

**EMPLOYMENT
TRAINING
PANEL**

**Annual Report
2000-01**

MISSION STATEMENT

The Employment Training Panel (ETP) is a significant economic development tool for business attraction and business retention. ETP, in partnership with business, labor, and government, provides funds for training California's workforce in the skills necessary for businesses to successfully compete in the global economy, while providing workers with good jobs that pay good wages.

THE PANEL

ETP is governed by an eight-member Panel that sets policy for the operation of the Program, and meets each month in different parts of the state to consider and act on policy issues and training proposals. The Panel members have backgrounds in business, labor and job training. They include:

Marsha H. Kwalwasser, Acting Chairperson, was appointed to the Panel in March 2001 by Governor Gray Davis. Ms. Kwalwasser is Director of Government Relations for Northrop Grumman Corporation. She served four years as Chief of Staff and later as Chief Deputy Controller for then-California State Controller Gray Davis.

Aram Hodess, Vice Chairperson, was reappointed to the Panel in February 2001 by Senate President Pro Tempore John Burton and has been a member since April 1999. He has served as Assistant Business-Manager and Financial Secretary-Treasurer of the Plumbers and Steam Fitters Local 159 since 1989.

David L. Brown was appointed in March 2001 by Assembly Speaker Robert Hertzberg. He is President of Affiliations Unlimited, Inc., and sits on a number of civic and business Boards of Directors. Mr. Brown worked for McDonnell Douglas and Southwest Airlines where he was in charge of public and media relations.

Robert Holstein was appointed to the Panel in February 2001 by Senate President Pro Tempore John Burton. An attorney, Mr. Holstein is President of Holstein, Taylor, Unitt and Law, A Professional Corporation. Over the past 27 years, Mr. Holstein has represented the Riverside San Bernardino Building And Construction Trades Unions, focusing on personal injury and workers compensation issues.

Robert M. Lennox was appointed in March 2001 by Governor Gray Davis. While working in an auto parts warehouse, Mr. Lennox was elected Shop Steward, and in 1987, he was elected President of the Teamsters Local 495. He now serves as Secretary-Treasurer of Joint Council 42 in El Monte.

Patricia Murphy has served on the Panel since January 1994 as the ex officio voting member representing the Secretary of the California Technology, Trade and Commerce Agency (TTCA). She has served as the Director of the Office of Business Development for TTCA since January 1993.

Thomas E. Rankin was reappointed in February 2001 by Speaker of the Assembly Robert Hertzberg and has been a Panel member since January 2000. He is President of the California Labor Federation, AFL-CIO, and its former Research Director and Legislative Representative. Mr. Rankin previously served as Chairman of the State Commission on Health and Safety and Workers' Compensation.

*Currently, one Panel Member appointment is unfilled.

TABLE OF CONTENTS

FISCAL YEAR HIGHLIGHTS	i
INTRODUCTION	1
ETP No Longer An “Experiment”	1
THE YEAR IN REVIEW	2
A Focus on Long-Term Planning.....	2
Addressing Key Policies.....	2
Targeted Marketing	2
Reduced Disencumbrances.....	4
Focusing on Customer Service.....	4
Completed Contract Performance	4
Serving Small Business	5
APPENDICES	7
Appendix A: FY 2000-01 Revenue and Expenditures.....	A-1
Appendix B: FY Completed Contract Data	B-1
Appendix C: Characteristics of Panel Trainees	C-1
Appendix D: List of FY 2000-01 Completed Contracts	D-1

FISCAL YEAR HIGHLIGHTS

PANEL ACTIONS

- Implementation and revision of regulations, policies and procedures in response to passage of SB 43, which made the ETP program permanent.
- Approval of 258 new training projects and encumbrance of \$86.4 million for the planned training and retention in employment of approximately 69,000 trainees (including both incumbent and unemployed workers), at an average cost of \$1,251 per trainee.
- Targeting business and industry with the highest return on investment of training dollars to the California economy, i.e., traditional and high-tech manufacturing, telecommunications, computer programming and systems design, software production, biotechnology and multimedia/entertainment. Sixty-eight percent of all newly approved training funds went to manufacturing and other non-manufacturing, high-technology companies. Small businesses (i.e., having 250 or fewer workers) were also targeted.
- Collaboration with customers and stakeholder groups on key policy initiatives, targeting training for high unemployment areas; initiation of the California Career Ladders Program, in conjunction with the Employment Development Department; establishment of criteria for multiple-employer contracts; and refinement of employer contribution requirements.
- Reduction of disencumbrance rate for the third year in a row, to 25 percent, significantly lower than the historical rate of more than 40 percent.
- Improvement of contracting process through increased automation to better and more efficiently serve customers.

COMPLETED CONTRACTS

- In 2000-01, 233 previously approved and implemented contracts were completed. Performance data for these completed contracts demonstrated that:
 - Contractors earned \$61.8 million for the successful training and retention in employment of 46,998 workers; the average training cost per trainee was \$1,315 (including \$5,058 per new hire, and \$1,205 per retrainee).
 - The average hourly wage earned after training and employment retention was \$9.95 for new hires, and \$20.56 for retrainees.
 - 67 percent of all funds earned went to businesses in manufacturing and other high technology sectors.
 - 79 percent of all businesses served were small (i.e., having 250 or fewer employees).

INTRODUCTION

ETP NO LONGER AN "EXPERIMENT"

The 2000-01 legislative session set a milestone for the Employment Training Panel (ETP) as Senate Bill (SB) 43 removed the Panel's sunset date, and made it a permanent program. ETP was conceived in 1982 as an experiment to determine if funds transferred from the unemployment insurance system for training could be used effectively to improve the economy. With performance-based contracting as a key element (i.e., no funds are earned unless workers complete training and stay employed at least 90 days), the Panel has succeeded in funding the training and employment retention of more than 400,000 workers for 43,000 businesses.

ETP is California's only industry specific training program for incumbent workers. Established as a means of assisting displaced workers, the program has expanded over the years to benefit the overall California economy by primarily focusing its funds on retraining workers of businesses challenged by out-of-state competition.

ETP differs from the many other agencies and programs which serve the workforce population through pre-employment training, placement and supportive services – many with an emphasis on disadvantaged workers. The Panel's primary focus is on ensuring that California businesses have the trained workers to compete in the ever-changing global economy. Independent research has shown ETP-funded training to be as effective in meeting employers' needs as industry provided training. The success of the ETP "experiment" is further evidenced by its long-time status as a national model for state-financed training programs.

With its new standing as a permanent and on-going program, the Panel's actions and accomplishments in Fiscal Year (FY) 2000-01, as outlined in this Annual Report, serve as an exciting starting point in meeting the challenges of the future.

Senate Bill 43: Key ETP Amendments

SB 43 (Chapter 491, Statutes of 2000) enacted the following changes in the ETP program, effective January 1, 2001:

- Repealed sunset provision on the ETP program.
- Strengthened the program's emphasis on supporting California's basic industries.
- Mandated employer contributions for all employers participating in retraining contracts.
- Required that all training be customized to the specific requirements of one or more employers or a discrete industry.
- Required Panel appointments by the Senate, Assembly, and Governor to include one private sector labor representative and one business representative, with the labor appointment to be made from nominations by state labor federations. The business appointment is to be made from nominations of employer associations. The Governor's third appointment is to be a public member.
- Reduced the Special Employment Training (SET) allocation of available training funds from 20 to 10 percent. Focus was placed on using SET funds to serve frontline workers who earn at least the California average hourly wage (which for calendar year 2001 was \$19.24).

