



## Employment Training Panel

**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL**  
California Environmental Protection Agency  
1001 I Street  
Sierra Hearing Room, Second Floor  
Sacramento, CA 95814  
September 28, 2018  
(916) 327-5640

### **PANEL MEMBERS**

Barry Broad  
Chair

Janice Roberts  
Vice-Chair

Gloria Bell  
Member

Cheryl Akin  
*Ex-Officio* Member

Gretchen Newsom  
Member

Rick Smiles  
Member

Ernesto Morales  
Member

Ali Tweini  
Member

### **Executive Staff**

Stewart Knox  
Executive Director

Michael A. Cable  
Legal Counsel

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

Chairperson Barry Broad called the meeting to order at 9:33 a.m.

**II. ROLL CALL**

Present

Gloria Bell - **\*left at 1:00 p.m.**

Barry Broad

Janice Roberts

Ernesto Morales

Ali Tweini

Rick Smiles - **\*left at 1:45 p.m.**

Cheryl Akin

Gretchen Newsom

Executive Staff Present

Stewart Knox, Executive Director

Legal Counsel

Michael A. Cable

**III. AGENDA**

A brief overview of the Agenda was made, and it was questioned whether anyone has any changes to the Agenda. No changes were suggested or made.

ACTION: Ms. Roberts moved and Ms. Bell seconded the motion to approve the Agenda.

Motion carried, 8 - 0.

**IV. MINUTES**

It was questioned whether there were any changes and/or additions that need to be made to the Minutes from August 24, 2018. No changes were suggested or made.

ACTION: Ms. Roberts moved and Ms. Bell seconded the motion that the Panel approve the Minutes from the August 24, 2018 meeting.

Motion carried, 8 - 0.

## **V. REPORT OF THE EXECUTIVE DIRECTOR**

Mr. Knox reported that today's Panel Meeting concerns projects totaling just over \$20.6M, with approximately \$1M in Delegation Orders, for a grand total of just over \$21M.

It was reported that the following people were in attendance to present Proposals: Anna Nastari, San Francisco Bay Area Regional Office Manager; Diana Torres, San Diego Regional Office Manager; and Jana Lazarewicz, Sacramento Regional Office Manager.

It was reported, regarding the Budget for Alternative and Renewable Fuel and Vehicle Technology Program (ARFVTP): that ETP is in partnership with the California Energy Commission in regards to \$2M approved through an Interagency Agreement; and that ETP's four (4) ARFVTP proposals in the last few months totaled over \$1M, leaving approximately \$2M remaining for ARFVTP proposals this year.

It was reported, regarding Core Funds for Fiscal Year (FY) 2018/19: today the Panel will consider another \$20M with an additional \$1M approved by delegation order; that upon the Panel approving the just over \$68M in projects for this year, ETP will have approximately \$34.6M for the remainder of FY 2018/19.

It was reported, regarding Delegation Orders: that all such project proposals are capped at \$75K; that all such project proposals are to be approved by the Executive Director on a continuous flow basis; and that the 43 projects subject to Delegation Orders for today's Panel Meeting total just over \$1M.

It was reported, regarding 2018/19 total program funding to date: that approximately 580 projects have been submitted to the Panel, with a value of just over \$100M; and if all project proposals for today's Panel Meeting are funded today, that the Panel will have approved 214 projects, with a value of just over \$68M.

It was reported, regarding applications for contracts that are remaining in the Regional Offices: Single Employer Contract requests are at \$45M in demand, with \$19M in allocation; Multiple Employer Contract (MEC) requests are at \$9M in demand, with \$8.5M in allocation; Small Businesses requests are at \$5.5M in demand, with \$4.0M in allocation; Critical Proposals are at \$525K in demand, with \$2.6M in allocations; and Apprenticeship programs are at \$4.0M in demand, with \$0 in allocation. Overall demand is approximately \$64+M.

It was reported that the number of total projects in FY 2018/19 in the Regional Offices is 246; that the total number of projects currently in the Applications and Assessment Unit is 104; and that the number of total projects is 350.

It was reported that Staff is working hard to get the projects assigned out to the Regional Offices, and that to date about 80% of the projects have been assigned to the Regional Offices.

In order to best utilize resources as we move through the fiscal year, staff is focusing on development of priority projects. This is our standard process. There is no prohibition to funding non-priority projects. Those non-priority projects that are actively being developed will continue through the process. But, given the volume of pre-applications to be worked,

staff is focusing on the projects that meet the Panel's priorities as identified in the Panel's 18/19 Strategic Plan first.

## **VI. LEGISLATIVE UPDATE**

A Legislative Update memorandum was provided to Panel Members. It was reported that there are a lot of bills on Workforce Development and Cannabis; as well as two bills that directly impact ETP:

AB 2420, which adds soft skills training to ETP's legislative mandate. It was reported that ETP remains neutral and does not oppose AB 2420.

A reminder about the passage of SB 97 in 2017, which increased the mandatory minimum number of training hours of CNAs, and allocated \$2.5M from our program to assist in this training demand, we need to increase the flexibility of the new hires within MECs.

ETP will be allowing new hire trainees on MEC projects for CNA training. CNAs may also be served through existing channels, as Retrainee Job Creation trainees in SEs or as retrainees in both MEC and SE projects.

ETP will also be allowing the new hire numbers to be added post-execution via Modification and/or Amendment, of course if more funds are added they will have to present to Panel as an Amendment. MECs not serving the CNA population may request the ability to aid new hires to their projects on a case-by-case basis, subject to Executive Staff approval.

## **VII. MOTION TO ADOPT CONSENT CALENDAR PROJECTS**

Mr. Broad asked whether there was any discussion needed in regards to a motion to adopt the consent calendar projects.

Chairperson Broad asked for a motion to adopt Consent Calendar Items #1 through #15.

Ambulanz Health, LLC.....	\$199,680
AME Healthcare, Inc.....	\$ 93,610
Burrtec Waste Industries, Inc.....	\$ 25,000
Erickson-Hall Construction Co.....	\$187,200
Golden Star Technology, Inc.....	\$179,400
In Steps, Inc.....	\$185,250
Levy Premium Foodservice Ltd.....	\$199,676
Medway Plastics Corporation.....	\$ 93,288
Natera, Inc.....	\$199,290
Quality Controlled Manufacturing.....	\$ 99,840
<b>Rabobank, National Association (PULLED)</b> .....	\$ 0
State Center Community College District.....	\$110,088
Tarlton and Son, Inc.....	\$186,030
The Gap, Inc.....	\$171,120
The Mochi Ice Cream Co.....	\$116,480

**ACTION:** Ms. Roberts moved and Mr. Tweini seconded the motion to approve the consent calendar for Items #1 through # 15.

