

Career Launch Endorsement Review (CLER) Application



INSTITUTION Clover Park Technical College

PROPOSED PROGRAM Heating and Air Conditioning Refrigeration (HVAC)

Please note: **Registered Apprenticeship programs become automatically endorsed for Career Launch.** You need not submit an application. You will be contacted with information this fall.

CONTACT INFORMATION

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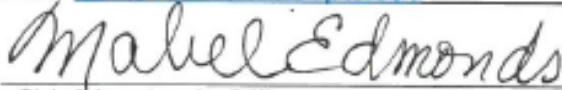
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Chief Academic Officer

9/30/19
Date

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Applications are reviewed monthly and are due the first business day of the month.

Electronic submissions only to scopeland@sbctc.edu

Introduction

Clover Park Technical College (CPTC) Heating and Air Conditioning/Refrigeration Service Technician (HVAC/R) program is applying for career launch endorsement.

Almost every building has some form of heating, ventilation, or air conditioning, and when those systems break, it can cause an emergency. Our Heating & Air Conditioning/Refrigeration Service Technician program prepares students to handle those emergency circumstances with the knowledge, skill, and experience to diagnose and repair the systems.

This industry is already in high demand and growing quickly, and technicians with integrity and great diagnostic and repair skills can be rewarded with very high wages. Students in CPTC's program prepare for entry-level positions as service technicians, building maintenance technicians, equipment assemblers, and residential and light commercial installers. They get hands-on, work-based training through realistic activities on and off-campus.

Program Checklist

P1. Program description including length of program in years and total hours (including split between classroom and worksite).

Postsecondary Credential	Years/Mo.	Hours	Classroom Hours	Work-Based Learning Hours
HVAC Associate of Applied Technology (AAT)	1.5year/18 mo.	1459	1259	200

P2. Estimated number of hours per week at worksite and in classroom (this approach may shift throughout the program).

HVAC/R students enrolled in the AAT are required to complete the first three quarters or nine months of their classroom and simulated lab training. Upon successful completion, students enter into their final quarter and are placed in work-based learning agreements. See Chart in IR-1 for the list of work-based learning employers.

P3. Demonstration of labor market demand for specified skills/career in local region

This Career Launch program qualifies students to work as a Heating, Air Conditioning, and Refrigeration Mechanic or Installer. This occupation is in demand in Washington state, with an average annual growth rate of 1.8% through 2027 (Washington State Employment Security Department (ESD), 2019). The state's growth in openings in this position is tied for the 7th largest in the nation, according to CareerOneStop (2019).

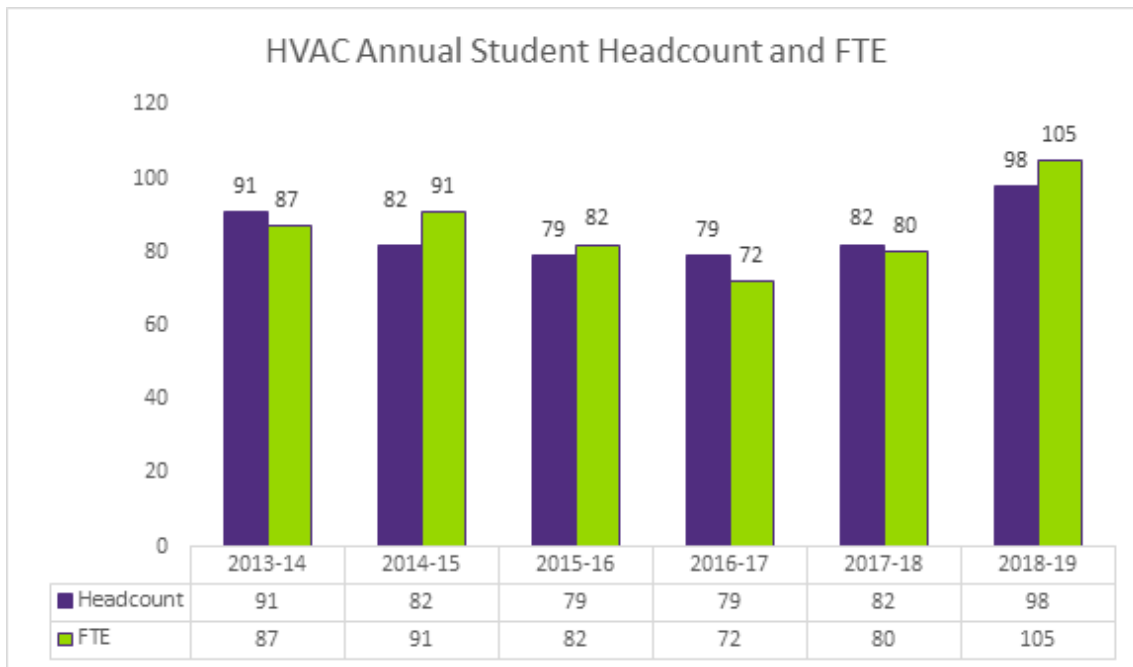
In Pierce County, ESD lists the occupation as in balance, with the region's education system producing as many graduates as the field needs. Neighboring King County is