THE YEAR IN REVIEW

A FOCUS ON LONG-TERM PLANNING

With its new status as a permanent program, the Panel was able for the first time to approach strategic planning with a long-term focus. An emphasis was placed on developing the 2001-02 Strategic Plan to address key long-term objectives and create greater value for ETP's customers and stakeholders, and the State's economy. The Panel developed a Plan to target ETP's finite resources toward businesses in industries on a regional basis, providing the greatest potential economic return on funds invested. A priority in the upcoming year will be the refinement of this planning process.

ADDRESSING KEY POLICIES

Key policy issues were also addressed throughout the report year. The Panel sought input through public hearings to ensure the program continues to respond to California businesses and workers. As a result, the Panel:

- in addition to targeting the State's basic industries, funded training in regions of high unemployment, with a focus on the "working poor";
- assured that training provided through multiple employer contracts (MECs) is customized and reflects employer needs (in MECs, training is provided by training agencies or employer consortia to workers from numerous participating employers); and
- established criteria for employer contributions in retraining agreements, based on employer size, and participation in direct contracts or MECs.

TARGETED MARKETING

The Panel worked with its many marketing partners in business, labor, and government. Training funds were targeted towards businesses and industries with the greatest potential impact on California's economy. Training was targeted to manufacturing and other emerging high-technology sectors (i.e., 60 percent of approved training funds went to manufacturing firms; another 8 percent went to businesses in non-manufacturing high tech sectors, such as multimedia/entertainment, software development, and computer programming).

As a result, the Panel encumbered all \$86.4 million of its available training funds for the year, approving 258 new contracts for the training and employment retention of more than 69,000 workers, at a low average training cost of only \$1,251 per trainee. (See Appendix A, "FY 2000-01 Revenue and Expenditures".)

Marketing Partners: The Panel has key partners who market the program statewide: The **California Chamber of Commerce** targets small businesses and local chambers to assist local businesses applying for ETP training contracts. The **Workforce and Economic Development Program** of the **California Labor Federation** works with the labor community to develop training contracts. The **Technology, Trade, and Commerce Agency** promotes training to small and rural businesses. The **California Manufacturers Technology Association** markets statewide to manufacturers. The **Latin Business Association** works to forge relations between ETP and Latino-owned small businesses. **California Association for Local Economic Development** promotes the program in relation to economic development activities. The **Employment Development Department (EDD)** markets ETP/EDD workforce initiatives to Workforce Investment Boards (WIB).

Special emphasis was placed on serving basic industries, small businesses, rural areas, and areas of high unemployment. The Panel's unique economic development niche is illustrated by projects funded last year in support of these key areas:

- **Basic Industries:** ETP supports California businesses in basic industries facing out-of-state competition. As an example, \$1.4 million was approved for Fujitsu America, Inc., an international leader in fiber-optic transmission and broadband switching systems. Fujitsu is the parent of 23 companies operating in California, and the funding enabled 13 of these companies to retrain 2,569 workers, to respond to increased technological competition in the global market.
- **Small Business:** Small employers are a continuing priority for the Panel. Almost 80 percent of businesses funded annually are small (i.e., having 250 or fewer workers). Last year, Z Microsystems, Inc. (ZMI), a

small, custom manufacturer of computing systems for the defense industry received \$52,000 to retrain 37 workers. Located in San Diego, ZMI has established itself in the highly competitive computer storage device market with its specialized products. The training responded to an urgent need to meet increasing product demand, under stringent regulatory control. Trainee wages reflect ETP's high wage emphasis, with trainees earning an average of more than \$20 an hour.

- **Rural Areas:** The Panel continued reaching out to rural areas to ensure the program addresses the needs of firms in various geographic regions of California. In order to help Upright Inc. enhance its new manufacturing site located in Madera in the Central Valley, the Panel approved \$400,000 for the retraining of 500 workers in continuous improvement skills. A manufacturer of aluminum scaffolding, Upright's training needs were driven by an increase in out-of-state and foreign competition. Acquiring the new skills was essential in helping Upright speed up product development, increase quality, and decrease prices.

- **High Unemployment Areas:** With a special 2000-01 Budget Act allocation to target high unemployment areas, the Panel approved more than \$15 million to assist businesses and workers in these areas to respond to local economic conditions. This included \$1.9 million for the Southeast Los Angeles County Workforce Investment Board to retrain 1,900 workers of small to medium sized businesses to help them compete in the world market. The trainee population included 580 "working poor" trainees employed by companies in designated high unemployment areas. These low wage earners usually earned the State minimum wage during training, and received at least a 5 percent wage increase after completing training and the 90-day employment retention period.

Workforce Development Initiatives

The Panel worked with the Employment Development Department to begin two workforce development initiatives:

- 1) The California Career Ladders to the 21st Century Initiative provides training to workers in low wage jobs to help them advance into higher paying positions in jobs with career advancement opportunities.
- 2) The Techforce Initiative was created to train information technology workers. This effort supported the Governor's Information Technology Initiative. Local WIB's will use ETP funding and employer contributions to recruit employers and trainees for this specialized program. This initiative will focus on high unemployment areas, especially the Central Valley.

REDUCED DISENCUMBRANCES

In 2000-01, the Panel continued improving project performance rates and reducing disencumbrances. ETP contracts are performance based, which means funds are not earned by a contractor until a trainee has completed training and a subsequent employment retention period of at least 90 days. Disencumbrances occur when funds are approved and encumbered, but not earned. Last year, disencumbrances fell to 25 percent, continuing a downward trend over the past three years -- i.e., 29 percent in 1998/99; 28 percent in 1999/00; and 25 percent last year -- all well below the historical rate of over 40 percent.

The reduction in disencumbrances can be partially attributed to administrative actions taken by the Panel in recent years, including: limiting the number of training hours in projects; requiring early involvement of company top management in the contract process; and the incremental funding process for larger contracts. Incremental funding allows the Panel to commit funding for the full scope of approved training projects, while encumbering funds incrementally for those projects, based on their success.

Targeting Rural Areas

The Panel increased its marketing efforts to reach out to business in rural counties, and provided "hands-on" technical assistance to help rural employers better understand and participate in the application process. Through these marketing efforts, the Panel reached rural businesses throughout the state, and generated many new contracts in the Central Valley. As a result, last year 52 agreements were approved for training in rural areas, an increase of 73 percent over the previous year

FOCUSING ON CUSTOMER SERVICE

Last year saw further strides in improved customer service through technological advances and administrative improvements in the contracting process.

- *Enhanced Technology:* The Panel enhanced its information technology capabilities by focusing on process improvement and increasing on-line capabilities in the contracting process.

New on-line tracking systems were implemented to simplify contractor record keeping. A new amendment tracking system was initiated to automate the tracking of all contract revisions and simplify the amendment process.

A pilot program was initiated to automate a portion of the ETP contract on-line, improving the collection of program data.

- *Seamless Project Development and Monitoring:* A pilot program was successfully conducted in the San Diego regional office to combine project development and monitoring functions and provide seamless customer service to contractors. Given this success, the model will be implemented in all of the Panel's regional offices in 2001-02.

COMPLETED CONTRACT PERFORMANCE

A total of 233 contracts approved in prior years were completed in 2000-01, providing 3,384 employers with trained, skilled workers. Training and employment retention was provided for 46,998 workers at an average cost of \$1,315 per trainee.

Data from these completed contracts indicated the Panel's continuing emphasis on funding training for high-wage, high-skilled workers in industries that positively impact California's

economy. Training was funded for businesses in all major industries in California, with most funds going to manufacturing and high tech sectors.

