



**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL MEETING**  
California Environmental Protection Agency  
1001 "I" Street  
Sierra Hearing Room, 2<sup>nd</sup> Floor  
Sacramento, CA 95814  
September 28, 2012

**PANEL MEMBERS**

Barry Broad  
Chair

Carol Farris  
Member

Sonia Fernandez  
Member

Michael Hart  
Member

Janine Montoya  
Member

Edward Rendon  
Member

Janice Roberts  
Acting Vice-Chair

Sam Rodriguez  
Member

**Executive Staff**

Jill McAloon  
Acting Executive Director

Maureen Reilly  
General Counsel

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**I. PUBLIC PANEL MEETING CALL TO ORDER**

Jill McAloon, Acting Executive Director, called the meeting to order at 9:35 a.m.

**II. ROLL CALL**

Present

Sonia Fernandez  
Michael Hart  
Janine Montoya  
Edward Rendon  
Janice Roberts (arrived after initial roll call)  
Sam Rodriguez

Absent

Barry Broad  
Carol Farris

Executive Staff Present

Jill McAloon, Acting Executive Director

**III. REPORT OF THE EXECUTIVE DIRECTOR**

Jill McAloon, Acting Executive Director, said that today's proposals include the standard mix of both single and multiple employer contracts. She said there are two regional office managers present by teleconference, Diana Torres and Creighton Chan. Rosa Hernandez and Wally Aguilar are in attendance at today's meeting and they will present the projects.

Ms. McAloon said regarding ETP's budget, should the Panel approve all of the projects presented today, we will have approved approximately \$6.7 million, leaving \$21.1 million available for contracting for the remainder of the fiscal year to be allocated between both delegation orders and core projects. Based on recent revenue from EDD, ETP will have about \$2.1 million revenue than we reported to the Panel last month. This will take us from \$46 million to \$48.1 million, an increase that equates to about \$6.3 million in contract value.

As indicated at the last meeting, based on the changing revenue and the demand for training, our funding caps that we approved earlier might warrant pre-assessment. Staff will be assessing the pre-applications in the pipeline, looking at the training need, and we will bring recommendations to the Panel in October to adjust our caps if necessary.

This year we expect only one source of alternative funding currently, AB 118, through our partnership with the California Energy Commission. We anticipate there will be approximately \$6.2 million available in December.

Ms. McAloon said there are seven projects under the apprenticeship training pilot in today's Panel packet binder for consideration. After approving all of those projects, the Panel will have approved eleven apprenticeship pilots, totaling \$3.9 million. As you recall, we determined to spend up to \$7 million on the apprenticeship pilot, and you can see there is much demand for that program.

Ms. McAloon reported that SB 1402 was chaptered on September 17, and it puts ETP into an integrative planning process around better linking education, training and economic development.

Mr. Hart asked for a motion to designate Edward Rendon as the temporary acting Chair, in the absence of Janice Roberts, Acting Vice Chair.

**ACTION:** Mr. Hart moved and Ms. Fernandez seconded the motion to designate Edward Rendon as the temporary acting Chair, in the absence of Janice Roberts, Acting Vice Chair.

Motion carried, 5 – 0.

Mr. Rendon announced that Janice Roberts, Vice Chair, was delayed due to traffic and asked for a short recess.

Ms. McAloon announced there were two motions currently on the table, to adopt the Consent Calendars under Tabs #1 and #2 and to delegate in event of loss of quorum.

#### **IV. REQUEST MOTION TO ADOPT CONSENT CALENDAR PROJECTS**

Ms. McAloon asked for a motion to adopt Consent Calendar Items #1 and #2.

California Workforce Association .....	\$61,419
Riverside Economic Development Agency .....	\$52,560

**ACTION:** Ms. Montoya moved and Mr. Hart seconded approval of Consent Calendar Items #1 and #2.

Motion carried, 5 – 0.

#### **V. MOTION TO DELEGATE IN EVENT OF LOSS OF QUORUM**

Ms. McAloon asked for a motion to delegate in event of loss of quorum, authorizing the Executive Director in conjunction with the Panel Chair or Vice Chair, to approve projects.

**ACTION:** Ms. Montoya moved and Mr. Hart seconded the motion to delegate in event of loss of quorum.

Motion carried, 5 – 0.

