

TRAINING AND EDUCATION GUIDE

SPRING 2026 | YOUR BENEFIT, YOUR LIFE

MON VALLEY WORKS

Clairton Works | Edgar Thomson Works | Irvin Works



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Business 17

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412.460.0390



Happy New Year to all our
USW Members!

Happy New Year and Best Wishes for a happy, healthy, and safe 2026! Starting a new year is always a time to set new goals and to think about future plans. As your Program Coordinator, it is a privilege to get to work with so many incredible members and to see so many taking advantage of this amazing benefit to reach their goals.

Your local joint committee of the ICD and I are excited about the opportunities available to you through your ICD benefit. We have many custom classes planned for 2026 with some of our existing educational partners along with some brand new opportunities this year. Your ICD benefit is your benefit for life! It is there to help you achieve your goals and dreams. It is a hard-fought for negotiated benefit, and our goal is to make sure members are aware of all they can achieve with this benefit. We welcome you to ask about your benefit and how you can use it. We are committed to serving our USW members, and we look forward to working with each of you who will pursue their goals in 2026 through this benefit!

Steelworkers drive the ICD - it is your benefit and your program! So, we are here and ready to get to see and talk to so many of you in this new year!

Michele

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

RTB Guide Service

Fly Fishing Guide Service
Veteran Owned & Operated
724-825-9553
Jackb.rtb@outlook.com

Creek Archery Store

Bows, crossbows, archery accessories,
and indoor range with instructors.
114 McGrogan, Ruffs Dale, PA 15679
724-518-6943

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 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 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



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

** 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.*

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



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3-day Auto Detailing Craftsman Program

DAY 1: CLASSROOM

Students learn how to start, operate and grow an auto detailing or mobile auto detailing business. Knowing the “business side” of operating and managing your auto detailing and reconditioning business is just as important as the actual hands on methods and procedures.

DAY 2: EXTERIOR

Day two of the Detail King 3-Day Auto Detailing Craftsman Program focuses on hands-on exterior detailing training. Students learn proper wash techniques, clay bar decontamination, machine polishing, and paint correction using professional-grade tools. Instructors demonstrate how to restore gloss and remove surface imperfections safely and efficiently. The day wraps up with reconditioning services like headlight restoration, plastic trim dying, and paint chip repair to bring in additional revenue!

To register for any of the classes at Detail King, members must contact the Program Coordinator via email at mtaylor@monvalleyicd.com or by phone at 412-460-0390, as these classes fall under Tuition Assistance”.

DAY 3: INTERIOR

Day three of the Detail King 3-Day Auto Detailing Craftsman Program primarily focuses on the interior. Students go through a full interior detail including deep cleaning of carpets & upholstery, leather cleaning, and professional cleaning of all interior surfaces using commercial-grade equipment. Students learn reconditioning services like carpet dying, cigarette burn repair, and odor removal. The day concludes with a ceramic coating demonstration, and graduation where students receive their Diploma and Certified T-Shirt upon successful program completion.

Detail King

Friday 1/16 thru Sunday, 1/18 (+ optional Jade day 1/19)
OR
Friday, 3/6 thru Sunday, 3/8 (+ optional Jade day 3/9)
8:30 am to 5:30 pm
3 sessions (+ optional Jade day)

3-day Certified PPF Installer Course

Detail King’s 3-Day Professional Paint Protection Film (PPF) Installation Course is a comprehensive training program designed for detailers ready to expand into the high-demand world of PPF. Over three focused days, students learn PPF fundamentals, software operation, proper surface preparation, film alignment, and advanced installation techniques. The training progresses from flat-panel practice to wrapping complex curves, executing bulk installs, and completing full hood and fender coverage, ensuring graduates can deliver seamless, factory-quality results. With heavy emphasis on real-world practice, this course provides both the technical skills and the installer confidence needed to protect and enhance today’s vehicle finishes with precision.

