

THE POWER TO EXCEL



LIUNA

TRAINING & EDUCATION
FUND



Home Performance Laborer
Apprenticeship
Developing Craftsman for Healthy
Housing
Jim Urtz and Gary Gustafson

Who we are:

- Joint Labor-Management Training Trust Fund—Est.1969
- Training Arm of LIUNA
- Services 70+ Affiliated Training Centers in the US and Canada
- Roughly 140,000 workers trained per year



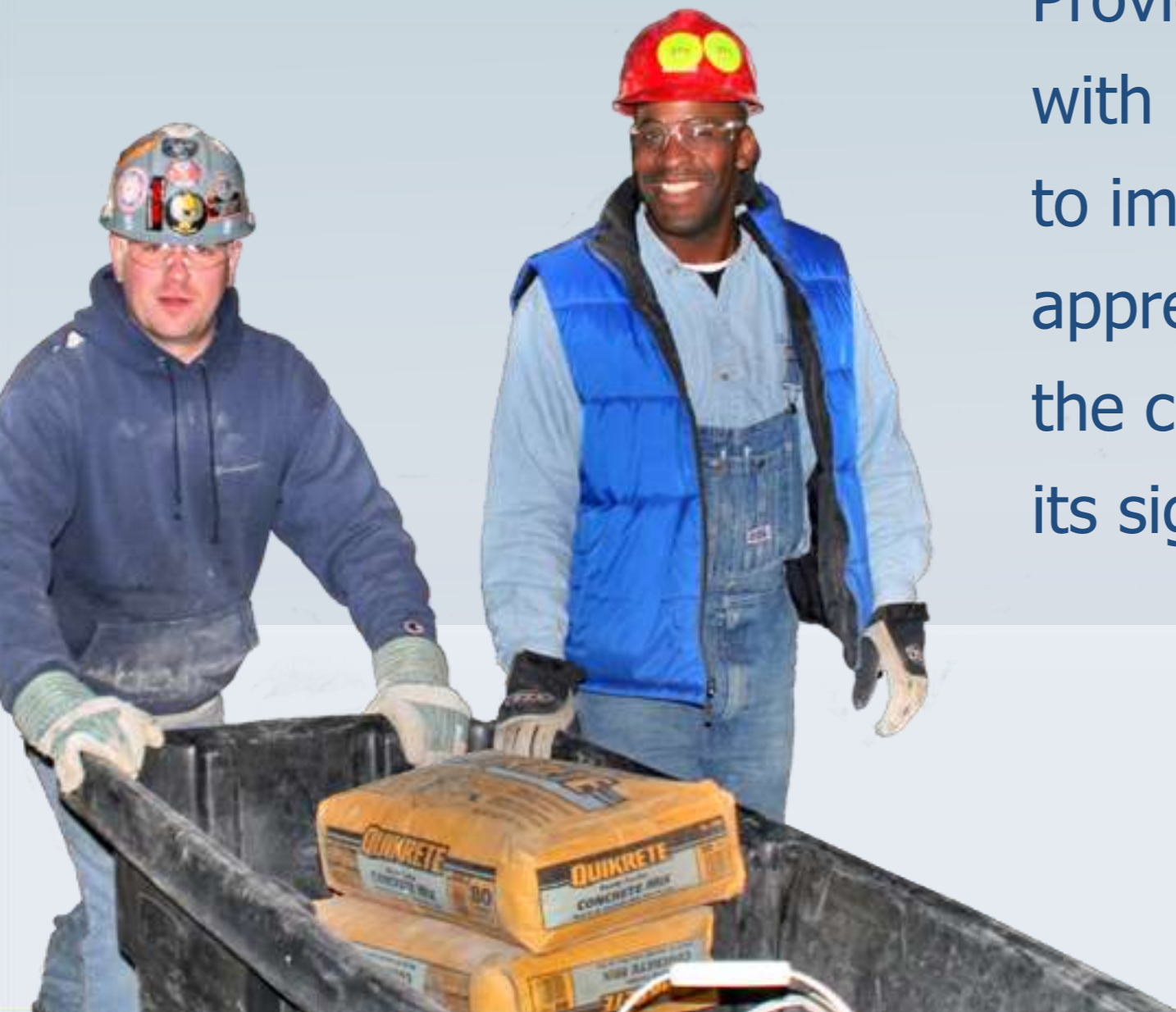
What we do:

