



BLOCK TRAINING FREQUENTLY ASKED QUESTIONS (FAQ)

GENERAL

- Have other pipe trade locals across the country adopted the block model with success?
 - There are a few that have similar models within the UA. In Washington State, several Building Trades Construction apprenticeships run similar models. We met and discussed pros and cons with these local programs. None have told us they regret moving to a block training model

INSTRUCTION

- Will more classes mean more instructors, or heavier workloads for those that are already instructors?
 - SME Instructors will offset the increase in workloads for current fulltime instructors
- How will this move affect the PT instructors who aren't able to work throughout the day due to job requirements?
 - Part time instructors who will be instructing during Block Training classes will be called Subject Matter Experts (SME), and will be assist full-time instructors during block training classes. Depending on the subject, class size, and instructor availability, a SME will work between 1 and 5 days in a given week. Just like current part-time instructors, they will be paid by SAPT during that time.
- Will there still be avenue for us to reach out for additional support with hands on during the school year, for things such as welding, brazing, or soldering?
 - Block Training will allow us more space and opportunity to increase the amount of evening elective, journeyman, and CEU classes we can offer the entire membership. Classes will be ran based on demand
 - The weld and braze shops will still be open Monday – Thursday from 5pm – 8pm. This is subject to change based on usage and demand

ATTENDANCE

- What will happen when an apprentice misses a class?
 - We understand that an individual may have a family or medical crisis that we will need to take into consideration on a case by case basis. Since apprentices

will receive their scheduled days for their entire apprenticeship prior to any classes starting we are looking at implementing stricter penalties for people missing class.

- Do the hours spent going to class while not working count against your working hours for medical benefits and annual raises?
 - An apprentice cannot count class hours as on the job training hours. This is the case in the current model as well as the new block training model.
- What is the maximum number of days you can miss a block train week?
 - We understand that an individual may have a family or medical crisis that we will need to take into consideration on a case by case basis. Since apprentices will receive their scheduled days for their entire apprenticeship prior to any classes starting we are looking at implementing stricter penalties for people missing class.
 - There are no excused absences for missing Block Training Day classes
- Is there a significant change in amount of class time attended with the block model?
 - Annually, there will be an increase over the first 4 years. If you look at the entire program hours, the total number of class hours is higher, but not drastically. Because this model covers in-person training in the first 4 years, 5th year apprentices can focus upon On-The-Job training.

WORK & PAY

- Will there still be work excused absences?
 - Just like current daytime classes, there will be no work excused absences for daytime block training classes
- Can an apprentice be pulled from class if urgently needed at a job site, if the superintendent/foreman calls?
 - There are no excused absences for missing Block Training Day classes.
- How will this switch affect those who work on call or work nights? Shift work?
 - Block Training will be treated like current day classes with no excused absences. Apprentices will receive schedules for their entire apprenticeship. Because the apprentice and employer will be aware of the individual's schedule for the duration of his or her training, we expect they can schedule around the 5 weeks a year that an apprentice will be in class. The other 47 weeks without class will allow increased availability for apprentices to work on call, shift, and night work.
- Will we be able to claim unemployment?
 - Apprentices in Block Training will be eligible to claim unemployment during Block Training Weeks
- Is there going to be a one week waiting period for our unemployment?
 - There will be an initial waiting week when a student starts block training

- This is subject to change based on an individual's previous unemployment claims
- Not that they are not able to, but has there been any thought into walking through apprentices on just how to "correctly" fill out unemployment for their training blocks?
 - We have discussed these questions with other programs that transitioned to a block model. Also, we have been working with Washington State Employment Security Department to understand the UI application process specific to missing work for apprenticeship classes. This information will be part of our annual orientation for all apprentices.
- What would the reasoning/category that would be used when submitting for unemployment?
 - The category selected in the UI online system is: School / Apprenticeship Training.
- Will Block Training affect our wages down the road; negatively or positively?
 - There is no change or impact to an apprentices hourly wage.

COSTS

- Will there need to be a vote on budget expansion for the JATC?
 - The SAPT Trustees voted unanimously to approve this transition on April 6th. The change to Block Training will not require a budget expansion and no increase to JATC contributions.

CLASSES & CONTENT

- Will there be elective classes offered?
 - Block Training will allow us more space and opportunity to increase the amount of evening elective, journeyman, and CEU classes we can offer the entire membership. Classes will be ran based on demand.
- Will we still have the option to take certain elective classes (like welding) as a night class, or will that also fall under the block schedule?
 - We will still run elective, journeyman, continuing education classes, and vendor seminars as evening classes.
- Will CEUs for journeymen still have the night class option or will that go fully online?
 - We will still encourage online options for members, but moving block training for apprentices into the daytime allows us to expand nighttime training options for all members.
- Will the block model increase or decrease class sizes?
 - Block Training and the use of SME's will allow us to adapt to changing class sizes year to year. It will also allow us to decrease our student to instructor ratio.
- What exactly do you mean by "increased quality?" Where the apprentices not receiving quality instruction prior to this?