Motion carried, 8 – 0.

## **VIII. REPORT OF GENERAL COUNSEL**

Legal Counsel, Michael Cable had nothing to report to the Panel this month.

### **BRIEF NOTE FROM CHAIRMAN BROAD:**

I just want to make one comment before we proceed to the presentation on the STEPS program. I really want the message to go out to our community. The economy has been growing for a very long time, in a recovery since 2008. Eventually, there will be some kind of slow down or hopefully not a deep recession or anything like that but there is an economic cycle and what goes up eventually corrects itself. We have increased our reimbursement rate for the first time since, I think, it was 2006. As you can see from what Stewart has said, we have used a lot of our funds for the fiscal year already. A significant reason for that is that we are spending more money per project because we have a higher reimbursement rate. That reimbursement rate is certainly overdue with that increase. However, if we go, if the economy starts to contract, our funds, our available funding can drop quickly in a recession. So I just want people to understand that if that starts to happen, we are not going to wait for it to drop to the bottom and then have to do very drastic things. We may have to do – there are many ways to do it – we may have do things that will spread the money around if we have a reduced budget, because employers are not – there is higher unemployment, negative reserve and employers don't pay the ETP tax, and so forth. So what can happen, just so you understand this, what happens to government generally in a recession is that for a year after the economy begins to contract because taxes are collected in arrears, the tax collection looks good, even though in the current year the tax base is shrinking. Which means that the following year you could be in a very powerful perilous position; because suddenly was looked like healthier tax revenues dropped precipitously. So we have to be prepared for that and anticipate that and we don't want to let that happen to our program. So if that happens, we are going to be forced to look at measures that will spread the money around, like reducing caps or other things that will make sure that our training dollars that are available, are dispersed to as wide a group of workers and employers seeking training as possible.

Mr. Broad asked for a motion to approve the Consent Calendar.

Ms. Bell asked and Mr. Broad confirmed that No. 11 was pulled from the Consent Calendar.

Ms. Roberts made the motion to approve the consent calendar. Mr. Tweini seconded the motion. Motion carried, 8 – 0.

## **IX. PRESENTATION ON STEPPS**

Lis Testa explained that the STEPS Grant stands for Summer Training and Employment Program for Students. This was a grant funded through the Department of Rehabilitation. ETP entered into an interagency agreement with the DOR to train students with disabilities from age 16 to 21 in pre-vocational training and paid work experience. We gave out six awards for a total of \$1.5M, we have four of the awardees here today to present. To date, they have served 280 students, training them over 6,000 hours in pre-vocational training,

resume skills, interview skills, job search, all of those things, and gave almost 35,000 hours of paid work experience to the students so far. Some of the students have received full time work placements from their STEPS grant placement, so this is really changing lives. Ms. Testa thanked the DOR for taking the initiative and their extreme generosity in providing the funding for this grant. Ms. Testa recognized the following persons: Joe Xavier, DOR Director; Kelly Hargreaves, DOR Chief Deputy Director; Mark Erlichman, Assistant Deputy Director of the Vocational Rehabilitation Center Support Branch; and Michelle Alford-Williams, Manager II, of the Workforce Development and Business Relations section.

## **VERDUGO**

Verdugo Workforce Development Board was invited to provide a presentation. With Verdugo Workforce Development Board, present were: Judith Velasco, Executive Director; Kim Edelman, Executive Director, Professional Development Center at Glendale Community College; Karine Grigoryan, Executive Director with the Glendale Youth Alliance; Tony Tartaglia, Board of Trustees, Glendale Community College; and Senator Anthony J. Portantino, 25<sup>th</sup> District.

Mr. Broad welcomed everyone and thanked the Department of Rehabilitation. Mr. Broad specially thank Senator Portantino for coming today.

Ms. Velasco thanked ETP and explained that the Verdugo Workforce Development Board has a history of serving individuals with disabilities, so this program was a natural extension of their existing programs. Ms. Velasco stated that the program at Verdugo was so successful because of these dynamic partnerships. Verdugo works very closely with the Department of Rehabilitation, their field office staff, as well as the Glendale Community College and Glendale Youth Alliance.

Senator Portantino stated that this program has made a difference in people's lives and will continue to do so. The STEPS grant has helped over 60 students during the summer of 2018, getting pre-vocational skills training and paid work experiences. The demand has been great and there is over 100 who have applied for this program again. The City of Glendale actually has the infrastructure in place to collaborate between the Verdugo Workforce Development Board, the Professional Development Center at Glendale Community College, and the Glendale Youth Alliance, so there is a collaboration of agencies, both non-profit and governmental, working together and it really makes a difference. The proven record of these organizations, coupled with the demand in the community is a compelling reason to continue serving students by continuing to fund this program. The many positive testimonials from students has shown how valuable the STEPS program has been in helping the disabled youth learn to work, readiness skills, gain on-the-job training and can contribute to the community. As you all know, just being around this cohort of people is uplifting in and of itself, watching them thrive and excel, just magnifies that excitement. Senator Portantino strongly urged everyone to continue funding this program as it will grow and help even more young people.

Ms. Velasco then presented a video of the STEPS program in action, which highlighted the major activities that the students underwent.

Mr. Tartaglia, Trustee at Glendale Community College, expressed thanks, and stated that this was a collaboration of many agencies here in Sacramento, as well as in Glendale.

## **RICHMOND WORKFORCE DEVELOPMENT BOARD**

Ms. Testa introduced Rosemary Viramontes, Project Coordinator, and Bouakhay Phongboupha, Senior Employment Program Specialist, from the Richmond Workforce Development Board, who provided a PowerPoint presentation about their story of what they did in Richmond.

Ms. Viramontes thanked everyone and stated they were really fortunate to have been awarded \$100K to serve 20 students who have disabilities. Ms. Viramontes continued with the PowerPoint presentation, providing information about Richmond, their facility, and their program.