## **VI. DELEGATION ORDERS**

Ms. McAloon referred the Panel to the Delegation Orders located in the back of the Panel Packet under Tabs A - D. She said there were a total of 30 projects totaling approximately \$1.6 million approved by the Panel Chair and Acting Executive Director in September through the Panel authorized Delegation Order process. She said there were sixteen small business proposals totaling approximately \$470,000 and fourteen fast-track proposals totaling approximately \$1.2 million. She said there has been a steady flow of these projects and the process is working very smoothly, which is why you do not see as many projects under Consent Calendar. In total this year, the Panel has approved 49 Delegation Order projects totaling \$2.8 million which included 22 small business and 27 fast track delegations.

Ms. McAloon asked for a motion to approve both the Agenda and the Minutes from the August 24, 2012 Panel meeting.

## **VII. AGENDA**

ACTION: Mr. Hart moved and Mr. Rodriguez seconded the motion that the Panel approve the Agenda.

Motion carried, 5 – 0.

## **VIII. MINUTES**

ACTION: Mr. Hart moved and Mr. Rodriguez seconded the motion that the Panel approve the Minutes from the August 24, 2012 meeting.

Motion carried, 5 – 0.

## **IX. REVIEW AND ACTION ON PROPOSALS**

### **Single Employer Proposals**

#### **AHMC Anaheim Regional Medical Center LP**

Wally Aguilar, Manager of the North Hollywood Regional Office, said the company representatives for the AHMC Anaheim Regional Medical Center LP were not yet present. He asked if this proposal could be reconsidered once the company representative arrives. Mr. Rendon said that the next proposal would be considered and said the AHMC proposal would be presented once the company representative arrives.

#### **Hawker Pacific Aerospace**

Mr. Aguilar presented a Proposal for Hawker Pacific Aerospace (Hawker Pacific), in the amount of \$522,720. Hawker Pacific repairs and overhauls aircraft landing gear for major commercial and regional aircraft, both fixed and roto-wing. The company's customers include commercial airlines, air freight carriers, and government agencies.

Mr. Aguilar introduced Brian Carr, Vice President Landing Gear and Brent Bartlett, COO representing Spectra Consulting, LLC.

Mr. Rodriguez asked for a sense of their company and where they are headed. Mr. Carr said their company has been on a relatively good growth path over the last several years. He said they just won some new business from Federal Express they will be looking after their fleet of aircraft for the next ten years, which is the reason for additional staffing at their facility. They see a growth pattern continuing in their organization and in their industry for the next several years so they are doing much training internally. They have purchased some new equipment and LEAN is a large asset to them as far as improvement, efficiency and keeping their competitive edge to continually grow their business. Mr. Rodriguez asked if the Federal Express decrease in business activity in the last quarter will not have an effect on them. Mr. Carr said no, not at the moment. Mr. Rodriguez asked if they see their business as stabilized. Mr. Carr said yes, he believes Federal Express is a very stable customer and they are continuing to add more aircraft to the fleet as they look some years down the road.

Ms. Montoya asked out of the 45 trainees, how many of those are new jobs. Mr. Carr asked if she was referring to new job titles. Ms. Montoya said she was referring to the job creation component of the proposal and asked if they are hiring or only changing people's positions. Mr. Carr said they have hired additional heads in their company. He said they are not new job titles but they are adding to existing roles they have in their company such as machinists, platers, and aviation maintenance technicians. Ms. Montoya said machinists typically earn more than \$13 per hour which is provided under the wage range by occupation, which is relatively low for Los Angeles County. Mr. Carr said that is the lower end of the scale for the trainees coming in and their top-wage earners in the machine shop earn \$27 to \$28 per hour. Ms. Montoya asked why the rate per person for training is so high and asked if they have new equipment. Mr. Carr said they have added some new machinery in their machine shop this year, so not all of their employees have yet completed the training.

**ACTION:** Mr. Rodriguez moved and Mr. Hart seconded approval of the Proposal for Hawker Pacific in the amount of \$522,720.

Motion carried, 5 – 0.

### **Pactiv LLC dba PWP Industries**

Mr. Aguilar presented a Proposal for Pactiv LLC dba PWP Industries (PWP), in the amount of \$294,280. PWP primarily manufactures a range of APET (amorphous polyethylene terephthalate) disposable products and foodservice containers for packer-processor bakeries, supermarkets, and quick service restaurants. The PWP facility has approximately 175 employees operating 24 hours a day in four shifts, manufacturing food packaging directly from reclaimed beverage bottles or post-consumer polyethylene terephthalate, or PETE bottles.

Mr. Aguilar introduced Jose Low, HR Manager.

