



Fire Protection Training

Procedures Handbook 4300

ORIENTATION

TOPIC: California Joint Apprenticeship Program

TIME FRAME: 30 Minutes

LEVEL OF INSTRUCTION:

BEHAVIORAL OBJECTIVE:

Condition: A written quiz

Behavior: The student will identify components and purpose of the JAC Program

Standard: With a minimum of 70% accuracy

MATERIALS NEEDED:

- Joint apprenticeship program informational brochure
- Sample joint apprenticeship agreement
- Chalkboard
- Chalk
- J.A.C. Supervisor of Apprentices Handbook

REFERENCES:

- Joint Apprenticeship Program Brochure

PREPARATION:

An apprenticeship program has been developed within CDF for the Firefighter II and Fire Apparatus Engineer civil service classifications. Upon successful completion of the three year program of supplemental and related training the apprentice attains journeyperson status.



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CALIFORNIA JOINT
APPRENTICESHIP PROGRAM

PRESENTATION	APPLICATION
<p>I. CALIFORNIA FIREFIGHTER JOINT APPRENTICESHIP PROGRAM</p> <ul style="list-style-type: none">A. Sponsored by the California State Fire Marshal and the California Professional Firefighters (CPF), AFL-CIO.B. Increases Worker Productivity and Provides the Versatility Necessary to Meet Constantly Changing Conditions.C. Standardizes On-the-job Training and Related Technical Instruction for a Specified Length of Time and for a Specific Range of Skills.D. Provides a Supply of Skilled Workers Adequate to Meet Present and Future Employer Needs.E. Establishes a Written Agreement between the Program Sponsor and the Apprentice at Pre-determined Rates of Training Pay.F. Attracts Capable Young Men and Women to Careers in Specified Occupations.G. Prospective Apprentices Must Have:<ul style="list-style-type: none">1. The ability to comprehend and learn the skills and knowledge required to perform demands of the occupation. <p>II. PROFESSIONAL FIREFIGHTER STANDARDS</p> <ul style="list-style-type: none">A. Formulated in 1980 by California State Fire Marshal and California Professional Firefighters of California.	<p>Show and discuss - Joint Apprenticeship Program Information Brochure</p>



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<ul style="list-style-type: none">B. Close Working Relationship with Cooperative Personnel Services (A Division of California State Personnel Board).C. To Develop Uniform Employment and Selection Procedures for Firefighter II's and Fire Apparatus Engineers.D. Advisory Committee Consisted of Members from a Variety of Disciplines, Who Collectively Provided Skills, Knowledge and Interests to Further Enhance Skill Levels and Professionalism within the California Fire Service.E. Emphasis Placed on Statewide Firefighter Apprenticeship Program Designed to Bring More Women and Minorities into the Fire Service.F. In 1981, a Firefighter Apprenticeship Program Selection Advisory Committee was Established Involving Members from State and Local Agencies to Develop Job-Related Selection Procedures and Training Standards.G. Training Standards Include California State Board of Fire Services Requirements and National Apprenticeship Standards Developed by International Association of Fire Chiefs and International Association of Firefighters, AFL-CIO.H. The State Joint Apprenticeship Committee (CFF-JAC) is Composed of Fourteen (14) Members. Seven (7) Represent Labor and are Appointed by the California Professional Firefighters and Seven (7) Represent Management and are Appointed by the State Fire Marshal.	<p>What are some training standards used in JAC programs?</p>



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<p>III. OUTREACH RECRUITMENT AND PREPARATION</p> <ul style="list-style-type: none">A. Designed to Attract Capable Young Men and Women to Careers in the Fire Service and to Assist in Preparation for Written, Physical Agility, and Oral Examination Inherent in the Screening and Selection Process.B. Job Related Instruments for the Written, Physical Agility and Oral Examination Have Been Developed by the Cooperative Personnel Services for Testing and Qualifying Candidates. <p>IV. ACADEMY TRAINING</p> <ul style="list-style-type: none">A. Usually 8-12 Week Academy Training Conducted by the Fire Department.B. Successful Candidates Qualify for Firefighter I Certification by the State Board of Fire Services. <p>V. POST-EMPLOYMENT DEVELOPMENT AND TRAINING</p> <ul style="list-style-type: none">A. Following Graduation, Apprentices Become Probationary Employees of the Subscribing Employer.B. Receive On the Job Training and 144 Hours Per Year of Supplemental and Related Instruction. <p>VI. IMPLEMENTING LOCAL APPRENTICESHIP PROGRAM</p> <ul style="list-style-type: none">A. CFF-JAC Apprenticeship Program Can Be Implemented in a Local Jurisdiction After a Subscription Agreement Has Been Negotiated Between Local Employer and CFF-JAC.B. Local Costs to the Subscribing Employer Normally Run (\$.50) Per Hour for Each Hour Worked. <p>VII. APPRENTICESHIP SELECTION PROCEDURES</p>	



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<p>A. Screening and Selection Instruments Developed by Cooperative Personnel Services, include:</p> <ol style="list-style-type: none"> 1. Written examination 2. Physical agility testing 3. Oral interview 4. Pre-employment medical 5. Background check <p>VIII. APPRENTICESHIP STANDARDS</p> <p>A. CFF-JAC Standards Include Requirements for Entry Level Through the Various Stages of Progression to Level of Journeyman.</p> <p>B. Requirements Include:</p> <ol style="list-style-type: none"> 1. Training 2. Education 3. Experience 4. Performance objective for each level of competency <p>IX. DURATION OF APPRENTICESHIP PROGRAMS</p> <p>A. 8-12 Weeks Academy Training - 36 Months, On The Job Training.</p>	<p>What are some of the screening and selection methods developed by Cooperative Personnel Services?</p>



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SUMMARY:

California Joint Apprenticeship Program is clearly designed to benefit both the employer and apprentice firefighter. It allows the apprentice firefighter the opportunity to gain experience and receive training to become marketable in the work force as a fully trained firefighter. The employer benefits through this program by being compensated monetarily for the training of the apprentice as well as augmenting the work force at minimal expense.

EVALUATION:

A written quiz.

ASSIGNMENT:

To be determined by the instructor(s).