

Partners **IN** PROGRESS

SMACNA & SMWIA—Building A Future Together SUMMER 2005

Architectural Sheet Metal:

A work of art

Industry Conference '06

—see page 15



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NEWS AND SHORTS

ITI DVD Series Wins CINE Award

The Core Curriculum DVD series, produced for the International Training Institute, won a Special Jury Award recently at the 46th annual CINE Golden Eagle Film & Video Awards.

Other contenders for the CINE Special Jury Award included Booz Allen Hamilton, Con Edison, and Coastal Training (among others). The award went to MetaMedia Training International, which produced the series for ITI.



High-Performing Contractor NL Posts

SMACNA's *High-Performing Contractor* newsletter was posted to the Web late in April. The contents are free, online in HTML—find it here: www.smacna.org/council/index.cfm?fuseaction=view_issue&newsletter_id=14.

Florida Partnership Forum NL Launches

The first-ever issue of the *Florida Sheet Metal Partnership Forum* newsletter printed and mailed in May. The six-times-yearly, four-page newsletter is part of the SMWIA-SMACNA pilot program designed to demonstrate market recovery techniques, strategies, and tactics.



Research Examines Home Centers

The New Horizons Foundation—a sheet metal industry initiative—and FMI Corp. will examine the current and potential impact of big-box home centers on the HVAC industry—and on the union segment of the trade.

Working with key leaders of the Foundation (www.newhorizons-foundation.org), FMI's research team will develop estimated past and future high-level revenues by channel (residential and non-residential level) and at the HVAC level.

 **NEW HORIZONS**
FOUNDATION A HVAC and Sheet Metal Industry Initiative

Researchers will identify specific trends and drivers that will impact future potential scenarios. These factors will then be thoroughly reviewed and evaluated, taking into consideration all possible market dynamics. ■

UPDATE:

marking our claims & creating new territory



orking together, SMWIA and SMACNA—through their Market Expansion Task Force—have staked claims to new Web territory and created new images for our industry to put forward to the public.

On this page and the spread that follows, you'll see trademarked images for "expertise" logos. These are the property of the SMACNA-SMWIA team, and didn't exist as recently as 2002-03.

You'll also see screen shots and Web addresses for a variety of Web sites, including the site for our Partnership, and others (separate sites) for HVAC Expertise, Architectural Sheet Metal Expertise, and Industrial Expertise.

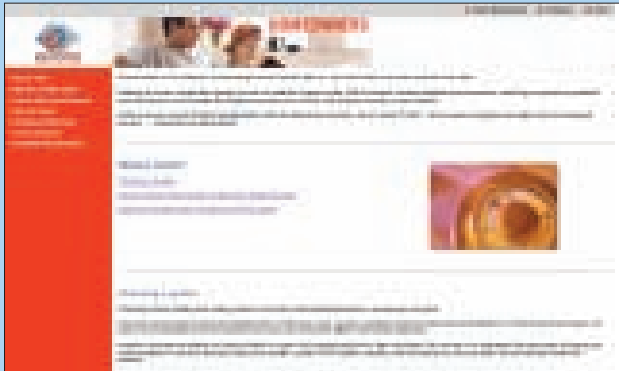
What you can do:

- 1 Visit the sites. See what we are saying about you & your work! If so moved, sign up for the free newsletters available on the latter two.
- 2 If you're involved in promoting our industry, please license them. To get information, send your request to info@sheetmetalpartners.org. There is no charge.
- 3 Use the logos. One SMACNA contractor reportedly is using the HVAC Expertise logo on blueprints his company processes. There are more mundane (and just as useful) applications—on business cards, letterhead, and more.

Finally: Use the Web sites. Refer business acquaintances to them. When you claim to be a great contractor or a great HVAC/sheet metal worker, you've got someone behind you. Those Web sites serve as a visible and outward sign of your skills, knowledge, and abilities—stuff about which you might be too modest to boast!

continued on page 4

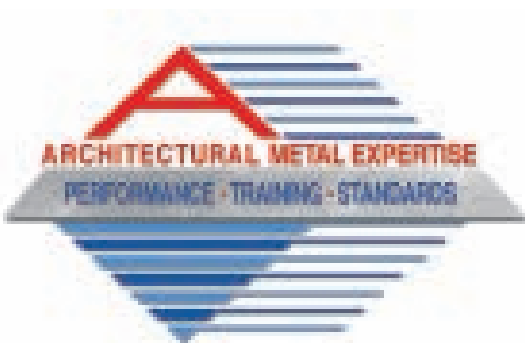




HVAC EXPERTISE
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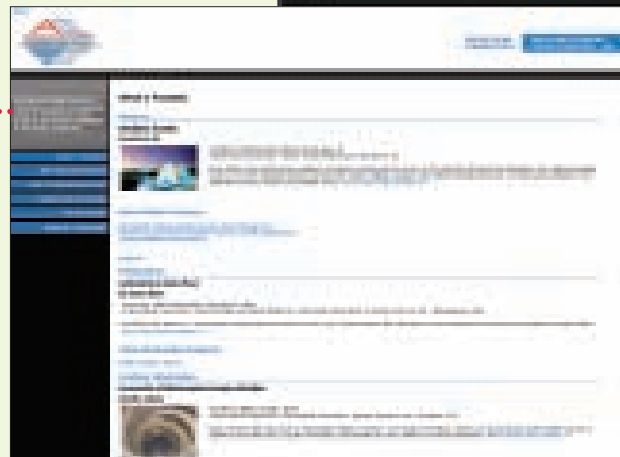
www.hvacexpertise.com

