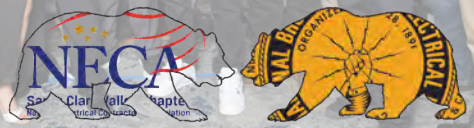




THE PLUG



IBEW-NECA
ETA
ELECTRICAL TRAINING ALLIANCE OF SILICON VALLEY



THE PLUG

September 2024

ETASV'S NEWSLETTER

Vol 2 Issue 1

A Word from the Training Director

Welcome Back Students and Instructors!

Fall semester of 2024 is starting strong. The instructors, staff, and I are excited to see this year's progress. There has been a lot of work and training put in over the summer to provide "YOU" the apprentice with the best possible experience going through the program. We have had numerous instructor meetings, trainings, and worked tirelessly to strengthen class syllabi. Eighteen of our instructors also attended a prestigious weeklong professional training called NTI (National Training Institute), to further sharpen their skills as instructors. This training is held in Ann Arbor, Michigan. The IBEW and NECA see the value in continued training and development for our ETASV instructors.



As I mentioned in our assemblies, we are a training center. Thus, we need to provide hands on training that reflects practical field applications and relevancy to the industry and its direction. I am confident that all the students going through the program this year will undoubtedly see positive upgrades within our facility.

In addition to facility and curriculum upgrades, we are again taking in new apprentices to satisfy industry needs. We have three new 1st year classes with a total of 49 apprentices. I expect the committee will task me with taking in more apprentices before the years end. This is great news considering prior to June of this year, we had not taken apprentices for close to eighteen months.

These are exciting times with so much growth! We will continue to strive to provide exceptional training opportunities for our apprentices and the IBEW Local 332 membership. Welcome back all!!!

ETASV Mission Statement

“At the Electrical Training alliance of Silicon Valley, our mission is to provide first-class training and shape individuals to become competent, professional, and hardworking experts in the electrical construction industry. We are dedicated to serving the IBEW Local 332, and NECA Santa Clara Valley Chapter by instilling the knowledge, skills, and values necessary to excel in this field.”

Editor in Chief - Albert Lancaster | Managing Editor - Marissa Souza

Journalists/Columnists/Photographers - Michael Barrios, Miguel Lustre, Patrick Bynes, and Brian Moffat

A WORD FROM THE APPRENTICE COORDINATOR



In the last few weeks, the ETASV has returned to its normal state. The unmistakable hum of activity is in the air as Apprentices have again transformed the hallways, classrooms, and labs into an energized building. We're very excited to have you back! This is also an appropriate time to remind you of a few of our mantras...

Stay grounded. An electrical concept, yes but also a non-electrical concept meaning to Stay Humble. As I've implored you before, don't confuse your paycheck with professional accomplishment. The fact that you make more money than 99% of your friends is mostly a product of market economics. Don't get confused on that point. Don't think that you're more successful than someone else because you drive a nicer car. Being humble also means that you give consideration to suggestions made by your superiors. That you're a better listener than a talker. That you keep an open mind and make yourself receptive to learning. That you are not a know-it-all. **The rewards for arrogance are few. The rewards for humility are many. Stay grounded.**

To whom much is given, much is expected... with great reward comes great responsibility.