The average post-training and employment retention wage for workers who were unemployed at the beginning of training was \$9.95 an hour; retrainees averaged \$20.56 an hour. Occupations trained were primarily frontline workers including production workers, clerical and office support, technical support, sales and customer service representatives, machinists and machine operators, and hospitality workers. (See Appendix B, "Completed Contracts".)

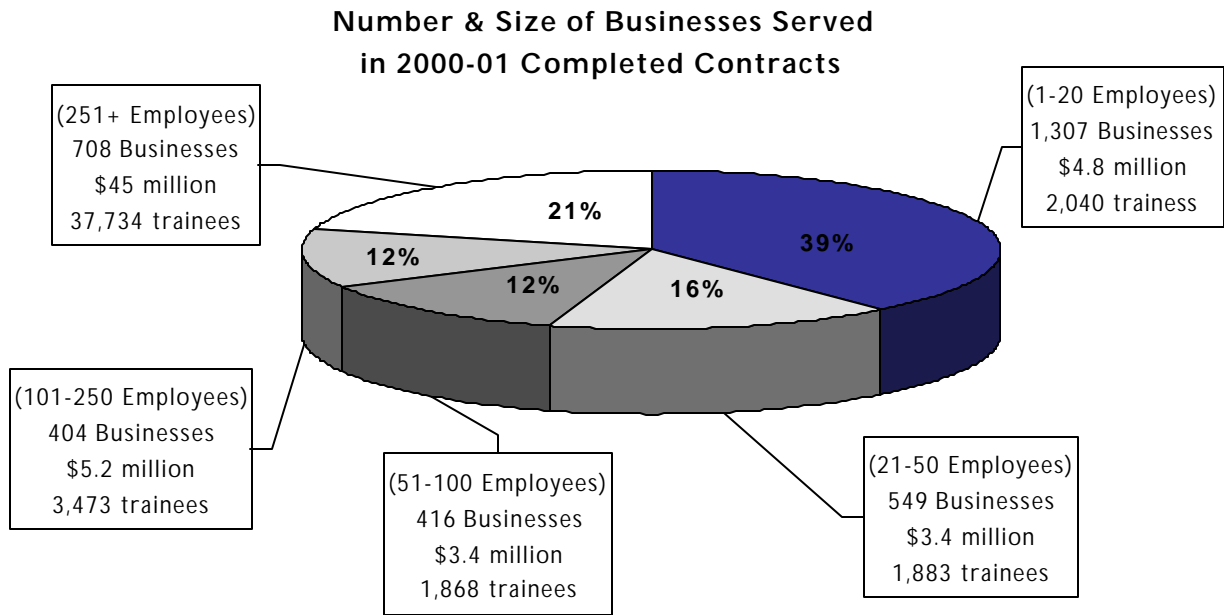
SERVING SMALL BUSINESS

Recognized as an essential resource for many small employers who otherwise have no means to train their workers, the Panel continued its emphasis on assisting small businesses. Seventy-nine percent of all businesses served in last year's completed contracts were small. Sixty-seven percent of all businesses served had 100 or fewer workers; 55 percent had 50 or

fewer workers; and those with 20 or fewer employees represented 39 percent of all businesses served. Overall, small businesses earned 23 percent of all training dollars expended last year, employing 78 percent of all new hires and 18 percent of all retrainees.

The Panel serves small employers through both direct contracts with single employers and contracts with employer consortia or training agencies that train workers of multiple employers. Contracting directly with 43 small businesses last year, the Panel funded training for 1,472 workers. Another 2,633 small businesses were served through 72 multiple employer contracts which provided training for 7,792 workers. (See Appendix B for data on service to small businesses in completed contracts.)

During the past year, the Panel continued its emphasis on assisting small firms by assigning a field office representative to facilitate the contracting process for all small businesses that enter into agreements with ETP, and initiating a small business work group to improve small businesses' ability to contract directly with ETP.



APPENDICES

Appendix A: FY 2000-01 Revenue and Expenditures

Appendix B: FY Completed Contract Data

Appendix C: Characteristics of Panel Trainees

Appendix D: List of FY 2000-01 Completed Contracts

FY 2000-01 REVENUE AND EXPENDITURES

Monies from the Employment Training Fund (ETF) are appropriated to the Panel for training and administrative purposes and to other organizations through transfers, as shown below. The FY 2000-01 appropriation to the Panel was \$75.9 million. In addition, disencumbrances from past years' contracts are added to the budget appropriation. For the 2000-01 year, this amount was \$21.3 million, making a total of \$97.2 million available to ETP for the fiscal year.

As indicated under ETF Transfers below, the Employment Development Department (EDD), the Department of Social Services (DSS) and the Department of Industrial Relations (DIR) also receive a portion of training funds through Budget Act transfers. Last year, those ETF transfers included: \$30 million to DSS for CAL-Works, \$3.1 million to DIR in support of the Division of Apprenticeship Standards; and \$4.6 million to EDD for the collection of the Employment Training Tax, in addition to \$3.2 million for the State and Local Labor Market Information Program to produce industrial and employment data.

A. REVENUE AND EXPENDITURE REPORT (FY 2000-01)

<u>Employment Training Fund (ETF) Appropriation</u>	\$116,836,000
<u>ETF Transfers:</u>	
Department of Social Services	(\$30,000,000)
EDD State/Local Labor Market Information	(\$3,196,000)
Department of Industrial Relations	(\$3,145,000)
EDD Tax Collections Branch	<u>(\$4,613,000)</u>
Total	(\$40,954,000)
<u>ETP Revenue:</u>	
Appropriation From ETF	\$75,882,000
Funds Reinvested	<u>\$21,300,000</u>
Total	\$97,182,000
<u>Expenditures</u>	
Program Administration	(\$9,500,000)
Marketing and Research	(\$1,250,000)
Training	<u>(\$86,432,000)</u>
Total	(\$97,182,000)

As Indicated, \$97.2 million was available to the Panel in 2000-01 for program administration, marketing and research, and training:

- **Program Administration.** \$9.5 million was spent for program operational costs. The costs to administer the program are determined through the budgetary process and are reviewed annually by the Department of Finance and the Legislature.
- **Marketing and Research.** \$1.25 million was spent on strategic marketing and research to identify and target the best use of limited funds. These funds were prioritized for

marketing, research and evaluations conducted by outside consultants under contract to the Panel. Expenditure of marketing funds includes interagency agreements with the Technology, Trade and Commerce Agency and other organizations who market the program to targeted customers. Research funds may be expended for services provided by EDD's Labor Market Information Division and for external research studies.

- **Training.** The Panel encumbered all \$86.4 million of its available training funds. (See below.)

B. TRAINING FUND APPROVALS

The Panel encumbered all \$86.4 million of its available training funds for the year. Training funds were approved under: a) the regular Economic Development category, primarily for the retraining of incumbent workers in businesses threatened by out-of-state competition, as well as training for unemployed workers; b) the Special Employment Training (SET) category for businesses and workers not eligible under regular program criteria; and c) the Welfare to Work category for the training of employed current or former welfare recipients to help them remain employed and advance in their jobs. (Note: Effective July 26, 2001, given funding limitations and the availability of funds from other sources for the welfare population, a moratorium was placed on the funding of Welfare to Work training projects, at least through 2001-02.) Within the Economic Development Category, the panel approved \$15.2 million for training in high unemployment areas in the State.

FY 2000-01 FUNDING COMMITMENTS*

	Total	Economic Development	SET	Welfare to Work
Approved Training Projects	258**	223	38	10
Training Funds Encumbered (in millions)	\$86.4	\$78.5	\$4.9	\$3.0
Workers Targeted for Training	69,055	63,932	4,325	797
Average Cost per Trainee***	\$1,251	\$1,228	\$1,133	\$3,764

* \$17 million in future year funds was also committed for these projects, to be encumbered incrementally, based on project performance.

