FCIA How to Set Up an Apprenticeship

Bob Hasting &
Bill McHugh
How to Set up a Apprenticeship Program

• Education & Industry Resources
  • FCIA’s Firestop Industry Manual of Practice (MOP)
  • FCIA MOP Firestop Containment Worker Edition Manual
  • FCIA Firestop Containment Worker Education Program – Instructor Edition
    • DVD with Videos
    • 22 Powerpoint Presentations
    • 22 Quizzes With/Without Answers
    • 22 Instruction Guides
    • Updates coming
    • Store Open July 1

• FCIA Website devoted to industry
How to Set up a Apprenticeship Program

• Proof This is a Specialty
  • Specification
  • MasterFormat Firestopping - 07-84-00, Firestopping
How to Set up a Apprenticeship Program

• Proof This is a Specialty
  • Classifications
    • Onet Classification established, sets Davis Bacon Wage Rate.

  • Onet Classification – 47.2131 Insulation Worker,
    • Firestop Worker under development.
    • Insulation Worker assignment is for all types of firestopping including penetrations, expansion joints, walltops, perimeter joints and other situations.

• North American Industry Classification (NAICS Code) – 238310, under Drywall and Insulation Contractors
  • USA, Canada, Mexico
How to Set up a Apprenticeship Program

• Form Apprenticeship Committee
• Get an ally to work with at unions or non union (ABC) organizations.
• Equal number of representatives from each:
  • Employer representatives
  • Employee representatives
How to Set up a Apprenticeship Program

- Show Documents - Training Materials
- State Apprenticeship Committee
- or Department of Labor
  - NOTE: SHOW ONLY
  - Copyrighted Documents by FCIA
  - Cannot be submitted to public domain
  - Firestop Manual of Practice
  - FSCW Worker Manual - MOP for Workers in laymens’ terms.
  - Instruction Guides
  - Quizzes
  - Videos – FCIA DVD’s
How to Set up a Apprenticeship Program

• Approval granted by
  • States
  • US DOL

• Each state must have it’s own program approval due to committee needed to oversee the program.
  • Washington (2006)
  • Oregon (2011)
How to Set up a Apprenticeship Program

• Stuff to Submit
  • Apprenticeship Committee
  • Example Letters
  • Apprenticeability Justification
  • Industry Description
  • Job Description
  • Instruction Outline
  • Hours to Journeyperson
  • Minimum Qualifications
  • Conduct
  • Ratios
  • Wages and Wage Progression
  • Work Process
  • Administration and Discipline
  • Apprenticeship Coordinator
How to Set up a Apprenticeship Program

• Licensing...
  • State or City Requirement
  • Lobbyist
  • Legislation
  • Sponsor
  • Bill
  • Terms
    • Insurance, Knowledge, Scope, WC/GL, minimums
  • Company?
  • Worker?
How to Set up a Apprenticeship Program

• Stats
  • 2000+ Specialist Contractors
  • Growing at 20% / Yr.
  • 10 – 20 workers each
  • 20,000 workers Nationally
Firestopping Apprenticeship Standards

• FCIA Timeline
  • 07/04 – FCIA & US DOL
  • 07/05 – B.McHugh, R.LeClair visit DOL,
    • FCIA’s Resources enough to call this apprenticeable’
  • 07-05 – Standards Development
  • 11/05 – O-Net Classification Assigned
    • 47-2131.00 Insulation Worker
  • 08-06 – FCIA BOD visits with DOL
  • 12/06 – Standards Development
Firestopping Apprenticeship Standards

• FCIA Timeline
  • 09/06 – New DOL rep.
  • 09/06 – Stds. Adjusted, DOL Comments
  • 10/06 – Research for DOL questions, FCIA Visit
  • 01/07 – Final Reviews of Stds., DOL
  • 03/07 - Appr. Determinations; FCIA Visit
  • 04/07 – Tweak Work Processes per DOL
  • 07/07 – Appr. Determinations
Firestopping Apprenticeship Standards

• FCIA Timeline
  • 10/07 – Meet with DOL’s Director
  • 12/07 – “need new O-Net Classification”
  • 12/07-05/08 – Info for DOL.
  • 05/08 – New O-Net Classification
    • 47-4099.99 – Construction Worker, Other
  • 06/08 – More Public Comment Period
  • 08/08 – Requests for comments, round 3
    • ABC, AGC
    • Inspectors & AHJ’s
    • FM Approvals
    • Contractors
  • 08/08-10/08 – Continued DOL internal debate
  • 10/08 – FCIA Membership – Look at States First...
Firestopping Apprenticeship Standards

• Guiding Principles

1. ...support programs ...outcome focused
2. ... encourage business growth through creation of an agile workforce...quickly respond to changing needs.
3. ...turn individuals into career entrepreneurs.
4. ... bolster opportunity for those less fortunate....
5. ... federalism...states.
How to Set up a Apprenticeship Program
INFORM
ENGAGE
INSPIRE

FCIA
EDUCATION AND
COMMITTEE ACTION
CONFERENCE 2015
MAY 5-8, 2015
THE ADOLPHUS HOTEL
DALLAS, TX
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