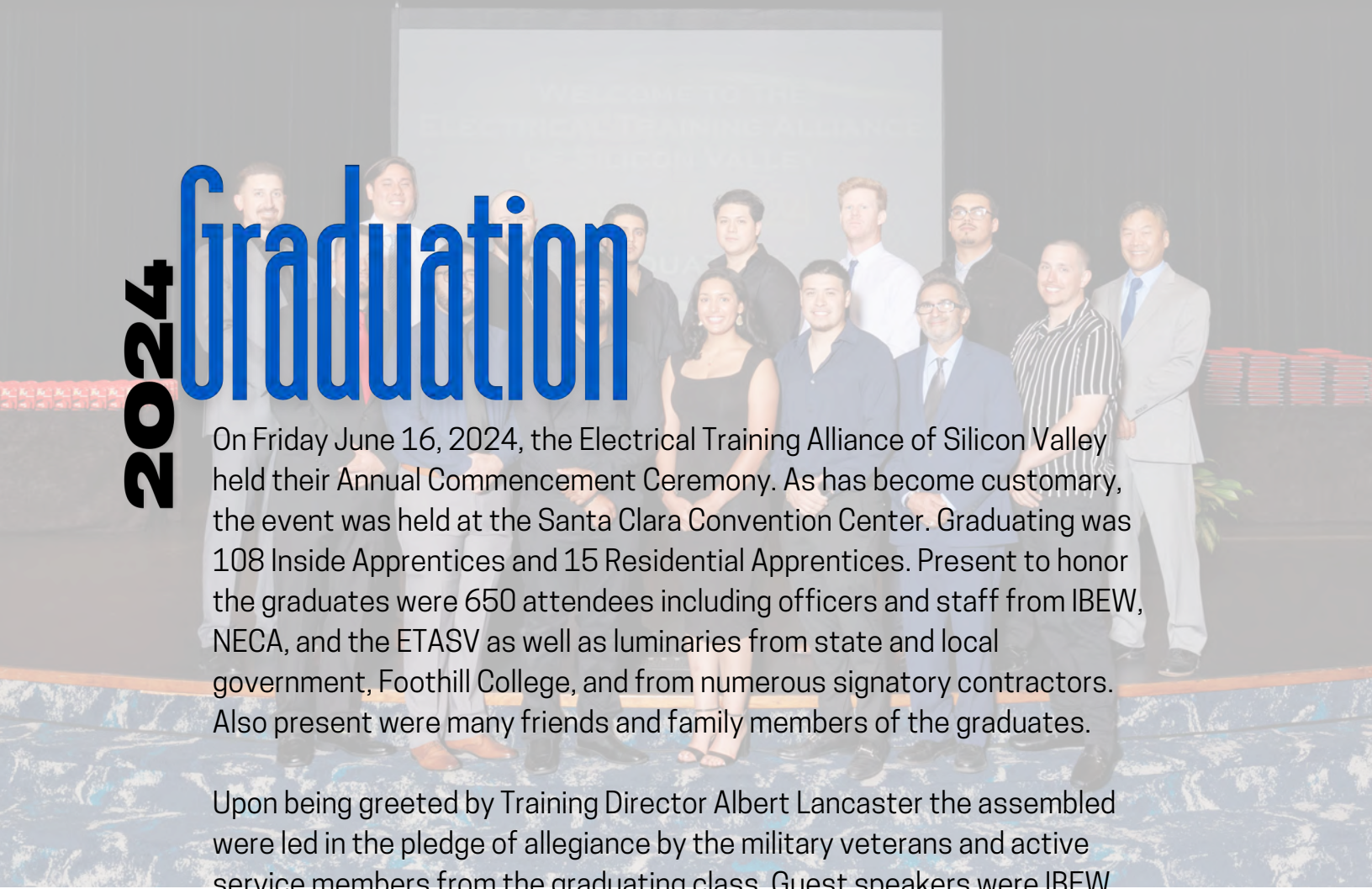
By the time you complete your Apprenticeship this training center will have invested **\$90,000** into your training... for you this is a virtual embarrassment of riches. And that doesn't account for however much your employers have invested in getting you trained and certified in various competencies.

The ETASV gives you a tuition-free education, free textbooks, free access to expensive online resources and industry software. We provide you with PPE and hand tools. Because you are registered as a student at Foothill College you reap all the benefits therein including receiving college credits. Your instructors pour their expertise into your careers. **Much is given. Much is expected.** Your union and employers provide you with a great paying job with exceptional fringe benefits, a plus level of job security, and a career earnings ceiling that can be parlayed into generational wealth for you and your family. **With great reward comes great responsibility.**

An aware and conscientious person will accept the **responsibility** to reciprocate this reward. You will repay the investment this training center and this industry has made in you. You will remember how fortunate you are to be a part of something greater than yourself and give back to it with the knowledge that you are paying forward your great fortune. **This is your responsibility.**

I hope these words resonate with all of you and I look forward to another year working together.