** Includes several projects with multiple funding categories.

*** Overall average cost per trainee for new hires was \$4,731; for Retrainees it was \$1,188.

Training was targeted to the State's manufacturing industry and other emerging high-technology sectors. Sixty percent of approved funds went to businesses in manufacturing; another 8 percent was approved for businesses in non-manufacturing high technology sectors, such as software development, computer programming, and multimedia/entertainment.

COMPLETED CONTRACT DATA

Two hundred and thirty-three contracts approved in prior years were completed during the report year. Training in these contracts focused on skills to assist employers in implementing technological innovations, diversifying goods and services, and transitioning to high-performance workplaces. The training provided workers with the skills required for long-term employment and to help California employers remain competitive in the international economy.

A. SUMMARY OF COMPLETED CONTRACTS*

The following table illustrates last year's completed contracts by funding category. The Panel continued to provide training in high-wage, high-skill jobs for a total of 46,998 trainees at an average cost of \$1,315 per trainee.

	Total	Economic Development	SET	Welfare To Work
Number of Contracts**	233	207	32	10
Amount Earned (in millions)	\$61.8	\$55.4	\$4.4	\$2.0
Retained in Employment***	46,998	43,340	3,184	474
Cost per Trainee	\$1,315	\$1,278	\$1,382	\$4,219

* See Appendix D, "Completed Contracts" for a listing of the year's completed contracts.

** 16 contracts include multiple funding.

***In last year's completed contracts, the percentage of actual placements compared to total planned job placements was 70.3 percent (71.7 percent for new hires, and 70.3 percent for retrainees).

**** The average cost per trainee was \$5,058 for new hires, and \$1,205 for retrainees.

B. RETRAINEES AND NEW HIRES SERVED BY SIZE OF BUSINESS

As indicated, the following table provides numbers of trainees by size of business served. Eighteen percent of all retrainees were employed by small businesses, while 78 percent of all new hires were employed by small businesses.

Business Size	Retrainees	New Hires	\$ Earned Amount
1-20	1,611	429	\$4,833,073
21-50	1,658	225	\$3,378,964
51-100	1,649	219	\$3,422,443
101-250	3,299	174	\$5,186,811
251+	37,439	295	\$44,969,357
Totals	45,656	1,342	\$61,790,648

C. TRAINING BY INDUSTRY

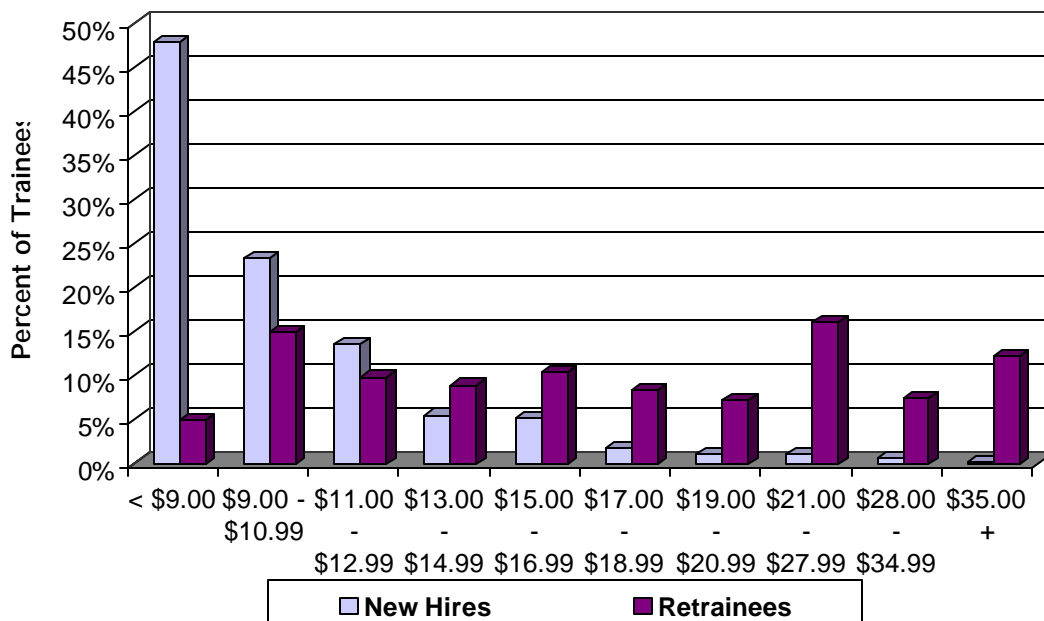
The Panel funded training in all major industries in California, with a majority of contracts and funds going towards the manufacturing sector. Businesses in non-manufacturing, high technology sectors such as software development, biotechnology, telecommunications, and multi-media/entertainment also earned a significant percent of available funds.

<p>Manufacturing 30,022 trainees \$31.9 million (52% dollars earned) 38% businesses served</p>	<p>Services 5,198 trainees \$12.2 million (20% dollars earned) 45% businesses served</p>
<p>High Technology* 4,007 trainees \$9.2 million (15% dollars earned) 1% businesses served <small>*includes software development, multimedia/entertainment, computer programming and systems design, and telecommunications.</small></p>	
<p>Trade 4,003 trainees \$4.1 million (7% dollars earned) 7% businesses served</p>	<p>Other** 3,768 trainees \$4.4 million (6% dollars earned) 9% businesses served <small>**Includes agriculture, construction, transportation, and finance.</small></p>

D. TRAINEE WAGES

The average post-training and retention wage for workers who were unemployed at the start of training (new hires) was \$9.95 an hour; for retrainees, it was \$20.56 per hour. The following chart provides the distribution of wages.

Hourly Wages After Training



- Occupations trained were primarily frontline workers including production workers, clerical and office support, technical support, sales and customer service representatives, machinists and machine operators, and hospitality workers.
- Fifty-two percent of the new hires earned at least \$9 per hour. Approximately 70 percent of retrainees earned at least \$13 per hour, significantly higher than the required ETP wage for the same period.
- Workers earning less than \$9 an hour were primarily in hospitality and entry level manufacturing and service jobs.
- The retrainees that earned the highest average wages, over \$17 per hour, were trained in business, communications, computer skills, continuous improvement, management, office automation, total quality management, and project management.
- The new hires earning the highest average wages (between \$12.29 and \$15.48) were trained in Computer-Assisted Design/Computer Aided Manufacturer, communications, and computer skills.

E. TYPES OF TRAINING

The most common types of training in these contracts were: Continuous Improvement, Computer Skills, Production Techniques, Customer Service, Assembly Work, Computer Numerical Control, Computer Networking and Programming, Project Management, Statistical Process Control, Communication Skills, Total Quality Management, Hazardous Materials, and Management Skills.

F. LITERACY TRAINING

The Panel supports literacy training, defined as writing, reading, language comprehension, math, and Vocational English as a Second Language (VESL), where such training has a demonstrated link to job skills training.

Eighteen of the year's completed contracts included literacy components for 572 participants at a cost of \$403,557 for Vocational English as a Second Language (VESL), in order to provide English speaking skills to some lower wage workers to facilitate their vocational skills training and success on the job.

G. Terminated Contracts

Last year, 47 contracts were terminated prior to completion of the contract term. In some cases, some training occurred, but in others, training never began. Most of the contracts were terminated due to changes in the company's business environment, including reorganization, increase in business, dynamic market changes, turnover and staff reductions, business/industry declines, system implementation problems, and changes in priorities. In only a few cases, were contracts terminated because the contractors were unable to comply with ETP performance requirements.

