

# APPRENTICESHIP

*Preserving institutional knowledge while growing the next generation of talent*

## *Apprenticeship Hall of Fame*



*Governor Edmund G. "Jerry" Brown, Jr.*



*John Bullock*



*Darrell Lawrence*



*Richard Harris*



*Mike Quevedo, Jr.*



*Laura "Nan" Snow*



*Casimier "Cas" Wesolowski*

**CALIFORNIA APPRENTICESHIP COUNCIL**

*Second Quarter 2014*

# CELEBRATING APPRENTICESHIP, LEADERSHIP & WORKER PROTECTION



Christine Baker, Director,  
Department of Industrial  
Relations

*We celebrate and welcome everyone to the 28th biennial California Conference on Apprenticeship and the 75th anniversary of the California Apprenticeship Council*

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The Department of Industrial Relations (DIR) honors and salutes Governor Brown for his commitment to apprenticeship in California. We also commend the honorees in the Hall of Fame who, like the Governor, have supported apprenticeship. In addition, we celebrate 75 years of Apprenticeship as authorized by the Shelley-Maloney Labor Standards Act of 1939. Speaking as the Director of the Department of Industrial Relations (DIR) reporting to Secretary Lanier at the Labor and Workforce Development Agency and as ex officio Administrator of Apprenticeship, I have found collaboration to be exceptional. Chief Ravnik, working with Tim Rainey, Executive Director, California Workforce Investment Board (CWIB), is expanding the reach of Apprenticeship through the Workforce Investment Boards (WIB).

Leadership at all levels is focusing on how we train and mentor the next generation of leaders and workers. California has been and continues to be uniquely positioned to lead the nation in all areas of worker protection. As of July 2013, California has over 17 million workers, an increase of 2.8 percent over the prior year. Construction has experienced the greatest growth over the last five years, and this industry is poised once again to expand and create new jobs. Expansion beyond construction is our next goal. We also

need to pay attention to the diversity of our workforce and ensure that we communicate in languages other than English spoken by many workers in California, especially (but not limited to) Spanish.

Training our workforce through apprenticeship programs provides the opportunity for our workers to acquire technical skills while working on the job. Safety training, technical training, and experience make prepare these workers well to handle the many challenges of our construction and health-care jobs. Labor and management also benefit from these apprenticeship programs.

The DIR protects the workforce and helps ensure that workplaces are in compliance with safety and labor laws. Within DIR, we are modernizing our technology, placing emphasis on worker safety and ensuring that law-abiding employers compete on a level playing field.

Working together, we can expand apprenticeship programs to provide highly skilled, competent workers.

We appreciate the work of the California Apprenticeship Council (CAC) in ensuring that our California programs are top notch and that they flourish. We celebrate and welcome everyone to the 28th biennial California Conference on Apprenticeship (CCA) and the 75th anniversary of the California Apprenticeship Council.

# Letter from the Chief of the Division of Apprenticeship Standards

## HAPPY 75TH ANNIVERSARY, CALIFORNIA APPRENTICESHIP!



Diane Ravnik, DAS Chief

During this 28th biennial California Conference on Apprenticeship (CCA), we commemorate and celebrate the 75th Anniversary of the enactment of California's Apprenticeship law, the "Shelley-Maloney Apprenticeship Standards Act," enacted in 1939.

California has a proud and preeminent apprenticeship history. Since its enactment in 1939, just two years after the national Fitzgerald Apprenticeship Act, California has led the nation in the number of registered apprentices it trains and graduates each year, and California is universally looked to as providing the highest standards in the nation for the quality of its apprenticeship programs.

Apprenticeship has come a long way in the last 75 years; the Shelley-Maloney Act was enacted largely to establish basic standards to protect early apprentices from the abuse they were subjected to in a totally unregulated workplace. Some of the language, still in use today, like "indentured apprentice" depicts the early relationship between apprentice and employer, found in a section of the State Labor Code, entitled, "Master and Servant."

But today's apprentices are the beneficiaries of world-class training and education, provided to them at no cost. They are able to hone their new skills while employed and earning regularly increasing wages, commensurate with the acquisition of those new skills, until achieving state and nationally-recognized "Journeyman" status. And although California's apprenticeship law still reflects the basic charge to the Chief of the Division of Apprenticeship Standards to "improve the working conditions of apprentices and advance their opportunities for profitable employment," Labor code section 3073 also directs the Chief to "foster, promote and develop the welfare of the apprentice and industry," acknowledging the Chief's duty to serve California industry's needs to acquire the skilled personnel it needs to grow, prosper and build California's economy.

