

Empowering Connections: The etA's role in Advancing Electrical Careers

**The comprehensive role of the electrical training
ALLIANCE in supporting and advancing the
capabilities and opportunities of IBEW members
and the NECA contractors they work for.**



The following statements summarize the comprehensive role of the etA in supporting and advancing the capabilities and opportunities of IBEW members and the NECA contractors they work for:

1 Finding the Best Talent:

The etA supports member (A)JATCs, contractors, and local unions in recruiting top applicants, focusing on awareness and opportunity in the electrical field.

■ Pre-Apprenticeship Programs and Curriculum:

- **Interim Credential:** High School and Post Secondary training of the first year of apprenticeship. Supports awareness, identification, and advanced selection process.
- **Veteran's Electrical Entry Program (VEEP):** A pre-apprenticeship program aimed at Veterans, promoting electrical apprenticeships, Inside and Outside, and providing quality candidates to programs.

■ Grant Programs:

Support for obtaining grants to ease the financial burden of recruitment and training, particularly for diverse and underrepresented populations.

■ Middle, High School, and Post-secondary Recruitment:

Engagement with school counselors and managing online platforms to showcase trades, work conditions, pay, and benefits.

■ Social Media Presence:

Extensive use of social media to promote IBEW, NECA, and apprenticeship opportunities to a broader audience and to keep (A)JATCs informed about what is going on at the etA.



2 Promoting Inclusivity:

We reach out to diverse and underrepresented communities, supporting in some cases, grant opportunities to help recruit and train these individuals.

■ Diversity, Equity, Inclusion and Belonging:

Partnership between etA, NECA, and IBEW to enhance inclusivity and retention of a diverse workforce.

■ NAWIC:

Involvement with the National Association of Women in Construction.

■ Anti-Harassment Training:

Programs to ensure a respectful and inclusive work environment.

3 Validated Selection Process:

The etA assists in developing legally sound selection procedures for apprenticeship programs, ensuring fairness and adherence to national guidelines.

■ American Institutes for Research (AIR) Job Analysis - Aptitude Test and Interview/Selection Process:

Partnership with AIR to ensure fair, equitable, and legal aptitude exams and selection procedures.

■ Legal Representation:

Legal guidance and representation in the event of a claim against an (A)JATC who is following the national guidelines over any part of the selection process.

4 High-Quality Training Across Specializations:

Whether it's for Inside Wiremen, Outside Linemen, Substation, Installer-Technician, Residential Wiremen, or other specialties, the etA ensures consistent, high-level training nationwide.

■ Pre-Qualification Training:

Includes OSHA certifications, electrical safety, and a variety of specialty training programs.

■ Apprenticeship Program-Specific Content:

Tailored training for various specialties, including advanced curriculum and hybrid programs.



5 Preparing a Mobile Workforce:

Our training standards allow IBEW-NECA workers to be versatile and ready for any job across the country, ensuring efficiency and safety.

■ National Guideline Standard Training:

Ensures all IBEW-NECA members are trained uniformly across the country. This approach guarantees that every member is well-prepared for any task, upholding the same high-quality standards nationwide.

■ Standard Apprenticeship Implementation:

All member (A)JATCs provide consistent, high-quality apprenticeship training using the same delivery modalities and policies. This uniformity makes the IBEW-NECA workforce highly mobile, ready for jobs of any size, anytime, and anywhere.

■ High-Value Training Content and Delivery:

The training content is of exceptional quality and regularly updated with the latest technology. Over 3,700 active instructors train more than 52,000 apprentices, ensuring that every local focuses on safety and efficiency. This comprehensive training approach positions the IBEW-NECA workforce as versatile, productive, and safe within the electrical industry.

6 Benchmarking and Validation:

We constantly compare and validate our training against other curriculums and support college credit for IBEW members.

■ Curriculum Comparisons with Higher Education and Technical Training:

The etA systematically conducts thorough comparisons (“crosswalks”) of its apprenticeship program curriculums with college, technical, and trade school curriculums. This process, done in collaboration with the American Council on Education and supported by research from AIR, as well as through alignments with programs like the Nuclear Mechanic Apprenticeship Program (for Inside Wireman) and other certification authorities, ensures that the IBEW-NECA training is not only in alignment with academic standards but also stands out in terms of quality and comprehensiveness.