experiencing demand for this occupation, and Clover Park is one of Western Washington’s only comprehensive HVAC programs. Additionally, nearly as many Pierce County residents commute to King County for work as stay in the county (105,100 to King County versus 134,900 staying in Pierce County) (Workforce Central, 2019). CPTC’s HVAC/R graduates can easily find work either within Pierce County or in King County, as evidenced by the 83% employment rate of students graduating in 2016-17, the most recent year available.

P4. Projected count of student enrollment, student completion, and anticipated employer participation for 5 years, post-pilot.

Enrollment

The HVAC/R program at Clover Park is one of the highest enrolled at the College and frequently has waitlists for entry. Since 2016-17, overall program enrollment has been increasing yearly. Due to quarterly credit loads exceeding 15 credits and a four-quarter schedule, HVAC/R students are often more than one FTE.

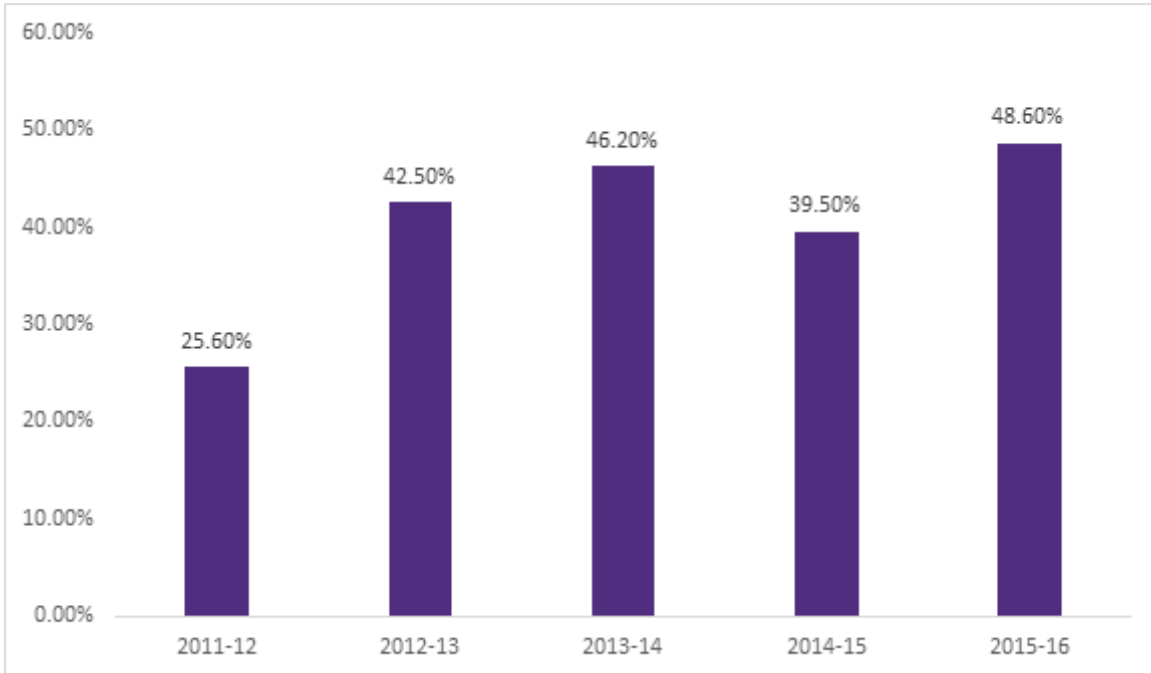


With an infusion of Career Launch funding, CPTC expects to add up to 20 FTE/20 students per year through increased and better-equipped instructional and lab space. The College is exploring the possibility of hosting a Daikin training center, which would be one of only two in the South Sound and provide our graduates, and incumbent workers using the training equipment, with unique and sought after skills with one of the largest HVAC/R equipment manufacturers in the country.

Completion

Program completion rates have been increasing through the efforts of the faculty to encourage students to complete their general education requirements, which are necessary to complete the AAT degree. Clover Park is currently in the second year of

implementing the Guided Pathways initiative, which will have positive impact on completion rates by the end of the pilot phase. General education classes will be interwoven into the curriculum and scheduling realignment will ensure these classes are scheduled compatibly with professional-technical classes.