Ms. Fernandez said that as they are combining processes between the two companies, what commitment they have organizationally, to ensure the success of this agreement. She said

there was some deficiency in some prior proposals and asked what changes have been made to ensure success this time around. Mr. Low said they have a dedicated continuous improvement manager. Prior to putting together this program, they also developed three positions called continuous improvement leaders as part of a way of connecting their employees with people who would be helping to develop the skills. He said they have already started some of these processes in order to make sure that they have the resources and the people to roll out the programs. Ms. Fernandez asked if these will be the individuals overseeing this agreement. Mr. Low said no, they are an extension of the leadership in the program. The staff that will oversee the agreement includes himself, the continuous improvement manager, the unit production manager, the logistics manager, and their technical manager. They will be working together to roll out the programs in the different areas to make sure it is consistent across-the-board.

Mr. Rodriguez asked if the actual training will occur at the Vernon plant. Mr. Low said yes, all of the training will occur at the Vernon facility only. He said PWP has three locations in Vernon, CA; Texas and West Virginia.

Ms. Montoya said since their company is so large that it sounds like they are a leader in the plastic industry. She asked if chemists are working on composting the plastic instead of having to recycle it. Mr. Low said as a business, they belong to Pactiv, which is also part of a larger holding group, and they work in many different areas of materials and research but that particular location for PWP, focuses on the PETE. They are trying to find the right balances for cost savings purposes, using a good mixture of virgin resin as well as post-consumer re-grind; bottles that are pelletized and re-ground. As you are mentioning the composting aspect, there is a different line that they call molded fiber, and there are plates that are made out of fibers with a plastic layer on the top so that it does not soak through. They have a different division for that, but for the PETE side of their business, they are trying to find ways of exploring compost ability.

Mr. Hart asked in terms of the consumer, what level of compliance they are finding. He asked if consumers typically throw their product in the recycle bin or in the garbage. Mr. Low said they do not really know, but they take the recycled bottles from Pepsi, and they bring that back. They have a recycling center that is part of Mineral Wells where they send some of their plastic, so that they can grind it there. They try to get as much as they can because it is cost effective and environmentally sound, but as far as what people decide to do outside, that's up to them.

**ACTION:** Ms. Fernandez moved and Ms. Montoya seconded approval of the Proposal for PWP in the amount of \$294,280.

Motion carried, 5 – 0.

### **AHMC Anaheim Regional Medical Center LP**

As the company representative had arrived, Mr. Aguilar presented the Job Creation Initiative Proposal for AHMC Anaheim Regional Medical Center LP (Anaheim Regional), in the amount of \$382,360. Anaheim Regional is a 223-bed, full service acute care facility that provides the Anaheim area with obstetric services, general surgery, diagnostic testing, critical care,

cardiology and vascular services, emergency services, rehabilitation services, medical/surgical services, neonatal intensive care services, stroke programs and rehabilitation programs.

Mr. Aguilar introduced Wayne Hamilton, RN, Education Specialist.

Mr. Hart asked what distinguishes the wage range of \$15 per hour versus \$45 per hour in the imaging technician occupation. Mr. Hamilton said he actually asked their HR department about that wage range and said it is a typographical error. He said the low range that an imaging technician earns is \$25 per hour and it scales up to \$45 per hour.

Ms. Montoya said under the job creation component of this proposal, it states you will train 24, and she asked if those 24 are newly graduated RNs. Mr. Hamilton answered in the affirmative. Ms. Montoya said because it states they may only begin at \$13 per hour, which cannot be an RNs wage. Mr. Hamilton said no, that is the amount that other trainees are starting at; an RN starts at \$28 per hour. Ms. Montoya asked if in Job No. 1 that includes the job creation initiative, if RNs are not included in that. Mr. Hamilton said RNs definitely earn more than that and he believes it is more accurate on the wage range by occupation listed on that page. Mr. Aguilar clarified that in terms of the newly hired; they are not all RN's and include some allied healthcare.

Mr. Rodriguez asked if AHMC is a non-profit hospital. Mr. Hamilton said no, it is a full-profit organization, and Anaheim is an independent party affiliated with AHMC. He said he is not able to precisely describe the relationship, but Anaheim Regional acts as an independent party within that group of hospitals. Mr. Rodriguez said, so it is not a holding company that has four hospitals? Mr. Hamilton said he was not exactly sure of the status. Mr. Rodriguez asked, in terms of the non-certified nurses, the pipeline of trainees, where are they coming from? Mr. Hamilton said they have quite a few schools surrounding their area, and they have a relationship with those schools to come in during the training. He said they operate as part of the Orange County Consortium and they have arrangements with Long Beach University, Cal State Fullerton, Cypress and Cerritos. Mr. Rodriguez asked if that also includes some community colleges. Mr. Hamilton said he was unsure if that also includes community colleges.

