Establishment of UVM/UE Training Committee

- PPD supply’s staff support’s the committee to fulfill the needs under Article 16 of UVM/UE Agreement!!!
  - David Hamilton, Christopher Reid, Gregory Peryea, Jon Thibault, & Jeffrey Burnham.
  - Salvatore Chiarelli, Dave Blatchly, Dennis Coakley, Stephen Znamierowski, Vince Brennan & Peter Blackmer.

- Charge of Article 16
  - Create Training Opportunities
  - Study the feasibility of establishing various job-related training programs
  - Make recommendations to appropriate University officials
Training Committee Starts Working !!!

- In April the Committee decided to develop a survey
- UVM resource Lime Survey
- Employee’s aspirations
- Employee’s career advancement desires
- Resources can be targeted
- Create internal opportunities
Results
What area of Physical Plant do you work?

- Davis Zone
- Grounds, Recycling, Automotive
- Medplex Zone
- MMW, TCO, 284 Admin
- South/Projects Zone
- Trinity Zone
- Utilities Zone, Controls Crew
What job Category are you in?
What is your age?
How many years of service do you have with Physical Plant Department?

- 0-5 years (28)
- 6-10 years (21)
- 11-15 years (15)
- 16-20 years (11)
- Over 20 years (19)
- No answer (12)
- Not completed or Not displayed (4)
How do you TYPICALLY hear about training and professional development opportunities?
Where would you like to see yourself in your career 2 years from now?

- More technical training for new equipment
- Have a better understanding of building systems
- Supervisory/Management
- 2nd Shift Utility Controls
- Fully engaged in my current position
- Very happy where I am now
- Retired
- S license
- Doing the same job but better
- Associate Director or Director level
- Same but working at my bachelor's degree here at UVM
- Teaching refrigeration, air conditioning, heating and ventilating
- HVAC Tech
Where would you like to see yourself in your career 5 years from now?

- HVAC Tech
- Getting ready for Retirement
- Pursuing a Bachelor Degree
- Supervisory/Management
- Project management or supervisory
- Director or VP
- Working towards a master’s degree
- Leading a larger crew within my shop

- Just hope I still have a job here
- Project management
- Fishing in Gulf of Mexico (Retired)
- Possibly moving up the ladder
Where would you like to see your career 10 years from now?

- Preserving the integrity of the architectural history of the campus and teaching others how to do it
- In a successful career in management
- Working on specialized systems
- Developing and moving forward a team as a senior leader
- AVP of AFS
- President
- Nearing retirement
- Retired
- In a job where I use more brain than muscle
- I’d like to look towards retirement in a warm climate
- Enjoying life, having fun
- Still fishing
If the Physical Plant Department establishes a program to provide opportunities for staff to experience or sample different job tasks related to different positions, would you be interested in participating?
Would you like to learn a new skill or craft from someone else?
Are you willing to demonstrate or teach your skill to others?
If career counseling or job coaching is provided by UVM/Physical Plant Department would you take advantage of this program?
What’s Next?

- Using Compliance Suite to track Types and Categories of training.
- Creating a Standing Operating Procedure system.
  - An opportunity for all employees to participate in SOP development.
  - An opportunity for all employees to initiate Job Hazard Analysis.
- Researching certificate and/or other types of life credit opportunities.
- Creating a clear path for current employees for advancement.
- Training Committee will engage staff to meet needs/wants of PPD and Individuals.
- Another survey is planned.
The Future is Ours....

Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time.

Thomas A. Edison