisdale, Local 449 (J) Tim McQuiston, and (J) Matt Barnes to design and build a first-of-its-kind HVACR training lab. The goal was to encompass as much commercial equipment and training into a 53' x 8. 5' trailer and make it functional. The team worked with several industry partners, including LAARS, Carrier, and B&G, to name a few. The result was a masterpiece to be proud of. Training Director Brad Tisdale of LU 449 had this to say about his experience building this trailer, "Today's demand for commercial HVACR service technicians continues to grow at an alarming rate! The search for these talented young men and women con-



Design and build team: From left are Matt Barnes (J, LU 449), Tim McQuiston (J, LU 449, retired), Rick Usko (F, LU 168), Josh Tingler (J, LU 565), Kent Reynolds (J, LU 565), and Brad Tisdale (TD, LU 449).

tinues throughout the country. The UA has foreseen this shortage and recognized long ago that training is the key to survival. The construction of this mobile commercial HVAC performance lab is proof of the UA's commitment to recruit and train new service technicians. The 'Live-Fire' training with commercial equipment and controls provides a hands-on learning opportunity for our service apprentices. This mobile lab can travel throughout the country to support training for any local that may request it, providing the means for many locals and an opportunity to capture more manhours. Both are vital to our organization. I am honored to be a part of it."

The mobile lab features a functional chilled water system, hot water system, a building automation system, pumps, and VFDs. With the aid of this lab, locals will be able to hold live fire training on the following: heat transfer; fluid flow; chiller performance; boiler performance; VFDs; pumps; VAVs; fan performance; building automation; start, test, and balance; and electrical. This trailer is equipped with several tools and lesson plans to assist with the training.

For more information regarding this trailer and how to request it for a training event at your local, please contact ITF Training Specialist Robert Vilches at vilches@uanet.org. ■

ITP New Instructor Boot Camp

Submitted by Richard Benkowski, Retired UA Training Specialist

Photo Credits: Laura Ceja, UA Special Representative

The ITF Instructor Training Program (ITP) is the delivery system for repeatable and reliable courses to be offered at every UA local training center. Every year, the ITF works to develop and deploy courses at ITP that create work opportunities for UA members. One of the challenges is to recognize emerging technologies or respond to the needs of signatory contractors. Once a new topic is identified, the search begins to find an appropriate UA instructor for ITP.

Emerging Technology Requires Evolving Strategies

For many years, the ITF would "pilot" a new course for ITP. In other words, the new ITP instructor would be sent to a local to

present the new content to about a dozen participants under the watchful eye of the training specialist managing the launch. Since 2010, due to an overwhelming demand for new skills to understand emerging jobsite tasks, more than 100 new classes have been offered at ITP. Because of the limited time available to prepare for ITP, a new plan was hatched. This acceleration of new material prevented a full pilot from being offered so an ITP new instructor boot camp was organized by the ITF staff in Annapolis in 2015 and continues to this day.

Boot Camp Formula

Under the direction of Training Specialist Mike Galfano, new ITP instructors were invited to the WCC campus on May 17 to finish development of their syllabus and lesson plan. Additionally, ITF partners and stakeholders discussed many of the assets available for ITP instructors.



Brother Galfano invited 19 local instructors for three days of intense orientation of all irreducible elements that create the best opportunity for success during UA week in Ann Arbor. To prepare the attendees, the ITF sent out assignments for travel, along with encouragement from Mike: "The goal for this week is to complete your course syllabus before you leave boot camp."

To be sure, the event would capture and demonstrate the entire ITF formula: course prep, working with third-party presenters, instructions for shipping hands-on items, short presentations of the new classes, digital platforms (Blackboard and OLR), teaching techniques, and a campus tour to locate their specific classrooms. The schedule is intended to answer all questions and concerns about roles and responsibilities before ITP begins.



What a Week it Was!

ITF staff members and new ITP instructor candidates travelled into Ann Arbor on Monday, May 16, 2022, to set up the auditorium of the Great Lakes Regional Training Center. Support from the GLRTC included Tony Esposito, Kim Billings, Arista Metler, and Melissa Haverty. Thank-you to Marilyn Donham for offering a great support team!

