



TRAINING AND EDUCATION GUIDE

SPRING 2025 | YOUR BENEFIT, YOUR LIFE



MON VALLEY WORKS

Clairton Works | Edgar Thomson Works | Irvin Works



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Business 14

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Mon Valley ICD
 One South Linden Street
 Duquesne, PA 15110

412.460.0390



Happy New Year!

What will you do with your ICD Benefit this year? The possibilities are endless!

Happy New Year! It's a new year with new beginnings and a great time to consider what goals you can accomplish this year using your ICD benefit. As always, we are running many custom classes that we hope you will take advantage of and join in learning some new things and having some fun with fellow USW members. This year, we are focusing on helping as many members gain new portable skills that allow you, our members, to maximize the benefits of this program. You can pursue a degree, obtain your CDL license, learn a new trade, or gain certifications.

This program is a contractually-negotiated benefit aimed at helping members continue to learn and to be able to pursue your interests and career goals. With busy work schedules, keep in mind that it is possible to utilize the many online learning options available today.

I would like to thank our wonderful Local Joint Committee members for their great support and assistance. They represent our members and are all dedicated to advocating for and ensuring the program works for our members and is meeting your educational needs. We encourage members to reach out anytime to myself or to your committee members for information about the ICD or to pass along your ideas for classes.

Michele Taylor

WHAT IS THE ICD?

The ICD is a contractually negotiated benefit for eligible members of the United Steelworkers and the companies that employ them.



ABOUT THE ICD



The ICD is a joint-management training program in which members participate in self-directed learning opportunities on their own time. Members can choose from a wide range of course offerings to learn new skills or simply brush up on old ones.

Employee satisfaction, worker security, and corporate success require that the workforce be capable of reacting to change, challenge, and opportunity. This, in turn, requires ongoing training, education, and personal growth. By establishing the ICD, the United Steelworkers (USW) and the participating companies are implementing a shared vision that workers must play a significant role in the design and development of their training and education as well as their work environments.

Lifelong Learning for USW Members

“ Experience has shown that worker growth and development are stunted when programs are mandated from above, but flourish in an atmosphere of voluntary participation in self-designed and self-directed training and education.

Currently, the ICD has 58 locations in the steel, tire & rubber, glass, container and utility sectors and 13 participating companies.

How Do You Participate in the ICD? Get to Know your Mon Valley ICD Program!

The Mon Valley ICD is your local program. Each local ICD program is overseen by a Local Joint Committee (LJC) which is made up of local union and company leaders. The ICD Coordinator runs the day-to-day operations of the program. Everything is geared toward making learning comfortable and accessible for Steelworkers. The Mon Valley ICD is located at the Training Hub in Duquesne. We work with our members to offer classes before and after shift changes to accommodate workers' schedules at the ICD and at various locations.

Classes are offered under the direction of the LJC. The LJC decides what courses to offer by proactively engaging with members and documenting workers' needs and interests. Each Career Development Program is uniquely tailored for the Steelworkers at that location. It's a "bottom-up" philosophy that enables Steelworkers to drive the program. Another important aspect of the program is learning confidentiality. Only the Steelworker and the Career Development staff know whether the Steelworker is there to brush up on basic skills or complete a college-level course.

It is your benefit to use! Your LJC and Program Coordinator encourage you to engage in lifelong learning and to use your ICD benefits to pursue your educational and career goals and life interests!

How to Register for Your Benefits:

- Online – register online at www.monvalleyicd.com
- By Phone – Call the Mon Valley ICD at 412-460-0390
- Email – For more information or for any questions or to register for a class, an email can be sent to info@monvalleyicd.com.

Please note: Classes are filled on a first-come, first served basis.

Customized Courses

All **active** USW Mon Valley Works employees have \$2,000 annually in benefits to use for courses in this category. These are the classes created specifically for steelworkers and include categories of courses/classes such as Pre-Technical Skills, Basic Skills and Personal Development. Classes include those in this catalog and any additional classes added throughout the year.

- Custom Classes are held at the Mon Valley ICD, at the local union halls, and at other provider locations.
- For a class to run, a minimum of 5 active USW members must be enrolled per class.
- Retirees and spouses may participate as per the ICD policy
- Classes cost generally between \$200 - \$800 per person depending on each class, and each participant's spending is tracked in the ICD's database.

Note: Out of your \$2,000 a year in customized course allowance, you can use \$1,250 per year on personal development classes. Also note that members must provide a copy of a receipt of payment for any approved classes/courses or certifications paid in advance by the member.

For any classes/courses or certifications you would like to pursue outside of the custom courses offered at the ICD or union halls, be sure to call (412) 460-0390 or email your ICD Program Coordinator at info@monvalleyicd.com to ensure eligibility for either reimbursement to you or for arranging direct payment to the vendor/educational provider prior to enrolling. Also note that members who pay in advance for an approved class/course/certification must provide a copy of a receipt of payment and a copy of course completion certificates, etc. for reimbursement payments to be processed.

Tuition Assistance

All **active** USW Mon Valley Works employees are eligible to receive up to \$2,500 annually in tuition assistance to attend colleges and schools of their own choice as long as the schools are accredited institutions of post-secondary education or are recognized by a state board of vocational education.

Issuance 14

Members who have an educational and career goal in mind are eligible to apply for an Issuance 14 which allows members to combine their total annual customized and tuition assistance funds to help achieve their goals. An educational plan and application must be completed and submitted for approval to combine these funds. If approved, members may be eligible for up to \$4,500 annually. For any interested members, your Program Coordinator will walk you through this process.

(CCAC) Community College of Allegheny County South Campus

CCAC offers both credit & non-credit courses at their four main campuses as well as area centers throughout Allegheny County. As an accredited institution, most CCAC courses are approved for Tuition Assistance & eligible for Issuance 14 reimbursement. Through their Workforce Development program, CCAC continues to provide quality training through custom courses as well as online learning.

1750 Clairton Blvd Route 885
West Mifflin, PA 15122
www.ccac.edu

Randy's Dive Shop

Offering Beginner Open Water Scuba Certifications and continuing Dive Education. Beginner Open Water Certification involves an online course through NAUI, 5 pool sessions lasting 2.5-3 hrs and an Open Water certification dive weekend. The course fee is covered by ICD, but the diver will be responsible to purchase certain needed equipment available through the dive shop. Please call, text or email for more information!

115 Glendale Drive
Irwin, PA 15642
Randysdiveshop@gmail.com
724-863-0752

Additional scuba educational provider:

Splash Water Sports
2905 Banksville Road
Pittsburgh, PA 15216
412-531-5577
dive@splashscuba.com



Westmoreland County Community College offers customizable training for your staff and corporation to succeed with both credit and noncredit course options. Accredited by the Middle States Commission on Higher Education, the majority of Westmoreland courses are approved for tuition assistance.