While some things remain constant over the years, much has changed. And much remains to do to continue to foster, promote and advance California apprenticeship in the next 75 years.

Seventy-five years ago, California's apprentices looked very different. Overwhelmingly Caucasian, they did not represent the ethnic diversity of our State. Today, with almost 51% of all apprentices coming from ethnic minorities, California apprenticeship program sponsors have successfully reached out to bring apprentices into their programs who more closely approximate the ethnic diversity of our state. Almost 35 years ago, California

was the first state in the nation to establish goals and timetables for the entry of women into apprenticeship, followed closely by the federal government. Today, only 6 percent of all California apprentices are female; much less if we look at their representation in the building and construction trades. Over the years, participation of women has been as much as 9 percent, but the number of women in apprenticeship is among the first casualties of a bad economy, only now beginning to rebound. We can, and we must do a much better job to make these extraordinary apprenticeship opportunities, leading to a well-compensated, fulfilling, lifetime career, available to the other half of the state's population—women. And we must do more to expand the total number of apprenticeship opportunities—by expanding the use of this tried-and-true, model system for the acquisition and passing of skills from one generation to the next—into an ever-widening sphere of California's 21st century occupations and industries. This is our challenge for the next 75 years.



California Division of  
Apprenticeship Standards

The Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.  
[www.dir.ca.gov/das](http://www.dir.ca.gov/das)

## APPRENTICESHIP GROWING TO MEET DEMANDS OF THE 21ST CENTURY



Jack Buckhorn, CAC 2014 Chair

I would like to welcome everyone to the 28th Biennial California Conference on Apprenticeship (CCA), where we will be celebrating 75 years of Career Technical Education (CTE) as authorized by the Shelley-Maloney Act of 1939. Those of us in the apprenticeship community are very proud of the training programs we have built here in California; our successful record of workforce development is second to none, and stands out as the foremost example of training that leads to lifetime careers with advancement into the middle class. With that said, we must also recognize that the number of workers we train is very small when compared to the total workforce training needs of the eighth largest economy in the world, so the sixty-four-dollar question is: how can we take the proven apprenticeship workforce development model and scale it up to meet the education and employment demands of the twenty-first century?

To start, we need to acknowledge that over 70 percent of students who enter high school will not obtain a traditional four-year

university education. Should we attempt to increase the number of students completing university degree programs? Yes—without question—but an equal emphasis should also be placed on alternate career technical education that is tied to real middle-class careers in every employment sector of our economy. I have participated in multiple workforce advisory groups with leaders from various industrial sectors where the conversation always goes something like this: “We have lots of applicants for employment but they lack the necessary skill sets for employment in our industry.” Now these are really intelligent folks who truly want to solve this very real problem; I believe we can help by encouraging the exploration of our skills-based training.

There are encouraging signs at both the state and local levels that lead me to believe in the real potential for the expansion of apprenticeships into many non-traditional industries. The California Workforce Investment Board has asked all local workforce investment boards to identify regional industry clusters where growth is anticipated, and then to establish training goals that match the jobs created within those growth industries. The California Community College Chancellor’s Office, under the leadership of CAC commissioner Van Ton-Quinlivan, is taking a leading role in identifying emerging markets and positioning the Community College System to meet the demand. I also see local school board districts promoting

CTE as a necessary pathway for student engagement and lifelong achievement. All of these important education and workforce agencies can benefit by aligning their missions with the apprenticeship-training model.

*Apprenticeship can no longer be the best-kept secret in America; it’s up to each of us to share our expertise with other industries*

Apprenticeship can no longer be the best-kept secret in America; it’s up to each of us to share our expertise with other industries. There really is no secret to making this happen—we simply need to set it as a priority and then find a way to plug into one or more of the agencies identified in this article. Please take advantage of all the CCA workshops and make a special effort to attend those that offer best practices for the expansion of apprenticeship. The doors are opening, the time is right, and millions of workers could benefit by gaining the skills, knowledge, and attitude necessary to propel one of the greatest economic engines the world has ever known.