After introductions, Mike Galfano welcomed the instructors on Tuesday morning. This was followed by Cathy Merkel, Jocelyn Crowder, and Kim Billings offering an overview of instructor resources that could be drawn from either Annapolis or GLRTC. After lunch, a workshop on building course objectives was offered by Tony Esposito, Kim Billings, and Marilyn Donham. Monday closed with Blackboard™ training by Arista Metler and SR Laura Ceja.

Wednesday morning began with a deep dive into curriculum development led by Agatha Wolyn and Tony Esposito. ITF partner Carl Hansen (ATP) and Lauren Friedman continued the discussion by explaining advantages of using the UA Online Resources (OLR) to create digital experiences for use at the local level. After lunch, consultant Brenda Said-Wright delivered a unique perspective on how students learn and offered tips and techniques to enrich the ITP experience. When Brenda finished, the ITF and WCC staff supported the new ITP instructors in their completion of their lesson plans and preparation for their appearance in front of the auditorium on Thursday.



Thursday opened with Arista Metler guiding a Blackboard™ lab to upload content into the ITP shells created for every course. The rest of the day followed with each new instructor presenting actual content from the new courses. Before dismissal, Mike Galfano entertained questions from the audience.

Hard Work Equals More UA Work

It is too early to determine what will be the new topics for 2023 ITP, but rest assured the ITF will figure out how to train all UA crafts for the next emerging jobsite.

Did I hear Thermal Energy Networks? HW Heat Pumps? Hydrogen Generation and Distribution? ■

UA and XOι Work Together to Train the Future

**Submitted by Robert Vilches,
UA Training Specialist**



XOι Technologies, a leading provider of technician-focused technology solutions and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States, Canada (UA), announce a partnership that delivers XOι's innovative AI-based tech-enablement solution to HVACR instructors and registered service apprentices across the United States.

"XOι combines many critical functions for UA instructors and apprentices and other field professionals in a single platform," said UA training specialist Robert Vilches. "In addition to its streamlined workflows and best-in-class data indexing and analytics, XOι keeps UA apprentices and instructors connected in the field and provides instructors with unrivaled insight into how students perform on the job. And, XOι's first-to-market virtual mentor support extends training from the classroom to the job-site, so apprentices can continue to learn while they're in the field."

XOι's deep data cataloging capabilities, advanced AI-driven analytics, and intuitive remote support options enhance the value of UA's training programs, giving the organization resources to help contractors close the skilled labor gap.

"This partnership is an opportunity to maximize the UA's proven training programs and to strategically extend XOι's position as a top innovator in the industry," said Aaron Salow, founder and CEO of XOι. "By equipping their apprentices and instructors

with our powerful solutions, the UA is empowering the next generation of skilled labor talent with in-depth, hands-on education that will help contractors face the continuing labor shortage in the service industry."

XOi's advanced cloud-based solution allows field service technicians to utilize, aggregate, and analyze critical job data, and maximize customer value through industry-leading efficiency, accuracy, and accountability. With a full suite of standardized workflows, job documentation capabilities, and technician training and enablement solutions, teams can build deep and easily accessible institutional knowledge bases that support real-time decision making and data-based continuity. Service teams can apply these extensive data-science capabilities to analyze those foundational elements and strategically respond to evolving data trends and forecasts.

For more information regarding the partnership with XOi and to request an account, please contact ITF Training Specialist Robert Vilches at rvilches@uanet.org. ■

Profiles in Partnership

Submitted by Richard Benkowski, Retired UA Training Specialist and Lauren Friedman, Instructional Technology Coordinator

ITF Training is enriched by the efforts of stakeholders who participate by contributing at ITP. From time to time a true partner will be highlighted in this newsletter.

Today we introduce you to **Brenda Said-Wright**.



Who are you professionally?

I founded Great Lakes Educational Group with one goal in mind: to positively impact as many students' lives as possible by setting high teaching standards and by building empowering relationships amongst all stakeholders. I've been able to significantly impact thousands of students' lives, but I have not done this alone. My approach has been to lead professionals the same

way I teach—by giving each individual professional the support, guidance, and inspiration they need to become successful. It has been an honor to share this vision and passion with ITP instructors.

How did you end up in front of a UA Instructor classroom?

