



richmond refinery newsletter january 2018

# richmond today

human energy



## focus on the future

By Justin Steele



Chevron is committed to supporting the economic development of the Richmond community. Over the past five years, we've invested more than \$800 million into the local economy through our procurement programs, social investments and tax payments.

We also create impactful partnerships with local government agencies including the City of Richmond and Contra Costa County, educational institutions such as the West Contra Costa Unified School District and Contra Costa College, and non-profits organizations to help residents get the career building skills needed to be successful in today's workforce.

This support includes creating job opportunities here at the Richmond Refinery. But we also work to encourage residents to explore career options in other high-growth, high-demand fields, such as construction and information technology.

Building local workforce skills is an important component to ensuring Richmond has a diverse business base and strong economy. It's also key to helping residents obtain well-paying careers and attain financial security. This month's newsletter focuses on some steps you can take to get on the pathway to a successful career.

Justin is the HR Manager at the Richmond Refinery and Board Member of the Contra Costa County Workforce Development Board

## enfoque en el futuro

Por Justin Steele

Chevron está comprometido en apoyar el desarrollo económico de la comunidad de Richmond. En los últimos cinco años hemos invertido más de \$800 millones de dólares en la economía local a través de nuestros programas de compras, inversiones sociales y pagos de impuestos.

También creamos asociaciones importantes con agencias gubernamentales locales, como la Ciudad de Richmond y el Condado Contra Costa, instituciones educativas como el Distrito Escolar Unificado de West Contra Costa y Contra Costa College, y organizaciones sin fines de lucro para brindar a los residentes destrezas para desarrollar sus carreras y tener éxito en la fuerza de trabajo actual.

Este apoyo incluye crear oportunidades de empleo aquí en la Refinería de Richmond. Pero también nos esforzamos para animar a los residentes a explorar opciones profesionales en otros campos de alto crecimiento y alta demanda, como construcción e informática.

El desarrollo de destrezas laborales en la localidad es un elemento importante para asegurar que Richmond tenga una base de negocios diversa y una economía sólida. También es la clave para ayudar a los residentes a obtener empleos bien pagados y alcanzar la seguridad económica. El boletín de este mes se centra en algunos pasos que puede seguir en el camino a una carrera exitosa.

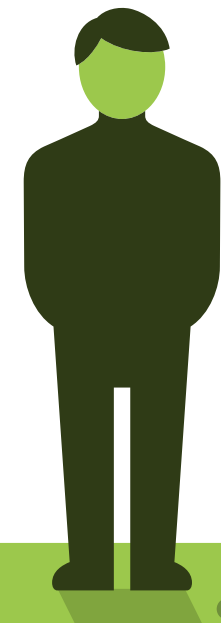
Justin es el gerente de recursos humanos de la Refinería de Richmond y miembro del Consejo de desarrollo de la fuerza de trabajo del Condado de Contra Costa



## finding your career pathway

The jobs of the future require a combination of education and technical training. Increasingly, employers want to know what skills a future-worker possesses. But how do you identify your strengths and gain the skills you need?

The key to choosing a career is to align your interests and abilities with the education and training you'll need to be successful.



## emerging careers

Here are average salaries for some of the fastest growing skills-based careers in Richmond:

**Technical Services \$63,000**  
**Manufacturing \$40,188**  
**Transportation and Warehousing \$41,014**  
**Health Care and Social Assistance \$39,645**

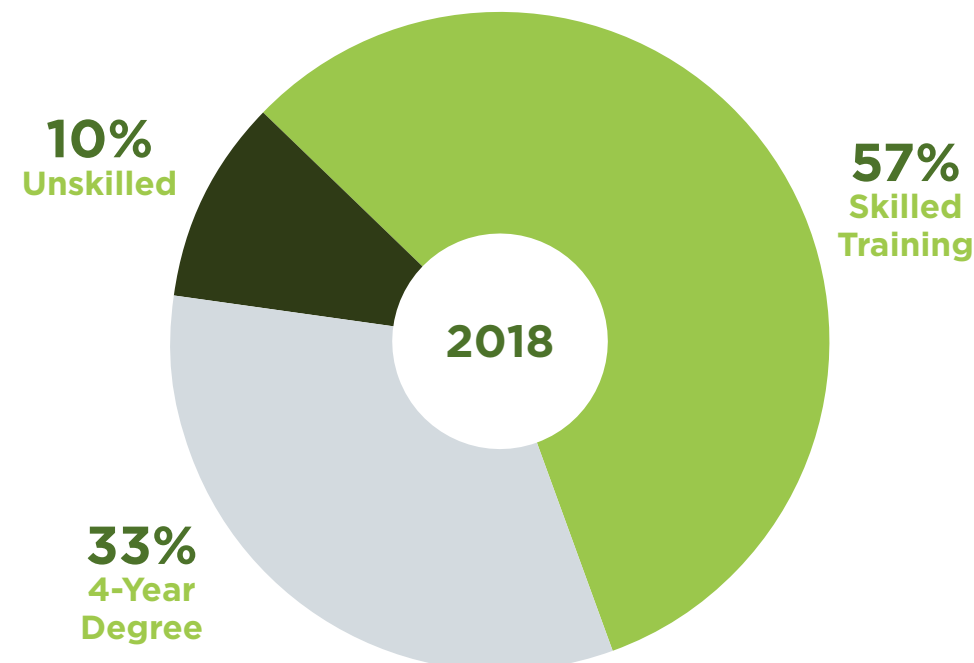
Data: <http://www.bestplaces.net/jobs/city/california/richmond>