Categories include healthcare, manufacturing, business, IT, leadership training and many others. Westmoreland also offers rental options for company retreats, conferences or speakers.

Westmoreland can offer training at various locations including any Westmoreland site, your business or another locale.

Westmoreland MAKERSPACE District (ATC)

The MAKERSPACE District is home to a dedicated entrepreneurial/makerspace program. The space is earmarked to taking start-ups from the garage to the marketplace by providing several key factors for success:

- Geographically accessible manufacturing location
- Entrepreneurial support services
- Access to technical programming & equipment

Westmoreland Advanced Technology Center (ATC)

The ATC is leading the way in advanced manufacturing and technology while providing experiential learning opportunities. The facility features state-of-the-art labs and classrooms for a variety of careers in manufacturing and other technically oriented areas.

Credit and noncredit classes are conducted days and evenings in the following areas:

- Additive Manufacturing
- Applied Industrial Technology
- Architectural Drafting & Design
- Drafting & Design Technology
- Electronics Engineering Technology
- Engineering Technology
- Heating, Ventilation, Air Conditioning & Refrigeration
- Journeyman Machining Technology
- Plumbing
- Robotics
- Welding Engineering Technology

Westmoreland Public Safety Training Center (PSTC)

Located in Smithton, Westmoreland's PSTC is the premier source for keeping the region's first responders up-to-date with essential skills by providing realistic fire service, rescue, hazardous materials, emergency medical services and law enforcement training.

The PSTC serves as the home for a variety of continuing education programs including:

- Firefighting
- Rescue Training
- Hazardous Materials Training
- Law Enforcement
- Police Academy
- Lethal Weapons Programs
- Emergency Medical Services

Westmoreland Department of Business & Workforce Development

Our Workforce Development team is comprised of dedicated professionals committed to working with your organization to identify your training needs and close the skills gap by providing you with cost-effective solutions.

We cater to the largest manufacturers, small shops, and a variety of business and healthcare entities and are ready to work with you!

- Flexible enrollment schedules, can be available at times that are convenient for you and your company
- Customized on-site training, at the ATC with Amatrol equipment or at any of Westmoreland's seven locations
- Healthcare- CPR certifications, Nurse Aide courses; plus, you can have certifications awarded per employee/ individual or your entire small business
- Business courses such as Excel and Widget training, etc. that combine management courses to refresh your team or educate a new-hire
- Westmoreland has partnered on training with numerous companies including:
 - › Kennametal
 - › US Steel
 - › First Energy Corp.
 - › Bristol Metals
 - › Carpenter Technology
 - › Westinghouse



Find out more!
For more information, email businessdev@westmoreland.edu

Contact the ICD Coordinator for more information & to enroll in these ongoing ICD Programs.

Pre-Learner Maintenance Online Training Program*

In accordance with the 2022 Basic Labor Agreement, this standardized training program offers employees the ability to score higher on the Job Knowledge Test in order to gain entry into a Maintenance Technician position or the Maintenance Learner Program. Employees may elect to take either the Mechanical or Electrical program, and current Maintenance Technicians are eligible for the Systems Repair program. All course work can be completed online by the employee at their own pace and convenience on either a computer or cellphone. The program allows employees to skip and return to topics, with the full program running about 300 hours. Any employee who does not have access to a computer should contact the ICD Coordinator to make arrangements to use the ICD's computers.

Pre-Learner Program Requirements:

- Be an active Steelworker
- Register with the ICD Coordinator by calling 412-460-0390 or by emailing info@monvalleyicd.com.
- You will need to provide a valid email, your check #, plant and cell phone #
- Take classes on your own time

*There is new language in the 2022 BLA which states that employees who take the Job Knowledge Test for entrance into the Maintenance Training Program and achieve a score within 10 points of the score established as passing for entry into the MTP and who subsequently successfully pass a Pre-Learner Maintenance Training Program will be considered to have achieved a Labor Grade 3 cut-off level score.

If interested in the online training to prepare for the Job Knowledge Test, it is best to give yourself as much time to work your way through the online training prior to testing dates in January and June. Therefore, it is highly recommended to register for the online training as early as possible.

USS Fitness Program

Located at the Center for Fitness & Health (Belle Vernon, PA), this 12-month program offers a well-balanced combination of nutrition education & workout techniques to develop exercise regimens & a healthy lifestyle. Professional fitness trainers provide instruction & motivation at weekly classes, scheduled multiple times & days to accommodate shift work. New classes begin quarterly. Contact the ICD Coordinator to enroll.

More information about the Center for Fitness & Health at www.mvhealthplex.com

Commercial Truck Driver (CDL) Training –Class A & B

All-State Career School (West Mifflin, PA) offers customized training in tractor trailer driving toward obtaining a CDL license as a Class A or B operator. This 100-hour program combines classroom theory & on-the-road instruction with qualified instructors to prepare for the operator exam. Valid driver's license & physical exam will be required to obtain a CDL permit prior to training. Contact the ICD Coordinator to enroll.

More Information about All-State Career School at www.allstatecareer.edu

Welding Programs

All-State Career School (West Mifflin) offers the following welding programs:

- Shielded Metal Arc Welding (Stick)
- Gas Metal Arc Welding (MIG)
- Flux Core Arc Welding
- Gas Tungsten Arc Welding



NEW Raised Garden Beds

In this course we will cover selecting a site for your garden, what materials to use to fill the raised bed, the “square foot method” of laying out and planting, and companion planting (which plants to plant together). Each student will take home to complete: Multi-level raised garden bed kit & 5 plants. Garden Bed size: 4’x4’

Irvin Union Hall
 Thursdays, 5/15-5/29
 4:00 pm to 7:00 pm
 3 sessions

NEW Basics of Wood Lathe

This is a beginner’s class designed to teach the student the basics of wood turning on a lathe. In this class the student will learn about wood lathes, how to use a wood lathe, safety and basic tools. Various types of wood will be provided for the student to choose from and all tools and equipment will be provided. Class project to be determined.

Mon Valley ICD
 Mondays, 2/24 and 3/3
 4:00 pm to 7:00 pm
 2 sessions
 Zach Amend

Floor Installation & Refinishing

In this hands-on class, you will become familiar with the materials, terminology and applications used to install, repair and maintain ceramic and wood flooring. Get your floors in top shape!