Ms. Phongboupha provided information about the workshops and STEPS students, and showed pictures of the students participating in the program.

Ms. Viramontes added that all 22 students that were placed, that was was their first time ever having a job.

Ms. Phongboupha showed a graduation picture with participants holding certificates.

## **SETA PRESENTATION**

Ms. Testa introduced the Sacramento Employment & Training Agency, otherwise known at SETA: Roy Kim, Deputy Director; Terri Carpenter, Workforce Development Manager; Becky Hansen, Supervisor, Youth Programs; Lauren Mechals, Workforce Development Professional; Shameek Ford, Workforce Development Professional; and STEPS Youth Participants Tommy and Troy Hamm.

Ms. Carpenter gave a presentation and explained that SETA Sacramento Works is the workforce development board in Sacramento. Ms. Carpenter stated they do a number of youth initiatives. Through their year-round youth employment program, they are already serving youths with disabilities, but the STEPS program and funding allowed them to triple the amount of youths that they were able to serve.

Tommy Hamm and Troy Hamm appeared before the Panel to describe their experience and express their appreciation for the program.

## **SAN JOAQUIN COUNTY WDB**

Ms. Testa introduced Elena Mangahas, Division Manager, Alfredo Mendoza, Staff Analyst III, and Faye Olympia, Lead Case Manager, of the San Joaquin Workforce Development Board, who gave a presentation about their program in San Joaquin.

Ms. Mangahas thanked everyone and explained the success of their program.

Ms. Olympia explained the STEPS program and shared some of her experiences having worked with the summer youth. Ms. Olympia stated instead of 19 high schools, they were able to tap into 26 high schools, one community college and one CSU. They expected to

coordinate with 20 businesses, but they ended up with about 30 private sector work sites, including 17 businesses.

Ms. Olypmia spoke about the youths accomplishments, and shared a video about how the program worked for the kids.

Mr. Mendoza spoke about the program as well and how well the program works.

Mr. Broad asked if any Panel members had any thoughts or questions.

Mr. Tweini thanked everyone for their presentations today, especially the two young people.

Ms. Newsom noted how emotional the presentations were to receive, and commented on how they demonstrated the positive impact the program has on participants; helping them to advance in their lives and careers.

Ms. Roberts thanked everyone for the presentations, and explained how this program really helps disabled people in California.

Mr. Broad thanked everyone for coming to the meeting, and stated that the presentations were a good reminder that work brings people dignity.

## **X. COMMITTEE REPORT TO PANEL**

Ms. Newsom reported that our policy committee met yesterday and discussed lower wage incentives. Where they come from, why do we have them, whether or not we can adjust the wage requirements during the legislature and regulations updates. It was a brief discussion but very impactful so we will be bringing forward in a future full panel meeting the data and impact of removing the retrainee job creation and lower wage incentives during a strong economy. We also discussed legislation and regulations updates. We reviewed the procedures and timelines for each area of the updates and stakeholders are encouraged to send ideas and suggestions to Ms. Testa, our policy and program advisor, and Michael Cable, our Chief Legal Counsel. Ms. Newsom explained that if anyone has ideas on what needs to be changed legislatively or by regulations, please give those ideas to Ms. Testa or Mr. Cable so we can take a comprehensive look at it. Thank you.

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

### **Single Employers**

#### **Tab #16 – AeroVironment, Inc.**

Ms. Torres presented a proposal on behalf of AeroVironment, Inc., (AeroVironment) in the amount of \$364,000. Founded in 1971 and headquartered in Monrovia, AeroVironment primarily designs, develops, manufactures and supports the operation of Unmanned Aircraft Systems (UAS) and tactical missile systems. These systems provide situational awareness, multi-band communications, force protection and other mission effects.

Primary customers are the United States Department of Defense and dozens of allied nations. Customers also consist of law enforcement and first responders. Training will take



place at the company's five Simi Valley locations, and the Company headquarters in Monrovia. This will be AeroVironment's first ETP Agreement.

Ms. Torres introduced Grace Diloires, CPSM, C.P.M., Continuous Improvement Specialist, Sr., and Michelle Rychener, Vice President Training Reimbursement Services.

Mr. Tweini thank Ms. Diloires for her presentation. He thanked her for having 10% of Veterans in their workforce.

**ACTION:** Ms. Roberts moved and Ms. Bell seconded the motion for approval of the proposal for AeroVironment, Inc., in the amount of \$364,000.

Motion carried, 8 - 0.

### **Tab #17 – Beachbody, LLC**

Ms. Torres presented a proposal on behalf of Beachbody, LLC (Beachbody), in the amount of \$312,000. Founded in 1998, Beachbody is provider of fitness, nutrition and weight loss programs. The company has four main product lines: digital streaming fitness programs, digital nutrition programs, nutritional products and fitness DVDs. The company's comprehensive approach of combining fitness, nutrition and online community support to help people transform their lives has empowered over 23 million customers to date.

Beachbody creates and markets fitness and weight loss programs with brand names such as 80 Day Obsession®, 21 Day Fix®, Insanity®, P90X®, Focus T25®, PiYo®, Body Beast®, and Hip Hop Abs®. These programs combine challenging workouts with easy-to-follow diet guidelines and nutritional supplements, including its health shake called Shakeology®.

Headquartered in Santa Monica, Beachbody has locations in Utah, New York, and two other California locations in Westlake Village and El Segundo. The proposed training will be provided to employees in Beachbody's locations in Santa Monica, Westlake Village and El Segundo.

Ms. Torres introduced Nancy Madrid, Talent Development Specialist; and Corey Kreeck, Vice President, Organization Development.

Mr. Tweini said he noticed that there was only retraining of trainees. Wanted to confirm that there was no job creation.

Mr. Kreeck said there was a significant amount of job creation. They are taking current employees and moving them into new roles.

**ACTION:** Ms. Roberts moved and Ms. Bell seconded the motion to approve the proposal for Beachbody, LLC in the amount of \$312,000.

Motion carried, 8 - 0.