CLASSROOM

- **Introduction to Paint Protection Film (PPF):** Understanding what PPF is and why it’s essential for modern vehicle protection.
- **Benefits of PPF:** Self-healing properties, UV protection, easy maintenance, long-term savings, and custom style options.
- **Understanding Customer Needs:** Why customers choose PPF and how to explain its value to them.
- **Risks Without PPF:** Common paint damage issues like rock chips, scratches, fading, and costly repaints.
- **PPF Software Overview:** Selecting the correct pattern for each vehicle using plotter software.
- **Pattern Scaling and Adjustments:** Learning how to adapt templates to fit properly.
- **and much more.**

HANDS-ON TRAINING

- **Intro to PPF Application:** Begin with flat panels like hoods and fenders to build core skills.
- **Film Alignment & Placement:** Learn precise positioning techniques for seamless coverage.
- **Slip Solution Mastery:** Control movement and tack for smooth, stress-free installs.
- **Squeegee Techniques:** Eliminate bubbles and ensure full film adhesion.
- **Managing Stretch & Tension:** Properly shape film around contours without distortion.
- **Edge Work & Tucking:** Create factory-like finishes with invisible edges.
- **Wrapping Complex Panels:** Gain confidence with bumpers, mirrors, and door edges.
- **Seamless Installs:** Techniques for smooth transitions and professional-quality results.
- **Troubleshooting Issues:** Fix bubbles, lifting edges, and contamination effectively.

Detail King

Friday, 4/17 thru Sunday, 4/19
8:30 am to 5:30 pm
3 sessions





1-day Jade Ceramic Coating Certification Course

CLASSROOM

- What ceramic coatings are and how they work
- Hardness ratings and what they mean
- How to sell ceramic coating services with features and benefits
- Items needed and necessary prep work (Wash-up, paint decontamination)
- How to formulate pricing and estimates
- Educating customers and upselling techniques
- Maintenance plans to offer customers
- Realistic expectations of ceramic protection and misconceptions

HANDS-ON TRAINING

- Paint correction using various compounds and polishes to remove imperfections in the paint
- Cleaning and prep steps to prepare the surfaces to be coated and ensure that all oils and dust have been removed
- Application process for silica and graphene coatings (paint, trim, glass, wheels, tires, interior)
- How to fix mistakes during application process
- How to perform follow-up washing and maintenance services

Detail King

Monday, 3/9 & 4/20
8:30 am to 5:30 pm
1 session

Note: Students will be certified in Jade Ceramic Coatings an availble with or without certification.

2-day Advanced Paint & Ceramic Coating Certificate

CLASSROOM

- What ceramic coatings are and how they work
- Hardness ratings and what they mean
- How to sell ceramic coating services with features and benefits
- Items needed and necessary prep work (Wash-up, paint decontamination)
- How to formulate pricing and estimates
- Educating customers and upselling techniques
- Maintenance plans to offer customers
- Realistic expectations of ceramic protection and misconceptions

HANDS-ON TRAINING

- Paint correction using various compounds and polishes to remove imperfections in the paint
- Cleaning and prep steps to prepare the surfaces to be coated and ensure that all oils and dust have been removed
- Application process for silica and graphene coatings (paint, trim, glass, wheels, tires, interior)
- How to fix mistakes during application process
- How to perform follow-up washing and maintenance services

Detail King

Thursday, 2/19 & Friday, 2/20
8:30 am to 5:00 pm
2 sessions

Note: Students will be certified in both SB3 and Jade Ceramic Coatings. More advanced polishing techniques are covred in day 2. (SB3 Can only be purchased by Certified Installers).



NEW Metal Roof Installation

Having a metal roof can have many advantages. Unlike conventional asphalt shingle roofs that tend to last an average of 12 to 17 years, metal roofs can last well over 50 years. Metal roofs are green, earth friendly and keep your roof cooler. In this hands-on class you will learn about the different materials and metal roofing systems available to you. Let us show you how to install a metal roof and create a more energy efficient home.