Employer Participation

The HVAC/R program is a professional-technical program deeply connected to the workforce through its advisory board and mandatory work placements during the last quarter of the program. The faculty place students in a variety of settings including union and non-union, commercial and residential, to expose them to the array of environments they are qualified to work.

The program currently places each student with one of the dozens of employers through either individual connections or the strong relationship with the UA Local 32 union. Due to the quality of program graduates, and the diversity of skills and licenses they earn during the program, the faculty currently have more employers requesting student placements than students available to place. Increasing the number of program graduates available to begin working will directly impact regional workforce needs and continue to ensure students have engaging and productive work experiences as they transition to the workplace.

P5. Concise description of development process to create the Career Launch program (e.g. who was involved, when, how was the program piloted, etc.)

The HVAC/R program was established at Clover Park Technical College in 1986. In 2016, newly hired faculty members, along with new members of the program advisory board

established a new vision for the HVAC/R program to graduate HVAC/R technicians to enter the workforce above entry-level positions. Program faculty, advisory board leaders, and college administration see alignment between the program growth goals and a Career Launch endorsement. An endorsement would allow for the HVAC/R program to expand upon its growing reputation, expand program capacity, enhance the student experience and deepen employer relationships.

- P6. Signed letter of endorsement from all relevant partners, stakeholders and regional networks (including employers, labor organizations, academic institutions, community-based organizations, individuals, and other relevant stakeholders in support of the proposed Career Launch program). Regional network endorsement preferred.**

See letters of support in the appendix.

- P7. Description of resources, supports, or other processes to recruit and support students from underserved backgrounds (e.g. including students of color, students from low income families, English language learners, students with disabilities, foster students, students experiencing homelessness, students from single parent homes, and other populations that face barriers to employment); or create an implementation plan to do so.**

Clover Park, as an open-access technical college, is dedicated to providing high-wage opportunities to students from diverse and underserved backgrounds. The College's enrollment of these populations has greatly increased in recent years (such as an increase in students of color from 26% to 46% in the last decade), and faculty and staff have worked diligently to meet their academic and non-academic needs.

Academically, the College offers tutoring and disability services designed to help students succeed in their coursework based on their individual needs. The Dean overseeing the HVAC/R program has also expressed interest in investigating a potential I-BEST path for HVAC/R students, providing for more support and rapid entry for students regardless of academic background.

Non-academically, the College offers support for students facing:

- food insecurity (daily free peanut butter and jelly sandwiches, an on-campus food pantry, and once a week visits from the Nourish Food Bank mobile truck),
- shelter insecurity (emergency assistance grants to pay utilities and housing bills),
- transportation issues (free bus passes), and
- childcare issues (on-campus childcare accepting DSHS vouchers and grants from student government and the US Department of Education to pay all or a portion of child tuition).

Student recruitment off-campus also emphasizes the support and resources available to low-income students who attend. The HVAC/R program specifically participates in

the annual Pierce County Career Day hosted by WorkForce Central for Western Washington high school students, exposing non-traditional and diverse students to the possibilities offered by careers in the trades. Workforce funding specialists and related materials often accompany recruiters and table recruiting events to provide information on the numerous funding pools available to low-income, unemployed, and potential laid-off students.

In 2018, CPTC received Career Connect Washington funding to target youth and connect them to high-demand, high-wage fields through education and training. HVAC/R was one of the five initial programs CPTC included its CCW plan to connect youth to career pathways through outreach, class visits, enrollment, and funding supports.

The HVAC/R program, in particular, enrolls a greater share of veterans and economically disadvantaged students than the College as a whole (25% and 40%, respectively). Each program at CPTC has worked with the College Relations/Marketing department over the past two years to re-do recruiting materials, including filming promotional videos. The recent addition of a Chief Diversity Officer to the College's executive team will also help the HVAC/R faculty continue to recruit a representative and richly diverse student body for the program.

Industry-Related Checklist

I-R1. Address of worksite(s) where Career Launch students will complete supervised training.

The following chart lists the HVAC/R program's primary employer partners where students are placed for work-based learning agreements. Students must complete the first three-quarters of the HVAC/R program into their final fourth quarter where they are placed in a work-based learning agreement for a six to ten-week training experience.