**ACTION:** Ms. Montoya moved and Mr. Rodriguez seconded approval of the Job Creation Initiative Proposal for Anaheim Regional in the amount of \$382,360.

Motion carried, 5 – 0.

### **PAMC, Ltd. dba Pacific Alliance Medical Center**

Mr. Aguilar presented a Proposal for PAMC, Ltd. dba Pacific Alliance Medical Center (PAMC), in the amount of \$251,424. PAMC is among the oldest hospitals in Los Angeles, its origin dating back to the 1860's. It is run by a group of local physicians and community leaders, providing vital medical services, primarily to the local Chinatown community and to residents of surrounding areas such as El Sereno, Boyle Heights, East Los Angeles and Central Los Angeles.

Mr. Aguilar introduced Margaret Koo, RN, MHA, Director of Education.

There were no questions from the Panel.

**ACTION:** Mr. Hart moved and Ms. Montoya seconded approval of the Proposal for PAMC in the amount of \$251,424.

Motion carried, 5 – 0.

### **Chico Produce, Inc. dba ProPacific Fresh**

Rosa Hernandez, Manager of the Sacramento Regional Office, presented a Proposal for Chico Produce, Inc. dba ProPacific Fresh (ProPacific Fresh), in the amount of \$233,280. ProPacific Fresh specializes in the distribution of quality fresh food products to a diverse customer base (including foodservice, retail, healthcare, schools, institutions and distributors) throughout Central and Northern California and Western Nevada, through their distribution operations in Durham, Redding, Eureka and Sacramento.

Ms. Hernandez introduced Terry Richardson, President and COO and Mike Armstrong, HR Manager.

Mr. Rodriguez asked who their company's customer is. Mr. Richardson first explained the customer segments that they service and said he would then discuss specific customers. The customer segments they service are multi-unit food services that include regional and national chains such as Applebee's and Round Table Pizza. They also service many independent restaurant operators throughout northern and central CA and some independent retail stores as well as national chains, such as Safeway, school districts servicing approximately 400 different schools throughout CA. Hospitals are also another segment of their business as well as the prison system for CA. Those are primarily the segments they service, as well as other smaller wholesalers they sell product to, who then distribute their products forward.

Mr. Rodriguez asked if they envision that in the next year, given their customer breadth, if they will be in a safe place with stabilized revenues and projected growth. Mr. Richardson said their customer base is very stable. At one point in time in their evolution, they had one customer that represented 40% of their business and it was a very uncomfortable position to be in. Without that lack of diversification, they focused heavily on being able to grow and at this point in time, no one customer represents more than 3% of their business. So they feel very positive moving forward that they do not have a heavy concentration that could result in a threat to their business. In terms of growth, their upcoming fiscal year begins November 1 and they are projecting double digit growth, 10% to 12%, and much of that will be driven off the technology they will be able to implement to support that growth. Along with that growth, they are already interviewing and hiring for warehouse operations positions, driving positions, and customer service positions. Mr. Rodriguez asked if they could potentially return to ETP within a year or so for additional funds. Mr. Richardson said yes, absolutely.

Mr. Hart said the shipping/receiving staff starts at \$10.79 per hour and asked if after they complete training, if they will remain at that same wage or if would increase to \$12 per hour. Mr. Richardson said even without the training, they have a program in place where entry-level positions begin at \$10 per hour and at the end of the first year, they have received step increases and are earning \$12 per hour.

Ms. Montoya said the turnover rate is quite high at 18% and asked if that is because some of their employees who have already been trained are going elsewhere and if they are remaining in CA. Mr. Richardson said he believes the largest part of where they see in their turnover rate is at the warehouse operations level, with 18-21 employees, where there is much movement. He said once they get beyond that, there is a tremendous amount of stabilization. He said that is one of the hopes and objectives they have for the training dollars is to provide more of a career path, and with the investment in their employees, to see their retention rates improve.

**ACTION:** Ms. Fernandez moved and Ms. Montoya seconded approval of the Proposal for ProPacific Fresh in the amount of \$233,280.

Motion carried, 5 – 0.

### **Mary Ann's Baking Co., Inc.**

Ms. Hernandez presented a Proposal for Mary Ann's Baking Co., Inc. (MABC), in the amount of \$367,360. MABC produces a variety of fried and baked products for distribution in the continental United States, Alaska, Hawaii and Canada. Products are transported and distributed in both fresh and frozen condition, and customers include independent distributors (Regal Foods, Reser's, Bailey's, Nasser, Alpine, 3 J's), grocery chains (Kroger, Food For Less, Grocery Outlet, Food Lion), miscellaneous companies (Superbakery, Great Earth, Entenmann's), and school districts.