Mon Valley ICD

Thursdays, 6/11 to 6/25
4:00 pm
3 sessions

NEW Glass Block—Windows & Walls

The glass block window class is a 12-hour hands-on class that will provide the student with the knowledge to properly measure and install various types of glass block windows. The instructor will work with the student in teaching them the mathematical and measuring skills needed to make a correct fit with the windows. Students will learn the different types of glass block windows available, as well as different

applications that glass block can be used for. We will also build a glass block wall that can be used for privacy or in a shower.

Mon Valley ICD

Thursdays, 3/5 to 3/19
4:00 pm
3 sessions



NEW Forged San Mai Hunter

Students will forge-weld a three-layer San Mai billet, shape it into a hunting blade, heat treat, grind, and finish it with a custom handle. Lunch is provided.

Takach Forge

Saturday, 2/21

8:00 am to 4:00 pm

1 session

Andrew Takach

Chef Knife

In this class, each student will forge an 8–10 inch kitchen knife from high-carbon steel, heat treat, grind, and fit it with a finished handle ready for use.

Lunch is provided.

Takach Forge

Saturday, 1/24

8:00 am to 4:00 pm

1 session

Andrew Takach

NEW Steak Knife Set

We are excited to offer this new class where students will use the stock removal method to craft 4–6 matching steak knives, complete with handles and a custom countertop knife block. Lunch is provided.

Takach Forge

Saturday, 7/11 & Sunday, 7/12

8:00 am to 4:00 pm

2 sessions

Andrew Takach

NEW Forged K-Bar with Stacked Leather Handle

Forge a military-style survival knife with a hand-forged guard, pommel, and a stacked leather handle.

Takach Forge

Saturday, 4/11 & Sunday, 4/12

8:00 am to 4:00 pm

2 sessions

Andrew Takach

Basic Damascus

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

Takach Forge

Sunday, 4/26

8:00 am to 4:00 pm

1 session

Andrew Takach

Forged Hunter or Paring Knife

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

Takach Forge

Saturday, 5/30

8:00 am to 4:00 pm

1 session

Andrew Takach

NEW Garage Door Instakllation, Repair and Maintenance

The garage door is probably the door to your home that gets used most frequently. It also has more moving parts than a standard door, so you need to keep an eye on it to ensure that it works well and keeps your home secure. Topics covered: Broken springs, cables and openers, Damaged rollers, tracks, and brackets, Unhinged panels, Remote problems and General maintenance.

Mon Valley ICD

Thursdays, 4/30 to 5/14

4:00 am to 7:00 pm

3 sessions

Andrew Takach

Locksmithing

In this class, students will learn how to key-up, rekey and master key residential knob locks. We will cover making keys by code, copying keys and making a key to lock without having a key. Students will be taught everything they need to know to re-key their houses by learning how to gauge a key to set up a new lock.

Mon valley ICD

Thursdays, 5/21 to 6/4

4:00 pm to 7:00 pm

3 sessions

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.

Citizens Hose Company, Galssport

Wednesdays, 1/28 to 4/1

4:00 pm to 7:00 pm

6 sessions

Pete Kurta

Introduction to Butchercraft: Foundations of Meat 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.

Pittsburgh Community Kitchen

107 Flowers Avenue, Hazelwood, PA 15207

Tuesday’s, 2/3 to 2/24

4:00 pm to 7:00 pm

4 sessions

Ben Buchanan



NEW Intro to Drumming

Chris Belin, owner of Chris Belin’s Traveling Drum School since 1999, will introduce students to the art of drumming through drum set and hand percussion studies over four classes. Learning about rhythms, stick grips, percussion notation/ theory, music genre analysis and much more will be covered plus an interactive performance with over 20 percussion instructions from over the world. Whether you have never played the drums or want to brush up on your skills, this class has something for everyone!