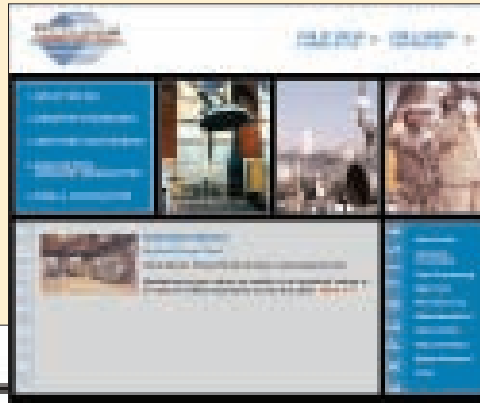
Our two-sided industry promotion Web site—aimed at home owners and commercial building owners/managers.



www.asm-expertise.com

Architectural expertise is heavily promoted here—a philosophy that includes giving browsers an “Ask An Expert” option.





..... www.industrialexpertise.com

Potential industrial customers will find plenty of info here. They can also sign up for the “Industrial Insights” newsletter, free.

Partners **IN** PROGRESS

www.pinp.org

While the other sites here are aimed at external audiences, the Partners In Progress site is “internal.” If you haven’t visited, be sure to check out the new Residential Resources pages (see story, page 9).



Got Architectural Training?

Architectural training is hitting the big time with ITI's new module-based curriculum.

By Kaarin Engelmann

Reaching another milestone, the International Training Institute (ITI) is wrapping up development of its architectural training curriculum.

"Before this, there was nothing on this scale to teach architectural sheet metal," says Michael W. Miller Sr., ITI's Architectural Specialist.

ITI's new architectural curriculum replaces existing training materials that are nearly two decades old. The update covers architectural sheet metal in much greater detail and provides information about the latest materials technology, fabrication, installation, and safety.

"Many JATCs are not providing apprentices adequate training for architectural sheet metal work. This curriculum provides more than 340 hours of training that can be customized for local needs," says Robert Zahner, senior vice president of A. Zahner Company in Kansas City, Mo.

Thus, apprentices in the Northeast might study restora-



Proper joint designs and fabrication techniques for the proper installation of zinc products are covered in SMWIA-SMACNA training classes.

tion work, whereas apprentices in the Southwest might concentrate on louvers and ventilators. (See the sidebar for a preliminary list of architectural modules.)

Joint Apprentice Training Committees (JATCs) offer state-of-the-art training facilities jointly administered by the SMWIA and SMACNA.

“One of the most exciting things about modular training is its flexibility,” Zahner says. “Apprentices who have a particular interest in architectural work or journeyman who have been doing HVAC work but want to get into architectural work will have the resources to follow their passion.”

Available resources include textbooks, instructor binders, apprentice manuals, and a DVD containing videos, photos, still graphics, and graphic animations.

“Design and appearance are so much a part of architectural sheet metal, the subject lends itself well to the medium,” Miller says. “Today’s apprentices who use similar technology every day relate especially well to the interactive presentation.”

In addition to graphics, the DVDs contain scenarios—simulations of actual problems and possible outcomes designed to evoke classroom discussion.

Such scenarios are particularly useful because they incorporate expertise from knowledgeable contractors and tradesmen around the country. “Our subject matter experts give feedback on techniques that work,” says Zahner, who is also Architectural Steering Committee chairman and helping coordinate review of the modules.

“These lessons are powerful. I’m incredibly impressed by the curriculum,” adds Zahner. It has been under development for two years.

Miller agrees. “So many good minds are looking at the curriculum that the finished product will be far better than anything anyone has produced in the past.”

“I see architectural sheet metal work growing. This training is one of the ways that we’ll be able to build the workforce required,” Miller says.

Modular Learning Advantage

“Modular-based training is relatively new to our industry,” Miller says. “Apprentices learn a core curriculum during their first two years. Afterwards, they specialize on a market sector according to their particular gifts and interests.”

It’s very similar to the way colleges and universities are set up, where students start by taking general education courses and move on to complete specialized majors and minors.

When complete, the curriculum will cover not only the HVAC and Architectural market sectors, but also Residential and Industrial work. HVAC modules are expected to be introduced in the fall, closely followed by Architectural.