## **Tab #18 – Performance Food Group, Inc.**

Ms. Torres presented a proposal on behalf of Performance Food Group, Inc. (PFG), in the amount of \$217,100. Founded in 1987 and located in the City of Industry, PFG is an assembly food service distribution operation specializing in Italian and Italian-American food products, equipment, food related products and non-food items. The company carries and distributes its own signature brands as well as competing brands of products such as baked goods, USDA meats, poultry, condiments, cleaning supplies, serving items, trays and paper goods. The company delivers more than 125,000 products to 85,000 customer locations on a daily basis. Major customers include Subway, Butterball, Campbell's, Coca Cola, General Mills, Kellogg's and Kraft Foods.

Headquartered in Richmond, Virginia, the company has two facilities in California, one in Livermore and one in the City of Industry. In this proposal, PFG requests ETP funding to train 270 full-time employees and 35 full-time, newly hired employees (Job Creation at the City of Industry location, where all the training will take place.

Ms. Torres introduced Sergio Madrid, Vice President of Human Resources; and Judith Kriegsmann, President/CEO of Judith's Training Services.

Ms. Roberts commented that she saw that this was right-sized and that was great. Mr. Roberts asked Ms. Kriegsmann to continue assisting them and to make sure the company has everything they need to make this contract successful.

Ms. Bell asked how long Mr. Madrid had been with Performance Food Group.

Mr. Madrid responded he has been with the company for 6 months.

Ms. Bell inquired as to how Ledger Transportation was connected to PFG.

Mr. Madrid responded that they are a similar service distribution company. They operate in a similar capacity that PFG does just on a smaller scale. They service Northern California and PFG services Southern California.

Mr. Tweini commented on how pleased he was that they have many veterans in their program.

Ms. Bell asked if this was Mr. Madrid's first ETP contract.

Mr. Madrid stated that he it was not his first. He has worked with ETP before.

**ACTION:** Ms. Bell moved and Mr., Tweini seconded motion to approve the proposal for Performance Food Group, Inc., in the amount of \$217,100. fourth ETP Agreement.

Motion carried, 8 - 0.

## Tab #19 – Vitas Healthcare Corp., of California

Ms. Torres presented a proposal on behalf of Vitas Healthcare Corp., of California, (Vitas) in the amount of \$899,080. Founded in 1978, Vitas Healthcare Corporation of California (Vitas) ([www.vitas.com](http://www.vitas.com)), is a provider of hospice services to both adult and pediatric patients. Vitas focuses on non-curative hospice care for the terminally-ill and offers two levels of services: hospice care and palliative care. Hospice Care is a collaborative approach in providing comfort to patients and their families as well as preserving dignity while offering options and choices that go far beyond accepted medical standards. Palliative Care is a complement to the patient's medical treatment, by way of managing pain and alleviating symptoms to improve quality of life and providing emotional and spiritual support in dealing with difficult medical issues. The Company's patients have a wide range of life-limiting illnesses including: cancer; stroke; heart, lung, liver and kidney diseases; Multiple Sclerosis; Amyotrophic Lateral Sclerosis; Alzheimer's; and Acquired Immune Deficiency Syndrome. Vitas works closely with patients, families, and attending physicians and partners with hospitals, nursing homes and community-based organizations. The Company, is a wholly owned subsidiary of Chemed. Training will take place at 13 Vitas facilities located in: Encino, Camarillo, Covina, Irvine, Lancaster, Lathrop, Milpitas, Walnut Creek, Riverside, San Diego, San Mateo, Sacramento and Torrance.

Ms. Torres introduced Karen Peterson, RN, BS, Vice President, Chief Nursing Officer; and Judith Kriegsman, President, Chief Executive Officer of Judith's Training Services.

Mr. Broad asked if they actually provide service in the home or an institutional setting.

Ms. Peterson responded that most patients are in their own homes, but a home might be a nursing home or an assisted living facility. She went to explain that there are other higher levels of care that maybe 5% of patients would require that type of care. This would be in an in-patient unit or hospital setting.

Ms. Roberts asked about the number of chaplains they employ. Her concern was that 51 chaplains seemed a bit high. Is this normal?

Ms. Peterson responded that Chaplains are part of the interdisciplinary team. The interdisciplinary team consists of RNs, LVNs, social workers, chaplains, physicians, hospice aides, volunteers and other therapists. The chaplain is part of the team. She went on to explain that by regulation, they need to have a counselor as part of the team.

Ms. Roberts wanted clarification that the Chaplains act as counselor and act in the same category.

Ms. Peterson indicated that yes it is the same.

Mr. Broad asked a follow up question wanting to know if the chaplains were lay chaplains, ordained ministers from different religions.

Ms. Peterson stated that yes, they are ordained from different religions and they also have chaplain education so it helps them be non-denominational. She further confirmed that the training was non-denominational.

Mr. Broad said that the government cannot support/fund religion.

ACTION: Ms. Roberts moved and Ms. Bell seconded the motion for approval of the proposal for Vitas Healthcare Corp. of California in the amount of \$899,080.

Motion carried, 8 - 0.

### **Tab #20 – WWF Operating Company, LLC dba Whitewave Foods Company (WWF)**

Ms. Torres presented a proposal on behalf of WWF Operating Company, LLC dba Whitewave Foods Company (WWF), in the amount of \$332,800. Founded in 1996, and headquartered in Broomfield, Colorado, WWF Operating Company, LLC dba Whitewave Foods Company (WWF) ([www.whitewave.com](http://www.whitewave.com)), manufactures, markets, distributes and sells branded plant-based (almond, soy bean, coconut and cashew) foods and beverages, coffee creamers, frozen desserts, premium dairy and organic products. The Company has manufacturing facilities located in Texas, Virginia, New Jersey, Florida, Utah, New York, Oregon, Europe and one facility in California, City of Industry, where all training will take place. WWF produces natural and organic beverages, which include Horizon®, the leading national organic dairy brand; and Silk®, the national category leader in natural and organic plant-based beverages including Silk®, Soymilk Silk®, PureAlmond, Cashew Silk®, and Silk® PureCoconut. WWF also makes International Delight®, Earthbound Farms® organic produce, Vega One®, SoDelicious® frozen desserts, Wallaby Yogurt® and Land O'Lakes® liquid dairy products. Customers include retail and drug stores, super markets and wholesale food distributors.

Ms. Torres introduced David Vorhees, Site Manager.

Ms. Bell asked for clarification if Dannon owns Whitewave or Whitewave owns Dannon.