Irvin Union Hall
 Thursdays, 1/30 to 2/20
 4:00 pm to 7:00 pm
 4 sessions

Upholstery

Learn how to reupholster, cut fabric, tie springs, and do frame repair. Other skills covered will be hand and machine sewing, antique restoration, chair reupholstering, boat covers, tarps and more. Instructor Lou of Heinle Upholstery will identify small projects students can bring to work on; such as chair cushions, tractor seats, car and truck seats, small chairs and stools. Students are responsible for all fabric and supplies necessary for their projects, which can be purchased through the instructor.

Mon Valley ICD
 Tuesdays, 1/14 to 3/11
 4:00 pm to 7:00 pm
 9 sessions
 Lou Heinle



NEW Build Your Own Trellis

Come to this class and build a trellis for your garden or flower beds. Modern or rustic – we will cover all different kinds of trellises. Do you have a honeysuckle or jasmine vine that needs staked up? Cucumbers or peas that need support? Come to class – we have all the answers!

Irvin Union Hall
 Thursdays, 6/5 to 6/19
 4:00 pm to 7:00 pm
 3 sessions
 Zach Amend

Build Your Own Corn Hole Boards

Learn how to make and take home your own one of a kind cornhole boards for tons of fun! In this class, you will learn finishing carpentry, tool identification, scaling to a pattern and much more.

Irvin Union Hall
 Wednesdays, 6/11 to 6/25
 4:00 pm to 7:00 pm
 3 sessions
 Zach Amend

Small Engine Repair

One of the Mon Valley’s most popular classes! Starting with the basics, learn the how’s and why’s of small gas engines, 2 and 4 cycle engines, and air-cooled overhead valve small engines. During the hands-on portion, you will be able to bring in your own equipment, troubleshoot and repair it to your satisfaction. The instructor will oversee and guide you in your work. Repairs can consist of anything from minor tune-ups to complete overhauls.

Mon Valley ICD*
 Wednesdays, 1/29/25 to 4/2/25
 4:30 pm to 7:00 pm
 10 sessions
 Pete Kurka
 *Location may change and will be announced

Basic Home Wiring

Learn for yourself how to repair and install home wiring and electrical components in this 12-hour course. You will gain knowledge of proper tool selection and use. Hands-on projects include installing boxes, running wire, installing switches, outlets, ceiling fans and doorbells with cameras. Have a project at home? Come to class and learn proper procedures to fix it and save money!

Mon Valley ICD
 Thursdays, 3/6 to 3/27
 4:00 pm to 7:00 pm
 4 sessions

Motorcycle Maintenance and Repair

In this class you will learn about: Fuel and ignition systems, electrical systems, engines, braking systems, exhaust systems, frame suspension and chains plus much more. Bring your bike into the class and get a free oil change.

Irvin Union Hall
 Wednesday’s, 4/16 to 5/7
 3:30 pm to 6:30 pm
 4 sessions



A Takach Forge class

NEW Forged Camp or Chef Knife

Each student will forge a 4” bladed hunter /everyday carry style knife, heat treat, grind, and fit a handle on them. Lunch is provided.

Takach Forge, 644 Plummer School Road, West Newton, PA 15089
 Saturday, 3/8
 8:00 am to 4:00 pm
 1 session
 Andrew Takach

NEW Forged Punch & Chisel

In this class, students will forge, harden, and temper a punch and chisel for doing blacksmith/hot work. Lunch is provided.

Takach Forge
 Saturday, 4/12
 8:00 am to 4:00 pm
 1 session
 Andrew Takach

Intro to Damascus

This course covers the basic principles of forge welding and pattern development. Students will weld up several bars of Damascus and each student. Lunch is provided

Takach Forge
 Saturday, 5/10
 8:00 am to 4:00 pm
 1 session
 Andrew Takach

Making Blacksmith Tongs

Students will forge and complete at least one pair of flat jaw tongs. Lunch is provided.

Takach Forge
 Saturday, 6/7
 8:00 am to 4:00 pm
 1 session
 Andrew Takach

NEW Ball Bearing Damascus

Each student will learn how to build a canister and make a billet of powdered 1080 ball bearings. Lunch is provided.

Takach Forge
 Saturday, 8/2
 8:00 am to 4:00 pm
 1 session
 Andrew Takach

Knife Sharpening

This “Bring Your Own Knife” sharpening class provides a hands-on approach to learning the proper techniques for knife sharpening and maintenance. Participants will gain experience in assessing blade condition, selecting the right sharpening tools, and applying effective sharpening and honing methods. The course covers the essentials of maintaining sharp, efficient cutting edges, along with care and handling of sharpening tools to ensure their longevity and effectiveness. Each student will receive a knife sharpening kit and mat to take home. Lunch is provided.

Mon Valley ICD
 Tuesday 2/25 OR Tuesday 3/25
 4:00 pm to 7:00 pm
 1 session
 Ben Buchanan



Sausage Making

In this hands-on sausage making workshop, students will experience the craft of making sausages from selecting and grinding meat to seasoning and casing. The course also emphasizes food safety and sanitation. By the end, you’ll be able to create your own sausage recipes and prepare them for cooking or smoking.

Clairton Union Hall
 Tuesday, 3/4
 4:00 pm to 7:00 pm
 1 session
 Ben Buchanan

NEW Turkish Cuisine

Expand your palate and your culinary skills with this introduction to Turkish cooking and cuisine. Students will get an overview of spices & techniques to experiment with and will be making a main course and side dishes. Bring your appetite as this hands-on experience will include a variety of foods to sample and also prepare in class.

Irvin Union Hall
 Monday, 2/17
 4:00 pm to 8:00 pm
 1 session
 Mike Opferman

Brisket Smoking

Learn the methods for crafting the perfect smoked brisket in this hands-on course. Tailored for both beginners and seasoned barbecue enthusiasts, this class covers every step of the brisket smoking process. Participants will learn how to select the right cut of meat, prepare, season, and manage the smoking process. Each student will be preparing their own ½ brisket from seasoning and prep through the cooking process to enjoy in class & to take home if there are any leftovers after class.

Clairton Union Hall
332 State St, Clairton, PA 15025
 Tuesday 3/18 and Wednesday 3/19
 OR
 Wednesday 4/30 and Thursday 5/1
 4:00 pm to 7:00 pm
 2 sessions
 Ben Buchanan

Introduction to Butchercraft: Foundations of Meat Processing Including a Focus on Deer Processing

This course provides an overview of the art of butchery and an inside look at the industry. It covers essential tools, techniques, and safety. Participants will gain practical experience in meat cutting under expert guidance. Ideal for those new to the field or seeking foundational skills. This class will also teach you how to save money by buying larger cuts of meat and cutting it yourself. There will also be a special focus on deer processing for all of our members who are hunters and want to work with an expert.