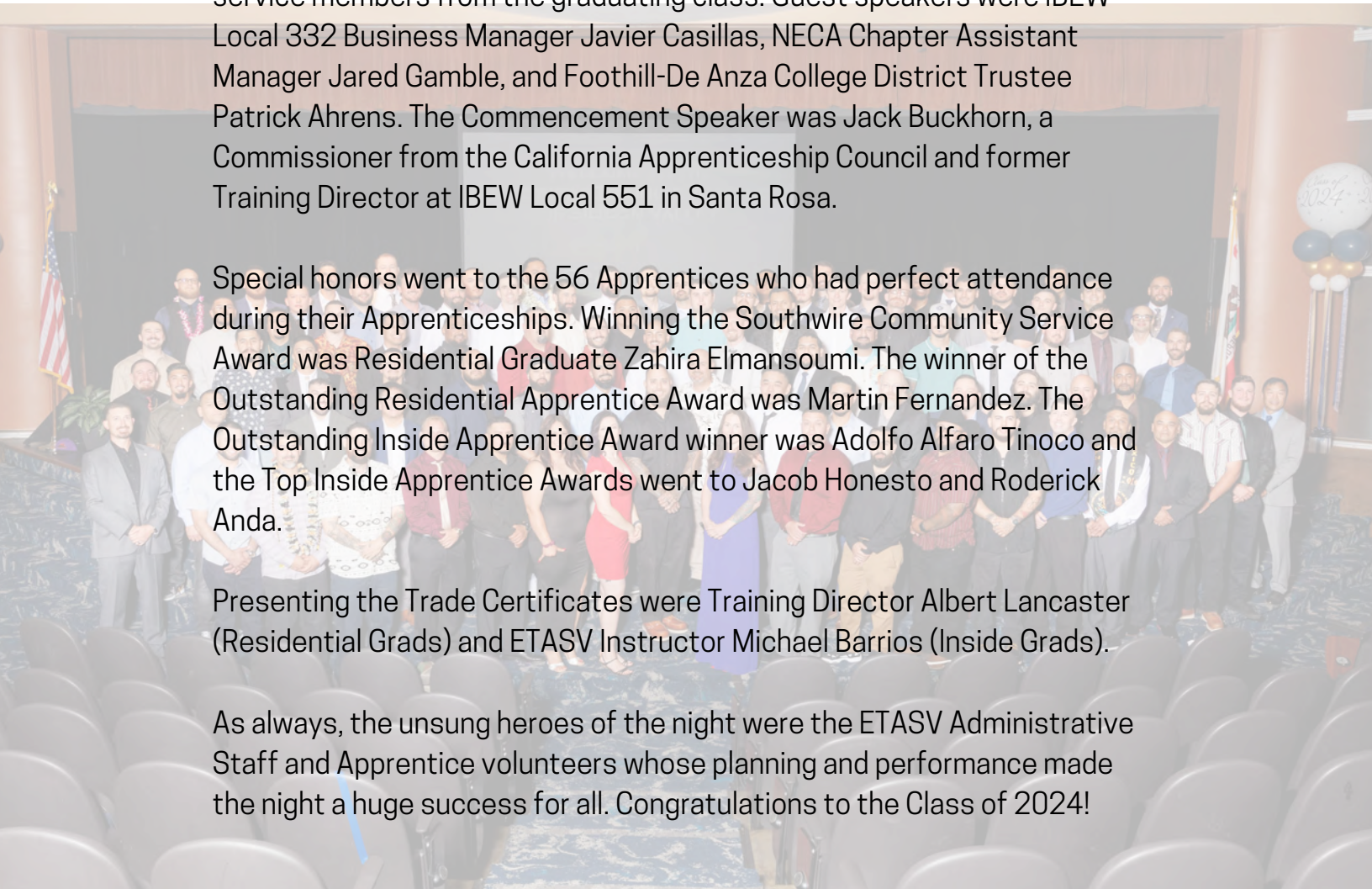
-ROBERT CHON



2024 Graduation

On Friday June 16, 2024, the Electrical Training Alliance of Silicon Valley held their Annual Commencement Ceremony. As has become customary, the event was held at the Santa Clara Convention Center. Graduating was 108 Inside Apprentices and 15 Residential Apprentices. Present to honor the graduates were 650 attendees including officers and staff from IBEW, NECA, and the ETASV as well as luminaries from state and local government, Foothill College, and from numerous signatory contractors. Also present were many friends and family members of the graduates.

Upon being greeted by Training Director Albert Lancaster the assembled were led in the pledge of allegiance by the military veterans and active service members from the graduating class. Guest speakers were IBEW Local 332 Business Manager Javier Casillas, NECA Chapter Assistant Manager Jared Gamble, and Foothill-De Anza College District Trustee Patrick Ahrens. The Commencement Speaker was Jack Buckhorn, a Commissioner from the California Apprenticeship Council and former Training Director at IBEW Local 551 in Santa Rosa.