To learn more about the California Apprenticeship Council, please visit [www.dir.ca.gov/cac/cac.html](http://www.dir.ca.gov/cac/cac.html)

## EXPANDING APPRENTICESHIP OPPORTUNITIES NATIONALLY & LOCALLY



Van Ton-Quinliven, California Community Colleges Vice Chancellor of Workforce & Economic Development

Apprenticeship continues to be a topic of conversation wherever Workforce and Economic Development is discussed. Most recently, President Obama’s proposed 2015 Federal Budget included \$500 million to be spent annually, over 4 years, to create new and expand existing Apprenticeship programs. That announcement was made at the same time that I was attending the National Advisory Committee on Apprenticeship (ACA) meeting in Washington, D.C., and was met with great enthusiasm by the committee members. Thankfully, if the President’s proposal becomes reality, California already has a funding mechanism in place and would be well-positioned to receive some of those dollars.

The ACA meeting also brought good news from around the country. Sean McGarvey, of the Building and Construction Trades Department at the AFL-CIO, probably said it best when he told the audience that “Apprenticeship

has got its sexy back...” He and others expanded upon what we all know: that Apprenticeship is a tried and true training model that produces safe, efficient and well-trained employees that help meet employers’ skill needs. In addition, the committee heard presentations around increasing

*Apprenticeship is a tried and true training model that produces safe, efficient and well-trained employees that help meet employers’ skill needs*

the number of Apprenticeship opportunities in Allied Health Care, Advanced Manufacturing and other industries, mirroring discussions that have been happening in California.

Here in California, we at the Chancellor’s Office are deeply involved in the discussions surrounding AB86, the Adult Education Regional Consortia Program. Apprenticeship is one of the five areas of focus for Adult Education in California, as it begins the

process of developing regional plans to serve the educational needs of adults. John Dunn from our office met recently with the Work Group and provided them with several examples of how Adult Education providers can support established Apprenticeship programs—even if they are not the LEA. We encourage you to reach out to your LEA and ask them if they are involved in the regional discussions taking place, so that you can provide information on how the region can work with Apprenticeship programs locally. Subscribe to their E-newsletter at [www.ab86.cccco.edu](http://www.ab86.cccco.edu).

Lastly, I would like to congratulate all of the inductees into the California Apprenticeship Hall of Fame. Your hard work over many years has improved Apprenticeship in California and we look forward to building upon your efforts in the future.



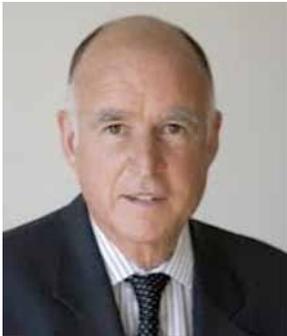
### Apprentice Statistics For the quarter ending March 31, 2014

Number of active apprentices .....	55,710
Number of new registrations and reinstatements .....	3,382
Number of active women apprentices.....	3,337
Percent of active apprentices represented by women .....	6%
Percent of active apprentices represented by minorities .....	50.7%
Number of active veteran apprentices .....	3,811
Number of veterans registered in 2014.....	218
Number of those veterans who have completed apprenticeships.....	77

# Apprenticeship Hall of Fame

## Seven Honored for Their Contributions to Apprenticeship

*For their significant contributions to apprenticeship, these seven individuals will be inducted into the California Apprenticeship Council's Apprenticeship Hall of Fame and honored at a banquet May 1, 2014, at the 28th biennial California Conference on Apprenticeship. Congratulations, honorees!*



### **GOVERNOR EDMUND G. "JERRY" BROWN, JR.**

has twice used the highest office in the state to focus attention and highlight the benefits of formal apprenticeship. In his first term as Governor, in his 1979 State of the State address, Governor Brown acknowledged the contributions of formal apprenticeship when proposing an innovative new job training program, CWETA, "the California Worksite Education & Training Act," modeled on the apprenticeship concept of on-the-job training and classroom instruction. In 1980, Governor Brown proposed his "New Initiatives in Apprenticeship Program" to expand apprenticeship into high tech and growth sectors of California's economy. In his second tenure as Governor, in 2011, the Governor signed into law AB 554, to ensure that Workforce Investment Act funds spent in California on "pre-apprenticeship" programs are directly linked to formal state-registered apprenticeship programs. In his 2013-14 budget, he consolidated funding of apprenticeship RSI under the California Community Colleges Chancellor's Office and continues to strengthen and promote apprenticeship as a pathway to a middle-class career, meet employers needs for skilled personnel and grow our California economy.