Employer	Address	Wages
Source Refrigeration HAVC, Inc.	1524 45th St. E., Sumner, WA 98390	\$24.00
The Boeing Company	700 S Renton Village Place, Renton, WA 98055	\$28.00
Total Equipment Care, Inc.	1911 SW Campus Drive, Federal Way, WA 98023	\$20.00
Electromatic Refrigeration, LLC	325 Washington Ave. S. Kent, WA 98032	\$23.00
Eco Lab	31919 1 st Ave. S. Federal Way, WA 98003	\$26.00
Mechanical Control Services, INC.	6426 18 th Street E, Fife WA 98424	\$22.00
Air Systems Engineering Inc.	3602 Pine Street Tacoma, WA 98409	\$18.00
ARCH Mechanical	PO Box 2085, Shelton, WA 98584	\$26.00
Pacific Refrigeration Unlimited	PO Box 1557, Tacoma, WA 98401	\$23.00
Ambient Control Expert HVAC/R Solutions	1411 R Street NW, Auburn, WA 98001	\$21.00
Plumbers, Pipefitters & Refrigeration/HVAC Local 32	595 Monster Road SW, Renton, WA 98057	\$35.00
Ballard Natural Gas Service	4758 Ballard Ave NW Seattle, WA 98107	\$23.00
BTU Mechanical, LLC	PO Box 65631 University Place, WA 98464	\$25.00
Brennan HVAC/R	4601 S 134th Pl, Seattle, WA 98168	\$23.00
Walsh Equipment Repair	1519 128 th PL NE, Bellevue, WA 98005	\$26.00
Sheet Metal Workers, Local 66	11831 Beverly Park Rd, Everett, WA 98204	\$35.01
McDonald Miller	2500 S Holgate St, Tacoma, WA 98402	\$35.01

*Due to the rotating nature of the job site locations for HVAC technicians the address provided was limited to the employer address.

I-R2. Hourly wage for Career Launch participants.

See chart in I-R1.

I-R3. List of entry-level positions and associated job descriptions for which a Career Launch student would be eligible for upon completion.

- Pacific Air Systems: Entry Level HVAC Maintenance Technician <http://bit.ly/PacificAir1>
- Legacy Air: HVAC Technician Preventative Maintenance <http://bit.ly/LegacyAir1>
- Air Systems Engineering, Inc.: HVAC Service Technician <http://asei.ws/careers>
- Kliemann Brothers Heating & Air Conditioning: Entry Level Installer – Retro Fit <http://bit.ly/KliemannBros1>
- Air Flo Heating Co.: Entry Level HVAC Service Technician <http://bit.ly/AirFlo1>
- ATVI: Entry Level HVAC Technician <http://bit.ly/ATVI1>
- Avalon Contracting Inc.: HVAC Technician <http://bit.ly/AvalonCont1>

I-R4. List of specific skills and competencies required for completion of the Career Launch program, with demonstrated alignment to entry-level positions, job descriptions, and average local salary ranges.

Average local salary ranges can be found in links to current job postings in I-R3.

<p align="center">Program Outcomes as established by program advisory board</p>	<p align="center">Current Job Announcement/Minimum Requirements</p> <p align="center"><i>*Taken from a list of entry-level positions listed in I-R3</i></p>
<p>Employ modern practices used in the industry in order to fix and maintain heating, ventilation, air conditioning, and refrigeration equipment.</p>	<ul style="list-style-type: none"> • Repair or replace defective equipment, components, or wiring on HVAC equipment • Carry out preventative maintenance tasks and inspections on HVAC equipment • Prepare for on-site installation and repairs by examining building layout, anticipating difficulties, gathering materials and coordinating on-site work as necessary
<p>Formulate solutions to common problems associated with heating, ventilation, air conditioning, and refrigeration equipment based on knowledge of traditional theory and formulas.</p>	<ul style="list-style-type: none"> • Must possess the ability to work with minimal supervision and able to read and work off of mechanical drawings • Diagnose and troubleshoot problems with HVAC equipment
<p>Use HVAC/R diagnostic equipment and tools skillfully.</p>	<ul style="list-style-type: none"> • Maintain equipment by inspecting for signs of wear • Inspect current HVAC systems for effectiveness and safety • Conduct performance tests with specialized tools
<p>Use industry safety and environmental standards at all times in the shop.</p>	<ul style="list-style-type: none"> • EPA Certification • General knowledge of parts and tools necessary • Identifies and documents all site hazards • Uses proper forms to document fall protection work plans and job site hazard analysis • Adheres to all ASEI safety policies and procedures • Identifies and documents all site hazards • Uses adequate ways to document fall protection work plans and job site hazard analysis
<p>Troubleshoot residential, commercial, and industrial heating, ventilation, air conditioning, and refrigeration systems to conduct repairs.</p>	<ul style="list-style-type: none"> • Identify, analyze, diagnose, and repair systems and products at customers' locations • Troubleshoot current HVAC system issues
<p>Summarize the test standards and information to pass national HVAC/R certification tests.</p>	<ul style="list-style-type: none"> • EPA approved Universal Technician Certification (preferred) • Universal Refrigerant Card preferred • O6A Electrical License preferred • Studies industry literature, manuals, and training materials to continue developing a better understanding of the HVAC industry

	<ul style="list-style-type: none"> • Read and interpret product specifications using his or her experience in working with building specifications, drawings, and designs
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I-R5. Employer attests that Career Launch program is in compliance with required federal, state, and local regulations.