Pittsburgh Community Kitchen
107 Flowers Avenue, Hazelwood, PA 15207
 Tuesday’s, 4/1 to 4/29
 4:00 pm to 7:00 pm
 4 sessions
 Ben Buchanan

NEW Cookie Decorating Class

Join us for this fun class to learn decorating techniques from basic to more detailed. Each student will work on six designs.

Graceful Style, 121 S Second Street, Elizabeth, PA
 Thursday, March 27
 5 pm to 7:30 pm
 1 session
 Creations by Kayla



Fly Fishing

This introductory class explores the fundamentals of fly fishing. Aimed at the novice fly angler, topics include equipment selection, knot tying, basic entomology and fly selection, reading the water, and where to fly fish in Western Pennsylvania. Fly casting, the most important aspect of fly fishing, is taught.

Mon Valley ICD
 Wednesdays, 3/26 to 4/30
 4:00 pm to 7:00 pm
 5 sessions
 Scott Loughner

Fly Tying

Tie your own flies and catch fish! With practice, you will be able to imitate many insects and bait fish that fish eat. Each session will cover one type of fly and one or two fly patterns that represent that type of fly. We hope that this course will make you a better fly tier, fly angler, and ultimately increase your awareness of nature along the stream. Materials, hooks, pattern sheets and instructions for each tie will be provided in class. Students may purchase tools (vice, scissors, bobbin, hackle pliers, bodkin, whip finish tool, and hair stacker) to practice fly tying outside of class.

Mon Valley ICD
 Wednesdays, 2/5 to 3/12
 4:00 pm to 7:00 pm
 6 sessions
 Scott Loughner

Custom Fishing Rod Building

Learn to build a Graphite Fly Rod or Graphite Spinning Rod under the direction of a professional rod builder. Students will learn how to build their own custom rod and develop rod building skills that will last a lifetime. The class will give beginning rod builders a “hands on” understanding of rod blanks and components, how to find the spine, guide location, guide wrapping and finishing techniques. All students will have a complete, finished rod ready for fishing at the conclusion of the class. All required tools will be provided by the instructor.

Mon Valley ICD
 Tuesdays, 3/4 to 4/1
 4:00 pm to 7:00 pm
 5 sessions
 Terry Mulvihill

Decorative Fishing Rod Wrap

Learn the “in’s and out’s” of Decorative Cross Wraps. Add some sparkle to your next custom rod build or enhance an existing rod in your rod portfolio! You can add a decorative wrap to any type and size of rod - fly, spinning, bait casting, surf and more.

Students will learn the basics of Decorative Wraps, including basic tools required, how to layout a wrap, how to create the wrap using multiple thread colors and how to terminate and finish a wrap, along with learning some tips and techniques and resources to simplify the process. Students will create Diamond, Chevron and Flag wraps and possibly Thunderbird, Spider and Fish Scale wraps if time permits.

Please note: students WILL NOT BUILD A ROD in this class. The instructor will provide all tools and materials for the class (dowels, wrappers, threads, etc.) and handouts. Students are welcome to bring an existing finished rod butt section for use in the class as long as the section is less than 4 feet long. Wrap On!”

Mon Valley ICD
 Tuesdays, 4/15 to 5/6
 4:00 pm to 7:00 pm
 4 sessions
 Terry Mulvihill



Advanced Fly Casting Techniques

This course is designed for students wanting to advance to the next level. Techniques that will be covered include how to add distance to a cast, this includes how to use a single and double haul, loop and line control, casting weight, dealing with wind, and correcting tailing loops. Fishing casts such as slack line and tuck casts as well as curve cats will also be taught.

Mon Valley ICD
 Wednesdays, 5/7 to 6/11
 4:00 pm to 7:00 pm
 5 sessions
 Scott Loughner

How to Develop a Business Plan

- Develop and initial draft of a business plan.
- Develop an operational plan
- Develop a personal plan
- Develop a marketing plan
- Forecast sales, revenue and expenses
- Develop a cash flow projection
- Develop a budget
- Use the intial draft to determine the feasibility of your business idea

Mon Valley ICD
 Monday, 4/21 to 4/25
 8:30 am to 11:30 am OR 4:00 PM to 7:00 PM
 4 sessions
 Scott Williams

FAA Part 107A Drone Test Prep Class

This certification is required for those who intend to operate small unmanned aircraft systems (sUAS) commercially in the US. This course covers essential topics such as regulations, airspace classification, weather, loading and performance, emergency procedures, and more. With expert instruction, hands-on-training, and comprehensive study materials, participants can expect to gain the knowledge and skills necessary to pass the Part 107A exam and become certified commercial drone pilots. This is a great class for those who have taken the Home Inspection class to add as part of the services you can offer in your business.

Class details to be announced.



Unleash Your Creativity at Our Graceful Style DIY Wood Workshop!

Are you ready to roll up your sleeves and create something amazing? Join our hands-on workshop designed specifically for those who want to explore the art of woodworking, staining, and painting. Whether you're a seasoned DIY enthusiast or a complete beginner, our workshop offers the perfect blend of guidance, creativity, and fun.

Graceful Style, 121 S 2nd Street, Elizabeth, PA

Monday, 2/10, 4:00 to 7:00 pm

Monday, 4/7, 4:00 to 7:00 pm

Thursday, 3/13, 4:00 to 7:00 pm

Thursday, 5/8, 4:00 to 7:00 pm

1 session

Stephanie Giusti

Cricut - Glass Etching

Cricut glass etching is a creative and personalized way to add custom designs to glass surfaces using a Cricut machine. At the end of the class you'll have a beautifully etched glass project with a design of your choice. Great gifts!

Mon Valley ICD

Mondays, 2/3 and 2/10

4:00 pm to 7:00 pm

2 sessions

Elizabeth Fortunato

Guitar Lessons - Beginner & Intermediate

Students taking part in guitar classes will get a crash course in basic guitar skills including strumming, chords, scales, and how to learn a song by yourself. This six-week guitar class will focus heavily on playing basic guitar chords and eventually leading into learning full length songs. This course is designed to be fun and simple to grasp. Class size is limited to 8.

Mon Valley ICD

Thursdays, 2/13 to 3/20

4:00 pm to 6:00 pm

6 sessions

Caden Gorbach



NEW Intro to Spanish

In this beginning Spanish course you will acquire basic listening, speaking and reading skills and learn simple Spanish pronunciation, grammar, vocabulary and phrases that will be useful in a wide variety of business or vacation travel situations. Practice your communications skills and build your vocabulary in a relaxed atmosphere, snacks and food will be provided by the instructor.