### **JOHN BULLOCK**

Director of the Northern California Carpenters Apprenticeship program, devoted over 20 years to making the California apprenticeship the best in the nation. He was instrumental in the establishment of the CAC's "Minimum Industry Training Criteria" for all crafts to ensure uniform high standards for all apprenticeship graduates. John was dedicated to community outreach to disadvantaged youth and underrepresented communities for apprenticeship training. He worked diligently setting up community-based pre-apprenticeship programs, such as the Cypress-Mandela program, which was recognized by the US Department of Transportation as the outstanding pre-apprenticeship program in the country. Perhaps his most significant contribution to California apprenticeship was his unending commitment to ensuring that construction apprenticeship would welcome women into its ranks. Toward that end, John served as chairman of the CAC's Blue Ribbon Committee on Retention of Women in Apprenticeship.



### **DARRELL LAWRENCE**

President of the California Apprenticeship Coordinators Association, and District Director, Carpenters Drywall/Lathing Apprenticeship programs, has been continuously involved with California apprenticeship since beginning his own drywall apprenticeship in 1972. In the intervening years, prior to his retirement at the end of 2013, Darrell served as Instructor, Coordinator, and Director of California Drywall/Lathing Apprenticeship and as a member and officer of four different regional apprenticeship Coordinators Associations: Sacramento, South Bay, Central Valley, and SF Bay Area Coordinators Associations, in addition to his long tenure as President of the statewide California Coordinators Association.

## Thank you for your contributions to California Apprenticeship . . .



### **RICHARD HARRIS**

has over 40 years of dedicated service to apprenticeship. He was indentured into the Carpenters apprenticeship program in 1964, working for Wessein Construction Company, and retired 44 years later, having risen to General Manager of the company.

From 1973-1990 he served as Chairman of the Orange County Carpenters JAC. He returned in 1998 to chair the merged Southern California Carpenters JAC, a position he continues to hold today. The hallmark throughout his lengthy career was his commitment to protecting and enhancing the health and safety of construction workers on the job. He served on numerous health and safety committees, including the Federal OSHA Advisory Committee, CAL-OSHA Advisory Committee, and currently as Chairman of the CAC's Occupational Safety & Health Committee, in his capacity as a member of the California Apprenticeship Council.



### **MIKE QUEVEDO, JR.**

Laborers Southern California District Council Business Manager and International Union General Executive Board Vice-President, has a 60-year career with the Laborers Union. When Mike started work in 1952, there were no state-approved apprenticeship programs for laborers. In 1999, Mike was instrumental in seeking and gaining approval of the state's first "construction craft laborer" apprenticeship program. Under his leadership, the Southern California Laborers designed a new state-of-the-art training center, restructured their training program and created a novel "mobile training network." In 2002, Mike was instrumental in the Laborers' adoption of their "minimum industry training criteria." In 2003, all apprenticeship instructors became credentialed teachers. In 2011, the Laborers' Training Trust was accredited by the International Accreditation Service, and in 2012 the Laborers' apprenticeship program was recognized by the U.S. Department of Labor as "Apprenticeship Innovators & Trailblazers."



### **LAURA "NAN" SNOW**

a former member of the California Apprenticeship Council (CAC) has 45 years experience in technical and industrial education. While on the CAC, Nan chaired the 50th Anniversary Celebration of California's apprenticeship law, the Shelley-Maloney Act. Nan has 21 years of technical training management with Lawrence Livermore National Laboratory; as Executive Director of the National Physical Science Consortium at Lawrence Livermore National Laboratory for 14 years, she was responsible for developing and administering twelve separate apprenticeship programs. She served on the Board of Directors of "Women in Apprenticeship," and was a member of the Governor's Advisory Committee on Women in Apprenticeship. She contributed to the development of apprenticeship standards for the Western Burglar and Fire Alarm apprenticeship program where she continues to serve as a member and trustee for the UATC.