Special honors went to the 56 Apprentices who had perfect attendance during their Apprenticeships. Winning the Southwire Community Service Award was Residential Graduate Zahira Elmansoumi. The winner of the Outstanding Residential Apprentice Award was Martin Fernandez. The Outstanding Inside Apprentice Award winner was Adolfo Alfaro Tinoco and the Top Inside Apprentice Awards went to Jacob Honesto and Roderick Anda.

Presenting the Trade Certificates were Training Director Albert Lancaster (Residential Grads) and ETASV Instructor Michael Barrios (Inside Grads).

As always, the unsung heroes of the night were the ETASV Administrative Staff and Apprentice volunteers whose planning and performance made the night a huge success for all. Congratulations to the Class of 2024!





Meet an ETASV Staff Member

How long have you worked at the ETASV?

8 years.

What do you like best about working at the ETASV?

The People. I love all the office staff, instructors, and enjoy watching the apprentices grow over the years.

What is your funniest memory/moment at the ETASV?

There have been so many, we definitely have a good time at work. We laugh every day!

What is your role here?

The main role I am know for is “the raise lady,” haha. I also handle Journeyman upgrade classes, apprentice certifications, VA benefits, ETP Grant Funding, and much more. A lot of my time is spent answering phones, returning emails, and supporting Albert and Robert.

What are your hobbies?

I enjoy art, gardening, reading, and music. My oldest son is in a band, so I enjoy going to their shows. The town I live in has a lot of musical talent. Most days of the week you can find a live band, or friends just jamming together.



Kim Farley

What is your favorite restaurant?

Our go to “celebration” spot that we frequent for birthdays and anniversaries is Sapporo in Monterey. We love the food and the entertainment.

What’s your favorite time of the year and why?

This is a hard one. I love the heat, and my birthday is during the summer. BUT I love the holidays. After my birthday at the end of August, I feel like it’s the start of the holiday season. The fall and winter are magical. Shoot! I honestly can’t choose just one.

Would you rather camp or glamp?

CAMP! I’m a tent camper but I would not object to staying in a cabin, yurt or trailer.

SPARK

Spotlight



What made you interested in joining an IBEW Apprenticeship?

The IBEW apprenticeship provides a combination of education and work experience. It is the best opportunity out there to build a solid foundation for a successful career as an electrical worker. Now, I'm surrounded by men and women who are committed to be the best at what they do and because of that, I've continued to get better each and every day. Applying to an IBEW apprenticeship was the best decision I've ever made.

What is something exciting you have learned so far in your Apprenticeship?

During my second year my instructor Alex Hernandez tasked our class to complete a mockup electrical build for a single-family dwelling unit for our final project. I learned how to layout devices and lighting, calculate and produce full panel schedules, and come up with a comprehensive material list. I felt like everything I've learned in school was being put to the test. I walked away with a better understanding of what goes into producing residential electrical systems.

Tyler Lerma

3rd YR Residential

What is the most challenging thing about being an Apprentice at the ETASV

The most challenging part was learning how to dedicate my time into getting everything I could out of the apprenticeship. Trading the snow trip in for a weekend of studying wasn't easy but, the results start to show when those grades come in. The apprenticeship has so much to offer. It's up to us to put the time in.

If you were stuck on a deserted island by yourself what would be 3 things you would bring?

A bucket hat, a fishing pole, and a lawn chair... I'm sure I'd be just fine out there.

A fun fact about yourself

I'm kind of a rockhound. Jurassic Park was my favorite movie growing up and I've been collecting rare fossils and minerals since I was a kid.





Meet an Instructor

Jon Williams

3rd Year Inside



What made you decide to get into teaching?

I got into teaching because I wanted to give back to our local, the apprentices, and just be of service. I struggled with a few things when I went through my apprenticeship and if my insight can help to pay it forward, then I want to help any way I can.

What is your favorite part about teaching?

My favorite part of teaching is the thing I call the light bulb moment. When I see the apprentices understand something they have been learning and they have that moment when it becomes clear to them and the light bulb comes on. They get what is being presented and/or taught. I also enjoy getting to know these young men and women.

What is your philosophy when it comes to teaching? OR what are teaching goals?

My teaching goal is to have my students leave me understanding what curriculum we have gone through. I want them to apply it to their careers and everyday use in the field in order to help one another along the way.