H. Trainee Demographics

Trainee demographic data indicates that more than 62 percent of retrainees were males, while new hires were almost equally divided between males and females. In both cases, the male representation was slightly higher than in the corresponding labor force categories of employed and unemployed workers. ETP trainees were younger than the State labor force as a whole: 74

APPENDIX B

percent of retrainees, and 75 percent of new hires were 44 years of age or younger, compared to 67 percent of employed workers, and 45 percent of unemployed workers.

ETP retrainees typically had more education than employed workers in the labor force; conversely, new hires generally had less education than unemployed workers. Specifically, 65 percent of retrainees and 42 percent of new hires had at least some college education or a degree, compared to 56 percent of the labor force for both categories as a whole.

More African-American, Asian, and Native Americans were served by ETP than their proportionate composition in the labor force. There were proportionately fewer whites and Hispanics than their counterparts in the work force. (See Appendix C, "Characteristics of Panel Trainees Compared to California Labor Force.") This under-representation of Hispanics was largely due to the fact that many workers in that group are in lower wage jobs. Recent Panel actions including targeting high unemployment areas and the working poor, as well as marketing outreach are expected to address this disparity.

Characteristics of Panel Trainees Compared to California Labor Force

<u>Characteristic</u>	<u>Employment Training Panel</u>		<u>California Labor Force</u>	
	<u>New Hire</u> <u>Percent</u>	<u>Retrainee</u> <u>Percent</u>	<u>Unemployed</u> <u>2000</u>	<u>Employed</u> <u>2000</u>
<u>SEX:</u>				
Female	49.0%	37.9%	46.9%	45.4%
Male	51.0%	62.1%	53.1%	54.6%
<u>AGE:</u>				
<25	12.3%	8.7%	22.3%	15.7%
25-34	33.7%	32.1%	11.4%	24.7%
35-44	29.1%	32.9%	10.9%	26.1%
45-54	20.1%	19.4%	9.5%	20.7%
55-64	4.6%	6.4%	11.5%	9.9%
65+	0.2%	0.5%	34.4%	2.9%
<u>EDUCATION:</u>				
Less than H.S. Grad.	20.2%	7.7%	18.9% a,b	18.9% a,b
H.S. Graduate	38.7%	27.7%	24.9% a,b	24.9% a,b
Some College	29.1%	25.8%	28.8% a,b	28.8% a,b
College Graduate	10.6%	31.3%	18.6% a,b	18.6% a,b
Post Graduate	1.4%	7.5%	8.8% a,b	8.8% a,b
<u>MARITAL STATUS:</u>				
Married	45.3%	57.6%	55.1% b	55.1% b
Single	54.7%	42.4%	44.9% b	44.9% b
<u>ETHNICITY:</u>				
White	40.2%	40.9%	46.8%	54.5%
African-American	15.9%	6.3%	4.9%	5.3%
Hispanic	26.0%	24.1%	37.7%	27.5%
Asian	14.0%	24.6%	9.7%	11.9%
Native American	1.8%	1.3%	0.9% c	0.8% c
Other	2.1%	2.8%		
<u>VETERAN:</u>				
Yes	10.7%	7.0%	1.6% d	10.7%
No	89.3%	93.0%	98.4% d	89.3%
a/ Percentages are for total population 25 years and older.				
b/ Data is not separated by individual category of employed or unemployed.				
c/ Combines the categories of Native American and Other.				
d/ Based on those applying for unemployment insurance last year.				
Unemployment and Civilian Labor Force data are based on the 2000 annual averages provided by the Bureau of Labor Statistics in the <u>Current Population Survey</u> conducted by the Bureau of the Census.				