Ms. Hernandez introduced Robert Burzinski, CFO.

Ms. Montoya said it was very positive that they were creating 80 new jobs, but wondered why it requires \$2,000 for the average cost per trainee. Mr. Burzinski said they are training them from the ground up. He said they use a temporary agency to review the people that they select; they used to do it internally, but they did not have adequate staff or the expertise. Most of the people they hire have no training in the industry, when they hire from the outside. Therefore they have to train them in all of the standards of the baking industry, in food safety, and in a critical plant control with certain requirements. After they do that, then they have online training, so they have to train them in the operation of the job. The jobs range from simple positions such as placing product from one location, to another to equipment training, where employees are operating machinery. He said they are a highly-mechanized plant so the training usually involves one-on-one training, since it is on more complex machinery. In the past year, they have been in the process of upgrading to BRC, which is an international food safety requirement. Their goal is to basically secure their footing in CA and expand further into other states and countries. They have built their sales force this year and expanded much of their administrative force to basically take the next step. Their projections are to go from \$22 million in sales to \$30 million next year and \$40 million the year after. He said it may sound aggressive, but they have been sitting still for quite a while. Ms. Montoya said it was important to have goals in order to grow their business. She asked if all of their plants are located in CA. Mr. Burzinski said they have only one plant located in Sacramento, CA and it is 80,000 square feet. He said they have had two lines up until this year; they have been installing the third line; and they plan to install an additional line next year.

Ms. Fernandez asked if their company currently has a set training budget. Mr. Burzinski said they have been training, and they have a budget set for next year. What they have been doing now, is to spend whatever it takes to train, as they are expanding out-of-pocket.

Mr. Hart said the company cannot invoice for training in Job No. 2 until they have been hired on a permanent full-time basis. He asked how many of the 80 individuals that they plan to hire full-time. Mr. Burzinski said they expect to hire all 80 full-time over this year and next year. He said they have hired 20 people this year already since the start of the program, they expect to hire another 40 next year, and another 40 the following year. He said they are basically going from three shifts to six shifts.

**ACTION:** Mr. Rodriguez moved and Ms. Montoya seconded approval of the Proposal for MABC in the amount of \$367,360.

Motion carried, 5 – 0.

Janice Roberts arrived at 10:40 a.m. and was present for the remainder of votes.

### **U.S. Foodservice, Inc.**

Ms. Hernandez presented a Proposal for U.S. Foodservice, Inc. (U.S. Foodservice), in the amount of \$169,248. U.S. Foodservice is a distribution company that supplies over 350,000 national, private-label, and signature brand products to more than 250,000 customers nationwide including restaurants, educational institutions, government facilities, hotels, healthcare institutions, sport stadiums and amusement parks. Its products range from meats, produce, and frozen foods to restaurant equipment and supplies, and include local, national and international merchandise.

Ms. Hernandez introduced Tammy Alameda, Human Resources Business Partner.

Ms. Montoya asked if they are still in the middle of training in the project they started last year. Ms. Alameda asked if she was referring to their Southern CA project. Ms. Montoya said she was referring to the active project agreement and asked if the training is so long that nobody has been completely trained. She said the ETP 130 stated there have only been three that have completed training out of a total of 330. Ms. Alameda said there are many more individuals trained than three. She said that contract is still ongoing and they are less than a year into that contract. Ms. Montoya said the ETP 130 states that 41 have completed the minimum required hours and three have reached the maximum 200 hours. Ms. Alameda said she did not have that information with her but she knows it is more than what is provided in the ETP 130.

Mr. Rodriguez said from 2007 to 2011 they received training dollars from ETP for the Livermore facility and approximately \$300,000 for a Southern CA facility. He said obviously, everything looks like it is on track and asked if they have made a commitment that this does not supplant their existing training dollars. He asked for a sense of their training program and what the balance is between internal training resources and external training resources. Ms. Alameda said she could speak to some of the training that is very different from last time for example. She said there is a national shortage of Class A professional drivers. So one of the things they are implementing is a driver-training program. She said they want to be able to provide their

employees, typically their order selectors who understand the business, to provide them with a promotional opportunity to earn more money to become a driver. She said they will pay them for the training as they are working to become Class A drivers. So that is one aspect of the training program, and they hope they will have enough internal employees interested in the program for that. They are also investing in their non-exempt employees in their customer service department. They are upgrading their skills to become more of a sales assistant. They want to upgrade their skill sets to train them to be more of a consultant instead of an order taker. They are providing them with upgraded skills and also increasing their salary by doing that.