What do you hope students take out of your class, for their career or for the next school year?

Hopefully they take away knowledge to apply to life and their work. Also, that they can be better than the day before, to take pride in our work, and try to learn something new every day even after they turn out as journeymen.

Any advice you would like to share with apprentices?

Shoot for the stars. Work hard and it will pay off. Don't let anyone tell you something is impossible because "I can't" is everyone's biggest enemy. Always be willing to lend a hand when needed and most importantly make memories with your family/loved ones as we are not promised tomorrow.

OPPORTUNITIES

IN THE

INDUSTRY



Welcome to ETASV OPPORTUNITIES

IN THE INDUSTRY



- The International Brotherhood of Electrical Workers and the National Electrical Contractors Association, produce the most professional and highly trained electricians in the construction industry.
- This year the ETASV will be highlighting career path opportunities within the industry.
- Our goal is to broaden our membership to ultimately strengthen our local members with more technical skills for success.
- This issue we will be highlighting **BLUEBEAM** and how the software is taking our industry to a more technical and elevated level.
- Interview with **BLUEBEAM** Instructors CHRIS PAUP and CHRIS DOYLE.

What is **BLUEBEAM**?

- Bluebeam is a foundational project efficiency and collaboration solution for desktop that allows you to create, edit, mark up, and organize PDFs with project partners. Bluebeam also includes Studio, where you can securely collaborate in real time with team members anywhere in the world.

Who uses **BLUEBEAM**?

- It is used by architects, engineers, construction workers, specialist contractors and quantity surveyors to gather and assess data and information throughout the lifecycle of a building project.

Where can I learn **BLUEBEAM** software?

- ETASV offers a nine week Fundamental Design **BLUEBEAM** course.
- ETASV furthermore offers an additional Electrical Design course on how to utilize **BLUEBEAM** software.
- Both **BLUEBEAM** Fundamental Design and Electrical Design level courses are instructed by industry knowledgeable ETASV instructors CHRIS PAUP and CHRIS DOYLE.
- ETASV and our **BLUEBEAM** instructors are developing an outstanding 5 class entry level course, which ETASV will be implementing into our 5th year curriculum.
- Students will receive basic **BLUEBEAM** operating knowledge and hands on computer time with the software in our **ETASV Computer Skills Lab**.
- All of ETASV **BLUEBEAM** courses are held in our Renowned State of the Art **ETASV COMPUTER SKILLS LAB!**



THE PLUG

Instructor DOYLE, where do you think the industry is currently at and how far can it go?

Currently, our industry is struggling with technology adoption. There are lots of gadgets, devices, and software in-use in the field, but application is often lacking a systematic approach and then follow-up training. Developing, refining, and converting ourselves to prepare for the tech-centered world that is inevitably coming is an ongoing challenge that we will have to do some catching up on. This burden is not just on the IBEW but also NECA. Moving forward, both will need to rely more heavily on the ETASV to provide training and exposure to new methods and I believe we are positioned to do that.. As a partnership I think we'll get there, but the clock is ticking.

Instructor DOYLE, why are these skills important for apprentices to learn?

Apprentices are the future! So, in pursuit of that we must lay the groundwork for what the minds and ambitions of the next generation of electrical union worker will hold. Think of it this way, an apprentice has 5 years of time in their roll before moving into the "big show". We can do allot to make the future vision of what our industry could look like to a 1st year, be a reality in their 5th year. Do that twice in a five-year cycle and you've changed the mind and skill set of the local in a decade. Apprentices are already often better with technology and as an instructor - (and older member) I'm going to lean on that and foster it whenever I can. We really don't know what the future holds, but we can make some good guesses from the world we are seeing emerge.

Instructor PAUP, how did you arrive in your current position in the industry?

In my 3rd year of the apprenticeship, I started to see more of the technologies being used in our industry and decided that if I wanted to have doors open for opportunity in my career, I needed to be the one to learn and gain the knowledge to unlock them. I spent my summer after my 3rd year taking the Journeyman upgrade class that was offered for Bluebeam. The class was a huge step forward for me and a great start for where I wanted to get to. I applied for a student license for the program and continued practicing for the next year or so. Trying to see how far I could get in the program, finding issues in the field that I might be able to design a toolset to help solve. I got pretty good at it through that year. When I was a 5th Year Apprentice, my superintendent saw me helping some of the foreman and GFs in the field to get better on Bluebeam. Shortly after, I was offered the opportunity to go into the Preconstruction Department at Cupertino Electric. It was a whirlwind experience entering into that world and seeing how the professional departments had really honed in their process of design, and how what I had been practicing would really pay off. As my skills evolved, so did my position and responsibilities. It really is an exciting and interesting route to take in the industry with a ton of opportunity.

