

# Innovative Outreach— Best Practices for Apprenticeship Funds

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International Foundation  
OF EMPLOYEE BENEFIT PLANS 

# Speakers

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# Objectives for Presentation

- Provide overview of iFTI's efforts to support recruitment and retention of diverse populations in Finishing Trades apprenticeship programs.
- Share model of promoting DEIA via partnerships with public education and workforce system.
- Hear about effective practices of building community access, pre-apprenticeship programs and support for basic skills of apprentices.

# About iFTI



- **Training and Education** Department of the International Union of Painters and Allied Trades (**IUPAT**) and its industry partners.
- Provides [standardized instructional and learning resources](#), including classroom, online learning, hands-on and on-the-job learning opportunities for each craft the IUPAT represents.



**iFTI MISSION STATEMENT:** To advise, assist, and coordinate in the training and development of a skilled, educated, and productive workforce for the finishing trades industries.

**iFTI PURPOSE STATEMENT:** To increase market share and profitability of the finishing trades industries through labor and management collaboration.

[https://www.kellyhost.com/fti/lms/ifti\\_programs\\_of\\_study.pdf](https://www.kellyhost.com/fti/lms/ifti_programs_of_study.pdf)

# iFTI Instructor Programs

- [Associate Instructor Training Program](#)<sup>1</sup>
- [Master Instructor Training Program](#)<sup>2</sup>



<sup>1</sup> <https://iftiils.org/master-instructor-capstone-project/>

<sup>2</sup> [https://www.kellyhost.com/FTI/LMS/SelfStudy/FTI19999C\\_FTIMasterInstructorCapstone.pdf](https://www.kellyhost.com/FTI/LMS/SelfStudy/FTI19999C_FTIMasterInstructorCapstone.pdf)

# iFTI Training Center (Hanover, Maryland)



52,000 sq. ft. state-of-the-art training facility with six classrooms, a flexible lab and a hands-on training area



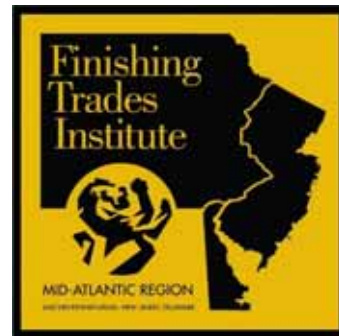
36-room residence Hall for visiting students, trainers and member meetings

# iFTI Instructional Service Centers (ISCs)

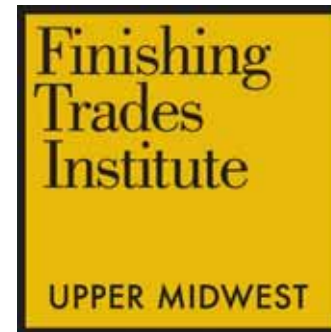
Finishing Trades  
Institute of Northern  
California and Nevada  
(DC 16)



Finishing Trades  
Institute of the  
Mid Atlantic Region  
(DC 21)



The Finishing Trades  
Institute of the Ohio  
Region (DC 6)



Finishing Trades  
Institute of the Upper  
Midwest (DC 30)



# Labor Management Collaboration Initiative

- Jointly administered by the IUPAT and its employers.
- Promotes the interests of skilled painters and allied trades workers and employers.
- Explores new markets and technologies.
- Brings businesses together with networking and learning opportunities.
- Advances the strongest labor/management solutions and drives health and safety solutions.
- Promotes advanced training for workforces.
- Gives IUPAT contractors and members a single, unified voice to address relevant industry issues.