“This curriculum allows us to compete in the marketplace for the best quality individuals,” Zahner says.

“Modularization is worthwhile from a recruitment perspective alone,” Miller concurs. “It’s easier to recruit high quality people when I tell them they can choose their own career path.”

Architectural Modules

Twenty modules are being developed for ITI’s new architectural sheet metal curriculum. Together, they encompass 344 hours of training, including both classroom and hands-on time.

- Module 1: Introduction to Architectural Sheet Metal (4 hours)
- Module 2: Materials (20 hours)
- Module 3: Moisture Control (30 hours)
- Module 4: Expansion and Contraction (8 hours)
- Module 5: Sealants (4 hours)
- Module 6: Flashing (40 hours)
- Module 7: Seams, Locks, and Edges (8 hours)
- Module 8: Fastening & Joining (6 hours)
- Module 9: Tools and Equipment (16 hours)
- Module 10: Measurement in ASM (8 hours)
- Module 11: Field Installation (16 hours)
- Module 12: Materials Handling in ASM (8 hours)
- Module 13: Wall Systems (50 hours)
- Module 14: Roof Systems (50 hours)
- Module 15: Roof-Drainage Systems (24 hours)
- Module 16: Shop Layout and Fabrication Techniques (10 hours)
- Module 17: Supports and Substrates (14 hours)
- Module 18: Louvers and Ventilators (8 hours)
- Module 19: Special Construction, Restoration, and Finishing (6 hours)
- Module 20: Project Management (10 hours)

Beyond the recruiting advantage, the ability to impart in-depth knowledge makes modularization desirable, Miller insists. “We have been able to pull together 16 to 18 years worth of knowledge.”

“With so much information available, it may be tempting to develop programs that just skim the surface of many subjects, but success in the field requires concentrated training instead of dilution of the knowledge base,” he says.

“Specialization allows higher-quality and better-prepared apprentices to enter the workforce.” ■

ENGELMANN IS A FREELANCE WRITER BASED IN SPRINGFIELD, VA.

HVAC Data From The '02 Census

Here's the background info you need to make sense of the two tables on this page:

1. Every five years, the U.S. Census Bureau does a national *Economic Census*. The constitutionally mandated Population Census—based, believe it or not, on a model from ancient Rome—is conducted in years ending in Zero. The Economic version, which surveys businesses, is conducted after years ending in 2 and 7.

2. *Census Bureau methodologies change*. As can be seen in Table One, in this year's report on Plumbing, Heating & Air Conditioning Contractors, they omitted information on non-HVAC sheet metal contractors.

3. See Table Two, where *the numbers of HVAC contractors have jumped*. In 2002, the Census found 20% more contractors specializing in HVAC than in 1997. In electrical contracting (for comparison), the same-period increase was 1.9%. Is this a result of new companies forming in the HVAC field—or better Census methods and results? No one knows.

4. The Census report covering our industry includes air conditioning companies, mechanical contractors, and plumbers. The most relevant data for HVAC contractors are *the lines on those who "specialize" in HVAC*—getting 51% or more of 2002 sales from this line of business.

5. See also the last lines of Table Two. *Companies who got 100% of 2002 sales from HVAC* comprised 70% of the total specialists, accounted for 61% of the total employed by them, and took 69% of the total HVAC specialist sales.

More information (free) can be found by downloading the PDFs of the reports at these URLs:

2002: www.census.gov/prod/ec02/ec0223i238220.pdf.

1997: www.census.gov/prod/ec97/97c2351a.pdf.

1992 (includes 1987 data): www.census.gov/prod/1/constr/92ind/cci10f.pdf.

See the 2002 Economic Census home page here: www.census.gov/econ/census02/. ■

Table One: Economic Census Data On Sheet Metal & HVAC

Year + Contractor Type	Business Sales
2002	
HVAC Contractors	\$49,425,445,000
Sheet metal contractors, except HVAC + plumbing	n/r
1997	
HVAC Contractors	\$32,353,064,000
Sheet metal contractors, except HVAC + plumbing	\$1,157,849,000
1992	
HVAC Contractors	\$20,854,868,000
Sheet metal contractors, except HVAC + plumbing	\$1,423,839,000
1987	
HVAC Contractors	\$18,460,062,000
Sheet metal contractors, except HVAC + plumbing	\$987,800,000