### **CASIMIER "CAS" WESOLOWSKI**

graduated from the San Diego Electrical JATC at the top of his class as "Apprentice of the Year" in 1976 and has remained an industry leader ever since. As a principal in Neal Electric, he is an employer of apprentices, a JATC member and a trustee. He is a popular presenter in the JATC's "Electrical Project Supervision" class, where journeymen regularly vie for seats in the apprentice class to hear his presentation. Over his 40-year career in the electrical industry, he has volunteered countless hours mentoring students and inspiring them to do better every day. His generous contributions allowed the JATC to expand hands-on training at the school and implement more labs. He is an asset to the industry and a model for the apprentices by constantly demonstrating what they, too, can achieve with hard work and dedication.

*Congratulations!*

## TRAINING & EDUCATION MAKE SKILLED TRADES RENEWABLE

By Ferenc E. Pankotai, Manager,  
Experimental Manufacturing &  
Tooling, Solar Turbines, Inc.

Headquartered in San Diego, California, Solar Turbines Incorporated, a subsidiary of Caterpillar Inc., is one of the world's leading manufacturers of industrial gas turbines, with more than 14,500 units and over two billion operating hours in 100 countries.

Our employees have always been the backbone of Solar Turbines' success. They provide the vision, creativity and hard work required for our businesses to be marketplace leaders. We are focused on providing a workplace that values safety, talent, drive and diversity, while our employees bring a variety of skills, ideas and experiences together in a unique and supportive environment.

*The capability of a skilled tradesman is only renewable if we actively pass the skilled trades from one generation to the next*

When most people think about sustainability, they focus on renewable resources and the reuse of materials. However, sustainability also includes replenishing both knowledge and skills by providing employment, education and training. Finding skilled labor is one of the biggest hiring challenges for U.S. employers and it doesn't stop there. Employers across 36 countries have revealed that skilled trades are some of the hardest jobs to fill and these

statistics have become a global reality. This phenomenon is a challenge that Solar Turbines is combating with many great training programs, such as the Machinist Training Program, Rotational New Grad Engineers Programs and Solar's Apprenticeship Program.

Solar's Apprenticeship Program began over 30 years ago and continues to be an important factor in the development of people and sustainability of the skilled trades within the business. The skilled trades represented in the program support new product development manufacturing, repair development, new tool manufacturing, tool repair, production and field rework and the maintenance of production equipment. The positive business impact of having these skills in-house has resulted in the ability to support new product development, a reduction in machinery downtime, availability of required tooling and increased manufacturing technical capability.

The Apprenticeship Program is an agreement between the apprentice, Solar Turbines, the International Association of Machinists and Aerospace Workers Union and the State of California. The trades offered include: Master Machinist, Tool and Die Maker, Precision Machine Tool Mechanic and Experimental Sheet Metal Mechanic. Apprentices usually begin this four-year program with little background knowledge of the trade, however they quickly learn and come up to speed by working full-time alongside their program mentors. Their training also focuses on academic learn-



Linda Clark, Experimental Sheet Metal Mechanic Apprentice

ing related to manufacturing and includes required course work at San Diego City College.

The capability of a skilled tradesman is only renewable if we actively pass the skilled trades from one generation to the next. The Journeymen and women that volunteer to train Apprentices are integral in the process to teach and therefore replenish these trades. The program's popularity currently has over 500 Solar employees on the waitlist. This shows that Solar provides a positive, professional manufacturing environment in which Apprentices are given a great opportunity to gain the skills, abilities and education they need to contribute to their personal success and to the future success of Solar Turbines.

*School outreach creates pipeline of qualified applicants*

## MANUFACTURER'S GROWTH PROMPTS APPRENTICESHIP

*By Randy Thoe, Manufacturing Manager, Fastenal, Modesto, CA and Doug Murdock, Training Manager, Lawrence Livermore National Laboratory, Livermore, CA*

**F**astenal Manufacturing is a machine shop that specializes in producing custom fasteners and machined parts for many industries around the world. With a wide variety of parts, materials, tolerances and capabilities, it's extremely important to have a reliable, adaptable, safe, and skilled workforce we can count on.

The term growth is used frequently to describe Fastenal as a whole, as well as the Modesto Manufacturing Facility; since relocating there in 2006, the facility has more than quadrupled its size in personnel and machinery. During the initial adjustment period, it became clear that skilled machinists weren't going to just knock on the door, and that management and staff would have to put in some leg work to acquire the talent needed to grow.