**ACTION:** Ms. Montoya moved and Mr. Rodriguez seconded approval of the Proposal for U.S. Foodservice in the amount of \$169,248.

Motion carried, 5 – 0.

### **Multiple Employer Contracts**

Mr. Rendon said in the interest of efficiency, we will be combining Tabs #11, #12, #13, #14, #15 and #16, and voting on the proposals as a group. He said these are all similarly structured JATC proposals for apprenticeship training. However, if any one of the project representatives wishes to say a few words, they are welcome to do so.

Debra Chaplan, Director of Special Programs representing the State Building and Construction Trades Council of CA, thanked the Panel for the opportunity to fund many of the JATCs and to fund the apprenticeship training. She also thanked the Foster City regional staff, particularly Diane Woodside, who assisted with her multiple employer contract and all of the paperwork that entailed. She said that several of the representatives were present and she introduced them. Leonard Gonzales, Executive Director representing the Laborers' Training and Retraining Trust Fund for Northern CA; Joseph Cruz, Legislative Advocate representing California State Council of Laborers; David Romero, Coordinator representing Painters & Allied Trades District Council 36; and Dick Zampa, Apprenticeship Director representing Field Ironworkers Apprenticeship & Training Program. She said the representative from the Plumbers could not be present, but if the Panel had any questions, that Jan Borunda from the Labor Federation could answer questions. She said she was pleased to represent six other JATCs; she said there are a lot of IBEW, sheet metal and bricklayer JATCs. She said she believes they will do a whole lot of great training and appreciate the opportunity from ETP.

Mr. Rodriguez said that as these individuals traveled from all over, if we could allow at least 30 seconds for each of the representatives present to say a couple of words.

Leonard Gonzales, Executive Director of Laborer's Training and Retraining Trust Fund for Northern California, thanked the Panel for the consideration of the proposal being submitted. He said they see this as a great opportunity for their members and apprentices to receive training and also long-term employment due to this training opportunity, so thank you for your consideration.

Dick Zampa, Apprenticeship Director of the Field Ironworkers Apprenticeship & Training Program, thanked the Panel for consideration of their proposal. Though the Ironworkers are new to ETP, the Ironworkers training has been around for many generations; and they are

looking forward to working with ETP, and he would be happy to answer any questions the Panel may have.

Joseph Cruz, Legislative Advocate of the California State Council of Laborers, said they are an organization who is very proud of their apprenticeship programs with over a 30-year history of putting men and women to work. They have grown their ranks of 800 apprentices in 2008 to close to 1,200. Over the last four years, they have seen an uptick in the economy and it is one of the few industries who can take a man, woman, or veteran with a work ethic that is willing to learn quickly, and put them to work with a good paying job; and we respect your consideration on this important proposal, thank you.

David Romero, Coordinator of the Painters & Allied Trades District Council 36. He said he was introduced under the Painters and Allied Trades but under the allied trades, they are a full-covered apprenticeship program and he would be happy to answer any questions the Panel may have.

Ms. Roberts said this is a question collectively for the group; is Strategy Workplace Communications the one who will handle the administrative services for this contract for all of the six proposals we are going to group together. She said some of them have not come to the Panel previously, and she wanted to be sure they have the right infrastructure in place to support the training. Jan Borunda, Project Coordinator of the CA Labor Federation, said they do, and those that haven't been before the Panel in the past, have been part of their multiple employer contracts.

Mr. Rodriguez said when New Orleans had their crisis many years ago, that for the rebuilding of New Orleans, many of the building and trades from all over the country traveled to New Orleans, and they actually built a relationship among themselves. He said there was a shortage of every skill, so the laborers got together with the ironworkers, sheet metal workers, and the carpenters. What happened with federal dollars over the course of three to four years, are that many folks that came there as laborers, ended up becoming carpenters, and people advanced in their careers. He said he is familiar with the family of labor, and that was unusual. He said since all of the representatives were present, he asked if there is a model such as that in CA, at that level of collaboration and cooperation, not only in times of crisis but of times when there is a recession. Mr. Zampa said he could speak for the Ironworkers and that they train people to stay with the Ironworker trade, although if someone wanted to cross over and learn a different trade, they will take their training with them, whether it is to another trade or across the country or across the world. He said they work closely with all of the other trades, and like any family they have family disagreements, but for the most part he believes the unionized trades work well together. Ms. Chaplan said, actually Mr. Zampa, you are not taking credit for a program you just launched, which is the women's welding program. That was for all trades, teaching them through the Ironworkers how to do welding, and it was an all female class. She said she knows as a board member of Tradeswomen Inc., that they were proud to honor them because that is what the spirit of labor is all about.