Mon Valley ICD

Mondays, 1/20 and 1/27

4:00 pm to 7:00 pm

2 sessions

Mike Opferman

NEW Intro to Photography

Take your photography skills beyond just point and click! This class will provide an introduction to fundamentals of photography including the effects of aperture, shutter speed, depth of field, composition, ISO and some basic lighting techniques. Students will receive instruction on some intermediate features on an SLR (Single Lens Reflect) camera, but may be able to utilize many course techniques utilizing some smart phone cameras. This course is designed to be one session of classroom instruction and a follow-up field trip session where students will meet collectively to practice their new skills at a local site.

Mon Valley ICD

Mondays, 5/12 and 5/19

4:00 pm to 7:00 pm

2 sessions

Mike Opferman



NEW Understanding Your Fidelity 401k

- Learn how to use your fidelity 401k to make better investment decisions.
- Learn how to properly place stocks, bonds, mutual funds, and cryptocurrency trades.
- Use the fidelity tools to create your own bond ladder.
- Set up a trading account within your fidelity 401k
- Learn all the fidelity tools available to take the risk out of stock transactions while you work
- Sign up for this class that can change your financial future!

Mon Valley ICD
 Monday, 3/25
 4:00 pm to 7:00 pm
 1 session
 Mike Opferman

NEW Essential Lessons for Stock Market & Cryptocurrency Success

Thinking about investing but don't know where to turn?

- Gain confidence in stock market investing
- Learn how to identify winning stocks & cryptocurrencies before they move higher
- Apply this knowledge to your self-directed 401k

Mon Valley ICD
 Tuesday, 5/6 and Wednesday, 5/7
 4:00 pm to 7:00 pm
 2 sessions
 Mike Opferman

NEW Retirement Planning and Investment Educational Workshop

Planning for your financial future isn't easy, especially in today's fast-paced and rapidly changing environment. Professional guidance is not only valued - it's necessary. In this educational workshop, you'll learn how to set your retirement goals and how to budget for them, how creating a financial plan can help you meet those goals, and the types of financial products and services available to help you plan for your future. It's never too early to start.

2/18 – 4 to 6 pm, **Mon Valley ICD**
 3/27 – 4 to 6 pm, **Local 1557 Union Hall, Clairton**
 4/30 – 4 to 6 pm, **Local 2227 Union Hall, Irvin**
 5/13 – 4 to 6 pm, **Local 1219 Union Hall, ET**

Investment products are not insured by FDIC or any other government agency, not guaranteed by the bank, are not bank deposits, are not an obligation, and may lose value.

Become a Licensed Real Estate Agent

WHO

PDH
 Real Estate
 Academy

WHAT

Online
 Real Estate
 Agent Course

WHEN

Online course
 available 24/7 with
 lifetime access.

WHY

Do it part time to
 supplement your
 income or a career
 after you retire.

The Pennsylvania approved Pre-License course includes:

- > 30-hour Fundamentals
- > 45-hour Practice
- > Exam Prep
- > 800+ Practice Questions
- > Instructor Support
- > Lifetime Course Access
- > Pass Guarantee
- > Real Estate e-books
- > **Bonus Courses**
 - Mold for Real Estate Agents
 - Radon for Real Estate Agents

This course is approved by the Pennsylvania Real Estate Commission to offer the 75 hours of pre-licensing training.

Tuition is \$360

Employees pay for the course and are reimbursed upon completion

To register, please contact the Mon Valley ICD at 412-460-0390 or email info@monvalleyicd.com

PDH Real Estate
 Academy



BECOME A HOME INSPECTOR

WHO:

Virtual Online Home Inspection Course with optional Classroom and Field

WHAT:

Virtual Online Home Inspection Course with optional Classroom and Field

WHEN:

Online course available with unlimited 24/7 access forever!

WHY:

Home inspectors enjoy running their own business and getting paid generously for services provided. The real estate market has never been busier!

Option # 1: Virtual online self-paced course.

Option # 2: Virtual Online + 2 Days of Classroom and 1 Field Day.

April 5 & 6 9AM to 5PM (Classroom) and either April 12 & 13 (Field Day)

What this course offers:

This course teaches individuals how to inspect a residential property and provide a professional inspection report to Real Estate agents and Mortgage professionals. The course covers Structure, Exteriors, Roofing, HVAC, Electrical, Plumbing, Insulation/Ventilation systems, Report Writing, and Business Development/Marketing.

Average inspections pay between \$300 - \$500 and take about 2-3 hours based on age and square footage of the property. You do not have to be an expert in construction!

We also include FREE Report writing software for life (\$400 value!!)

If interested in this program contact Michele Taylor at 412-460-0390 or email mtaylor@monvalleyicd.com

USS Mon Valley Presents

FLOOR INSTALLATION & REFINISHING



In this hands-on class, you will become familiar with the materials, terminology and applications used to install, repair and maintain ceramic and wood flooring. Get your floors in top shape.