Mr. Vorhees said Dannon is owned by Whitewave. It was communicated as a merger but was an acquisition. They became a new entity in the United States, known as Dannon North America, and in itself became a B Corp.

Ms. Bell asked about Earthbound Farms.

Mr. Vorhees stated that Earthbound Farms is still a part of their organization. It's more of a stand-alone entity from the Core organization which is Dairy and Plant based beverages, but still part of their organization.

Mr. Tweini commented that there were no veterans in this proposal but indicated they he did see some programs that were for veterans as well attending a couple of job fairs to attract the veterans. He requested that next time they come up on a proposal that they need to include the number of Veterans currently employed.

Ms. Roberts is concerned since this is their 4<sup>th</sup> contract with ETP and the 320 employees that have already been trained, and requested a clarification as to how many of those 320 will be retrained and if the training is for a different position.

Mr. Vorhees responded that since the first contract 40 new employees were hired and the site continues to grow through investments and new capabilities. Since their first contract

they invested almost \$70M on the site. They have obtained new equipment which the employees need to be trained on.

Ms. Roberts wanted to know if their past contracts were the same, other than the 40 new hires or are they retraining the same employees under different skills around the facility.

Mr. Vorhees said that was correct. As they continue to development new systems on the sites new capabilities, new equipment, all of those employees need to continue to be retrained as the technology continues to change.

Ms. Roberts stated that they need to start to figure out training their employees without the ETP funding. Her concern is that because it is their fourth contract and they have only made it to 78%. She asked if they needed help to reach 100%.

Mr. Vorhees responded that they planned on an expansion and that got put on hold because of business changes and, therefore, the expansion did not occur.

**ACTION:** Ms. Bell moved and Mr. Tweini seconded the motion for approval of the proposal for WWF Operating Company, LLC dba Whitewave Foods Company in the amount of \$332,800.

Motion carried, 8 - 0.

## **Tab #21 – Castro Valley Health, Inc., dba CVH Home Health Services**

Ms. Nastari presented a proposal on behalf of Castro Valley Health, Inc., dba CVH Home Health Services (CVH), in the amount of \$468,000. Founded in 2005 and headquartered in San Ramon, Castro Valley Health, Inc. dba CVH Home Health Services (CVH) ([www.cvhcare.com](http://www.cvhcare.com)), with its affiliates - Parinas General Corporation dba CVHCare and CVHCare Holdings, Inc., offers a comprehensive, patient-centered post-acute home health care program. Its services are designed to support a patient's transition from an inpatient acute-care hospital to a long-term, acute-care hospital or skilled-nursing facility (SNF). ETP-funded training will be delivered at CVH's locations in Rancho Cordova, Burlingame, San Jose, Burbank and San Ramon in addition to clinical training in the field.

Ms. Nastari introduced Richard Swartzbaugh, MPA JD, Chief Human Resource Officer; Bill Parker, CEO, National Training Services.

Ms. Roberts asked if Mr. Swartzbaugh had been involved in any other ETP contracts, with this or any other companies.

Mr. Swartzbaugh confirmed that he had worked on other ETP contracts with another company, Grand Care, a home health agency. He had two prior successful experiences with ETP.

Ms. Roberts commended Mr. Swartzbaugh for reviewing the dollar amount and right-sizing it accordingly. Ms. Roberts commented that she felt right-sizing the proposal would help with its success.

Mr. Tweini thanked Mr. Swartzbaugh and their CEO for working with veterans and their own service to the country.

**ACTION:** Ms. Roberts moved and Mr. Smiles seconded the motion for approval of the proposal for Castro Valley Health, Inc., dba CVH Home Health Services in the amount of \$468,000.

Motion carried, 8 - 0.

### **Tab #22 – Genentech USA, Inc.**

Ms. Nastari presented a proposal on behalf of Genentech USA, Inc., (Genentech), in the amount of \$650,000. Founded in 1976 and based in South San Francisco, Genentech USA, Inc. (Genentech) (Company) ([www.gene.com](http://www.gene.com)) develops, manufactures, and commercializes medicines to treat patients with serious or life-threatening medical conditions. Genentech is a company with a global market and a significant development pipeline. A few product examples include Herceptin® to treat breast cancer, TAMIFLU® to treat influenza, and Boniva® to treat osteoporosis. Genentech provides its products to medical professionals and patients worldwide.

Genentech's goal is to use genetic engineering and advanced technologies to manufacture medicines that address unmet medical needs. Genentech also invests in its workforce to enhance productivity, maintain low turnover rate, and recruit top notch employees.

The Company's focus on capital investment in research, equipment and facilities, and in training, is matched by its dedication to patients. Genentech works to ensure comprehensive access to its medicines through innovative distribution strategies such as the Genentech Access to Care Foundation (GATCF). This Foundation helps deliver the Company's medicines to eligible patients who do not have insurance, who are underinsured, or whose health care plan will not pay for their medicine. The Company reports that it has helped over 1.5 million patients access its medicines over the last 20 years.

Ms. Nastari introduced Carol Wells, Senior Director, Commercial Training and Development; Julianna Kirby, Director of Client Services, Training Funding Partners.

Ms. Roberts commented on what a great contract this was with the high wages.

**ACTION:** Ms. Newsom moved and Mr. Tweini seconded the motion for approval of The proposal for Genentech USA, Inc., in the amount of \$650,000.

Motion carried, 8 – 0.

### **Tab #23 - Intuitive Surgical, Inc.**

Ms. Nastari presented a proposal on behalf of Intuitive Surgical, Inc. (ISI), in the amount of \$670,800. Founded in 1995 and headquartered in Sunnyvale, Intuitive Surgical, Inc. (ISI) ([www.intuitivesurgical.com](http://www.intuitivesurgical.com)), with its affiliate, Intuitive Surgical Operations, Inc. (ISOI) manufactures surgical robots used across cardiac, urology, gynecologic, colorectal, pediatric and general surgical disciplines. ISI is the parent company that primarily focuses on sales/marketing, and its subsidiary, ISOI primarily focuses on manufacturing. ISI has

locations in Georgia, Mississippi, Virginia, Connecticut, North Carolina, Mexico, Switzerland, Germany, Korea, India and Japan. ETP-funded training will be delivered to ISI and ISOI employees that work at its Sunnyvale headquarters.