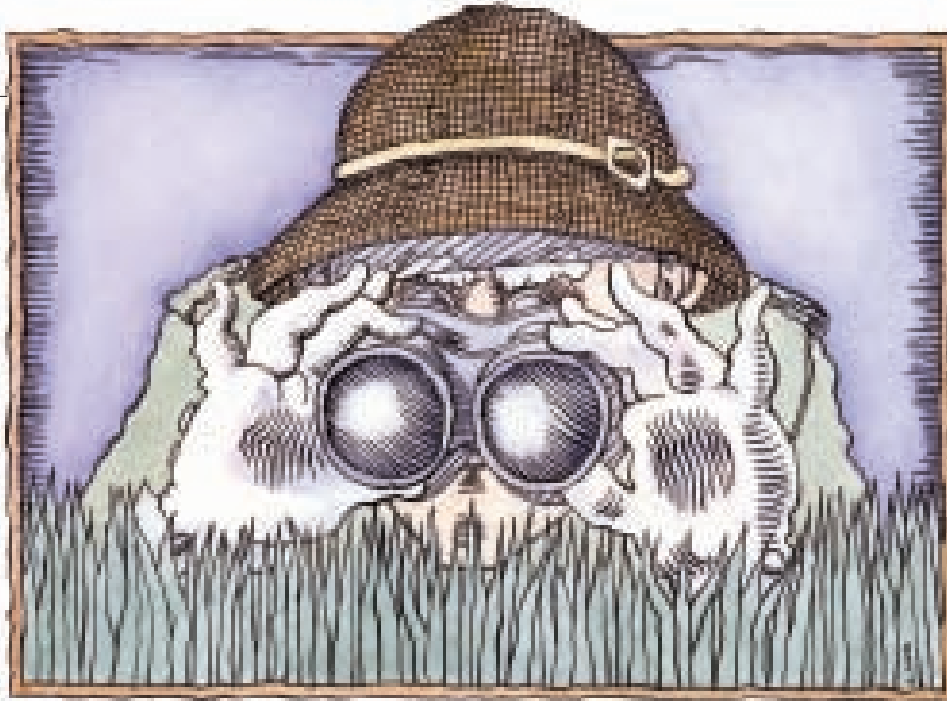
Source: U.S. Bureau of the Census

Table Two: Contractor Establishments Specializing 51% Or More In HVAC Work, 1997 & 2002

Percent Specialization in HVAC	Total Establishments	Employees	Total \$ Volume in HVAC (\$ billions)
51% to 100% of sales in HVAC			
2002	36,345	413,392	\$44.843
1997	30,218	275,346	\$27.126
Those with 100% of sales in HVAC			
2002	25,496	252,584	\$30.930
1997	20,510	169,554	\$18.678
"Market Share" of 100% companies			
2002	70.1%	61.1%	69.0%
1997	67.9%	61.6%	68.9%

Source: U.S. Bureau of the Census

Note: Establishment counted as follows: 1 for each company HQ—and 1 for each branch office.



Hide and Seek

Instead of searching for answers to questions about residential work, find them online in the Residential Resources archive.

By Kaarin Engelmann

Expanding into residential work?

Not a bad idea, as the residential market segment continues to grow while commercial and industrial work struggle. Tom Kelly, SMWIA's general secretary-treasurer has proclaimed, "We can't let this market go; we must go out and get this work."

"We've found the residential service/replacement market to be lucrative," says George "Butch" Welsch, president of Welsch Heating and Cooling in St. Louis. His company entered the market almost 20 years ago, and today about a third of its annual sales come from residential service and replacement work.

Yet how can someone new to the field compete?

Begin by learning from peers, SMACNA, and the SMWIA. Information from all three has been compiled into a Residential Resources archive, available via the Partners web site (www.pinp.org/resources; select the link to **Residential Resources** at the top).

These resources include:

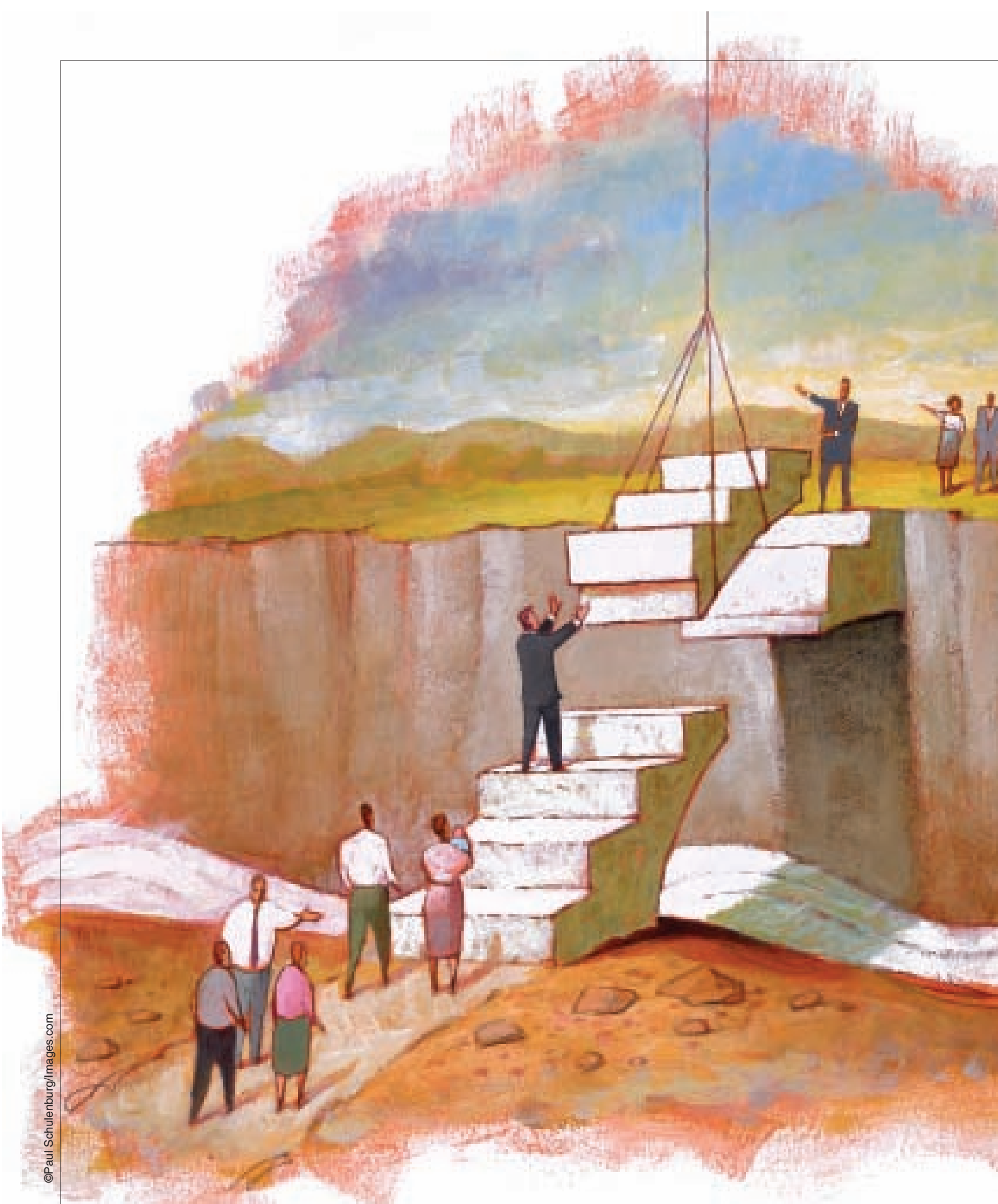
- Ruth King's Industry Week presentation about how to begin a profitable residential service business;
- Tom Piscitelli's Industry Week presentation on how service technicians can build effective customer relationships;

- Focus Group Summary on Residential Market for HVAC, including a list of best practices;
- Florida Residential Agreement, covering employee rates of pay, rules and working conditions;
- Links to information resources, such as National Residential Contractors Council Steering Committee, *Residential Report* newsletter, National Association of Home Builders Web Site, Total Comfort System story, and Residential Comfort System Installation Standards Manual;
- All *Partners in Progress* articles on residential work, including some that were never published;
- NEMI Residential HVAC Market Research; and
- New resources are added as they are identified or become available.

Residential Resources is a one-stop source for knowledge on residential sheet metal work, designed to increase residential expertise and expand market share.

To contribute additional Residential Resources to the archive, contact Kaarin Engelmann at kengelm@yahoo.com. ■

ENGELMANN IS A FREELANCE WRITER BASED IN SPRINGFIELD, VA.



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Bridge the Gap

Finding ways to make sense of young, old, and the workers in between is key to maintaining a vital sheet metal workforce into the future.

By Kaarin Engelmann

How can the sheet metal industry recruit and maintain a qualified and talented workforce in the face of shortages across all trades? It's a question many people are asking—and trying to find answers to, particularly because a large group of sheet metal craftsmen are nearing retirement age.

SMACNA/SMWIA's Labor-Management Committee is funding a proposal to study the implications of values, expectations and generational differences on the construction workforce.

Dr. William F. Maloney, a professor of Construction Engineering and Management at the University of Kentucky, and Robert W. Wendover, Managing Director of the Center for Generational Studies and a faculty member at the University of Phoenix, head the research team.

How could studying generational differences make a difference?

People generally have the attitude that “other generations don't think right. They don't act right. They don't have the right values,” says Wendover, who spoke on the subject at Sheet Metal Industry Week 2004.

“The reality is different: Each generation has a wide array of skills and abilities to contribute. Clearly understanding the differences—and similarities—among generations can help with both recruiting and retaining the best craftsmen.”

Four Generations

Defining the generations is the first step to understanding them. Wendover divides today's workforce into four groups:

- Matures—anyone born prior to 1946;
- Baby Boomers—anyone born between 1946 and 1964;
- Xers—anyone born between 1965 and 1980; and
- Millenials—anyone born between 1981 and 1991.