# The Foundation: Registered Apprenticeships in the Finishing Trades



Commercial Painter



Drywall Finisher



Industrial Painter



Floor Coverer



Glazier



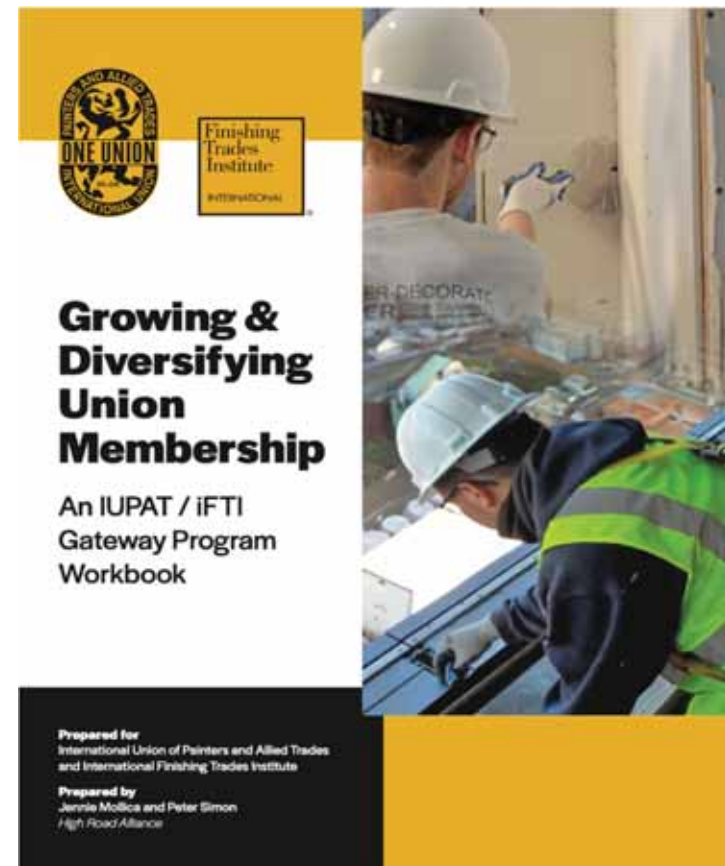
Trade Show Worker

- Other apprenticeable crafts
  - Coatings inspector
  - Hydro blaster vacuum technician
  - Sign and display worker

## Commitment to Increase DEIA Presence at the Affiliate Level

- IUPAT/iFTI history of addressing diversity in apprenticeship programs and membership
- Commitment of IUPAT leadership to address DEIA
- VESL curriculum developed, but not used widely
- Making a connection with High Road Alliance