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
A&D ENGINEERING INC. Santa Clara/Trade	5	35		\$67,423	88%
ACCURATE METAL FABRICATORS, INC. Orange/Manufacturing	4	72		\$117,120	85%
AFFYMETRIX, INC. Yolo/Manufacturing	4	31		\$75,296	80%
AIDCO, INC. San Bernadino/Construction	5	90		\$103,306	55%
ALAMEDA COMPUTER CENTER, INC. Alameda/Various	6	46	64	\$692,524	100%
ALAMEDA GROUP, INC. Los Angeles/Manufacturing	4	24		\$33,828	51%
ALL METALS PROCESSING OF ORANGE COUNTY, INC. Orange/Manufacturing	3	35		\$19,656	73%
AMBASSADOR VOCATIONAL INSTITUTE LLC DBA AVI COMPUTER TECHNOLOGY Los Angeles/Various	6	26		\$34,684	87%
AMERICAN AIRLINES, INC.* Los Angeles/Transportation	5	477		\$330,720	74%
AMERICAN BUSINESS COLLEGE Stanislaus/Various	6		13	\$53,937	26%
ANACOMP, INC. San Diego/Manufacturing	5	33		\$17,160	66%
APPLIED MATERIALS, INC. Santa Clara/Manufacturing	5	3,000		\$1,560,000	100%
ARLON ADHESIVES & FILMS DIVISION Orange/Mannufacturing	5	22		\$13,832	100%
ATMEL CORPORATION Santa Clara/Trade	5	320		\$177,697	52%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
AVIARA RESORT ASSOC. LP DBA FOUR SEASONS RESORT San Diego/Service	5	104		\$99,896	29%
B. BRAUN MEDICAL, INC. Orange/Trade	5	388		\$360,484	77%
BARBARA WALLACE DBA PUNCH & JUDY Fresno/Trade	1	21		\$45,654	91%
BAY AREA VIDEO COALITION* San Francisco/Various	6	227		\$521,700	100%
BEAR CREEK PRODUCTION COMPANY Kern/Agriculture	5	69		\$53,820	82%
BENJAMIN GROUP/BSMG WORLDWIDE Santa Clara/Service	2	26		\$28,666	29%
BENTLEY MILLS, INTERFACE, INC. Los Angeles/Manufacturing	5	273		\$297,400	89%
BEST BUY CO., INC. San Bernadino/Trade	5	140		\$306,460	74%
BIO DATA HERB COMPANY LLC Trinity/Manufacturing	1	4		\$7,800	100%
BIOSENSE WEBSTER Los Angeles/Manufacturing	5	214		\$161,203	49%
BOEING NORTH AMERICAN, INC. BOEING DEFENSE AND SPACE GRP Los Angeles/Manufacturing	5	7		\$10,192	9%
BROWN INTERNATIONAL Los Angeles/Manufacturing	4	92		\$47,840	100%
CALIFORNIA ACRYLIC INDUSTRIES Los Angeles/Manufacturing	4	2		\$2,236	1%
CALIFORNIA HUMAN DEVELOPMENT CORPORATION* San Joaquin/Service	6		16	\$80,002	32%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retraitees	Placed New Hires	Earned Amount	Percent Earned
CALIFORNIA HYATT CORPORATION San Francisco/Service	5	791		\$1,302,256	94%
CALIFORNIA MANUFACTURERS ASSOCIATION Sacramento/Various	6	35		\$20,440	29%
CALIFORNIA MANUFACTURERS ASSOCIATION* Sacramento/Various	6	92		\$186,186	45%
CALIFORNIA MANUFACTURING TECHNOLOGY CENTER Los Angeles/Various	6	533		\$623,332	100%
CALIFORNIA PARAMEDICAL AND TECHNICAL COLLEGE Riverside/Various	6		50	\$239,400	100%
CALIFORNIA PORTLAND CEMENT COMPANY Kern/Manufacturing	5	22		\$13,508	52%
CALIFORNIA STATE UNIVERSITY FRESNO FOUNDATION* Fresno/Finance	6	162		\$166,296	100%
CALIFORNIA STATE UNIVERSITY, SACRAMENTO Sacramento/Various	6	23		\$23,392	36%
CALIFORNIA SWITCH AND SIGNAL Los Angeles/Trade	3	8		\$4,836	6%
CALPINE CONTAINERS, INC. Contra Costa/Trade	3	65		\$124,660	72%
CAMPBELL SOUP CO. Sacramento/Manufacturing	5	308		\$417,958	18%
CAMPTON PLACE HOTEL San Francisco/Service	3	82		\$99,398	43%
CAREER EDUCATION CENTER San Mateo/Various	6		42	\$217,854	93%
CAREER MANAGEMENT INSTITUTE* Orange/Various	6	65		\$54,210	65%
CELESTICA CORPORATION Orange/Trade	5	82		\$68,068	85%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
CENTRAL MEDICAL CENTER VOCATIONAL SCHOOL Los Angeles/Variou	6		20	\$115,517	56%
CHAPMAN UNIVERSITY Orange/Variou	6	73		\$45,625	81%
CHEVRON PRODUCTS COMPANY Alameda/Manufacturing	5	109		\$194,311	99%
CHICO COMMUNITY PUBLISHING DBA NEWS & REVIEW Sacramento/Manufacturing	2	24		\$22,740	23%
CLARITA CAREER COLLEGE Los Angeles/Variou	6		12	\$63,838	31%
COMPREHENSIVE TRAINING SYSTEMS, INC. San Diego/Variou	6		39	\$242,736	87%
COMSYS TECHNICAL SERVICES, INC. Orange/Service	5	0		\$0	0%
CONCENTRIX, INC. Alameda/Service	3	51		\$32,331	16%
CONTINENTAL DATAGRAPHICS, A DIV OF CONTINENTAL GRAPHICS HOLDINGS, INC. Los Angeles/Manufacturing	5	192		\$149,682	51%
CONTRACTED COMPUTER TRAINING, INC. Los Angeles/Variou	6	426		\$261,042	83%
COOPERATIVE OF AMERICAN PHYSICIANS - MPT* Los Angeles/Finance	3	55		\$51,296	68%
CORPORATION FOR MANUFACTURING EXCELLENCE (MANEX) Alameda/Manufacturing	6	972		\$914,147	100%
CTB/MCGRAW-HILL, A DIVISION OF THE MCGRAW-HILL COMPANIES Monterey/Manufacturing	5	360		\$441,368	82%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
CUPERTINO ELECTRIC, INC.* Santa Clara/Construction	5	58		\$30,160	59%
DACOR (DISTINCTIVE APPLIANCES, INC.) Los Angeles/Manufacturing	4	139		\$238,862	91%
DAIMLER-CHRYSLER RAIL SYSTEMS Contra Costa/Service	5	183		\$260,464	63%
DEL MONTE FOODS San Francisco/Manufacturing	5	738		\$356,632	96%
DELICATO VINEYARDS San Joaquin/Manufacturing	4	69		\$84,514	26%
DENSE-PAC MICROSYSTEMS, INC. Orange/Manufacturing	2	41		\$49,530	69%
DIGITAL INSIGHT Sacramento/Finance	3	50		\$98,500	31%
DISC IMAGING SERVICES, INC. Trinity/Service	1	4		\$5,760	32%
DOWELL ALUMINUM FOUNDRY, INC. Los Angeles/Manufacturing	1	11		\$6,600	100%
ECONOLITE CONTROL PRODUCTS, INC. Orange/Manufacturing	3	125		\$105,144	85%
ENDEVCO Orange/Manufacturing	5	104		\$75,760	38%
ENTERTAINMENT INDUSTRY DEVELOPMENT CORPORATION Lake/Service	1	6		\$2,592	29%
ESSELTE CORPORATION Los Angeles/Manufacturing	5	155		\$136,972	91%
FANTE, INC., DBA CASA SANCHEZ FOODS San Francisco/Manufacturing	1	4		\$5,734	32%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
FELCO INDUSTRIES, INC. Kings/Manufacturing	2	35		\$51,672	52%
FLOWSERVE Los Angeles/Manufacturing	5	72		\$49,974	36%
FLUIDMASTER, INC. Orange/Manufacturing	5	173		\$299,870	66%
FOSTER ELITE TRUCK DRIVING SCHOOL Tehema/Variou s	6		96	\$319,560	83%
FOUNDATION FOR EDUCATIONAL ACHIEVEMENT San Diego/Variou s	6	96		\$244,342	100%
FOUR - D SUCCESS ACADEMY, INC. San Bernadino/Variou s	6	79		\$323,380	95%
FREMONT COMPENSATION INSURANCE GROUP* Los Angeles/Finance	5	52		\$63,454	13%
FUTURE TRUCKING PROFESSIONALS, INC. Shasta/Variou s	6		40	\$154,955	41%
GAP INC - PACIFIC DISTRIBUTION CENTER Fresno/Trade	5	383		\$421,200	100%
GC INTERNATIONAL, INC. Ventura/Manufacturing	2	13		\$15,488	51%
GE FINANCIAL ASSURANCE CO - LONG TERM CARE DIV Marin/Finance	5	69		\$42,848	18%
GENENTECH, INC.* San Mateo/Manufacturing	5	539		\$2,573,335	35%
GENERAL ELECTRIC CAPITAL MORTGAGE SERVICES, INC. San Bernadino/Finance	5	152		\$118,560	21%
GLENDALE COMMUNITY COLLEGE PRO DEV CTR* Los Angeles/Variou s	6	1,951		\$2,542,120	97%
GLOBE BUSINESS FURNITURE, INC. Riverside/Trade	5	18		\$35,640	49%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
GOODWILL INDUSTRIES OF VENTURA & SANTA BARBARA COUNTIES Ventura/Trade	6		20	\$76,600	100%
GRAPHIC ARTS INSTITUTE San Francisco/Various	6	45		\$59,428	61%
GROSSMONT COLLEGE San Diego/Service	6		18	\$115,003	40%
GULFSTREAM AEROSPACE CORPORATION Los Angeles/Manufacturing	5	463		\$517,130	100%
HACIENDA LA PUENTE UNIFIED SCHOOL DISTRICT* Los Angeles/Various	6	73		\$40,588	100%
HAWTHORNE MACHINERY COMPANY* San Diego/Trade	5	37		\$56,368	75%
HERBALIFE INTERNATIONAL OF AMERICA, INC. Los Angeles/Trade	5	266		\$161,360	38%
HERSHEY CHOCOLATE AND CONFECTIONERY CORP Stanislaus/Manufacturing	5	215		\$155,654	80%
HOWARD LEIGHT INDUSTRIES, A DIVISION OF BACOU USA SAFETY, INC. San Diego/Trade	5	78		\$79,040	93%
I-FLOW CORPORATION Orange/Manufacturing	3	2		\$1,040	2%
IMPCO TECHNOLOGIES, INC. Los Angeles/Manufacturing	4	122		\$294,320	71%
INJEX INDUSTRIES, INC. Alameda/Manufacturing	4	27		\$38,114	62%
INTEGRATED DEVICE TECHNOLOGY, INC. Santa Clara/Manufacturing	5	183		\$136,974	49%
INTER-CITY SERVICES, INC., CAREER DEV INSTITUTE Alameda/Various	6	0	0	\$0	0%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
INTERNET EDUCATION CENTERS Los Angeles/Variou	6	90		\$245,220	100%
ITT FEDERAL SERVICES CORPORATION* San Bernadino/Service	5	428		\$804,440	55%
J & R FILM CORP. DBA MOVIOLA DIGITAL EDUCATION CNTR Los Angeles/Variou	6	957		\$2,161,269	100%
JAYCRAFT CORPORATION San Diego/Manufacturing	2	30		\$38,728	26%
KAVA HOLDINGS, INC., DBA HOTEL BEL-AIR Los Angeles/Service	4	14		\$13,572	4%
KERN COMMUNITY COLLEGE DISTRICT* Kern/Variou	6	29		\$16,124	56%
KLA-TENCOR CORPORATION Santa Clara/Manufacturing	5	1,464		\$761,280	100%
KUBOTA TRACTOR CORPORATION Los Angeles/Trade	5	61		\$42,536	60%
LA OPINION* Los Angeles/Manufacturing	4	194		\$345,072	63%
LEGOLAND, CALIFORNIA San Diego/Service	5	31		\$21,008	6%
LEIGH FISHER ASSOCIATES San Mateo/Service	2	46		\$37,500	79%
LEPRINO FOODS Kings/Manufacturing	5	18		\$20,592	82%
LITHOGRAPHIX, INC. Los Angeles/Manufacturing	4	38		\$46,720	89%
LODAN INTERNATIONAL, INC. San Mateo/Trade	4	97		\$86,682	50%
LOMA LINDA UNIVERSITY MEDICAL CENTER San Bernadino/Variou	6	229		\$254,725	65%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retraitees	Placed New Hires	Earned Amount	Percent Earned
LOS ANGELES CHAPTER - NTMA ONTARIO Los Angeles/Service	6	192	129	\$1,611,196	100%
LOS ANGELES NTMA TRAINING CENTER Los Angeles/Various	6	370		\$737,737	96%
LOS ANGELES VALLEY COLLEGE Los Angeles/Various	6	56		\$93,002	57%
MAGNET SALES AND MANUFACTURING, INC. Los Angeles/Trade	2	35		\$41,940	67%
MARIANI PACKING COMPANY, INC. Santa Clara/Manufacturing	4	136		\$154,016	65%
MASTEC NORTH AMERICA, INC.* Los Angeles/Construction	5	7		\$26,600	5%
MCCANN'S ENGINEERING & MANUFACTURING COMPANY Los Angeles/Manufacturing	3	40		\$24,596	72%
MCCARTHY STEEL, INC. Kern/Manufacturing	2	4		\$2,064	2%
MCI WORLDCOM Sacramento/Transportation	5	98		\$157,560	15%
MEAD PACKAGING DIVISION Orange/Trade	5	56		\$44,616	26%
MEDIMPACT HEALTHCARE SYSTEMS, INC. San Diego/Finance	6	189		\$190,177	83%
MERISEL AMERICAS, INC. Los Angeles/Trade	5	263		\$113,539	28%
MICRO MATIC USA, INC. Los Angeles/Manufacturing	5	0		\$0	0%
MOBEDSHAHI HOTEL GROUP Santa Clara/Service	4	139		\$232,545	40%
MOBIL OIL CORPORATION Los Angeles/Manufacturing	5	742		\$1,010,360	78%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
MOOG AIRCRAFT GROUP Los Angeles/Manufacturing	5	86		\$62,478	100%
MOTION CONTROL ENGINEERING, INC. Sacramento/Manufacturing	4	61		\$49,933	23%
NATIONAL ALLIANCE OF BUSINESS, INC* Los Angeles/Various	6	1,583		\$1,018,276	86%
NATIONAL TRAINING INSTITUTE, INC. Sacramento/Various	6		99	\$474,879	100%
NORTH AMERICAN INSTITUTE Los Angeles/Various	6		21	\$121,293	70%
NORTHROP GRUMMAN - MARINE SYSTEMS Santa Clara/Manufacturing	5	57		\$38,768	46%
OXMAN COLLEGE* San Francisco/Various	6	258	15	\$310,950	66%
PACIFIC BELL Statewide/Communication	5	2,046		\$6,331,520	99%
PACIFIC BELL WIRELESS* Merced/Communication	5	603		\$973,388	100%
PACIFIC COAST PRODUCERS San Joaquin/Manufacturing	5	7		\$5,356	8%
PACIFIC COAST REGIONAL (PCR) SMALL BUSINESS DEVELOPMENT CORPORATION* Los Angeles/Various	6	13		\$7,228	32%
PACIFIC MINIATURES Orange/Manufacturing	2	12		\$26,670	72%
PACIFIC SOUTHWEST CONTAINER, INC. Stanislaus/Manufacturing	4	58		\$37,726	77%
PHACE MANAGEMENT SERVICES - MIKE DIAMOND ENTERPRIS Los Angeles/Service	3	16		\$96,000	100%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retraitees	Placed New Hires	Earned Amount	Percent Earned
PRAEGITZER INDUSTRIES, INC. Alameda/Manufacturing	5	166		\$52,935	55%
PREECE, INC. Orange/Manufacturing	1	19		\$21,204	52%
PREPRODUCTION PLASTICS, INC. Riverside/Manufacturing	2	45		\$55,290	61%
PRESCOLITE, INC. Alameda/Manufacturing	5	76		\$113,832	36%
PRO FORMS INC. San Luis Obispo/Manufacturing	3	112		\$176,780	67%
QAD, INC. Santa Barbara/Service	5	260		\$248,300	53%
QUALITY COLLEGE VOCATIONAL CAREERS Fresno/Various	6	0	56	\$143,752	52%
QUICKRESPONSE SERVICES, INC. Alameda/Service	4	94		\$48,880	35%
RALSTON PURINA COMPANY, GOLDEN PRODUCTS DIVISION Kern/Manufacturing	5	33		\$25,532	55%
RD INSTRUMENTS San Diego/Manufacturing	3	40		\$51,740	78%
RECOT INC., DBA FRITO-LAY Stanislaus/Manufacturing	5	119		\$89,360	31%
REMEC INC. San Diego/Service	5	224		\$134,550	18%
RIO HONDO COLLEGE Los Angeles/Various	6	193		\$124,308	96%
RIVER CITY SMALL BUSINESS CHAMBER* Sacramento/Various	6	10		\$7,340	12%