- Create competency-based industry curriculum
 - Instructor development and credentialing
 - Instructor and professional skills standards
 - Affiliate capacity building



Mission:

Provide our affiliated training funds with products and services designed to improve the lives of LIUNA apprentices and journey workers and the competitive position of LIUNA and its signatory employers.



Quality Assurance

- Quality Management System
- Accredited in two industry fields:
 - Curriculum Development for Work Force Qualification Programs
 - Training Agency for Work Force Qualification Programs
- Achieved third-party independent accreditation in 2008, re-accredited in 2009



Curriculum

- More than 50 programs and 200 modules
- Learner-centered, competency-base
- Built on industry skills standards
- Clear and measurable learning objectives
- Written and performance assessments
- College credit recommendations



Curriculum

- Comprised of participant's guide, instructor's guide and educational media
- Developed by educators and industry experts
- Validated exams and hands-on assessments
- Pilot Testing and Evaluation
- Revised every three years or based on regulatory requirements



Key Relationships:



Programs

Heavy/Highway
& Infrastructure



Demolition &
Deconstruction



Home
Performance



Building
Construction



Environmental
Remediation



Residential & Light
Commercial



Supervisory

Home Performance

- Requires a highly skilled and qualified workforce.
- Effective training is one of the most successful ways to develop talent in this field.
- Effective training is:
 - Competency based
 - Covers a broad array of skills
 - Anticipates and addresses industry needs
 - Results in increased safety, quality and productivity

Apprenticeship



- Construction Craft Laborer recognized in 1994
- LIUNA has over 84 registered apprenticeship programs
- Home Performance Laborer - Recognized by DOL OA

Home Performance Laborer

- Residential not commercial Construction Craft Laborer
- New Markets
- Expanded training opportunities
- Different skills required