## building a successful career in the future requires a holistic approach:



## labor market of tomorrow

In 2018, the overwhelming majority of jobs will be middle-skilled jobs requiring technical skills or training at the credential or associates degree level.



## work readiness skills

Having the technical training and education necessary for the job is just one part of being prepared. Here is a list of important, transferrable skills that employers look for in job candidates.

### Competencies Checklist

- ✓ Attendance
- ✓ Timeliness
- ✓ Initiative and Self-Management
- ✓ Quality of Work
- ✓ Communication Skills
- ✓ Response to Supervision
- ✓ Collaboration and Teamwork
- ✓ Comfort with Diversity
- ✓ Critical Thinking and Problem Solving
- ✓ Workplace Culture, Policy and Safety

“The Stride Center gave me the technical skills I needed to work at Chevron, and also the life skills that boosted my confidence and allowed me to help others in the community.”

— Rudy Campos, IT Specialist at the Richmond Refinery, Stride Center Graduate



## career resources

Having a well-trained, local workforce that is prepared to meet the challenges of the changing global economy is essential to the success of communities like Richmond. The skills needed to prepare workers to take on the jobs of the future are changing.

Here are a handful of organizations in Richmond that can help residents build the skills needed for a successful career pathway.

**Business Development Center**  
[www.wccbdc.org](http://www.wccbdc.org) · (510) 327-9466

**City of Richmond—RichmondWORKS**  
[www.ci.richmond.ca.us/661/RichmondWORKS](http://www.ci.richmond.ca.us/661/RichmondWORKS) · (510) 307-8140

**City of Richmond—YouthWORKS**  
[www.ci.richmond.ca.us/662/YouthWORKS](http://www.ci.richmond.ca.us/662/YouthWORKS) · (510) 412-2044

**Construction Resource Center**  
[www.constructionresourcecenter.org](http://www.constructionresourcecenter.org) · (510) 307-8057

**Contra Costa College—Career Center**  
[www.contracosta.edu/student-services/career-services](http://www.contracosta.edu/student-services/career-services) · (510) 235-7800

**Contra Costa County Construction and Building Trades Council**  
 (925) 228-0900

**Contra Costa County Office of Education**  
[www.cccoe.k12.ca.us](http://www.cccoe.k12.ca.us) · (925) 942-3388

**Contra Costa Economic Partnership**  
[www.ccpartnership.org](http://www.ccpartnership.org) · (925) 246-1880

**Regional Occupational Program (ROP)**  
[richmond.chevron.com/community/rop.aspx](http://richmond.chevron.com/community/rop.aspx)  
 (925) 942-3467

**Renaissance Entrepreneurship Center**  
[www.rencenter.org/locations/richmond](http://www.rencenter.org/locations/richmond) · (510) 221-2000

**RichmondBUILD**  
[www.ci.richmond.ca.us/1243/RichmondBUILD](http://www.ci.richmond.ca.us/1243/RichmondBUILD) · (510) 621-1781

**San Pablo Economic Development Corporation**  
[www.sanpabloedc.org](http://www.sanpabloedc.org) · (510) 215-3200

**Stride Center**  
[www.stridecenter.org](http://www.stridecenter.org) · (510) 234-1300

**West Contra Costa Adult Education**  
[www.wccae.info](http://www.wccae.info) · (510) 231-1444

**Workforce Development Board of Contra Costa County**  
[wdbccc.com](http://wdbccc.com) · (925) 602-6800



# Q & A

## a conversation with

### Derrick Kualapai

Business Manager and Financial Secretary for the United Association of Plumbers and Steamfitters, Local 342



#### Q What does the United Association of Plumbers and Steamfitters, Local 342, do?

We are one of thirty building trade union affiliates in the area that provides qualified skilled and trained workforce to contractors that work at facilities like Chevron and other refineries in the Bay Area.