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** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
RIVERSIDE COMMUNITY COLLEGE DISTRICT Riverside/Various	6	343		\$203,864	48%
ROCKRIDGE TECHNOLOGIES, INC. Solano/Service	5	63		\$72,802	69%
ROHR, INC. A SUBSIDIARY OF THE B F GOODRICH COMPANY Riverside/Manufacturing	5	138		\$167,281	100%
ROY E. HANSON JR. MANUFACTURING Los Angeles/Manufacturing	2	6		\$5,040	11%
SAFEWAY, INC.* Alameda/Trade	5	266		\$397,744	100%
SAN DIEGO WORKFORCE PARTNERSHIP San Diego/Various	6	53	24	\$274,135	100%
SAN DIEGO WORKFORCE PARTNERSHIP San Diego/Various	6		56	\$222,344	94%
SAN FRANCISCO SEWING ASSOCIATION Napa/Manufacturing	4	45		\$84,150	22%
SAN FRANCISCO STATE UNIVERSITY San Francisco/Various	6	9		\$14,560	47%
SANYO LOGISTICS CORPORATION San Bernadino/Transportation	5	23		\$20,556	72%
SANYO NORTH AMERICA CORPORARTION San Diego/Trade	6	83		\$77,532	60%
SAP LABS, INC.* Santa Clara/Service	5	73		\$37,960	97%
SCHMALBACH-LUBECA Solano/Manufacturing	5	20		\$23,502	24%
SEAGATE RECORDING MEDIA - MILPITAS Santa Clara/Manufacturing	5	323		\$294,520	88%

