

OUR COMMUNITIES ARE DWP'S FUTURE WORKFORCE:

THE UTILITY PRE-CRAFT TRAINEE PROGRAM (UPCT)



Why was the UPCT program created?

- The program was launched in 2011 as a partnership between IBEW Local 18 and the Los Angeles Department of Water and Power (DWP).
- It was created in response to DWP's rising retirement rate and the need for good jobs in high unemployment areas in the City of Los Angeles.
- 40% of DWP's workforce is fifty years old or older. In some occupations, like steam plant supervisors, more than 50% of the workforce is eligible to retire.
- The program provides on the job training and a pathway to permanent employment in DWP.
- As part of the RePower LA Coalition, IBEW Local 18 has created strong community ties to the program.

Who is in the program?

- A class of 20 to 40 people is selected once or twice a year.
- 42% are Latina/o, 24% are white, 18% are African American, 5% are Asian or Pacific Islander, and 2.1% are Native American.
- 12% of UPCTs are women in a traditionally male dominated field.
- 47% have faced barriers to employment, such as long-term unemployment, having a conviction history, or being a single parent.

How do community members qualify?

- Be 18 years old or older;
- Live in L.A. County;
- Have a valid California driver's license;
- Sign a waiting list at IBEW Local 18 and resign it quarterly to maintain their place;
- Once called and selected, go through a screening and program hiring process, which includes a medical exam, interview, and background check.

What does the program's training consist of?

- On the job training doing water infrastructure and power grid maintenance, as well as energy efficiency work for DWP clients such as schools, businesses, and homes;
- Bi-monthly classroom trainings that allow for diverse career options at DWP;
- Civil service exams preparation;
- Online study on basic math, reading comprehension, and the fundamentals of electricity;
- Mentorship and support from graduates of the program and soft skills training.

What are the benefits of the program?

- UPCTs receive \$16/hr. plus \$7/hr. toward medical and pension benefits upon starting.
- UPCTs are active union members represented by IBEW Local 18.
- 144 UPCTs have been hired between May 2011-September 2014. Of those, 93% are still working, either as UPCTs, or employees of the DWP, or the City of Los Angeles.
- 20 percent of the first 4 classes have found permanent civil service jobs (one of the key goals of the UPCT program) and the vast majority of those jobs are at the DWP.

IBEW Local 18 represents over 8,000 employees working for 5 public sector employers, including DWP, and is an anchor member of the RePower LA Coalition. RePower LA supports expanded energy efficiency and clean energy investment at the LA Department of Water and Power that leads to career-path jobs, customer savings, and environmental benefits.