Instructor PAUP, why are these skills important for apprentices to learn?

The bottom line is this: we need apprentices to be ready from day one as journeymen to tackle the challenges of the industry head-on. The reality of the market means that some 332 apprentices might be thrust into a Foreman role the very day they turn out. They must have the skills to step into that position and excel because we are ALL depending on their success. ***There's no room for hesitation—only readiness.***









Did
YOU KNOW?

FOOD TRUCK IS HERE M-TH FROM
3:30PM-7PM

We now have a study hall here at the ETASV. It will be on Wednesday's and Thursday's from 3pm-6pm starting August 28th, 2024.

If you need a quiet place to do your schoolwork or need extra help with a specific topic, come on by on your off day or before class.

*APPRENTICES, BE SURE TO
SUBMIT YOUR HOURS BY THE
7TH OF EACH MONTH*

Study hall will take place in the IBEW industry room and/or the NECA industry room.

- One industry room will be used for quiet study.
- The other industry room will be available for tutoring from an instructor.

Eligible 4 A Raise!



1. YOU MUST HAVE COMPLETED THE SEMESTER
2. REQUIRED HOURS NEED TO BE SUBMITTED AND APPROVED
3. CPR/FIRST AID AND SEXUAL HARASSMENT PREVENTION NEED TO BE UP TO DATE
4. EMAIL - ADVANCEMENTREQUESTS@ETASV.ORG

PERSONAL SAFETY TIPS & AWARENESS

THE
SAFETY
CORNER

TO WITNESSING A CRIME

In recent months we have had some vehicle break-ins at the ETASV. Our most recent vehicle break-in was witnessed by faculty and Journeymen while in progress and it occurred during broad daylight. We wanted to provide some personal safety tips/awareness on how to protect yourself if you are witness to a crime.

The incident occurred on 06/16/2024 where some men pulled up to sub-contractor vehicles in the ETASV parking lot breaking in taking visible items such as bags, backpacks, laptops, etc. Upon a few instructors witnessing the crime they attempted to confront the men, but they fled the area in a vehicle.

We here at the ETASV want to promote personal safety and strongly advise against confronting individuals committing crimes in progress!

Confronting individuals during a crime in progress such as vehicle break-ins can be extremely dangerous to your personal safety. There are some simple ways to protect yourself from this dangerous situation & protection of your property.

Steps to protect yourself during a crime in progress

- Stay Safe- Your safety is our top priority. Avoid direct confrontation as thieves may be armed or react unpredictably.
- Call the Police- Immediately contact law enforcement & provide them with as much detail as possible about the situation.
- Observe from a Distance- If it's safe, try to observe & remember details about the thieves & their vehicle, such as license plate info, physical descriptions.

Steps to protect you from being a victim of a crime involving a vehicle

- Lock your doors and close the windows.
- Park in a visible/secure area that is well-lit and preferably have CCTV camera protection.
- Remove valuables from car and avoid leaving bags, purses, etc. visible.
- Place valuables out of sight in a trunk or cargo area of car.
- Property crimes are often crimes of opportunity!



DO NOT ATTEMPT TO INTERVINE!

MENT 2 HELP CORNER

COMPASSION & EMPATHY



COMPASSION

Compassion is a deep feeling for and understanding of someone suffering through a challenging experience along with a desire to alleviate it. Compassion takes empathy to another level in assisting someone through a rough time.

EMPATHY

Empathy is the ability to emotionally understand what other people feel, see things from their point of view, and imagine yourself in their place. Essentially, it is putting yourself in someone else's position & feeling what they are feeling.

With the new school year starting for many of you we understand that your daily lives are filled with school, work, and family commitments that might become challenging at times. The ETASV is committed to ensuring that we provide a stress-free environment for everyone. This includes having compassion & showing empathy to a challenging situation someone might be dealing with and to always remember the "golden rule" of treating everyone the way you would want to be treated.

While they are closely related, empathy and compassion are not the same. While both involve responding to other people's emotions, they differ in focus.