Scott and Peggy Klapper mentioned to me that I might be interested in teaching during ITP week. Scott served as the UA Program Administrator from 2010-2015. Soon after I began teaching, Scott prematurely passed away and left a great legacy. Each year, I teach in honor of him with the focus being to keep his vision for the program alive and thriving. I know that he would be fascinated with the growth in enrollment numbers, courses offered, and academic course rigor all resulting in making the trades and union stronger. It is my goal to continually support the program's advancement using student feedback, research-based practices, and a systematic coaching model to guide this work.

Why do you still support UA training?

Research shows that a strong coaching model can make a significant difference in instructor practice and student achievement. A well-designed coaching model has great benefits and can incorporate an array of interrelated approaches that promote coherence, focus, and alignment. An effective coaching model invests in human capital by building capacity, creates sustainability by supporting systematic improvement efforts, leads to equity and accountability, creates coherence between classroom practice and UA initiatives, promotes a positive culture, and fosters constructive and productive relationships. Numerous instructors reached out to me during ITP week to share their appreciation which reinforced those relationships were built and instructors are dedicated to growing professionally as educators. I am honored to support UA training, and I commend the UA for acknowledging the importance of having trained educational professionals supporting the ITP instructors. It is my hope that we continue to expand the reach and grow this positive impact. Success doesn't come from what we do occasionally, it comes from what we do consistently. Thank you for consistently striving to be a leader in the industry and allowing me to be part of the journey! ■

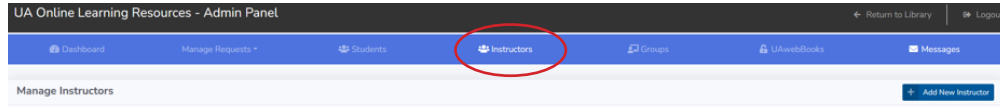


UAOLR—Admin Panel Updates

Submitted by Lauren Friedman, Instructional Technology Coordinator

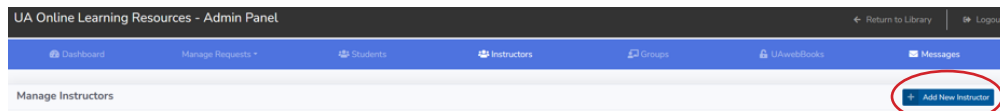
In our quest to make the UAOLR more usable for locals, we've made several changes in the past six months that should improve your quality of life as an admin user.

First, we created a section of the Dashboard called "Instructors."



From here, you can see all non-student users who currently have accounts under your local, including Instructors, Office Professionals, and Training Coordinators. You can also choose to edit their accounts. You can use this feature if they need their email updated, their name changed, or their password reset. If you would like to give them dashboard access to help you manage things, you can change the button under “Designated as Local Point Person?” to yes and they will receive that access. Don’t forget to hit submit when you’re done to save the changes.

The most important change in the Instructor area, however, is a button at the top right that says, "Add New Instructor." We realized that the previous workflow was unnecessarily complicated, so we copied the student creation procedure.



Now, when you want to create a new Instructor for your local, all you do is click the button and fill out the form.

Second, we have created a way for you to change a student account type to Instructor. This is one of the most-requested features, and now, if you have a student who has turned out and joined your staff, all you have to do is click "edit" next to their name on the UAOLR, and change the dropdown menu under "user group" from Student to Instructor.

Edit Student:

* Fields that are required.

User Group

Student

Student

Instructor

Last Name: *

Student

Be sure to submit the change, and your student will have a newly upgraded account.

Do you have any ideas for how we can improve the OLR? Any pet peeves you'd like us to look at? Or any comments you want us to hear about? Please send them to Lauren Friedman, lfriedman@uanet.org, and we will investigate how to best take care of them! ■

EDUCATION AND TRAINING DEPARTMENT OFFICE PROFESSIONALS

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Suzanne Ellis
Cindy Williams

ADMINISTRATIVE ASSISTANT (VIP)

Nicole Jeup

CERTIFICATION DEPARTMENT

Carrie King, *Office Manager*
Kristyn Ivey
Angie Sterling

IPTJTC BOOKSTORE

Dianne Lash, *Office Manager*
Peggy Jarrett
Darlene Lee
Jay Meadows
David Parmenter

ITF COMPTROLLER

Matthew Robertson

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Helen Holmboe
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INSTRUCTIONAL TECHNOLOGY COORDINATOR

Lauren Friedman

RECRUITMENT

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REGISTRAR'S OFFICE

Cathy Merkel, *Registrar*
Tyler Masengale
Agatha Wolyn