ISI has four generations of da Vinci® Surgical System: the Xi, Si, S and standard, used in general laparoscopic surgery. Hospitals worldwide use the da Vinci® system to perform minimally invasive surgery, which reduces incidence of complications, post-operative recovery time and length of hospital stay. ISI is advancing this system's new platforms - imaging, advanced instruments, da Vinci® SP and its diagnostic platform.

This is ISI's fourth ETP Agreement, and the fourth in five years. Previous training focused on continuous improvements, introduction/features of new products, technician-focused training and new products. This training will focus on emerging technologies, engineering design, and development of new products/technologies such as ISI's next-generation robotics, 3D vision, SureForm 60TM stapler and SmartFireTM technology, and its newly FDA approved da Vinci® SP for urologic procedures. Some of the training courses listed in the proposed curriculum are repeated. However, coursework under the prior Agreement will not be duplicated.

Ms. Nastari introduced Megan Gage, Manager, Employee Development (Global Talent Development); Michelle Rychener, Vice President, Training Funding Partners.

Mr. Tweini thanked Ms. Gage for the 18 veterans who will be training.

Ms. Roberts expressed her concerns about this being a repeat contractor, and mentioned that this would be their 4<sup>th</sup> contract. Ms. Roberts indicated that she wants to apply the "Repeat Contractor" rule here, because last time they asked for \$477K and now they are asking for \$670K; so Ms. Roberts is proposed to drop it down 15%. Ms. Roberts made a motion to approve subject to a 15% reduction.

Mr. Broad asked if they were agreeable to that.

Ms. Gage said they were in agreement with the 15% reduction.

**ACTION:** Ms. Roberts moved and Ms. Bell seconded the motion to reduce the amount requested by 15% for the proposal of Intuitive Surgical, Inc., making the new amount \$570,180.

Motion carried, 8 - 0.

#### **Tab #24 – Sunset Aviation LLC dba Solarius Aviation**

Ms. Nastari presented a proposal on behalf of Sunset Aviation LLC dba Solarius Aviation (Solarius Aviation), in the amount of \$293,300. Established in 2009 and headquartered in Petaluma, Sunset Aviation LLC dba Solarius Aviation (Solarius Aviation) ([www.solairus.aero](http://www.solairus.aero)) is a US-based, private-aviation services company that assists aircraft owners with safe, reliable, and efficient management and operation of their aircraft. The Company's services are customized to meet individual travel and financial requirements and support flight operation with a high standard of safety and personalized service, regardless of location of aircraft. ETP-funded training will be delivered at Solarius Aviation's Petaluma headquarters and at out-of-state, flight-simulator school locations.

Ms. Nastari introduced Mark Dennen, Chief Financial Officer; A.K. Thakore, President of Saisoft.

Mr. Broad asked for clarification as to who owns the planes.

Mr. Dennen confirmed that they do not own the planes. They are a full service management company. Mr. Dennen went on to explain they do 100% of everything; the pilots are their employees but assigned to specific aircrafts. Mr. Dennen stated they possess 160 planes and have locations throughout the country. He further explained that the training would be for the planes here in California only.

Ms. Roberts commented that she understood now why there are not a priority industry.

Mr. Tweini thanked him for employing 32 veterans.

**ACTION:** Ms. Roberts moved and Mr. Tweini seconded the motion for the approval of the proposal on behalf of Sunset Aviation LLC dba Solarius Aviation in the amount of \$293,300.

Motion carried, 8 – 0.

#### **Tab #25 – Ajinomoto Foods North America, Inc.**

Ms. Torres presented a proposal on behalf of Ajinomoto Foods North America, Inc. (AFNA), in the amount of \$398,008. Ajinomoto Foods North America, Inc. (AFNA) ([www.ajinomotofoods.com](http://www.ajinomotofoods.com)) is a wholly-owned subsidiary of Ajinomoto North America Holdings, Inc. AFNA manufactures and markets high quality specialty ethnic frozen foods and appetizers for direct consumers, commercial restaurants and foodservice operations from 10 plants in 8 states. The Company's products are sold across every distribution channel including foodservice, grocery and warehouse clubs. Headquartered in Ontario, AFNA has three locations in California (Ontario, Hayward and San Diego). All three locations will participate in training.

Ms. Torres introduced Dave Lambert, Senior Manager, Health & Safety; Meggie Chapman, Managing Director/Partner with Economic Incentives Advisory Group.

Mr. Broad asked if they were retraining new people for the new tortilla manufacturing production line.

Mr. Lambert confirmed this was taking place. Mr. Lambert went on to say that they produce the Jose Olay brand and they make their own tortillas in-house for them, for tostadas, enchiladas, and burritos. Everything is made in-house.

Mr. Lambert said that Ajinomoto has 10 plants in the United States. They have an Italian branch in Illinois. They make all the Jose Olay brand foods and all of Ajinomoto labeling type A brand foods.

Mr. Tweini asked if they reach out to veterans for jobs, are there any programs they use for veterans.



Mr. Lambert indicated that at the plant level in San Diego and Hayward they hold job events on a continuous basis to hire veterans. They also work with temp agencies in the area as well.

Mr. Tweini requested data regarding how many veterans they employ.

Mr. Lambert stated that when they bought Tyson Foods earlier this year in San Diego, Tyson laid off 600 employees and when they started in April they hired back 350 of their previous employees and began a 2-week period of training. Training continues daily. New employees go through a week of training in the classroom and then out on the floor to receive additional training. As to the number of veterans he did not have the exact data. Mr. Lambert is a veteran himself, and in the corporate office they approximately 20 veterans there.

Ms. Roberts indicated that it was a great contract. She asked if they had looked at some of the GoBiz incentives with Cal Competes and the new employment tax credit. She felt the company would definitely qualify based on the new hires and expansion investment.

Mr. Chapman stated that they would be looking into those things.

**ACTION:** Ms. Roberts moved and Ms. Smiles seconded the motion for the approval of the proposal on behalf of Aijinomoto Foods North America, Inc., in the amount of \$398,008.

Motion carried, 8 – 0.