Dates:
Thursdays, Jan 30th through Feb 20th, 2025

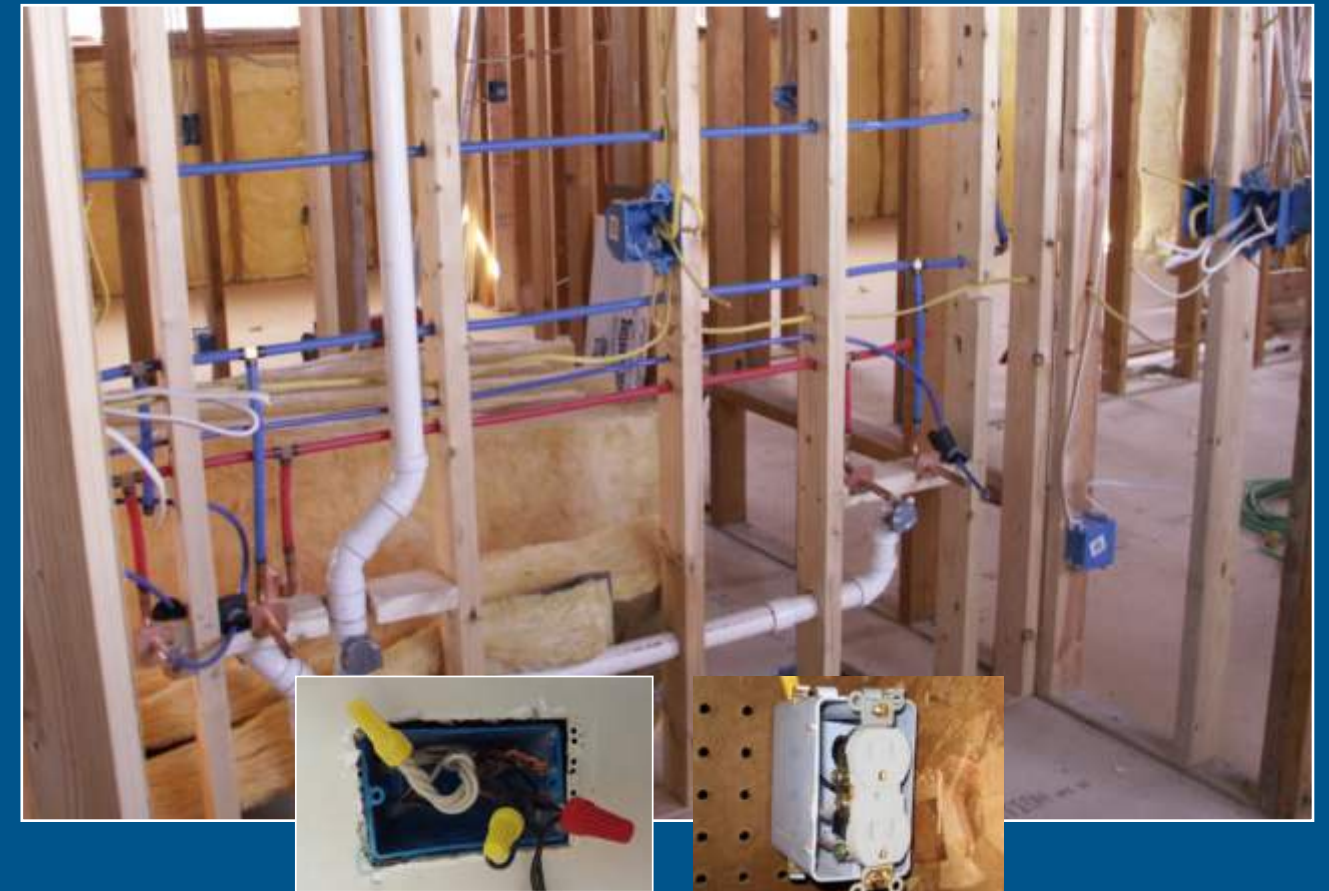
Times:
4:00 pm to 7:00 pm

Location:
Irvin Union Hall

Accepting Enrollments Now!
Call Michele Taylor at 412-460-0390 or email mtaylor@monvalleyicd.com

USS Mon Valley Presents

BASIC HOME WIRING



Learn for yourself how to repair and install home wiring and electrical components in the 12 hour course. You will gain knowledge of proper tool selection and use. Hands on projects include installing boxes, running wire, installing switches, outlets, ceiling fans and doorbells with cameras. Have a project at home? Come to class and learn proper procedures to fix it and save money!

Dates:
Thursdays, March 6th through March 27th 2025

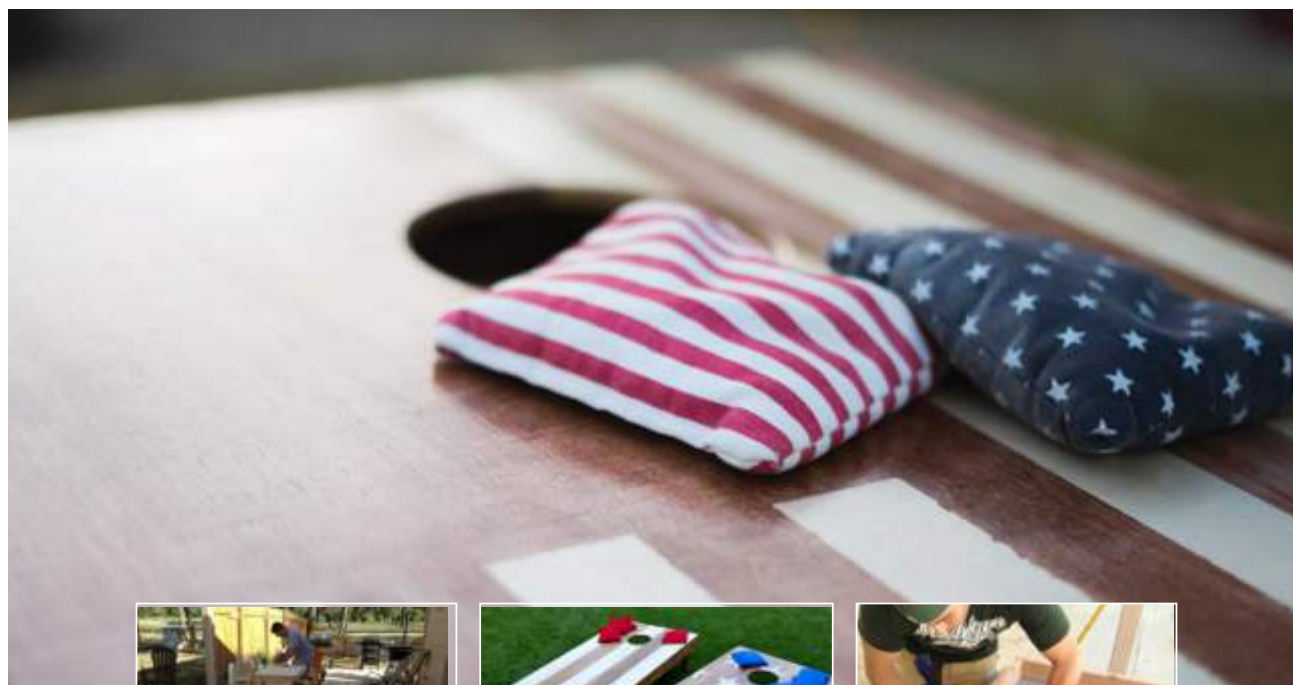
Times:
4:00 pm to 7:00 pm

Location:
Mon Valley ICD

Accepting Enrollments Now!
Call Michele Taylor at 412-460-0390 or email mtaylor@monvalleyicd.com

USS Mon Valley Presents

BUILD YOUR OWN CORNHOLE BOARDS



You will make and take home one of a kind cornhole boards.
Learn: project planning and safety, finish carpentry, tool identification and use, scale a pattern and much more.

Dates:
Wednesdays, June 11th through June 25th, 2025

Times:
4:00 pm to 7:00 pm

Location:
Irvin Union Hall

Accepting Enrollments Now!
Call Michele Taylor at 412-460-0390 or email mtaylor@monvalleyicd.com

USS Mon Valley Presents

RAISED GARDEN BEDS



In this course we will cover selecting a site for your garden, what materials to use to fill the raised bed, the “square foot method” of laying out and planting, and companion planting (which plants to plant together). Each student will take home to complete: Multi-level raised garden bed kit. Garden bed size is 4’ x 4’.