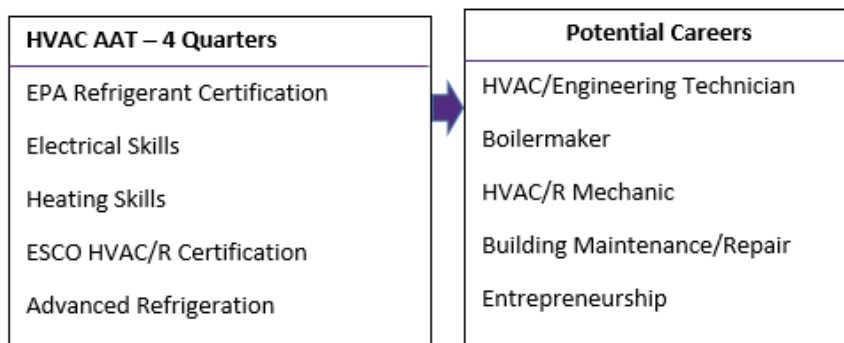
See endorsement letters in the appendix

I-R6. Employers will outline a student supervision and mentorship model.

See the employer letter in the appendix.

I-R7. Description of common career pathway(s) beginning with entry-level position specified with demonstration of likely salary growth over specified time period.

The HVAC/R pathway at Clover Park is designed to be stackable and provide immediate employer-recognized skills and credentials at every level. The Heating, Air Conditioning, and Refrigeration Mechanic or Installer SOC code has a widespread of typical salaries in Washington due to the variety of skills and positions it covers. CareerOneStop lists the range of hourly salaries in the Seattle-Tacoma-Bellevue metro areas as ranging from \$19.60/hour to \$47.10/hour. Clover Park’s associate degree prepares students to work in many industries and specialties, increasing their starting pay and furthering their career progression through a combination of technical abilities learned in the program and the possession of a college degree.



After completing an associate degree at Clover Park, students looking to move in specialized positions, engineering-focused positions, or management positions can transfer into the Bachelors of Applied Science in Operations Management at Clover Park.

I-R8. Demonstrated competency alignment with relevant professional standards for specified entry-level positions when applicable.

The HVAC/R program curriculum is aligned with the Department of Labor and Industries standards, and upon successful completion of the program, graduates can receive 960 hours of credit for work experience towards the 4000 hours required for the 06A electrical license.

The HVAC/R program also aligns curriculum to ensure students receive required

industry training to work on refrigeration equipment and chemicals per the Environmental Protection Agency (EPA). During the third quarter, students receive the instruction necessary to take an EPA exam and obtain their 608 universal cards. This card is required for entry-level employment within the field.

- I-R9. Signed letter from employers partners attesting that Career Launch completers will be ready for specified entry-level jobs, including an optional, non-binding commitment estimating number of Career Launch completers they plan to interview/hire over the first three years of the program.**

See employer letters in the appendix

Academic-Related Checklist

- A-R1. List of academic institution(s) providing career-aligned instruction for Career Launch program.**

Clover Park Technical College

- A-R2. Curriculum scope and sequence aligned to skills and competencies provided in employment checklist.**

The following chart maps program curriculum outcomes with course learning outcomes by the following knowledge levels: introduction, reinforcement, and mastery. Additional credentials are also highlighted in the curriculum map to show when students obtain their L&I trainee card, EPA 608 universal license, ESCO employment testing and work-based