Mon Valley ICD
Wednesdays, 3/4 to 3/25
4:00 pm to 6:00 pm
4 sessions
Instructor: Chris Belin

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 five-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
Tuesdays, 3/3 to 4/7
4:00 pm to 6:00 pm
6 sessions
Instructor: Caden G rbach

NEW Cookies—Make ‘em, Bake ‘em, Decorate ‘em

In this class students will meet with the instructor to talk about basics of home kitchen cookie baking and share and exchange ideas and recipes. Students are encouraged to bring a favorite or unusual cookie recipe to “swap” with the class. Students will follow along with the instructor to mix and prepare a batch of cookies. Students will also have the opportunity to decorate an additional batch of cookies on-site. BYOM (Bring your own milk!)

USW Local 2227 Union Hall
Wednesday, 3/11
4:00 pm
1 session
Instructor: Mike Opferman

Chess

This is an interactive course for all skill levels. Key topics covered are basic rules, tactics, openings and endgame with a focus on practical play and strategy. Come to class to learn to play chess or improve your skills. Boards will be provided for the class.

Mon Valley ICD
Mondays, 2/16 to 2/23
T4:00 pm to 7:00 pm
2 session2





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. Join us at Graceful Style located at 121 S 2nd Street in Elizbeth for one of two workshops on either Tuesday, March 10 or Tuesday, April 4 from 5 pm to 7 pm.

For the 3/10 class, you must register and choose your project no later than 2/15. For the 4/7, you must register and choose your by 3/15. Project choices will be sent to you once you register.

Graceful Style, 121 S 2nd Street, Elizabeth, PA
Tuesdays, 3/10/26 OR Tuesday, 4/7/26
5:00 to 7:00 pm
1 session
Stephanie Gusti

Make Your Own Chunky Knit Blanket

Join us for a fun and relaxing workshop where you’ll learn to make your very own chunky knit blanket – no needles or prior knitting experience required! In this hands-on class, you’ll use soft, oversized yarn and the simple technique of arm knitting (or hand knitting) to create a beautiful, cozy blanket perfect for your home or as a thoughtful handmade gift. Blanket is oversized 50 x 70. Choose from 12 different colors.

Graceful Style
121 S 2nd Avenue, Elizabeth, PA
Saturday, 3/14 OR Saturday, 4/25
10:00 am to 3:00 pm
1 session
Instructor: Stephanie Gusti

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
Wednesdays, 4/1/26 to 5/6/26
4:00 pm to 7:00 pm
5 sessions
Terri Mulvihill

Fly Fishing & the Five Core Elements to Success

This class will teach you the 5 core things that will lead to more success in your fly fishing adventures.

1. Casting
2. Line management
3. Hook setting
4. Fighting fish
5. Landing fish

Along with reading water, understanding leader set-ups, what flies to use and when to use them. From beginner to intermediate skill levels, this class will teach proven techniques for success on the water, leading to a more enjoyable fly fishing experience.

This class will have classroom, outdoor and the the water instruction. Bring your own equipment or equipment can be provided.

Mon Valley ICD
Wednesdays, 3/4 to 3/18
4:00 pm to 7:00 pm
3 sessions
Jack Barr





Wills, Living Wills, and Advanced Directives

Join us for an in-depth workshop where we will discuss the importance of building a strong foundation with quality estate planning documents. We will explain the necessity of having well drafted Powers of Attorney and why you need to review your beneficiary designations. We'll also explore the difference between a Last Will and Testament and various types of trusts that can be utilized to address your estate planning needs and protect your assets from the cost of long-term care.

Mon Valley ICD

Wednesday 3/18
9:00 am to 11:00 am
OR
4:00 pm to 6:00 pm
1 session

Boost Your Retirement

Ready to take control of your retirement future? This hands-on, two day workshop will explain the Fidelity 401k and teach practical skills to help you grow your savings through smart investing. The course will also cover everything from understanding the basics to making money work harder.