#### Q What type of jobs do Local 342 members perform?

Our members work in many different sectors and industries including the petrochemical, biotech, automotive manufacturing, semiconductor, and commercial construction, among others, to build piping infrastructure that moves liquids, oils and gases. At Chevron, for example, Local 342 members perform primarily steam fitting and welding. If you look at a refinery, much of the piping, equipment, tanks and columns that you see are all built by the skilled, trained workforce of the Local 342.

#### Q How does someone get into the Local 342 apprentice program?

We are open to all residents who are over 18 years old, have a high school diploma or GED and a valid ID. Our applications for our next apprentice cycle are open from February 5 – 9. Check out our website for more information: <http://www.ua342.org/Training.html>

#### Q What does the program entail?

I am proud to say that Local 342 has a proven track record of graduating the industry's top welders and steamfitters. Our apprentices attend classes for a minimum of two nights per week for five years while obtaining a minimum of 9,000 hours of on-the-job training. The training combines technical training in the classroom with practical work experience.

#### Q What type of skills do prospective applicants need to have?

We actually prefer to train our apprentices from the ground up to ensure they learn proper work place safety skills and techniques. We look for motivated applicants who are willing to show up to work on time and stay all day. Math is also very important to our work, so we recommend a strong base of 8th grade algebra and pre-algebra.

#### Q Are there other apprenticeship programs available to Richmond residents?

Richmond residents should check out RichmondBUILD which is a free pre-apprenticeship program. It provides the specific technical training necessary to work for a trade but also helps instill a good work ethic and basic competency skills. Local 342 places a lot of value on candidates from RichmondBUILD who have demonstrated strong work-ready skills.

#### Q What are the benefits of being a union member?

Joining a union puts you on a pathway to the middle class. In addition to good-paying wages, members also enjoy health and welfare benefits, including medical, dental and eye care. Working for union contractors has provided a great lifestyle for myself and my family.

#### Q What is it like working on Chevron projects?

Our agenda is to safely supply a skilled and trained workforce and working with Chevron has always been a positive experience. I have worked extensively at the Richmond Refinery, and I will say I am blessed to be in a position to continue to partner with the folks at Chevron year over year on projects.

#### Q What advice would you give for someone looking to start a career in a union?

Have a good work ethic, show up every day, stay all day and be committed to working safely. Construction is hard work and you need to be driven to do your best. The beauty of joining the industry through a union apprenticeship is that you're allowed to learn as you go. There is no other industry that gives you high-quality training in a safe, supportive, learning environment.





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### for more information

Email [info@richmondrefinery.com](mailto:info@richmondrefinery.com)  
or call 510-242-2000. For noise  
and odor complaints, please contact  
510-242-2127.

### para más información

Email a [info@richmondrefinery.com](mailto:info@richmondrefinery.com)  
o llamando al número 510-242-2000.  
Para quejas relacionadas con ruidos  
y olores, por favor llame al número  
510-242-2127.

## shaping youth for the jobs of tomorrow



By April Treece

Every summer, the Contra Costa Economic Partnership hosts STEM summer camps for local youth. Started in 2004, the program has enabled youth from Contra Costa and Alameda counties to extend their learning outside of the classroom.

Each camp is five days long and allows students to explore four different career fields including: Engineering, Construction, and Manufacturing; Environmental Science; Biotechnology; and Solar Energy. The camps are hosted at local colleges around the area, including Diablo Valley College and CSU East Bay, to introduce students to the post-secondary education and training opportunities that are available to them, as well as to connect the concepts they are learning in school to the real people who are powering the local economy. Visit CCEP online to learn more about registration for the STEM summer camps: <https://www.ccpartnership.org/summer-camps>

April is the Director of the STEM Workforce Initiative with the Contra Costa Economic Partnership



## formación de jóvenes para los empleos de mañana

Por April Treece

Cada verano, la Sociedad económica de Contra Costa organiza campamentos de verano de STEM para los jóvenes de la localidad. El programa que inició en 2004 ha permitido a jóvenes de los condados de Contra Costa y Alameda ampliar sus aprendizajes más allá del salón de clase. Cada campamento dura cinco días y permite a los estudiantes explorar cuatro campos profesionales diferentes, incluidos: Ingeniería, construcción y manufactura; ciencias del medio ambiente; biotecnología y energía solar. Los campamentos se imparten en universidades locales del área, incluyendo Diablo Valley College y CSU East Bay, para introducir a los estudiantes a la educación superior y oportunidades de capacitación que están disponibles, así como conectar los conceptos que están aprendiendo en la escuela con la gente que impulsa la economía local. Visite CCEP en línea para obtener más información sobre la inscripción en campamentos de verano de STEM: <https://www.ccpartnership.org/summer-camps>

April es la directora de la Iniciativa de fuerza de trabajo de STEM de la Sociedad económica de Contra Costa