7 Comprehensive Support for Local Programs:

From seminars to individual trainings, the etA provides extensive support to (A)JATC staff for effective apprenticeship management.

■ National Training Institute Programs:

Over three decades of continuous training for (A)JATC Committee Members, Training Directors, Office Administrators, and Professional Instructors.

■ Regional Training Seminars:

Quarterly seminars for (A)JATC staff and committees, covering critical updates in legal, fiduciary, ERISA, Apprenticeship Tax Law, standards, and current program developments.

■ Local-Specific Training:

Comprehensive local training sessions focusing on standard updates, selection processes, instructional methods, codes, safety, certification, and tailored (A)JATC committee training, including webinars and open question sessions for immediate needs.

■ Training Partner Program:

Collaboration with National Training Partners to enhance IBEW and NECA member training, reducing costs through both financial and material support for (A)JATCs.

■ Grant Support Opportunities:

Active participation in the last four etA grant training programs, along with assistance in grant writing and application, facilitated by the etA and supported by AMCrawford.

8 Upskilling and Certification:

Beyond apprenticeships, the etA offers advanced training and certifications to help IBEW and NECA members progress and qualify for more opportunities.

■ Qualification and Onsite Certification Training:

This comprehensive program includes a wide array of certifications and qualifications to enhance the skill set of IBEW and NECA members. Key offerings include:

● OSHA Certifications:

Covering a range of OSHA courses like 510, 502, 500, 30, and 10, ensuring adherence to safety standards.

● Electrical Safety Practices:

Training in best practices related to electrical safety to maintain high standards of work.

● Diverse Safety and Skill Certifications:

Including training in Crane and Rigging Operations, Pole Top and Aerial Lifts, Flagger and Signal Person roles, as well as certifications from EICA, EPRI, IMSA, NCSCB, EVITP, PLC, and PV. Additional instruction covers Instrumentation, Building Automation, Energy Storage, Craft Certification, and courses from BICSI, AXIS, COYNE, and FOA. This also encompasses comprehensive training in NEC Codes and Standards, and accreditations from IAEI, NFPA, IEEE, NETA, and UL.



9 Innovative Learning Platforms:

Through ProTech Skills Institute (PTSI), we provide online learning and a Training Management System for comprehensive skill development.

■ Customized Learning Management System (LMS):

Our LMS is tailored specifically for our training programs, offering a complete suite of resources and software. This includes various tools such as calendars, messaging systems, assignment creation and grading functionalities, comprehensive reporting features, and customizable course authoring options. These resources are designed to support the diverse needs of all participants, including apprentices, pre-apprentices, and journey-level learners.

■ Advanced Training Management System (TMS):

The TMS streamlines the process of rostering, enrolling, and communication. It features a mobile app for timely notifications and distribution of local-specific content. Moreover, it serves as an efficient tool for documenting and tracking training completions and qualifications, providing valuable support for local (A)JATC and union members in managing their professional development and credentials.



10 Portfolio Management and Policy Influence:

We maintain a portfolio management system for IBEW and NECA members, showcasing their qualifications and influencing national and local policies.

■ The Learning Record Store (My Records):

Developed by PTSI, this is an evolving online portfolio and credential storage system designed to cater to the needs of IBEW-NECA members. It's accessible through a mobile app and allows users to maintain a comprehensive record of their training journey. This system supports the upload of various credentials, including course completions from the PTSI LMS, qualifications from local unions or (A)JATCs, and personal credentials like licenses. These records can be easily shared for purposes such as onboarding or customer bids, facilitating the demonstration of skills and qualifications.

■ Strategic Data Utilization:

Over time, NECA and IBEW national and regional bodies will leverage this data, securely analyzing metadata to enhance communication about the workforce's quality and credentials. This strategic use of data will bolster the visibility and recognition of certifications and qualifications in project labor agreements, as well as in national and local government job documentation, showcasing the high standards of training and expertise within the workforce.

GetTo KnowUs

and about how the electrical training ALLIANCE
has resources built for you:

Executive Director:
Todd Stafford

5001 Howerton Way,
Suite N
Bowie, MD 20715

301-715-2300

Send your request to:

GetToKnowUs@etALLIANCE.org



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