Dates:
Thursdays, May 15th through May 29th, 2025

Times:
4:00 pm to 7:00 pm

Location:
Irvin Union Hall

Accepting Enrollments Now!
Call Michele Taylor at 412-460-0390 or email mtaylor@monvalleyicd.com

USS Mon Valley Presents

HOW TO DEVELOP A BUSINESS PLAN



- › Develop and initial draft of a business plan.
- › Develop an operational plan
- › Develop a personal plan
- › Develop a marketing plan
- › Forecast sales, revenue and expenses
- › Develop a cash flow projection
- › Develop a budget
- › Use the intial draft to determine the feasibility of your business idea

Instructor: Scott Williams
 slwassociates96@gmail.com
 219-689-8348

Date:
 Monday April 21st
 through April 24th 2025

Times:
 8:30 am to 11:30 am
 OR
 4:00 pm to 7:00 pm

Location:
 Mon Valley ICD

Accepting Enrollments Now!
 Call Michele Taylor at 412-460-0390 or email mtaylor@monvalleyicd.com

USS Mon Valley Presents

BUILD YOUR OWN TRELLIS



Come to class and build a trellis for your garden or flower beds. Modern or rustic—we will cover all different kinds of trellises. Do you have a honeysuckle or jasmine vine that needs staked up? Cucumbers or peas that need support? Come to class, we have all the answers.

Dates:
 Thursdays, June 5th
 through June 19th, 2025

Times:
 4:00 pm to 7:00 pm

Location:
 Irvin Union Hall

Accepting Enrollments Now!
 Call Michele Taylor at 412-460-0390 or email mtaylor@monvalleyicd.com



USS Mon Valley Presents

INTRO TO UPHOLSTERY



Learn how to reupholster, cut fabric, tie springs, and do frame repair. Other skills covered will be hand and machine sewing, antique restoration, chair reupholstering, boat covers, tarps and more. Instructor Lou of Heinle Upholstery will identify small projects students can bring to work on; such as chair cushions, tractor seats, car and truck seats, small chairs and stools.

Dates:
Tuesdays, January 14th through March 11th, 2025

Times:
4:00 pm to 7:00 pm

Location:
Mon Valley ICD

Accepting Enrollments Now!
Call Michele Taylor at 412-460-0390 or email mtaylor@monvalleyicd.com

Tino Fulmeni

SCHOLARSHIP FUND



Tino Fulmeni was a lifelong Steelworker who rose to Special Assistant to former USW President George Becker. Tino was a great supporter of the Career Development Program. He believed very strongly in education for Steelworkers and the value of the learning process. This Institute for Career Development scholarship is a tribute to Tino and all he stood for and fought for. He would be proud that we are giving money in his name to young deserving children or grandchildren of Steelworkers to support their education.

RULES FOR ELIGIBILITY

- Must be a child/grandchild of a Steelworker currently eligible to participate in the Career Development Program
- Must have a 3.0 GPA and must provide a transcript if selected.
- Must be a college student starting or returning to college in the fall of 2024 or spring of 2025.

Apply online at www.icdlearning.org

Live & Online Classes

Business Planning II: Fine Tuning Your Business Plan

8 wks

This course allows the participant the opportunity to complete an initial draft of a business plan. The initial draft will include an operational plan, a management plan, a marketing plan, as well as a financial plan. The financial plan will include a comprehensive sales forecast, a profit and loss projection and a cash flow projection. Spouses may attend at no charge.

Prerequisites: None

Thursdays—January 9 to February 27**8am-10am or 4pm-6pm or 6pm-8pm****Instructor: George Zahariadis****Location: Leon Lynch****Instructor: Scott Williams**

Business Planning III: Finalization of a Business Plan

8 wks

This course allows the participant the opportunity to complete a final draft of a business plan. The final draft will include an operational plan, a management plan, a marketing plan, as well as a financial plan. The financial plan will include a comprehensive sales forecast, a profit and loss projection and a cash flow projection. Spouses are welcome to attend at no charge.

Prerequisites: None

Thursdays—March 6 to April 24**8am-10am or 4pm-6pm or 6pm-8pm****Location: Leon Lynch****Instructor: Scott Williams**

How to Keep Records Using QuickBooks Online

6 wks

Keeping good and accurate records in a small business is a must. The business owner must know how his/her financial status is at all times. This course is designed to teach a simple method of tracking money coming in and out of a business. This information is critical in maintaining accurate tax records. This course will provide you the ability to develop a customer/vendor database, recording expenses, writing checks, creating sales receipts and invoices, as well as tracking all of your bills. Do not lose sleep over whether or not your records are in order.

Prerequisites: None

Wednesdays—February 5 to March 12**8am-10am or 4pm-6pm or 6pm-8pm****Location: Leon Lynch****Instructor: Scott Williams**

How to Start and Run a Small Business

6 wks

Planning before starting is an important step toward operating a successful small business. Many students have said to me that they wish they have taken this course before starting a business. This is an introductory course that teaches the basics of starting any type of small business. This course will focus on licenses/permits, location, deductible expenses, insurance, record keeping and legal decisions. After you have taken this class, you will clearly understand what is required to start a small business. Spouses are welcome to attend at no charge.

Prerequisites: None

Wednesdays—March 26 to April 30**8am-10am or 4pm-6pm or 6pm-8pm****Location: Leon Lynch****Instructor: Scott Williams**

Students will receive traditional classroom instruction and online availability. Each live class is recorded and then uploaded and made available online within 48 hours of the live class.

Easy Guitar

12 wks

Learn how to play or improve your guitar playing with award winning instructor Eric Lambert. Take this course from the comfort of your own home or office on your computer via Zoom. It's Easy!

Prerequisites: Own a guitar

Mondays—January 6 to March 31**No Class: January 20****11am-12pm or 3pm-4pm****Location: ZOOM****Instructor: Eric Lambert**

Learn to Play Piano/Keyboard: Levels 1, 2, 3, 4, or 5

10 wks

This class is designed for all levels of piano students. Learning and playing the piano/keyboard can open up an incredible door of creativity for you, as well as a fulfilling life of music making. Learn from an instructor with over 45 years of playing experience and over 30 years of teaching experience. The instructor will work with groups and individuals based on their piano level. This class is available on site, or can be Zoomed with instructor online, or can be a hybrid class (on-site and/or Zoom) in case you cannot make it to class due to your schedule or other time conflicts.