EXAMPLES OF EMPATHY

ACTIVELY LISTENING TO OTHERS:

Empathizing involves listening carefully when others share their feelings and experiences. People who experience empathy in such situations may also ask questions or reflect on what someone has shared.

BEING ABLE TO SENSE OTHER PEOPLE'S EMOTIONS:

Empathy is characterized by being attuned to other people's emotions. Examples include being able to tell when someone feels sad, happy, upset, or angry.

Improving compassionate empathy involves **developing a deeper understanding and concern for the feelings and needs of others.**

It requires active listening, open-mindedness, and the willingness to put oneself in another's shoes. One can start by practicing mindfulness, which enhances self-awareness and the ability to recognize emotions in others.

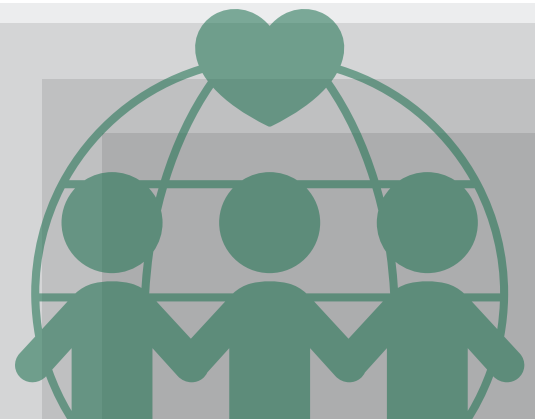
EXAMPLES OF COMPASSION

OFFERING HELP TO SOMEONE IN NEED:

This might include aiding someone with a task, such as carrying someone's groceries to their car. Or it might involve offering other types of assistance, such as performing household chores for a friend who is experiencing depression.

LISTENING AND BEING PATIENT WITH OTHERS:

Compassion can also cause people to listen to the concerns or experiences of others and extend greater patience as a result. For example, you might listen to someone talk about their recent challenges or give someone more time to work on a project because of something they have been going through in their personal life.







ASKING FOR HELP IS OK



ELECTRICAL
TRAINING ALLIANCE
OF SILICON VALLEY

FIND HELP

FOR MENTAL HEALTH
AND SUBSTANCE USE

988 SUICIDE & CRISIS LINE

CALL or TEXT 988 or 988LIFELIN.org

VETERANS CRISIS LINE

DIAL 988 (PRESS 1) TEXT 838255

DISASTER DISTRESS HELPLINE

CALL or TEXT 1-800-985-5990

SAMHSA'S NATIONAL HELPLINE

1-800-662-HELP (4357)

FindTreatment.gov

FindSupport.gov

samhsa.gov//find-help



RESOURCES



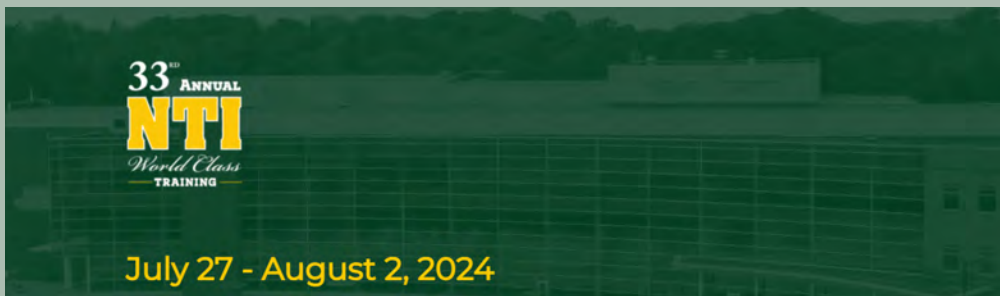
- Your medical insurance provides mental health benefits.
- All Apprentices are students at Foothill College. Here is a link to their Mental Health Resources: <https://foothill.edu/mentalhealthwellness/mentalhealth.html>
- For Inside Wiremen, we have an “Employee Assistance Program (EAP) that provides free services to those with substance and alcohol abuse, addiction and dependency problems: <https://www.beatiteap.com/>

• Better Help is not directly covered under our health plans, but it can be paid with using our UAS HRA Card. The site matches you with a licensed therapist based on your criteria (gender, faith, LGBTQ, age, race). Your therapy sessions can be via phone or video. You will qualify for a discount code to reduce the cost of your sessions and your licensed therapist who will review your case and contact you. Weekly sessions are 30-45 minutes long. If you find that you are not compatible with the therapist, you are assigned you can request a different therapist. Sessions are \$90/week you will qualify for a discount and the payments are covered by our HSA card. <https://www.betterhelp.com/>

Disclaimer: The information contained in this newsletter is provided for general educational purposes only and is not intended to diagnose, treat, cure, or prevent any health condition. Please consult a qualified health care professional to diagnose your health condition and prevent self-diagnosis. We do not dispense medical advice or prescribe or diagnose illness.