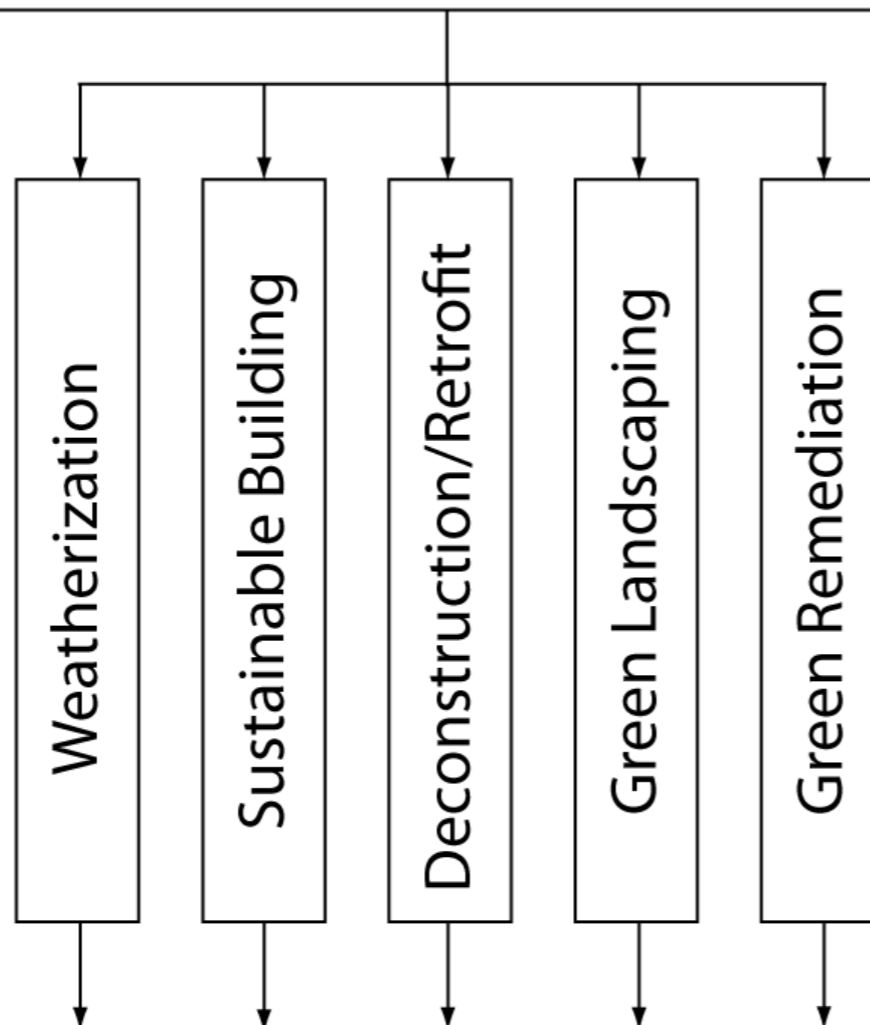
Home Performance Laborer Apprenticeship

- Comprehensive Program
 - Weatherization
 - Sustainable construction
 - Reconstruction
 - Green Landscaping
 - Green Remediation



HPL Apprenticeship

CORE COMPETENCIES HOME PERFORMANCE LABORER



HOME PERFORMANCE LABORER JOURNEY WORKER

- Approximately 1 year
- 2,000 hours
- 144 hours required training per year

Core Competencies

- Industry Orientation
- Construction Math
- Safety
- Hazard Communication
- PPE
- Fire Protection
- Electrical Safety
- Ladder Safety
- Tool Identification and Use
- Material Handling
- Fall Protection
- Scaffold User
- Introduction to Green

Weatherization

- Technician/Installer
- Installing Exterior Doors and Windows
- Installing Insulation and Vapor Barriers
- Patching and Repairing Drywall
- Lead Renovation
- Asbestos Awareness
- Mold Awareness



Sustainable Building

- Materials, Plans, Specs and Codes
- Flooring Systems
- Wall and Roof Framing
- Exterior Finishing - Walls and Roof
- Installing Exterior Doors and Windows
- Installing Insulation and Vapor Barriers
- Installing Drywall
- Trench Protection
- Scaffold Builder – Tools and PPE
- Frame, Pump Jack and Baker Rolling

Deconstruction/Retrofit

- Materials, Plans, Specs and Codes
- Lead Renovation
- Asbestos and Mold Awareness
- Hand and Power Tools
- Interior Finishing
- Concrete Repair
- Carpet, Wood and Tile Floor Installation
- Deconstruction
- Installing Interior and Exterior Doors
- Installing Replacement Windows
- Installing Insulation and Vapor Barriers, Drywall
- Materials, Fasteners, and Adhesives
- Scaffold Builder – Tools and PPE
- Frame, Pump Jack and Baker Rolling

Green Landscaping

- Materials, Plans, Specs and Codes
- Planting and Lawn Installation
- Pruning
- Installing a Retaining Wall, Brick Pavers and Patio
- Installing an Irrigation System



Green Remediation

- Asbestos Abatement
- Lead Abatement
- Lead Renovation
- Microbial
- Hazardous Waste
- Water Damage/Fire Restoration



Healthy Homes Approach

- **Building Science**

- Indoor environmental quality
- Energy efficiency
- Water conservation



Career Paths

Career Paths and Living Wage!

- LIUNA's programs offer multiple career path opportunities:
- **Weatherization/Home Performance:** Installer Technician; Supervisor; Energy Auditor
- **Residential Construction:** Sustainable Homebuilding; Green Landscaping; Residential Remediation;
- **Remodeling/Retrofit:** Energy efficiency; water conservation; indoor environmental quality





GREEN CREDENTIAL-TO-CAREER PROGRAM ELEMENTS



Benefits to Employers

- One Stop Shop
- Comprehensive training, not single workshops
- Standardized training, materials and technique country-wide
- Safe, productive worker



LIUNATraining.org