High Road Training Partnerships

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SECTION 9

9.3 Competent men with adequate experience or training shall be made available for all tools and equipment to be operated by longshoremen.

9.31 Subject to the ultimate control of the Joint Coast Labor Relations Committee, the Joint Port Labor Relations Committee shall provide for the availability of the necessary men when there are not sufficient such competent longshoremen available.

9.4 The Employers will train men and administer the necessary skill training programs. The Employers must be satisfied as to the qualifications of the men so trained and make the determination that they are skilled men. Such men shall be jointly certified. In turn, the men so trained, as well as the men already trained and/or qualified have the obligation to work in the skills in which they have been trained or are already qualified.

9.41 Trained and/or qualified skilled men shall accept work in their skill when checked in for work or while working in other categories. Failure to fill the minimum complement of skilled work as ordered by the employer shall result in penalties levied by the JPLRC against men who do not make themselves available for such work when skilled men are needed.
Expanding the Partnership

PMA

CALIFORNIA Workforce Development Board

EDD Employment Development Department

ILWU International Longshore & Warehouse Union

LA THE PORT OF LOS ANGELES
California’s declared commitment –

“Developing a workforce system that enables economic growth and shared prosperity on the basis of innovation, quality, and skills attainment.”

“High Road employers pursue competitive strategies based on quality of product and service achieved through investment in human capital, and thus generate family supporting jobs where workers have agency and voice in their worksite.

Grant awards of $600,000 ($500,000 + $100,000)

Two year grant timeline (April 2017 – July 2019)

Port served as the grantee of the award
HRTP Grant Project

- **Training Need:** Lashing
- **Structure:** Developed a Partnership Structure with an Executive Committee and Technical Committee.
- **Training Experts:** ICF
- **Development:** Technical Committee and ICF met weekly.
Previous Lashing Training Program
HRTP Lashing Training Program
HRTP Lashing Training Program
HRTP Lashing Training Program
HRTP Lashing Training Program
HRTP Lashing Training Program

Day 2 – Conclusion

What hazards do you see?

Do you notice the open hatch?

Notes:

Day 2 – Conclusion

Which pics are dropped correctly and incorrectly?

Notes:
HRTP Lashing Training Program

- Two-day Training Program
- Curriculum:
  - Experience based training program.
  - Curriculum materials mostly based on actual photos taken by longshore workers here in L.A.
- Simulator:
  - 4 containers by 8 containers
  - Two-story walkway
  - Set-up to allow for training of different lashing configurations.
- Cohort of 100 pre-entry level longshore workers going through initial pilot of the program who already passed old lashing test.
High Road Training Partnership

Lessons Learned
THANK YOU