Matures grew up during or shortly after the Great Depression. For the most part, they had the support of extended families. They tend to value hard work and sacrifice for the common good and have a respect for authority and loyalty to organizations.

Boomers grew up during the economic expansion after World War II. They explored their own ways of doing things in the 60s and 70s, but have returned to their parents' core values of hard work and loyalty. Otherwise, they value hope, prosperity, and helping others.

Xers are more cautious than the previous generations. Institutions they were taught to believe in have betrayed them: they watched their parents be laid off from jobs and divorce and their national leaders lack integrity.

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The Industry's Future & 'The Gap'

Perhaps you've heard that the Chinese symbol for "danger" also means "opportunity." It's an old cliché, used by many speech-makers. So is the old adage that goes: "The Chinese have a curse—"May you live in interesting times!"

What threatens to happen to the workforce in the HVAC and sheet metal industry in the next 10 to 15 years may seem to offer both curse and opportunity. SMACNA and SMWIA together face challenging changes, interesting ideas, and damnable conundrums. Here are some specifics:

1. SMWIA and SMACNA have teamed to expand the market. This effort is just gaining traction now. It will take time, but we've geared up to gain ground.

2. At the same time, a generation of skilled sheet metal workers—many of them right now in their mid-50s or older—may well be planning to retire in the next three to seven years.

3. Recent years have seen dramatic efforts by many construction trades to recruit more heavily. What's been learned: Today's "typical" youth is not necessarily attracted by all that the trades have to offer.

4. Further, the "typical worker" entering the labor pool will not be the type of person construction has traditionally employed. The "white male of European descent" may not become a minority on the job site, but he will make up a shrinking portion of those entering the labor force. See Table One.

5. Competition for those in the talent pool threatens to be intense. Not only are other construction trades interested, but so are many other professions. As a quick pulse-taking—more than half of the air traffic controllers now at work are set to retire; there already is a serious shortage of registered nurses; and the utility industry projects a massive brain-drain. Not one of those jobs can be "outsourced" to a foreign land!

6. Last—but *certainly not least*—the HVAC and sheet metal industry will expand in the coming years. See data in Table Two, which show projections from the Bureau of Labor Statistics. Those data show the number of workers needed in sheet metal outgrowing every related specific in the table—including "all occupations" and "all construction."—*J. Salimando*

Table 1: Changes In Civilian Labor Force

Characteristic	1980	1990	2000	2003	2012 Projection (BLS)
White	88%	85%	83%	82%	80%
Black	10%	11%	11.5%	11.3%	12.2%
Asian	n/a	n/a	4.4%	4.2%	5.5%
Hispanic/Latino	6%	8.5%	11.7%	12.8%	14.7%
Male	57.5%	54.8%	53.5%	53.4%	52.6%

Source: *Statistical Abstract of the United States 2004-2005*, tables #570 and #639.

Note: Figures add to more than 100% because Hispanic/Latino respondents to surveys may also identify themselves as being of any race.

Table 2: BLS Occupation Growth Projections—2002 to 2012

Occupation or category	2002 Total	Projected 2012	Change, 10 Years	% Growth
All occupations	144,014,000	165,319,000	+21,305,000	14.8%
All construction	6,732,000	7,746,000	+1,014,000	15.1%
Sheet metal workers	205,000	246,000	+41,000	19.8%
Structural metal fabricators & fitters	89,000	94,000	+6,000	6.2%
Roofers	166,000	197,000	+31,000	18.6%
Plumbers, pipefitters & steamfitters	492,000	584,000	+92,000	18.7%

Source: Bureau of Labor Statistics. Some totals left to right may not add precisely due to BLS rounding.

continued from page 11

As a group, Xers have a desire for balanced personal and professional lives. They don't live to work; rather, they work to live.

Millenials are a diverse group—one in three is a minority and one in four is from a single-parent family. They think economic expansion and technological convenience are normal.

According to Wendover, many in this group have a surprising lack of critical thinking skills that the “rest of us” take for granted. He says many have not been held accountable for their actions and sometimes do not understand the subtleties of the human experience.

Managing Different Generations

Successfully managing people from these four generations requires care.

First: Learn all you can about the other generations. According to Wendover, “The more you know about the shared life experiences of other ages, the more you can understand their expectations, values and fears...”

“Telling a Mature, for instance, that he can't work overtime has the same effect as telling an Xer that she must. Both feel their rights are being violated, one because he can't earn more money and the other because she can't spend time with her friends or family.”

Second: Manage according to values and attitudes. You may have to balance differing styles of management, depending on which generations of craftsmen you are working with.

Wendover spoke with the president of a local union who said, “I have shop stewards in their fifties, who will call me for interpretations of the agreement and generally accept whatever I tell them. I'm the President; therefore I must know what I'm talking about.

“I will also,” she added, “have rank-and-file members in their twenties who will call me about a rule interpretation. But instead of asking me what I think the rule means, they will tell me what they think the rule means and ask if they are correct.