Leonard Gonzales said, on behalf of Laborers for Northern CA, that Ms. Roberts had previously asked about their involvement about new and things of that nature. He said he is a little unique to the Laborers and running the training center for Northern CA in that his background is in workforce development. He spent many years in Workforce Investment Act running programs

for two different WIBs, so he is very familiar with the Panel and most importantly the performance and outcome. They had some very good discussions prior to submitting their proposal, so he appreciates Ms. Roberts asking that question and they understand the importance of tracking. Ms. Roberts said only because it is a large proposal, looking at all of these apprenticeship programs collectively, and to make sure that you are 100% successful on all of the funds that you deserve, we want to make sure you have the correct infrastructure in place. Mr. Gonzales said, regarding your question, they with Northern CA have been extremely active in working with programs that offer pre-apprenticeship programs in the community. He said they have about 16 programs that they have approved as “direct entry” programs for laborers. In some cases, his instructors are actually the instructors delivering that curriculum, and it is an introduction to construction basically, which gives them an overview of all crafts. He believes the Laborers are a good foundation for individuals that want to come into the trade and into the craft, and they work alongside many other journeyman apprentices and gain exposure. At times they have had some individuals that have chosen to go on and become carpenters, electricians, plumbers, or pipefitters, and so we have that relationship; we support that; and we definitely see the goal as allowing individuals to find a career path in this industry, so we would support that and they have a great relationship with many of the other crafts.

Joseph Cruz, representing the CA State Council of Laborers, said just a follow up, he believes it is important for their organization in moving forward to evolve because of the emerging markets in renewable and green construction. One of the beauties of their programs is they are able to cater programs to meet those needs that will be growing in the near future. So they put their guys to work and keep them happy and hopefully they stay a laborer but if they are interested in another trade and offered the opportunity, then they don't frown on that but they hope they remain a laborer forever.

David Romero said as he previously stated, they are part of the Painters and Allied Trades and the other allied trades are the glaziers, painters, drywall finishers, and floor layers so they are actually one of the same family and they work closely together. We are always communicating, and they help each other out in each other's programs. Just recently they had a situation where a glazer was interested in becoming a floor layer and they were helping him to look for work, so they work well together and also work with the other trades such as the roofers, Ironworkers, etc.; so they are one big family and they do help each other.

Mr. Rodriguez said so once again, congratulations to the women who are leading the way in your program for willing to cross-train to different trades. He asked how many women were enrolled in the welding program. Dick Zampa said they began with 20 women, placed 11 so far, and they are all registered apprentices actively working for contractors and they are scheduling their next round of courses to begin in March 2013. They are going to do it again because it has been very successful.

Ms. Roberts asked if there was a representative present from Strategy Workplace Communications, the company handling the administrative services on all of the JATC proposals. She had some concerns since there were multiple JATCs under one application, and she wanted to be sure they are dedicated and have the proper infrastructure in place. Kelly Greer, President of Strategy Workplace Communications, said they have been working with the CA Labor Federation for the past four-to-five years on different projects. They have much experience with the JATCs and they have designed their own database that works well with this

particular population, so they do not foresee any difficulties with the administration. Ms. Roberts said very well, that is really what she wanted to know, she said she was unfamiliar with her company and said it is a very complicated process with many components, and she wanted to ensure that you understood the process. Ms. Greer said yes, and they have worked really hard with the JATCs from the very beginning to look at their numbers and use the numbers in their books of the apprentices; so what they do believe is that the numbers that you see are not at all inflated, they feel like they are working with good numbers, most of these projects are actually under-funded because there is a greater need at that JATC than this funding allows.

Glen Forman, Deputy Chief of the Division of Apprenticeship Standards, said he stands in support of all of the apprenticeship programs on behalf of Diane Ravnik, Chief of the Division of Apprenticeship Standards, who asked him to attend in her absence. He said they have the oversight over apprenticeship programs, they are a sister state agency, and they appreciate ETP's support for these apprenticeship programs.

**ACTION:** Mr. Hart moved and Mr. Rodriguez seconded approval of the six JATC Proposals, under Tabs #11, #12, #13, #14, #15, and #16 in the following funding amounts.