Struggling to acquire industry-skilled applicants in the region, Fastenal's Modesto Facility Manager began working closely with the local colleges and their Machine Trades Program, only to find that most of the students enrolled at the time were already employed by other area businesses. Something had to be done.

In 2007 I was approached about Fastenal joining an Apprenticeship Committee, with the idea of working with the local college and respective candidates to mould and train them as Journey-Level Machinists.

Of course! How could I have overlooked this avenue? When I started with the company 15 years ago, I had little or no experience, but I went to school and worked simultaneously. This would be Fastenal's solution to the demanding growth required in our Modesto Facility.

Working with the local Apprenticeship Committee has created many rewarding opportunities for Fastenal. In recent years we've been able to work more closely with local area high school students and instructors through class presentations, tours of the facility, and involvement in career skills competitions. This exposure has created a "pipeline" between school and business, and today it brings forth more apprenticeship candidates from which to choose.

As Manufacturing Manager, I know that the most successful employees with us today were brought up and trained internally. We would not be where we are today



*Fastenal apprentice at work*

if we hadn't had the "earn while you learn" mentality. A growing company needs a plan for recruiting employees; at Fastenal, we have that plan in motion and believe that investing in training is money well spent, and we look forward to the success that well-trained apprentices will bring to our business in the future.



*Fastenal participates in the Stanislaus County Area Manufacturing & Maintenance Joint Apprenticeship Committee, a Program Sponsor created as a consortium of local area companies with the expressed need of building and maintaining a competent workforce in a cost-effective manner.*

## MANUFACTURING RESURGENCE LEADS TO MACHINIST APPRENTICESHIPS

By Dick Herman, president and founder of 101MFG LLC ([www.101mfg.com](http://www.101mfg.com)) a private network of more than 300 Northern California manufacturers

Manufacturers across California are hiring again, but it's not easy. "It's the best of times because US manufacturing is way up, and yet it's the worst of times," says Jim Judd, President of J&M Manufacturing, a precision sheet metal fabricator who builds enclosures and electronic chassis for some of California's best known consumer and electronics companies. "It's getting harder all the time to find skilled workers and managers in our industry. Right now I'm looking for three or four experienced people and we can't find them; our business is growing, so this could be a lost opportunity for a high-paying job."

What's the opportunity on a broader scale? In our 2012 survey of 150 Northern California manufacturing executives, 101MFG identified the industry's need for nearly 20,000 new workers across



14 different skill categories. Extrapolating statewide, the number is closer to 50,000 new workers, most needing only a 2-year or related industry and technical training, and yet more than two-thirds of the jobs are expected to pay 20 percent higher wages than the California median household income. Where will they come from? Who will train them?

One program that's leading the way is sponsored by the California Tooling & Machining Apprenticeship Association, founded by machine shop owners Richard Hunt of Datum Technologies, Butch Palmgren of Morgan Manufacturing, and Apprenticeship Director and 30-year industry veteran Dan Sunia, a graduate of the Navy's Mare Island machine shop, closed in the 80's.

"Over 100 apprentices have graduated from our intensive 4-year program with 8,000 hours of on-the-job experience" said Mr. Hunt, now Chairman of CTMAA. "About a year ago, DAS asked us to expand our coverage throughout Northern California on the basis of our success, and frankly, our apprentices' success: today many are running the shops they work in."

But technology today has changed; apprentices still must master the basics of milling, turning, grinding and other skills, but more and more technical knowledge is needed. "Today I hire experienced CNC programmers and lathe/mill operators for very sophisticated equipment," says Joe Osborn, owner of OMW Corporation, CTMAA boardmember and sponsoring apprentice employer. "We're growing rapidly, we have openings, and our



new employees must handle some very complex operations for our aerospace, medical and semiconductor customers whose machined parts require

knowledge of metallurgy, fixturing, CNC/automation, reading GD&T and metrology," he says.

And therein lies the rationale and the genius of the recent collaboration between DAS, community colleges (DeAnza, Chabot, Laney College) and the CTMAA. "We're really building the platform—the model—for the future of apprenticeships in California," says Hunt. "If you go to the CTMAA website ([www.calmachinist.com](http://www.calmachinist.com)), you'll see that regardless of where you live in Northern California, whether you're a union shop or non-union, there is a CTMAA and NIMS accredited program available to you."