- We will be able to deliver a more consistent and structured training that builds on previous classes. We will also be able to engage in more complex projects while minimizing set up and clean up time. This new model also allows us more opportunity for factory and vendor specific training. This will also allow us to deliver more training and professional development to our instruction team.
- How old is the computer lab hardware and software and will it be able to handle the influx of increased use as well as duration?
 - Computer lab hardware and software is up to date for class and homework needs. There will be open lab time available weekly for apprentices to use who may not have computer access at home.
- Is the homework going to be due the following day of class?
 - Online or Linked Learning assignments will be given due dates. Our goal will be to limit assignments during block training weeks to a minimum.
- Does block training include online homework during the time we do not have class?
 - Yes. Students will be required to complete online assignments and assessments between block training weeks. There will be open computer lab time weekly at night for students that need access to computers. Online or linked learning will help reinforce subjects taught during block training as well as assist with retention between block training weeks.
- Is there going to be extra credit night class?
 - There will be evening classes available on demand for all members to take throughout the year.
- Training for certification and turnout requirements will now be online. Will there be prep classes available for State License Prep; not everyone is a virtual learner.
 - We will still offer prep classes and study sessions as on demand and online classes. There are multiple ways content is delivered, and will continue to be.
 - Full Time Instructors will have open office hours scheduled in afternoons of prep weeks to assist in one-to-one help.
- How will Block Training affect Medical Gas Training?
 - Medical Gas Training will be part of the 4th year Plumber curriculum and will be taught during Block Training
- How Would Block Training affect class sizes; should we expect bigger or smaller class?
 - Block Training and the use of SME's will allow us to adapt to changing class sizes year to year. It will also allow us to decrease our student to instructor ratio

SCHEDULES & MEETINGS

- Will the Class Rep/PRB Meetings still be monthly?
 - Yes - regularly scheduled groups, committees, and meetings will still run in our current format

- How “fluid” will the schedules be? Apprentices already receive their schedules at the beginning of the year, and the coursework changes.
 - Schedules will be locked in annually. We are currently in the process of redesigning the entire delivery process, which includes detailed documentation and schedule planning. The move to block training give the fulltime staff more control over timing and delivery of content.
- Has this been built in for accommodation for the switch from daily to weekly schedules?
 - There is a 1-2 year teach out phase, in which 5th year commercial programs will attend block training for 2 weeks throughout their 5th year, along with online linked learning and test prep classes. After the teach out phase is complete, 5th years will only be required to complete the online linked learning classes.
- What hours will the weld shop be open? Will it still be available in the evenings as it is now?
 - The weld and braze shops will still be open Monday – Thursday from 5pm – 8pm. This is subject to change based on usage and demand
- How will the weeks be structured? One subject all week? Multiple subjects?
 - Class week structure will vary based on multiple factors.
 - Class size
 - Trade
 - Subjects covered in a week
 - Field Trips
 - Factory and Vendor Training
 - Class weeks will all be based on 50 hours Monday-Friday
- What will the schedule look like? Start time? End time?
 - Class weeks will all be based on 50 hours Monday-Friday
 - 6:00am Start Time
- Will we have all trades in one class?
 - Commercial Plumbers and Light Commercial Plumbers will have classes the same week
 - Refrigeration / HVAC and Fitters will have classes the same week
 - Trades will have trades specific classes. Where cross training is applicable there will be overlap
 - 4:30pm End Time
- With the new model, will the school year run shorter since they will only be meeting 5 times for one week throughout the year?
 - The 5 weeks will be spaced throughout the entire year with a 2 month window in July and August where no classes are scheduled. Class years will now run January – December.

CONTRACT

- Is the change from 1 week to 1 day class a change that our employers have to follow/honor?

- This change was unanimously approved by both labor and management trustees and is fully supported by the MCAWW

TECHNOLOGY

- How will online training be addressed?
 - Students will be required to complete online assignments and assessments between block training weeks. There will be open computer lab time weekly at night for students who need access to computers. Online or linked learning will help reinforce subjects taught during block training, as well as assist with retention between block training weeks.
- What about those who do not have the ability to access online classes outside of school?
 - There will be a minimum of 1 night a week with open computer lab time for students. This will be increased based on demand
- What will be the computer lab priority? Say there is an apprentice working on online work and there is a scheduled journeyman class that evening? What will happen in that event?
 - There will be a minimum of 1 night a week with open computer lab time for students. This will be increased based on demand.

CURRENT APPRENTICES

- How will this new model affect all current 5th year apprentices and 3rd year light commercial apprentices?
 - Current 5th Year Commercial and 3rd Year Light Commercial apprentices will not be affected by this change.
 - Once the current 5th Year Commercial and 3rd Year Light Commercial apprentices have all hours and certifications they will be turned out by the JATC.
- What can change the requirement for 5th year apprentice to attend two weeks a year to more after the first two years?
 - The Full Time SAPT staff will continually assess the implementation of our new Block Training model. If we determine that there needs to be changes to the model it would take approval of the SAPT Trustees to change the structure of the current Block Training model.