Prerequisites: None

Tuesdays—January 28 to April 8**No Class: February 18****11:30am-1pm or 3:30pm-5pm****Location: Leon Lynch/ZOOM****Instructor: Frances Zahariadis**

Mystery Shopping: Get Paid to Shop

6 wks

Do you like to shop? Get paid to shop at almost every store in your area, plus many online shopping assignments from home or on vacation (in over 70 countries). Businesses need to know their customers in order to stay in business. Learn the TOP 100 MYSTERY SHOPPING COMPANIES. Review actual assignments. Get paid or keep the items you buy. A FREE dinner for two at a nice restaurant, a FREE hotel, tank of gas, groceries, dry cleaning, store items and more. Instructor has been a professional mystery shopper for over thirty years and teaches in 90 cities. Includes a 100-page digital book (a \$39.95 value).

Prerequisites: None

9am-12pm or 3pm-6pm**Location: ZOOM****Instructor: Gina Henry**

The Secrets of Reward Credit Cards: Free Air, Hotels and Cash Back

12 wks

Earn hundreds of thousands of airline frequent flyer miles and hotel reward points without ever stepping foot on a plane or paying for a hotel and redeem them for high-value trips. Or earn "cash back" to pay for your vacation (or to pay your electric bill, rent, mortgage, etc). Flights and hotels are typically the most expensive part of your vacation. Learn a "Beginners Strategy" then graduate to more "Advanced Strategies" that earn you a million+ reward points a year. Reward programs are detailed. Includes a 100-page digital book (a \$39.95 value). Go to www.GinaHenry.com for more info.

Prerequisites: Own a guitar

Wednesday—March 19**9am-12pm or 3pm-6pm****Location: ZOOM****Instructor: Gina Henry**

If you see a class you are interested in, please call your learning center and sign up right away. We will cancel a class the week before if there are not enough students (5) to run a class.

Don't wait, it might be too late.

The National ICD has approved a number of Education Providers who offer a variety of learning opportunities. Some also offer discounted rates to our members!



L&O: Live and Online

L&O classes are Career Development Classes offered by the JobLink and Leon Lynch Learning Centers which are recorded and available to other sites via streaming technology. When you sign up for a class that is recorded, you can watch the class live from a remote location or access the class after the session, on demand. Coordinators should contact the USW/Cleveland-Cliffs -- JobLink Learning Center to connect participants with classes: 219.399.8136 or postmaster bkjoblink.org.



DeVry University and Keller Graduate School

ICD has a partnership with DeVry University and its Keller Graduate School of Management to bring you affordable, accredited degree programs with the flexibility you need for a work/life balance. ICD participants are eligible for a 15% reduction on any classes at DeVry University and Keller Graduate School.



NetTutor

NetTutor provides live, one-on-one, online tutoring, covering a variety of subjects.



Penn Foster (online)

Enroll with a school that helps 30,000+ people each year achieve their goals through affordable online education and training. Whether you're interested in building a new skill or furthering your career, Penn Foster can help by providing you access to high-quality career and college courses. Penn Foster's easy-to-use learning platform gives you access to books and study materials on the go, helping you learn when and where you want, at your own pace. Check out the 100+ accredited Career Certificate and Diploma programs and 100+ College Courses and Degrees available to you through Penn Foster's partnership with ICD. Receive your 15% discount and enroll by calling 1-888-427-5400 (select option #2) or emailing partnersolutions@pennfoster.edu Get started today!



Ashworth College

Ashworth College offers two types of programs through its ICD partnership. Participants can take advantage of online, customized type classes at a rate of \$525 each under the "Career Programs" tab. In addition, under the "Degrees" tab, Undergraduate Degree and Certificate Programs are available for \$1440 per semester, and Masters programs are available at a rate of \$2500 per semester. Contact Karen Hedge with questions or to enroll: 1.877.758.7630 ext. 2060 or kahedge@ashworthcollege.edu



Columbia Southern University

The United Steelworkers Institute for Career Development, as a member of the learning partner tuition discount program, can offer participants a 10% tuition discount and exclusive scholarship opportunities. Participants, along with spouses and children, are also eligible for additional services including no application fee, no evaluation fee, complimentary tutoring, flexible or structured enrollment systems, and all textbooks are provided at no cost through a CSU book grant.



Rosetta Stone®

Rosetta Stone® provides complete language solutions for beginner, intermediate, and advanced learners in both English and World Languages. Rosetta Stone® offers personalized, online learning experience based on a learner's proficiency and goals in 24 languages and includes live online tutoring. Partnership with ICD gives ICD participants exclusive access to the Rosetta Stone® Catalyst™ Language Solution for 12 months. Contact your ICD Coordinator for details.



SUNY Empire State College

SUNY Empire State College

SUNY Empire State College educates 16,000 students per year in person, online, and through a blend of both, at campuses and learning hubs located in every region of New York State, across the country, and at eight international sites worldwide. Together with one of SUNY Empire's 800 faculty mentors, each student designs their own individualized pathway to a college degree that accommodates their schedule and awards credit for prior college-level learning. Associates, Bachelor's and Master's degrees are geared to adults and available in a wide variety of fields, including nursing, business, arts, and labor studies. USW-ICD participants receive a waiver of the \$50 admission fee and a one-time \$100 scholarship. You must enter a partner code when you apply to receive these benefits. You can request the code through your ICD Program Coordinator.



Tooling U-SME

Tooling U-SME delivers versatile, competency-based learning and development solutions to manufacturing, working with over half of all Fortune 500® manufacturing companies, plus educational institutions across the country. A division of SME, Tooling U-SME partners with customers to build high performers who help their companies drive quality, productivity, innovation, and employee satisfaction. Participants can subscribe to the entire library for 3 months (\$200) or 12 months (\$500). For more information, contact your ICD Program Coordinator.

Subscription-Based Online Learning Providers

Approved for TA The following online learning providers have been approved by the ICD National Office for Tuition Assistance funding through the subscription-based online provider policy (see Policy Manual page 21).

If you would like the ICD National office to consider a provider for approval, please contact your ICD Program Coordinator.

Provider	Website
Rosetta Stone	www.rosettastone.com
Lynda.com aka LinkedIn Learning	www.lynda.com
ITU	https://ituonline.com/icd
The Great Courses Plus	www.thegreatcoursesplus.com
ToolingU	http://www.toolingu.com/
Career Academy	www.careeracademy.com
Masterclass	https://www.masterclass.com
Universal Class	https://www.universalclass.com/index.htm
Udemy	https://www.udemy.com
Pencil Kings	https://pencilkings.com
SkillShare	https://www.skillshare.com
Coursera	https://www.coursera.org
Duolingo	https://www.duolingo.com
Babel	https://www.babel.com/

Mon Valley ICD
One South Linden Street
Duquesne, PA 15110