By the end of the course, you will be able to:

- › Confidently navigate your Fidelity 401K account
- › Set up and manage a trading account within your 401K
- › Execute buy and sell orders for various investment types
- › Understand the key differences between individual bonds and bond mutual funds
- › Have a foundational understanding of technical analysis and its application
- › Feel more empowered and knowledgeable about making informed investment decisions for your retirement

Mon Valley ICD

Tuesday 4/28 & Wednesday 4/29
8:30 am to 11:30 am or 4:00 pm to 7:00 pm
2 sessions
Instructor: David Wozniak



USS Mon Valley Presents

BOOST YOUR RETIREMENT SAVINGS



Ready to take control of your retirement future? This hands-on, two day workshop will explain the Fidelity 401K and teach practical skills to help you grow your savings through smart investing. The course will cover everything from understanding the basics to making your money work harder.

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- › Understand the key differences between individual bonds and bond mutual funds
- › Have a foundational understanding of technical analysis and its application
- › Feel more empowered and knowledgeable about making informed investment decisions for your retirement

Dates:

Tuesday & Wednesday
Apr. 28th & 29th

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

METAL ROOF INSTALLATION



Having a metal roof can have many advantages. Unlike conventional asphalt shingle roofs that tend to last an average of 12 to 17 years, metal roofs can last well over 50 years. Metal roofs are green & earth friendly and keep your roof cooler. In this hands-on class you will learn about the different materials and metal roofing systems available to you. Let us show you how to install a metal roof and create a more energy efficient home.

Date:
Thursdays, June 11th
through June 25th

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

BASICS OF CHESS



This is an interactive course for all skill levels. Key topics covered are basic rules, tactics, openings and endgame with a focus on practical play and strategy. Come to class to learn to play chess or improve your skills. Boards will be provided for the class.

Dates:
Feb. 16th & Feb 23rd

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

GLASS BLOCK WINDOWS & WALLS



The glass block window class is a 9 hour hands-on class that will provide the student with the knowledge to properly measure and install various types of glass block windows. The instructor will work with the student in teaching them the mathematical and measuring skills needed to make a correct fit with the windows, Students will learn the different types of glass block windows available, as well as different applications that glass block can be used for. We will also build a glass block wall that can be used for privacy or in a shower.

Date:
Thursdays, March 5th
through March 19th

Time:
4:00 pm - 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

GARAGE DOORS INSTALLATION, REPAIR & MAINTENANCE



The garage door is probably the door to your home that gets used most frequently. It also has more moving parts than a standard door, so you need to keep an eye on it to ensure that it works well and keeps your home secure. Topics covered: Broken springs, cables and openers, Damaged rollers, tracks and brackets, Unhinged panels, Remote problems and General maintenance.