“Sometimes, when I confirm their interpretation, they will refer me to another section of the agreement and point out what appears to be a direct contradiction to what I just confirmed. Then they'll ask me to explain the difference. They take more time to read the contract than we ever thought of 20 years ago.”

Thus, consider carefully the rules and procedures you implement on the job site. Xers are used to problem solving and looking for ways to use resources to their best advantage. Unless you clearly explain the spirit of a rule, and get buy-in, be ready for unexpected interpretations.

Third: Provide the opportunity to grow. Universally, people appreciate the chance to grow on their own terms and with their own priorities. Taking the time to get to know your people and understand their goals and where they fit into your organization can help you recruit and keep the best craftsmen.

Getting More Out of Younger Workers

For contractors and foremen who want specifics about how to handle an apprentice with orange hair, body piercings, and a desire to listen to his iPod and talk on his cell phone at work, Wendover offers the following recommendations:

1. Instead of focusing on how a task has been done traditionally, focus on the outcome. If there is a specific reason that a task must be performed in a specific way, make it clear and provide an explanation, when possible.

2. Provide proper support. While you expect workers to use their common sense, their version of common sense may be different than yours.

3. Be careful of what you promise, these workers will hold you to it. Thus, if you promise a bonus for a job done well, be ready to pay it.

4. Remember that they view a job as a contract and not a calling. Don't let training slide. If workers no longer feel they are learning or growing or receiving appropriate compensation for their contributions, they won't stay.

5. Take advantage of their technological expertise and be open to their ideas and comments. A new perspective—such as putting your local or company on the World Wide Web—may help you reach new customers.

6. Educate these workers about your business. The more they know, the more they will care and be involved.

7. Enforce clear expectations and do it consistently; in other words, have the courage to correct behavior. Maintaining consistency and fairness is a critical factor in motivating them long-term. If you gain a reputation that you are tough but fair, your recruiting efforts may yield fewer applicants but more hard workers.

8. Set the rules up-front for personal communication devices. This group of workers has become accustomed to constant communication with their friends and family.

“While it's a free county, managers still retain the right to control the environment within their establishments,” Wendover says.

“Clearly explaining your rationale, along with consistent enforcement, will go a long way toward promoting both harmony and productivity.” ■

THIS ARTICLE EXCERPTS MATERIAL PRESENTED AND WRITTEN BY ROBERT W. WENDOVER, MANAGING DIRECTOR OF THE CENTER FOR GENERATIONAL STUDIES. FOR ADDITIONAL INFORMATION, CONTACT THE CENTER AT 1-800-227-5510 OR VISIT WWW.GENTRENDS.COM. KAARIN ENGELMANN IS A CONTRIBUTING EDITOR BASED IN SPRINGFIELD, VA.

Xers take more time to read the contract than we ever thought of 20 years ago.

news matters

SMWIA Local Raises Alarm About Nuke Plant Workers

Nuclear power plants are tempting targets for terrorists attempting to wreak havoc on America's civilian population centers. Thanks to SMWIA Local 15 (Tampa, Fla.), the Nuclear Regulatory Commission (NRC) will be taking greater care in screening workers employed at and around America's nuclear facilities.



Local 15 organizers exposed Brock Specialty Services, a Texas contractor, for failing to screen workers at the Crystal River Power Plant in Florida. The site, owned by Progress Energy, is now under investigation for continued use of undocumented workers at its location.

According to the May 12 *St. Petersburg Times*: "In March, U.S. Immigration and Customs Enforcement agents arrested six workers at the Crystal River complex for various immigration violations. At least three, who were employed by Progress contractor Brock Specialty Services, used fake Social Security numbers to get their jobs. One of them worked inside the nuclear plant in the presence of an escort."

While encouraged that the Nuclear Regulatory Commission is looking into the problem, Michael Jeske, business manager for Local 15, said: "Brock may be using other undocumented workers at other sites stretching from Florida to Texas."

Adds Sam McIntosh, an organizer for Local 15: "The issue is not only that Brock is using these workers as cheap labor to replace local workers, but why, in this new day and age, would Progress Energy even allow a questionable contractor like this anywhere near something as volatile as a nuclear power plant?"

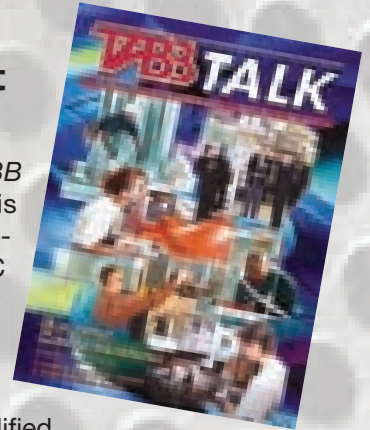
Thanks to the efforts of Local 15, this issue has been covered by local and national media in April and May. The issue was raised at the company's annual shareholders meeting as well.