### **Tab #26 – Auto Center Auto Body, Inc., dba Fix Auto**

Ms. Torres presented a proposal on behalf of Auto Center Auto Body, Inc., dba Fix Auto (Fix Auto), in the amount of \$399,950. Founded in 1984, Auto Center Auto Body, Inc. dba Fix Auto (Fix Auto) ([www.fixauto.com](http://www.fixauto.com)) provides automotive collision and mechanical repair including sales of associated parts and accessories, and facilitates towing and rental car services relevant to vehicle repairs. The Company serves consumers, insurance companies and fleet accounts. The Company has preferred partnerships with insurance companies including State Farm, Farmers, USAA, CSAA, Allstate, Geico, Progressive, Allied Nationwide, among others. Including its headquarters in Yorba Linda, Fix Auto currently maintains 10 facilities in Southern California: Orange (7); Riverside (1); and San Bernardino (2) Counties. All locations will participate in training.

Ms. Torres introduced Shelly Bickett, Owner/Chief Financial Officer; Jennifer Cajas, Human Resource Manager; Jill Meeuwsen of Synergy Management Consultants, LLC.

Ms. Roberts had questions on the commission structure. Ms. Roberts wanted to know why not just pay the technicians a base wage versus, how many tires are changed, how many engines are worked on, and so forth.

Ms. Meeuwsen stated that for many years there is what is called a “flat rate system” in the auto industry. If the estimate contains 10 hours on it and they do the job in 2 hours, they still get paid for the 10 hours estimated.

Ms. Bickett said it is a common practice in the industry for technicians and refinish technicians to be 100-150% efficient. This is why we see the huge commissions.

Ms. Meeuwsen went on to say that the estimates come from the insurance companies. They write the estimates. It is based on book time, proficiency, training, ability to have good tools, training and processes. The system has been around for years and not likely to change in the near future.

Mr. Broad stated that he has spent half of this year working on legislation involving the flat rate system with the insurance companies and how they pay for this and reimburse it. It is very complicated involving many issues.

Ms. Newsom was concerned about Jobs 2 and 3, the job creation and the lowering of wages for the newly hired veterans. It is nearly half of what they typically pay.

Ms. Bickett explained they have a wage graduation. She indicated that they do employ veterans – she estimated the number to approximately 10. Ms. Bickett stated it depends on their skill level, but not all veterans will come in at the low level.

Mr. Broad confirmed that they are not paying veterans any less than someone who has comparable skills.

**ACTION:** Ms. Roberts moved and Ms. Akin seconded the motion for the approval of the Proposal of Auto Center Auto Body, Inc., dba Fix Auto in the amount of \$399,950.

Motion carried, 8 – 0.

### **Tab #27 – Service Champions, Inc.**

Ms. Torres presented a proposal on behalf of Service Champions, Inc. (SCI), in the amount of \$304,200. Founded in 2000, with one location in Orange County, Service Champions, Inc. (SCI) ([www.servicechampions.com](http://www.servicechampions.com)) specializes in installing, diagnosing, and repairing Heating, Ventilation and Air Conditioning (HVAC) systems. SCI's sole location in Brea will participate in training under this project. The Company qualifies for funding under Special Employment Training (SET) guidelines as a priority industry specialty contractor not facing out-of-state competition. This will be the second Agreement between ETP and SCI, the second in the last 5 years.

Ms. Torres introduced John S. Hoven, General Manager; Julianna Kirby, Director of Client Services, Training Funding Partners.

Ms. Newsom asked about the bonus construction. Her concern is what happens if they don't receive the bonus; will they still meet the ETP minimum post retention wage.

Mr. Hoven explained that they have about 5 different levels of compensation where the technicians and installers can earn, not only through commissions, but also through bonus.

Ms. Kirby stated that if someone didn't meet the post retention wage, it would not be reported to ETP.

Ms. Newsom was also concerned that some of the commercial skills were duplicative of apprenticeship programs. She asked why they don't use local apprenticeship models to provide the training.

Mr. Hoven explained that there is not much carryover on the residential side to the commercial side. It's about educating the consumers on the commercial side, even new construction, where it is the physical act as opposed to being in someone's home.

Ms. Kirby said they looked into apprenticeship programs available for HVAC but did not feel that they would be beneficial, and they would probably have to retrain.

**ACTION:** Ms. Roberts moved and Mr. Smiles seconded the motion for the approval of the proposal of Service Champions, Inc., in the amount of \$304,200.

Motion carried, 8 – 0.

### **Tab #28 – Walter Anderson Plumbing dba Anderson PH&A – WITHDRAWN**

### **Tab #29 – A. Teichert & Son, Inc.**

Ms. Lazarewicz presented a proposal on behalf of A. Teichert & Son, Inc. (Teichert), in the amount of \$694,980. Founded in 1887 and headquartered in Sacramento, A. Teichert & Son, Inc. (Teichert) ([www.teichert.com](http://www.teichert.com)) is a construction company that builds infrastructure such as freeways, commercial and industrial site work, parks, and airports. Services include grading, asphalt paving, concrete curbs and sidewalks, underground pipelines and joint utility installations. Additionally, Teichert produces construction materials such as aggregate rocks, sand, gravel, asphaltic concrete and ready-mixed concrete. Training will be conducted at Teichert's facilities in Alameda, El Dorado, Fresno, Merced, Nevada, Placer, Sacramento, San Joaquin, San Bernardino, Stanislaus, Sutter, Tulare, Yolo and Yuba counties, all of which will participate in the training proposal.

Ms. Lazarewicz introduced Noreen Engelhardt, Senior Human Resources Business Partner; Steve Duscha, Consultant.

Ms. Roberts is concerned because the amount of the proposal is double the amount of the previous proposal; it also jumps from 470 employees to 810. Ms. Roberts want to make sure that they have the right infrastructure in place to achieve 100%.

Ms. Engelhardt responded that they have had a 17% increase in employment over the last couple of years since the previous contract. When calculated it came to a 20% increase in training hours. They have since started an operation called Teichert University where they are training all of the employees in various areas of their business to improve the process and procedures. This is a big driver for the increase in hours, in addition to the PG&E work they are doing, which requires additional training because of the specialty areas.

Mr. Broad mentioned they had in their proposal foreman and leadership training and asked for clarification on this.

Ms. Engelhardt responded that they do a large amount of safety training because of what they do as a company, but everyone is trained: foreman, superintendents, the craft employees below them, as well as the non-craft employees.

Mr. Broad asked about the pipeline training and is it supplementary training that you would have in an apprenticeship program – is it advanced training.