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** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
SEARS LOGISTICS SERVICES Kern/Transportation	5	120		\$137,436	100%
SEARS, ROEBUCK & COMPANY San Bernadino/Trade	5	420		\$523,352	55%
SEARS, ROEBUCK AND COMPANY - PRODUCT SER CTR San Bernadino/Trade	5	84		\$68,484	16%
SER, JOBS FOR PROGRESS, INC. OF ORANGE COUNTY Orange/Various	6		20	\$86,640	87%
SHEA HOMES SAN DIEGO San Diego/Construction	5	66		\$57,584	65%
SIEMENS BUILDING TECHNOLOGIES, INC. LANDIS DIVISION* Orange/Trade	5	36		\$38,896	18%
SIERRA WEST ACADEMY Shasta/Various	6	5	17	\$100,557	41%
SILGAN CONTAINERS CORPORATION Stanislaus/Manufacturing	5	234		\$183,108	90%
SILICON VALLEY COLLEGE Alameda/Various	6	55	60	\$438,115	87%
SOLECTRON CORPORATION Santa Clara/Manufacturing	5	3,906		\$3,684,240	100%
SOUTHEAST LOS ANGELES COUNTY PRIVATE INDUSTRY COUNCIL Los Angeles/Various	6	11		\$14,047	10%
SPECIFIC PLATING CO., INC. Los Angeles/Manufacturing	1	18		\$42,150	76%
SPECTROLAB, INC. Los Angeles/Manufacturing	5	33		\$25,870	6%
SSE TELECOM, INC. Alameda/Manufacturing	3	52		\$23,322	24%

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** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
STANISLAUS COUNTY ECONOMIC DEVELOPMENT CORPORATION* Stanislaus/Various	6	27		\$15,012	39%
STUART F. COOPER COMPANY Los Angeles/Manufacturing	3	145		\$247,200	73%
SUN HING FOODS, INC. Los Angeles/Trade	2	8		\$14,400	36%
SUN MICROSYSTEMS, INC. Santa Clara/Manufacturing	5	3,487		\$3,361,293	72%
SUNSET MOULDING COMPANY Sutter/Manufacturing	4	29		\$28,164	69%
TATUNG COMPANY OF AMERICA, INC. Los Angeles/Trade	5	144		\$199,536	76%
TECH TV San Francisco/Service	5	18		\$36,000	33%
TEXTRON AREOSPACE FASTENERS, INC. Orange/Manufacturing	5	20		\$11,680	6%
THE ANTELOPE VALLEY COLLEGE Los Angeles/Various	6	92		\$54,482	14%
THE BOEING COMPANY AIRLIFT & TANKER PROGRAMS Los Angeles/Manufacturing	5	304		\$355,680	47%
THE CITY OF WESTMINSTER Orange/Service	6	150		\$766,050	100%
THE FOURTH R, COMPUTER TRAINING SOLUTIONS Merced/Various	6	96		\$76,728	53%
THE HAMILTON FIXTURE COMPANY Orange/Manufacturing	5	129		\$247,312	81%
THE HELMS GROUP Los Angeles/Service	6	19		\$12,344	12%

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COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
THERMO QUEST CORPORATION Santa Clara/Manufacturing	5	21		\$25,232	21%
THOR CALIFORNIA Riverside/Trade	5	308		\$139,084	77%
TOSCO REFINING COMPANY Los Angeles/Manufacturing	5	164		\$148,434	91%
TRINET VCO Alameda/Service	3	64		\$53,856	54%
TRUCK DRIVING ACADEMY Sacramento/Various	6		179	\$821,889	100%
TRU-FORM TOOL & MFG. INDUSTRIES, INC. Los Angeles/Manufacturing	2	31		\$73,110	91%
TUBED PRODUCTS, INC. Ventura/Manufacturing	5	62		\$78,676	33%
UAW - LABOR EMPLOYMENT AND TRAINING CORPORATION* Los Angeles/Various	6	96		\$153,984	80%
UAW - LABOR EMPLOYMENT AND TRAINING CORPORATION Los Angeles/Various	6	53	9	\$172,830	12%
UAW LABOR EMPLOYMENT TRAINING CORPORATION Los Angeles/Service	6	47		\$240,029	11%
ULTRA CLEAN TECHNOLOGY SYSTEMS AND SERVICE, INC. San Mateo/Manufacturing	2	8		\$4,800	6%
UNIQUE MANUFACTURING CORPORATION Orange/Trade	2	0		\$0	0%
UNISYS CORPORATION, COMPUTER SERVICES GROUP San Diego/Manufacturing	5	174		\$169,116	85%
UNITED AIR LINES, INC.* San Mateo/Transportation	5	1,388		\$721,760	23%

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

COMPLETED CONTRACTS

APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
UNITED EDUCATION INSTITUTE Orange/Various	6	104		\$144,389	43%
UNITED HEALTHGROUP - UNIPRISE San Francisco/Finance/Insurance	5	175		\$430,425	68%
UNIVERSITY OF PHOENIX - SACRAMENTO CAMPUS* Sacramento/Various	6	139		\$191,908	58%
USC/INTEGRATED MEDIA SYSTEMS CENTER Los Angeles/Various	6		37	\$132,288	100%
USS - POSCO INDUSTRIES Contra Costa/Manufacturing	5	168		\$118,560	90%
VALLEY CAREER COLLEGE San Diego/Various	6		62	\$316,673	100%
VALU ENGINEERING INC. Orange/Manufacturing	2	5		\$4,500	9%
VERIZON WIRELESS Sacramento/Communication	5	181		\$287,040	48%
VISTA PAINT CORPORATION Orange/Manufacturing	4	22		\$36,960	11%
W. L. BUTLER CONSTRUCTION , INC.* San Mateo/Construction	2	68		\$153,520	76%
WATSON LABORATORIES, INC Riverside/Manufacturing	5	53		\$39,216	95%
WATTERSON COLLEGE Los Angeles/Various	6		2	\$11,492	4%
WEST LOS ANGELES COLLEGE/CEDCE/LOS ANGELES COMMUNITY COLLEGE DISTRICT* Los Angeles/Various	6	496		\$310,248	72%
WESTECH COLLEGE, INC. Los Angeles/Various	6	573		\$796,470	95%

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APPENDIX D

Contractor & County/Industry	Business Size**	Placed Retrainees	Placed New Hires	Earned Amount	Percent Earned
WESTERN TUBE AND CONDUIT CORPORATION Los Angeles/Manufacturing	3	6		\$12,311	14%
WESTMED TRAINING* Santa Clara/Various	6	70	4	\$120,157	74%
WORLDWIDE EDUCATIONAL SERVICES OF CA Contra Costa/Various	6	3	122	\$594,245	49%
WYNN OIL COMPANY Los Angeles/Manufacturing	4	97		\$184,160	67%
XEROX CORPORATION Orange/Manufacturing	5	485		\$252,200	100%
XERXES CORPORATION Orange/Manufacturing	4	60		\$59,527	81%
		45,656	1,342	\$61,790,648	

*Special Employment Training (SET) Category

** (1) 1-50, (2) 51-100, (3) 101-250, (4) 251-500, (5) Over 500, (6) Multiple Employers

The Annual Report was prepared by the Planning and Research Unit staff: Mike Rice, Ann Covington, Tish Fujimori, Shari Little, Jill McAloon, Damon Nelson, and Elizabeth Slape.

Additional copies of the Annual Report may be obtained by contacting the Employment Training Panel at 1100 J Street, 4th Floor, Sacramento, CA 95814, (916) 327-5409.

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