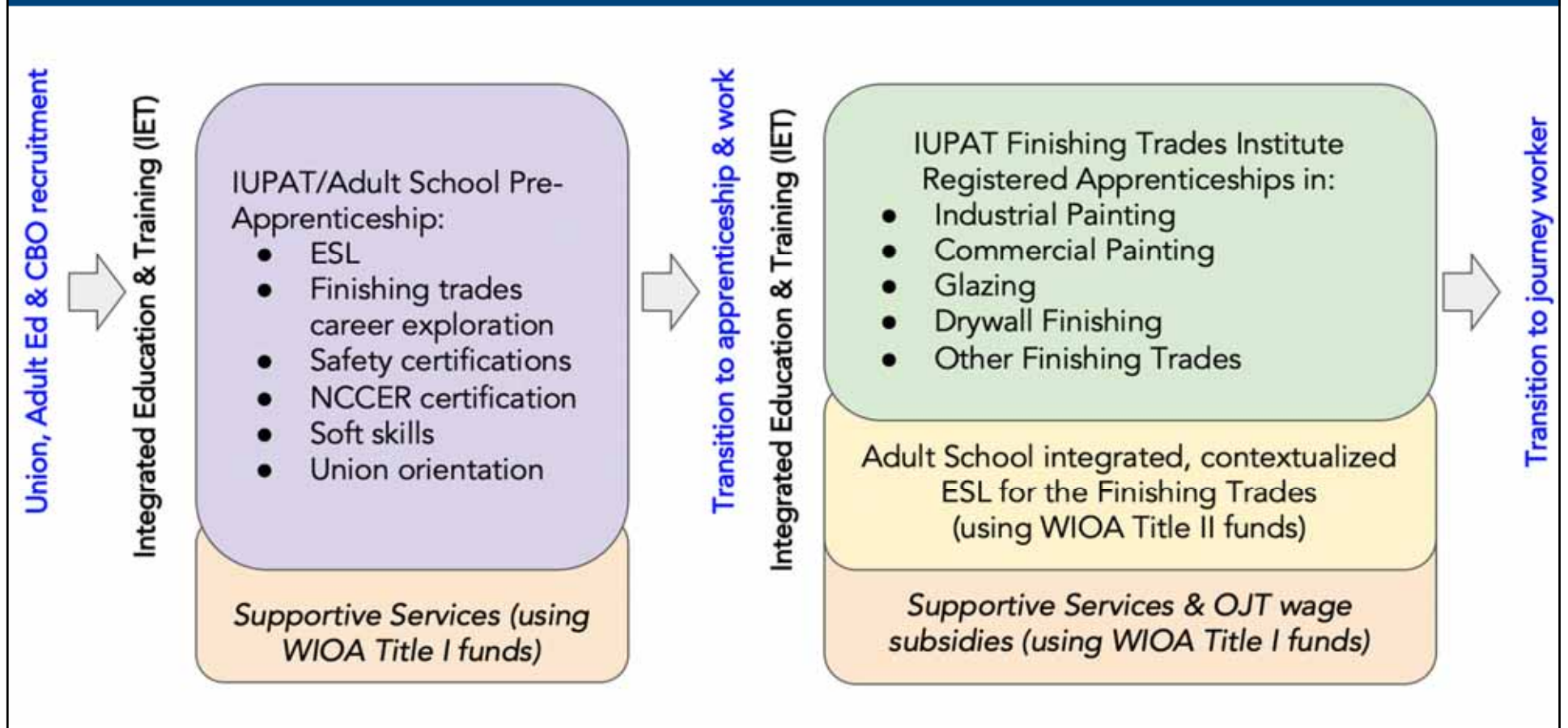
# High Road Alliance



# Equitable Apprenticeship Framework



# IUPAT Gateway Program With Contextualized ESL



## Partnerships With Public Education Systems Across USA

- Columbus, Ohio
- Nashville, Tennessee
- Knoxville, Tennessee
- Memphis, Tennessee
- Sacramento, California
- Oakland, California
- St. Louis, Missouri
- Atlanta, Georgia
- Kansas City, Missouri
- Houston, Texas
- Orlando, Florida
- Providence, Rhode Island
- Minneapolis, Minnesota

# Gateway Programs: Finishing Trades Institute—Midwest

- **ESL Class for Apprentices and Journeymen, St. Louis, Missouri**
  - 3 levels of English as a Second Language, contextualized to the finishing trades offered in partnership with St. Louis Community College
  - Classes are taught at the FTI-Midwest Training Center
  - Open to current apprentices and journey-level workers needing to learn the English language for safety, job skills and advancement
  - Instructors are paid using WIOA Title II funds—No cost to the union or students

# Gateway Programs: Finishing Trades Institute—Midwest

- **Pre-apprenticeship Program in Henderson County, Tennessee**
  - 6-week program offered in partnership with Henderson County Public Schools Adult Education
  - Recruitment via local community organizations, adult school, Rotary Club, and One-stop Career Centers with special effort to reach rural, low-income population
  - Focus = Orientation to finishing trades occupations, addressing barriers to employment (basic skills, life issues, soft skills) and hands-on training
  - Instruction is collaboration between FTI Midwest Trainer and Adult Education teacher
  - Support services—Boots, tools, childcare, transportation, provided by local Workforce Board and local government



## Gateway Programs: Finishing Trades Institute—Midwest

- **Community ESL Class in Nashville, Tennessee**
  - English as a Second Language class offered at FTI Training Center
  - Open to the community as a service and also as a pathway into the finishing trades apprenticeship programs
  - Teacher provided via partnership with a local WIOA-funded adult education provider—No cost to union or students
  - Recruitment for classes is conducted in collaboration with local community organizations
  - Bi-lingual IUPAT organizer active in class and community outreach

# Key Takeaways

- Diversifying apprenticeship
- Providing union-based training is a win-win-win for workers, contractors and the union
- Utilizing public resources to lower costs to the union
- Leveraging the structure of IUPAT and District Councils
- Partnering with community organizations

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Session Evaluation