Get The Latest TABB Talk

TABB's newsletter, *TABB Talk*, was published this spring—with copies distributed to the nation's HVAC engineers. The newsletter was inserted into each copy of *Engineered Systems*, which reaches approximately 57,000 qualified readers in the HVAC engineering disciplines.

Download the publication as an 8-page PDF at this Web address: www.tabbcertified.org/tabbTalk/TABBTalk-may2005/26634_Tabb.pdf

Note: TABB—the Testing, Adjusting, and Balancing Bureau—has recently revamped its Web site and home page. Go to www.tabbcertified.org to see what's up!



Safety Matters Newsletter

SMOHIT's spring 2005 issue of its *Safety Matters* newsletter is now online, available for free download as a six-page PDF, here: www.smo-hit.org/newsletter/winter04/winter04.pdf.

Note that SMOHIT's home page, www.smo-hit.org, has been redesigned of late. Take a look!

4.7% Annual Growth Seen

"World demand for HVAC equipment is project to rise 4.7% per year through 2008, to over \$56 billion, with developing nations expected to register the strongest market gains. Gains will exceed the 1998-2003 pace."—from The Freedomia Group's release for its recent *World HVAC Equipment* research report...priced at \$4,900.

Check Out ITI's Training Sked

Go to www.sheetmetal-iti.org/2002itp.asp to see the International Training Institute's updated information on its national training events.

seeing the future,

Leading the Way

March 30-April 1, 2006 - Las Vegas
at the Partners In Progress Conference

What's on tap?

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- Sharing industry views of The Future
- Hands-on industry segments

Target audiences:

- SMACNA contractors + chapter executives
- SMWIA business managers + agents/organizers
- JATC training coordinators + committee members
- ...if you're reading this, you're invited!

More information is coming in the fall edition of *Partners In Progress*. Check the Partners Web site (www.pinp.org) for more information as it becomes available.

Sponsors include:

International Training Institute
National Energy Management Institute
Sheet Metal Occupation Health Institute Trust
Sheet Metal Workers' International Association
Sheet Metal and Air Conditioning Contractors' National Association



Markets & Trends

100% Of JATCs Will Soon Be Accredited

Sometime before Labor Day, 100% of the industry's JATCs will be accredited, the result of a SMWIA-SMACNA program that began in 2001.

To earn this recognition, each JATC has been audited; each had to meet certain standards to "pass" the audit. At this writing, the final 10 JATCs have been audited and are moving to come into compliance. When that happens, our industry will be at 100% JATC accreditation.

"Portland, Oregon, was the very first JATC certified, in December of 2001," says James Shoulders of the International Training Institute. From there, here's what's been accomplished:

2002: 25 JATCs were audited and certified.

2003: 37.

2004: 87 were audited, with 86 certified and one in the final throes.

2005: 9 audits were conducted, with certification pending.

Importantly, this is no bogus deal. JATCs must meet stringent criteria in 13 categories (see list at right) to be accredited . . . no one "gets by" with a "passing grade" in just 10, 11, or 12.

Additionally, this is not a "one-in-a-lifetime" accreditation... There is a five-year renewal requirement for those certified to the "gold" standard, and a three-year renewal required of the one JATC that opted for "silver" accreditation.

What's the big deal?

Accreditation of 100% of the industry's JATCs means a great deal. Look beyond the surface and here's what you'll see:

1. As one JATC coordinator told ITI after going through the process, "I finally feel like everything is

JATC Audit Items

More than 100 criteria were applied to each JATC as part of the accreditation process. These items fell under the following headings:

- Administration & Supervision of Training (17 items)
- Training System Components/Resources (27)
- Training Process & Content (13)
- Recruitment & Selection (11)
- Continuing Journeyman Training (8)
- Academic Credit (4)
- Staff Development (5)
- Record-keeping/Reporting (8)
- Budget Planning (2)
- Legal & Accounting Affairs (7)
- Public Relations & Industry Promotion (5)
- Research & Improvement Initiatives (5)
- Collaboration with Industry & Outside-Industry Groups (3)

in place. I'm

now confident that I am

addressing the pertinent criteria needed for my job."

2. New JATC coordinators can use the accreditation requirements as a "job description" of sorts. "Within two months, I felt confident I was doing a good job for the members," one such coordinator remarked.
3. SMACNA contractors and SMWIA members can now boast, with full confidence, that local JATCs meet certain minimum standards – no matter where they are located in the SMWIA-SMACNA training system.
4. Accreditation further separates SMWIA-SMACNA training from the competition. When the magic day comes in the coming weeks and we're 100% accredited, all sheet metal partners can legitimately note that local training meets demanding international standards.
5. Finally, as noted in the title of this publication, we are Partners In Progress. JATCs applying for renewal will find additional requirements, as the "bar" on accreditation will continually be raised over time. ■

Partners **PROGRESS**

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