

EXECUTIVE BRIEF REGULAR MEETING

AGENDA DATE: September 20,2022

DEPARTMENT: Electric Utility

TITLE:

City of Lake Worth Beach Electric Utility Apprenticeship Program

SUMMARY:

Providing opportunity to the City Commission to discuss the City of Lake Worth Beach Electric Utility Apprenticeship Program

- Supplement – Apprentice Program Cost Analysis Spreadsheet
- Standards of Apprenticeship for the City of Lake Worth Beach Utilities

BACKGROUND AND JUSTIFICATION:

This report provides the City Commissioners an opportunity to review and discuss the City of Lake Worth Beach Electric Utility Apprenticeship Program.

The City of Lake Worth Beach Electric Utility Apprenticeship Program was initiated to produce quality Line Erectors and Electric Meter Repair Personnel, as at the time, the Electric Utility was having issues hiring personnel. The program was started May, 2013.

The program is Florida Department of Education Division of Career and Adult Education Certified and administered through the Broward County School District and Atlantic Technical College. It is an intense 4-year program where each Apprentice is required to complete 144 hours of classroom instruction per year for a total of 432 hours and 2,000 hours of on the job training (OTJ) per year for a total of 6,000 hours. The program is audited by the Department of Education a minimum of one time a year, to include all Meeting Minutes, Record Keeping, Testing Scores, Practical Scores, Apprentice Progression (Evaluations), Classroom Hours and OJT Hours.

The initial program started with 5 apprentices, 3 of which failed and left the City, and were subsequently replaced with 3 additional hires. The first class graduated 5 apprentices in November 2016. Four are still employed with City. Two of the four have been promoted to a higher classification of Trouble Truck. One has been promoted to the higher classification of Foreperson. One moved on to another company after meeting the two-year program requirement of maintaining employment with the City. The second class started in January of 2017 and graduated 4 apprentices in January of 2021, all of which are still employed with the City. All of our apprentices who have graduated are exceptional line workers.

The current Line Erector program is instructed by our Senior Foreperson, who has been cleared and background checked through the Florida Department of Education. The Meter Repair Program Classroom training occurs for 2 hours on a weekday, bi-weekly, with practical training occurring for 5 hours, bi-weekly on Saturdays.

Year 1 of the program, the apprentices work as ground persons, while learning truck operations, first aid, CPR/AED, pole climbing, knot tying and other related basic activities. Year 2 begins

with Classroom, Practicals and OJT, including and up to working Energized Secondary Voltages. Year 3, continues with Classroom, Practicals and OJT, including and up to working De-Energized Primary Voltages. Year 3 continues with Classroom, Practicals and OJT, and allows for all Energized Voltages to be worked.

Costs to produce one Qualified Line Erector through the 4-year program, including equipping the apprentice and administrative costs is currently \$537,899.00.

DIRECTION:

Discussion of strategies, priorities and potential funding sources

MOTION:

N/A

ATTACHMENT(S):

Fiscal Impact Analysis – N/A
Apprentice Program cost analysis spreadsheet
Standards of Apprenticeship