Program Learning Outcomes	HAC102	HAC105	HAC120	HAC162	HAC163	HAC164	HAC169	HAC170	HAC175	HAC181	HAC184	HAC202	HAC230	HAC237	HAC242	HAC246	HAC249	HAC255	HAC257	
Employ modern practices used in the industry in order to fix and maintain heating, ventilation, air conditioning, and refrigeration equipment.	I	R	R	R	I	R	R	I	R	R	R	M	I	I	R	R	R	M	M	
Formulate solutions to common problems associated with heating, ventilation, air conditioning, and refrigeration equipment based on knowledge of traditional theory and formulas.	I	R	R	R	R	R	R	I	R	R	R	M	I	I	R	R	R	M	M	
Use HVAC/R diagnostic equipment and tools skillfully.	I	R	R	R	R	R	R	R	R	R	R	M	M	I	R	R	R	M	M	
Use industry safety and environmental standards at all times in the shop.	I	R	R	R	I	R	R	I	R	R	R	M	M	I	R	R	R	M	M	
Troubleshoot residential, commercial, and industrial heating, ventilation, air conditioning, and refrigeration systems in order to conduct repairs.	I	R	R	R	R	M	R	I	R	R	R	M	M	I	R	R	R	M	M	
Summarize the test standards and information in order to pass national HVAC/R certification tests.	R	R	R	R	R	R	R	R	R	R	R	M	M	M	I	R	R	R	M	
Core Abilities																				
Communication	I	R	R	R	R	R	R	R	R	R	R	R	M	I	I	R	M	M	M	
Critical Thinking / Problem Solving	I	R	R	R	R	R	R	R	M	R	M	M	M	I	I	R	R	M	M	
Personal / Professional Responsibility	I	R	R	R	R	R	R	R	M	R	M	M	M	I	I	R	M	M	M	
Information / Technological Literacy	I	R	R	R	R	R	R	I	R	R	R	M	M	I	I	R	R	M	M	
	I	Introduce: Provides a first look at concepts, ideas, systems and processes																		
	R	Reinforce: Builds upon fundamental concepts																		
	M	Master: Independent problems solving and troubleshooting																		
		Student obtains an L&I Trainee Card for an HVAC/R (06A)																		
		Student obtains an EPA Certification																		
		Student takes the ESCO/Work Prep Exams																		
		Student is placed in work-base learning experiences																		

learning occurs. See the Scope and Sequence appendix for course detail.

A-R3. Demonstration of student supports (e.g. mentoring, advising, financial aid, tutoring) available for Career Launch students enrolled in the course.

Clover Park has taken several steps to ensure students receive the support they need at every stage during their educational journey. In the last year and a half, the entry process has been completely redesigned and includes two important new components: the entry survey, which a student takes before meeting with an entry specialist, asks students for a variety of identifiers which trigger emails to supports teams for them to follow up with the student. For example, a student who answers that they are currently unemployed, a veteran, and has two children who need childcare would receive messages from the Workforce Development funding office, the Veterans Resource Center, and the childcare center. Second, Clover Park is in the process of embedding a career assessment tool, which will help match student interests into the College's programs, encouraging non-traditional and diverse populations to consider trades programs when appropriate and aligned with their results.

As mentioned previously, the College has many academic and non-academic supports for students once they enroll. The Library hosts a tutoring center and provides access to an online tutoring service, and the Veterans Resource Center has additional tutoring for veteran students. Advising staff are aligned with specific programs, so the HVAC/R students have one dedicated place to go to for questions. Advisors visit program classes before registration each quarter to remind students to register and ensure they are enrolling in the right classes for their degree. The Advising Center also offers drop-in hours for students with immediate questions. Students funded by Workforce Development pools (BFET, Opportunity Grant, Worker Retraining, etc.) have access to additional advising resources in that office.

The College and its Foundation work together very closely to provide financial resources to help students enroll in, stay in, and complete their college program. As mentioned earlier,

students are qualified for Workforce funding as soon as they enter the College. CPTC offers all forms of federal financial aid, including Pell Grants, Special Educational Opportunity Grants, and Federal Work-Study. The CPTC Foundation awards over \$100,000 per year in scholarships, and HVAC/R students are eligible for approximately half the funds (the others are specific to another program).

A-R4. Number of postsecondary credits provided and / or credential earned upon completion of program.

Postsecondary Credential	Clover Park Technical College Credits
HVAC Associate of Applied Technology (AAT)	112

*See program scope and sequence in appendix.

A-R5. Demonstrated curricular alignment with relevant professional and / or academic standards associated with coursework and credential, when applicable.

The program learning outcomes and course-level outcomes are aligned with employer needs and the competencies required for students to pass the ESCO Employment Ready Certifications. In addition, the College has a formal, and detailed articulation with the UA Local 32 union which spells out the competencies the CPTC program provides which transfer to the union’s training program for further development and accumulation of hours towards full licensure.

A-R6. Details of potential for current or future partnerships and/or scalability of the program within and across sectors and/or geographic locations (e.g. articulation, degree pathways), when applicable.

HVAC/R students have access to enroll in the Bachelors of Applied Science Operations Management pathways at Clover Park Technical College. Student completers from the HVAC/R program can apply for this additional college credential pathway. Students are also encouraged to take this pathway with the AAT academic bridge program.