Motion carried, 6 – 0.

Tab #11 Laborers' Training and Retraining Trust Fund for Southern California  
Approved in the amount of \$346,738

Tab #12 Southern California Floor Covering Crafts Joint Apprenticeship and Training  
Committee  
Approved in the amount of \$302,547

Tab #13 California Field Ironworkers Apprenticeship and Journeyman Retraining Fund –  
Northern California  
Approved in the amount of \$330,014

Tab #14 Laborers' Training and Retraining Trust Fund for Northern California  
Approved in the amount of \$327,548

Tab #15 State Building & Construction Trades Council of California  
Approved in the amount of \$689,246

Tab #16 Central Valley-Mother Lode Plumbers, Pipe and Refrigeration Fitters JATC  
Approved in the amount of \$236,927

### **Economic Development Collaborative – Ventura County**

Mr. Aguilar presented a Proposal for Economic Development Collaborative – Ventura County (EDC-VC), in the amount of \$258,961. EDC-VC is a regional public and private economic development partnership located in Camarillo. The EDC-VC is a community resource delivering programs to promote jobs and economic growth, as well as raising overall productivity and incomes. It supports businesses in Camarillo, Fillmore, Moorpark, Ojai, Oxnard, Port Hueneme, Santa Paula, Simi Valley, Thousand Oaks, and Ventura. The governing board includes elected

officials from each of the County's ten cities and the County of Ventura, plus business leaders representing a diversity of the region's key industries.

Mr. Aguilar introduced Bruce Stenslie, President/CEO.

Ms. Montoya recused herself from participation and voting on the EDC-VC proposal.

Ms. Roberts said she does a lot of work with community colleges and local economic development groups and asked if they have employers that seek them out or if the employers do the seeking. Mr. Stenslie said a little bit of both, but primarily from the approximate 600 firms they will serve this year, and it is mostly a business-to-business referral. They do much advertising, outreach and speaking to various types of groups. They are very closely connected to the workforce parts so their system makes referrals to them. The Ventura County community college district and its three campuses are close partners and they receive referrals from them. Ms. Roberts asked if they then provide the training through the colleges. Mr. Stenslie said in this case, they are looking at approximately one-third that is through an agreement or sub agreement with the Ventura County community college district. He said they also have some independent contractors who are Six Sigma Black Belt and manufacturing experts they work with. They will customize that specific application of training or trainer, depending on the mix of needs and services and floor experience within the firms. Ms. Roberts said they pay high wages in the manufacturing sector and it is a good contract.

**ACTION:** Ms. Roberts moved and Ms. Fernandez seconded approval of the Proposal for EDC-VC in the amount of \$258,961.

Motion carried, 5 – 0 – 1 (Ms. Montoya recused)

### **Western Electrical Contractors Association, Inc.**

Ms. Hernandez presented a Proposal for Western Electrical Contractors Association, Inc. (WECA), in the amount of \$298,620. The WECA was incorporated in 1937 and is a statewide nonprofit organization serving independent merit shop electrical contractors, their employees and the electrical industry. WECA is a Unilateral Apprenticeship Committee (UAC) which is a Trust formed and funded by the membership of employers to provide Division of Apprenticeship Standards (DAS) approved training. WECA offers federal and state approved commercial, residential, and voice-data-video apprenticeship program as well as continuing education courses, exam prep, and a state-approved Electrician Trainee Program. The program was created by and is governed by a Unilateral Apprenticeship & Training Committee. Industry needs are jointly determined by the Committee, their staff and the members of the Association.

Ms. Hernandez introduced Christine Hall, Training Director.

Ms. Fernandez asked if the training that they currently perform trains someone to pass the electrical certification. Ms. Hall said it is actually an apprenticeship program and the commercial program is a five-year program. She said part of the requirement to graduate from that five year program is that they pass that state certification.

Ms. Roberts asked if this is their first ETP proposal. Ms. Hall said this is their first contract for the apprenticeship funding. Mr. Rodriguez asked if they have had other ETP proposals for other training. Ms. Hall said she believes that over five years ago they had a proposal for journeyman training.

ACTION: Ms. Roberts moved and Ms. Fernandez seconded approval of the Proposal for WECA in the amount of \$298,620.

Motion carried, 6 – 0.

## **X. PUBLIC COMMENTS**

There were no public comments.

## **XI. PUBLIC MEETING ADJOURNS**

ACTION: Ms. Roberts moved and Ms. Montoya seconded meeting adjournment at 11:08 a.m.

Motion carried, 6 – 0.