ETASV INSTRUCTORS NTI TRAINING

During the summer break the ETASV was hard at work. Collaboration between NECA and IBEW L.U. 332, The ETASV was fortunate to send 18 instructors to the 33rd Annual National Training Institute in Ann Arbor, Michigan. During the weeklong training ETASV instructors represented L.U. 332 proudly! The National Training Institute Professional Education Programs vision is to prepare JATC & AJATC instructors to be the best that they can be through high-quality training, connecting activities, and through the support of professional education faculty.

NTI Instructor Training Development: Professional Element

- The 4-year program is the major emphasis and focal point of the electrical training ALLIANCE's National Training Institute in Michigan.
- The Professional Sequence begins with basic "foundation" courses and each ensuing year's offering should build upon previous learning.
- The program included courses which are relevant to all participants, and which relate to the particular teaching assignments and settings of JATC/AJATC instructors.
- The Advanced Studies program offers NTI graduates and other qualified individuals the opportunity to seek advanced skills and knowledge related to the improvement of technical training.

Technical Courses: "How to Teach"

- "How to Teach" courses are all based on teaching *electrical training ALLIANCE* Curriculum. These courses may not cover the theory or knowledge of the curriculum, rather focus on how to present the subject matter in a classroom setting.
- Standard Technical Courses covered the theory and knowledge of the topic being taught. These courses helped ETASV Instructors gain knowledge of how to present course curriculum to their students in the classroom setting.



ETASV INSTRUCTORS NTI TRAINING

ETASV Training Director Class Albert Lancaster also attended NTI 2024 to further broaden his education and leadership skills here at the ETASV. Behind Training Director Albert Lancaster's strong will, leadership, vision, and dedication the ETASV's future is electric!

NTI Training Director Development:

- The Training Director Development program equips electrical apprenticeship Training Directors with essential skills and cultivates a strong relationship with the *electrical training ALLIANCE*. The multi-year program enhances retention, fosters camaraderie among participants, and awards a prestigious certificate. It focuses on continuous education and preparing Directors to lead apprenticeship training committees effectively. It emphasizes curriculum that empowers them in their roles and contributes to their apprenticeship program's success.

Outstanding and Top Apprentice Graduates:

In addition, the ETASV proudly sent 2 Apprentices. Each apprentice was selected by the ETASV committee. Representing our Inside Wireman Apprenticeship Program and Residential Wireman Program. The ETASV strongly believes in rewarding our O.A.'s with the opportunity to further broaden their technical skills at NTI. Here at the ETASV, we encourage all apprentices in our training programs to strive to be the best they can and achieve the O.A. award for their graduating year.

- The OA Group is for Outstanding Apprentice Graduates of all programs, Entry Level Employees, or individuals that have been identified as a future leader within your organization. Attended a 40-hour program which ran Sunday through Friday and featured team building, leadership development, estimating, negotiations and the structure of the IBEW/NECA.





*APPRENTICES, BE SURE TO
SUBMIT YOUR HOURS BY THE
7TH OF E A C H MONTH*

**HAVE QUESTIONS
ABOUT YOUR
ELIGIBILITY, HOURS, OR
HRA QUESTIONS?
PLEASE FIND THE
FOLLOWING CONTACT
INFO.**

Inside Health & Welfare
Marlene Hernandez
408-288-4433
mhernandez@uastpa.com

Residential Health & Welfare
Shandy Grace
408-288-4452
sgrace@uastpa.com

UAS United
Administrative
Services

lbew332benefits.com

All inquires
Sandy Stephenson
408-288-4440
sstephenson@uastpa.com

Inside/Resi Pension Questions?
Rachelle Manalo
408-288-4559
rmanalo@uastpa.com

All Inquires
Jo-Ann Rashid
408-288-4493
jrashid@uastpa.com

FOOD TRUCK IS HERE M-TH FROM
3:30PM-7PM