In the next two years, Clover Park’s HVAC/R program plans to apply for national accreditation recognition through the ESCO Group as an HVAC Excellence program, which would be the only of its kind in Washington state. The ESCO group is a national organization that validates and establishes standards of excellence for HVAC/R educational programs.

Additionally, Clover Park realizes the dramatic impact on education, training, work-based learning, and licensure requirements which will be brought about by the new standards taking effect in 2023. Program faculty and college administration will work closely with employers and local unions to ensure the College’s graduates are well-prepared to enter the workforce with enough training hours and the right skills.

End of Application.

Appendix

HVAC/R AAT Degree Scope & Sequence of Courses

Quarter 1					
Courses	Hours				Credits
	Lecture	Lab	Other	Total	
HAC 102 Basic Electricity	40	20		60	5
HAC 105 Electrical Circuits	20	40		60	4
HAC 120 Advanced Controls and Troubleshooting	30	20		50	4
HAC 162 Electric Motors and their Applications	20	40		60	4
HAC 164 Electric Motor Controls and Trblshtg Motors	20	20		40	3
HAC 163 Refrigeration Controls	20	20		40	3
HAC 169 Advanced Motor Theory	20	0		20	2
TOTAL				330	25

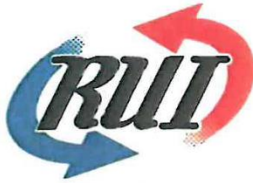
Quarter 2					
Courses	Hours				Credits
	Lecture	Lab	Other	Total	
HAC 170 Heating I	77			77	7
HAC 175 Heating I Lab		100		100	5
HAC 181 Heating II	60			60	6
HAC 184 Heating II Lab		88		88	4
TOTAL				325	22

Quarter 3					
Courses	Hours				Credits
	Lecture	Lab	Other	Total	
HAC 230 EPA Refrigerant Recovery Certification	12			12	1
HAC 237 Basic Refrigeration I	77			77	7
HAC 242 Basic Refrigeration I Lab		100		100	5
HAC 246 Basic Refrigeration II	60			60	6
HAC 255 Basic Refrigeration II Lab		70		70	3
TOTAL				319	22

Quarter 4					
Courses	Hours				Credits
	Lecture	Lab	Other	Total	
HAC 202 Advanced Refrigeration	50	100		150	10
HAC 249 Job Readiness	20	60		80	5
HAC 257 Commercial Refrigeration/Advanced Reprigeration	50	40		90	7
				0	
TOTAL				320	22

Required General Education Courses (to be taken throughout program)					
Courses	Hours				Credits
	Lecture	Lab	Other	Total	
ENGL& 101 or Higher	55			55	5
MAT 105 or Higher	55			55	5
PSYC& 100 or other social sci or humanities course	55			55	5
College 102					3
Computer Literacy Requirement					3
TOTAL				165	21

Technical Program hours and credits	1294	91
General Education Hours and Credits	165	21
Total	1459	112



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aknutz@ ru-inc.com

September 24, 2019

Clover Park Technical College
South Hill Campus
17214 110th Ave E
Puyallup WA 98374-9509
253-583-8904

Dear Fellow Deans,

I'm writing in hopes of highlighting my passion for the mechanical trades, your continued contribution to the industry, and my aspiration to assist in a greater capacity.

This industry was ingrained in my DNA as a young child as I watched my father work long hours as a HVACR service technician, eventually leading him to founding Refrigeration Unlimited (RUI), nearly three decades ago. The success of RUI has been no accident and finds its traction in good people, technical hands, and talent willing to step up and cater to an industry that rarely gets noticed.

Consumers around the world shop stores and warehouses , filling their baskets with perishable foods, paying little or no attention to the conditioning miracle playing out behind the scenes. This un-noticed system parallels the greatest problem our industry faces today; lack of skilled talent.

Clover Park is a premier educator, catering to those interested in HVAC or refrigeration, and RUI as a company continues to make every effort to boost the refrigeration exposure in the program..

As you gain more classroom real estate, as I'm sure you will with the industry trends, RUI is offering to provide additional surplus equipment as available to allow all students a hands-on experience.

Thanks you for your shared partnership in this demanding industry!

Sincerely,

Adam Knutz

Refrigeration | HVAC | Consulting | 24/7 Service | Energy Management Systems | Industrial | Electrical | General Contracting

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Quality, Integrity, and Service Since 1993

WER WALSH EQUIPMENT REPAIR, INC.

October 1, 2019

RE: Clover Park Technical College HVAC Program Career Launch Endorsement

Washington State Board for Community and Technical Colleges,

Walsh Equipment Repair would like to offer this letter of endorsement to the Clover Park Technical College HVAC program for Career Launch Endorsement. We have an excellent relationship with the Community and Technical college system and have had graduates become successful employees for our company. We are interested in continuing to partner with the college to create additional pathways to employment through educational programs and work-based learning opportunities.