Says Osborn, "From an employer's perspective, it's nice to know that if I invest a couple thousand dollars a year, our apprentices will be able to earn both their AS degree and gain the skills they will need for real career potential with us as we grow."

What's in it for the apprentice? Most experienced journey-level machinists today can make \$60,000 per year; some with additional experience and skills can earn six figures.

## All-Terrain Crane a First at Ranch

### APPRENTICES GET HANDS-ON WITH NEW EQUIPMENT

**B**efore joining the Operating Engineers Local 3 Apprenticeship Program, Robert Scobie worked at a golf course in Santa Cruz and in a pizza joint. Antelope resident Josh Winters sold cars and houses, worked security and was an animal-keeper at a zoo. Zack Baisch of Brentwood worked for Parks and Recreation and in a warehouse, when his friend's dad told him about a career in construction.



*Apprentice Josh Winters*

But regardless of what they did before or where they came from, Local 3's latest Probationary Orientation Period (POP) apprentices are happy to be right where

they are: in the early weeks of crane-training at the Rancho Murieta Training Center (RMTC). "This is where I want to be; I hope I'm here for awhile," said Winters.

It helps that these apprentices are being trained on an all-terrain 200-ton hydraulic crane. The DEMAG AC 535 is a first for the RMTC and boasts a 198-foot luffing jib and a 197-foot boom, which, according to Crane Instructor Mark Coumbs, is great for setting bridges and roof-trusses, hoisting facial panels and lifting AC units for high-rises. "This crane is unique because of the luffing jib. It operates independently from the main boom," he said.

Members of the Crane Owners Association felt that training the apprentices on this piece of equipment would help them in their careers, so they paid for the crane

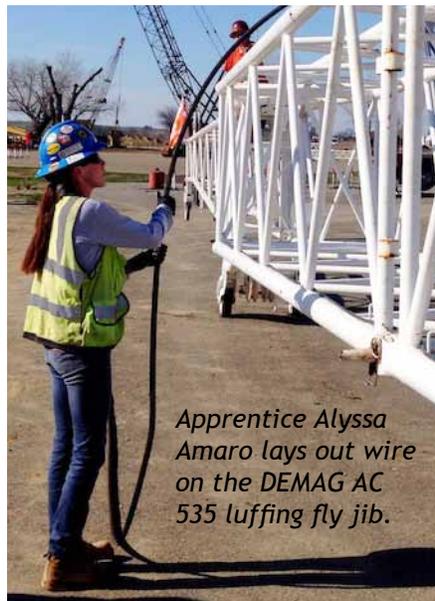
rental, and Summit Crane owner Curt Posthuma provided the crane.

Apprentice Vince Porteous, a "yard kid" for American Crane, is excited to be able to work with this type of crane. "This is a great piece of equipment for the program, because this will be similar to the type of equipment I will be on at American Crane," he said.

One of Summit Crane's operators also came with the leased crane to be on hand to help: the operator, Zachary Sinclair, one of the Ranch's fifth-step apprentices who has advanced enough in the program to help train the newer apprentices.

"This is our product up here helping out," said Coumbs, pointing to Sinclair, who was teaching a student how to use the crane's controls. "This shows our apprentices are successful."

The RMTC is dedicated to making its apprentices and journey-level operators successful on the job—and in life. "I could not pass it



*Apprentice Alyssa Amaro lays out wire on the DEMAG AC 535 luffing fly jib.*



*Apprentice Zack Baisch gets instruction from Summit Crane's Zachary Sinclair.*

up," said Apprentice Bobby Masonek Jr. about the opportunity to join the Apprenticeship Program. His father, Robert Masonek, is a 21-year member and crane operator.



*Journey-level Operator Dustin Smart participates in some crane-training at the Ranch for his crane certification.*

According to Coumbs, 14 apprentices and 12 journey-level operators have been able to operate the new crane so far. Hands-on training has included installing the luffing jib, adjusting the suspension, operating the upper, extending/retracting the boom, rigging in/out and driving the crane on rubber with the main boom, luffing jib and with the boom in the dolly.

"It's a rush," said Masonek about operating cranes. "It's what I've wanted to do."

For more photos and information on Local 3's Apprenticeship Program, visit [www.oe3.org](http://www.oe3.org).