Dates:
Thursdays Apr. 30th
through May 14th

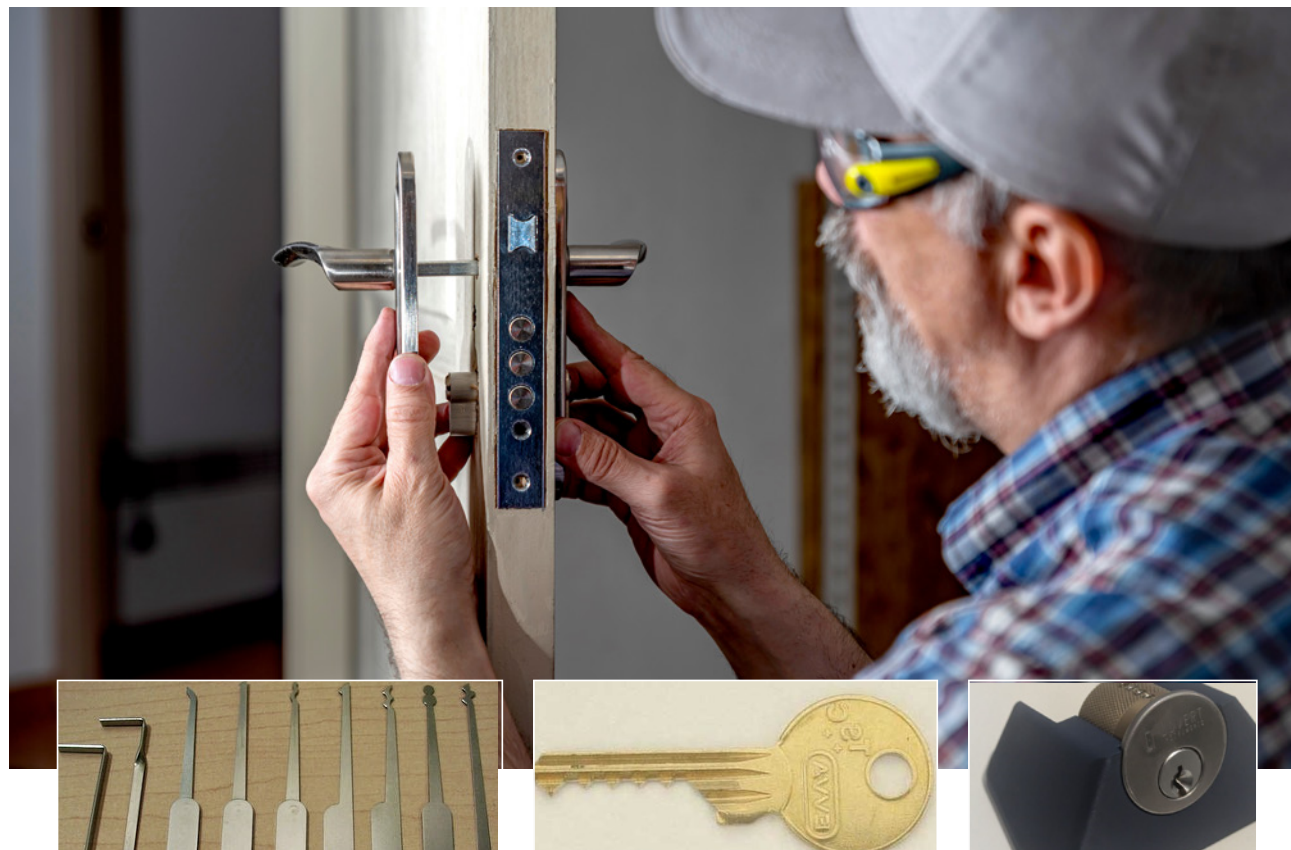
Times:
4:00 pm to 7:00 pm

Location:
Mon Valley ICD

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

USS Mon Valley Presents

LOCKSMITHING I & II



In this class, students will learn how to key up, re-key and master key residential knob locks. We will cover making keys by code, copying keys and making a key to lock without having a key. Students will be taught everything they need to know to rekey their house by learning how to gauge a key to set up a new lock. Information on where to purchase supplies and local locksmith organizations will be provided.

Dates:

Thursdays, May 21st
through June 4th

Times:

4:00 pm to 7:00 pm

Location:

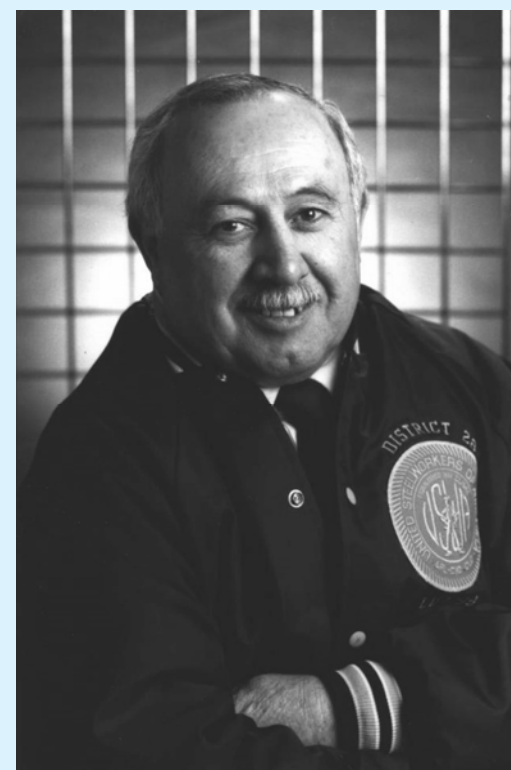
Mon Valley ICD

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

ZOOM Online Classes

3D Designs Using Tinkercad Tips and Tricks 3 wks

Taking this online course will empower you to design and or edit your own or downloaded 3D models in a systematic way by learning the Tinkercad software. Many time saving tips and tricks will be introduced in this course. Learn how to create functional objects for your home, office, or even as unique gifts for friends. If you have taken the 3D printing class(es) or considering purchasing and/or taking 3D Printing classes in the future, this class will greatly benefit your 3d printing experience. This course can be viewed at your own pace online at your preferred time.

Prerequisites: None
Mondays and Wednesdays
Session I: January 12 to January 28
Session II: March 9 to March 25
Location: ONLINE ONLY
Instructor: George Zahariadis

Easy Guitar 12 wks

Easy Guitar is designed for busy adults who want to experience what it's like to play the instrument and make music. Taught by award-winning guitarist and teacher Eric Lambert, Easy Guitar is an online only class that includes a follow up video of each class period in the event you are Working and can't view the class live. The best part is the class is you guessed it, Easy! Have Fun, Play Guitar!

Prerequisites: Own a guitar
Mondays-January 5 to March 30
11am-12pm or 3pm-4pm (Central Time)
Location: ZOOM
Instructor: Eric Lambert



Learn to Play Piano/Keyboard: 10 wks Levels 1, 2, 3, 4, or 5

This class is designed for all levels of piano students. Learning and playing the piano/keyboard can open up an incredible door of creativijy 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

Prerequisites: None
Tuesdays-January 13 to April 14
No Class: January 27, February 17, March 10 and March 17
11:30am-1pm or 3:30pm-5pm (Central Time)
Location: Leon Lynch/ZOOM
Instructor: Frances Zahariadis



Zoom Information

To register for any of these courses, please contact your Program Coordinator via email at mtaylor@monvalleyicd.com or by phone at 412-460-0390.

Live & Online Classes

Business Planning I:How to Develop a Business Plan 8 wks

This is an introductory course in developing a business plan that requires no previous knowlege of the business planning process. This course will provide you with the ability to learn what is involved in developing a plan for a successful business. You will learn about an operational plan, personnel planning and finally a marketing and financial plan. Spouses may attend at no charge.

Prerequisites: None
Wednesdays-January 7 to February 25
8am-10am or 4pm-6pm or 6pm-8pm
Location: Leon Lynch
Instructor: Scott Williams



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 analysis. Spouses may attend at no charge.

Prerequisites: None
Wednesdays, March 11 to April 29
8am-10am or 4pm-6pm or 6pm-8pm
Location: Leon Lynch
Instructor: Scott Williams



Business Planning III: Finalization of a Business Plan 6 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 comprehensives sales forecast, a profit and loss projection and a cash flow forecast. Spouses may attend at no charge.

Prerequisites: None
Thursdays-January 8 to February 26
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 had taken this course before starting a business. This is an introductory course that teaches the basics of any type of small business. The course will focus on licenses/permits, location, deductible expenses, insurance, recordkeeping and legal forms of ownership. 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
Thursdays, April 12 to April 16
8am-10am or 4pm-6pm or 6pm-8pm
Location: Leon Lynch
Instructor: Scott Williams



L&O Information

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.

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.



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.



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!



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.



Toolingu U-SME

Toolingu 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, Toolingu 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
ToolinguU	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.babbel.com/

Mon Valley ICD
One South Linden Street
Duquesne, PA 15110