Walsh Equipment Repair participates in the work-based learning component of the HVAC program by providing on-the-job paid experience to students in their 4th quarter of the program. Students must meet the minimum qualifications, sit for an interview, and be 'hired-on' in order to participate in this experience. Students who participate in our work-based learning experience earn comparable industry wages, college credit, and valuable work experience under the guidance of a journey-level worker who provides mentorship and supervision. We work closely with CPTC to ensure students placed with us are trained on, and adhere to, federal, state, and local regulations covering the work and the workplace.

Upon review of the HVAC curriculum and as demonstrated by the quality of students participating in the work-based learning and exiting the program, it is clear that graduates of the program are more than prepared for entry-level and beyond in-demand positions in the industry such as: HVAC Technician, Installer, and Refrigeration Mechanics. CPTC's HVAC program not only prepares students with a rigorous and thorough curriculum which aligns with industry competencies and Labor and Industry standards and regulations, it also provides the students with the opportunity to earn the EPA 608 Universal Certification credential which is essential to employment in this field.

We are prepared to offer successful graduates, who meet our employment qualifications, interviews and potential employment based on our hiring needs.

Please feel free to contact me for more information about this endorsement and our partnership with CPTC.



Mark Walsh
President



UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 32 – 595 Monster Rd SW, #213 Renton, WA 98057

Subject: Clover Park Technical College HVAC Program Career Launch Endorsement

Mark McManus
General President

Patrick H. Kellett
General Secretary-Treasurer

Michael A. Pleasant
Assistant General President

October 1, 2019

Washington State Board for Community and Technical Colleges,

UA Local 32 would like to offer this letter of endorsement to the Clover Park Technical College HVAC program for Career Launch Endorsement. We have a long standing relationship with the Community and Technical college system and have seen many graduates becomes successful employees for our company. We are interested in continuing to partner with the college to create additional pathways to employment through educational programs and work-based learning opportunities.

UA Local 32 participates in the work-based learning component of the HVAC program by providing on-the-job paid experience to students in their 4th quarter of the program. Students must meet the minimum qualifications, sit for an interview, and be 'hired-on' in order to participate in this experience. Students who participate in our work-based learning experience earn comparable industry wages, college credit, and valuable work experience under the guidance of a journey-level worker who provides mentorship and supervision. We work closely with CPTC to ensure students placed with us are trained on, and adhere to, federal, state, and local regulations covering the work and the workplace.

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We are prepared to offer successful graduates, who meet our employment qualifications, interviews and potential employment based on our hiring needs.

Please feel free to contact me for more information about this endorsement and our partnership with CPTC.

Sincerely,

Zachary T. Smith
Business Development Specialist
U.A. Local #32





September 30, 2019

RE: Clover Park Technical College HVAC Program Career Launch Endorsement

Washington State Board for Community and Technical Colleges,

Erickson Refrigeration would like to offer this letter of endorsement to the Clover Park Technical College HVAC program for Career Launch Endorsement. We have a long standing relationship with the Community and Technical college system and have seen many graduates becomes successful employees for our company. We are interested in continuing to partner with the college to create additional pathways to employment through educational programs and work-based learning opportunities.

Erickson Refrigeration participates in the work-based learning component of the HVAC program by providing on-the-job paid experience to students in their 4th quarter of the program. Students must meet the minimum qualifications, sit for an interview, and be 'hired-on' in order to participate in this experience. Students who participate in our work-based learning experience earn comparable industry wages, college credit, and valuable work experience under the guidance of a journey-level worker who provides mentorship and supervision. We work closely with CPTC to ensure students placed with us are trained on, and adhere to, federal, state, and local regulations covering the work and the workplace.

Upon review of the HVAC curriculum and as demonstrated by the quality of students participating in the work-based learning and exiting the program, it is clear that graduates of the program are more than prepared for entry-level and beyond in-demand positions in the industry such as: HVAC Technician, Installer, and Refrigeration Mechanics. CPTC's HVAC program not only prepares students with a rigorous and through curriculum which aligns with industry competencies and Labor and Industry standards and regulations, it also provides the students with the opportunity to earn the EPA 608 Universal Certification credential which is essential to employment in this field.

We are prepared to offer successful graduates, who meet our employment qualifications, interviews and potential employment based on our hiring needs.

Please feel free to contact me for more information about this endorsement and our partnership with CPTC.

Gregory J Edwards
President

A handwritten signature in black ink, appearing to read "Gregory J Edwards", is written over the printed name and title.