Ms. Engelhardt responded that it is on the pipeline side. It's called operational/operator qualification training that needs to be done.

Mr. Tweini thanked them for their veterans program.

**ACTION:** Ms. Roberts moved and Ms. Bell seconded the motion for approval of the proposal of A. Teichert & Son, Inc., in the amount of \$694,980.

Motion carried, 8 – 0.

### **Tab #30 – Bay Alarm Company**

**\*\*NOTE: Ms. Newsom recused herself from this proposal.**

Ms. Lazarewicz presented a proposal on behalf of Bay Alarm Company (Bay Alarm), in the amount of \$739,700. Founded in 1946 and headquartered in Concord, Bay Alarm Company (Bay Alarm) a subsidiary of BALCO Holdings, Inc., ([www.bayalarm.com](http://www.bayalarm.com)) is the largest independently owned and operated security company in the United States. The Company offers a full range of security products to approximately 100,000 residential and commercial customers across California, including burglar and fire alarm systems, access control and video surveillance.

Ms. Lazarewicz introduced Rebecca Volokh, Training & LMS Administrator; Julianna Kirby, Consultant, National Training Services.

Ms. Roberts mentioned that this contractor has received \$2M of ETP funding over the last five years, and explained how there used to be a 50% reduction right off the top. Ms. Roberts made a motion to approve the contract, subject to a 15% reduction and the Repeat Contractor Rule.

**ACTION:** Ms. Roberts moved and Ms. Bell seconded the motion that this contract be Reduced 15% for the proposal of Bay Alarm Company reducing the amount to \$628,745.

Motion carried, 8 – 0.

**Panel Member Gloria Bell left the meeting at 1:00 p.m.**

## **Multiple Employer Contracts**

### **Tab #31 – Glendale Community College PDC**

Ms. Torres presented a proposal on behalf of Glendale Community College PDC (GCC), in the amount of \$1,760,872. Founded in 1927, Glendale Community College Professional Development Center (GCC) ([www.pdcfgcc.com](http://www.pdcfgcc.com)) provides customized, job-specific training for businesses and workers through its Professional Development Center. This will be GCC's 40th ETP Agreement, the seventh within the last five years. GCC has trained more than 37,000 workers from 5,000 Southern California employers of which 82% were small business employers and 90% were Panel-recognized priority industries.

In this proposal, participating employers qualify as priority industries in manufacturing, aerospace, warehousing, transportation/logistics and other companies facing out-of-state competition. These employers have expressed a need for training because they are struggling to keep up with technology and competitors. These employers have also expressed the need to build employees' skills to work in a continuously changing environment. Many are investing in automated systems and software packages to increase productivity, efficiency, and accuracy. Some employers are reorganizing operations to meet procurement, development and technology changes.

Ms. Torres introduced Kimberly J. Edelman, Executive Director; Dr. Michael Ritterbrown, Vice President, Instructional Services CIO; Tony Tartaglia, Member, Board of Trustees.

There were no questions from the Panel.

**ACTION:** Mr. Tweini moved and Ms. Roberts seconded the motion for approval of the proposal for Glendale Community College PDC in the amount of \$1,760,872.

Motion carried, 7 - 0.

### **Tab #32 – J & R Film Co., Inc. dba Moviola Education Center**

Ms. Torres presented a proposal on behalf of J & R Film Co., Inc., dba Moviola Education Center (Moviola) in the amount of \$437,850. Founded in 1926 and located in Burbank, J & R Film Co., Inc. dba Moviola Education Center (Moviola) ([www.moviola.com](http://www.moviola.com)) is a private, for profit, training center. Moviola provides training for workers in the entertainment industry, as well as the following services: post production of films and television, industry expendable sales, rental and support of non-linear editing systems, post production edit bays and offices, and workflow design. All participating employers are companies in the film, television and networking industry. This will be the Moviola's eighth ETP Agreement, and the second in the last five years.

Ms. Torres introduced Jim Turner, Principal Instructor, Training Operations Manager.

There were no questions from the Panel.

**ACTION:** Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for J & R Film Co., Inc., dba Moviola Education Center

in the amount of \$437,850.

Motion carried, 7 - 0.

### **Tab #33 – Managed Career Solutions, Spc. – NOT APPROVED**

Ms. Torres presented a proposal on behalf of Managed Career Solutions, Spc. (MCS), in the amount of \$295,939. Founded in 1987, Managed Career Solutions, Spc. (MCS) ([www.mcscareergroup.com](http://www.mcscareergroup.com)) provides workforce development services in Los Angeles County. These services include outreach, intake, case management, job training and job placement for adults and dislocated workers, with priority service to veterans. The Company assists in providing trainees with skills to help maintain gainful employment based on their education, work history and interest.

Ms. Torres introduced Phil Starr, Executive Director.

Mr. Broad asked about the post retention wage in Job 1 spending \$6K for job 1, \$5,699 for Job 2. A lot of money to train a minimum wage worker.

Mr. Starr responded that the wage the veteran earns is much higher than that.

Mr. Broad asked why the post retention wage wasn't higher.

Ms. Torres responded that the wage table for the veterans is \$14-\$19/ hour. That's the ETP table, which is a floor.

Mr. Knox said it's a minimum wage. That's the minimum the contractor needs to hit in order to get paid.

Mr. Broad went on to say that he feels that if ETP is spending \$6K to train, then they should have to hit the higher wage, whether it be \$14/hour or \$20/hour. That higher amount should be the post retention wage, not \$13.60/hour.

All Panel members voiced they felt it was a lot of money to train low wage workers.

Ms. Newsom asked and Mr. Knox confirmed that there are multiple barriers to employment. It has a couple of different sections.

Mr. Broad wanted to know what the multiple barriers were for those particular job applicants.

Mr. Starr responded by saying there were two groups of people they propose to serve. One are veterans – this group is at the higher wage and not described as a multiple barrier. The group he said is multiple barrier are people looking at the certified nurse's system training. Mr. Starr went on to explain that the typical student might be someone who has been on temporary assistance. Mr. Starr explained they are helping them complete a GED to high school diploma; helping them reach their literacy standard so they can take the training. Mr. Starr also explained that they often have profound child care and other issues, and may have a disability as well. Mr. Starr said they have worked with people who have mental health issues, but can do CNA training; they physically are able to do it but may have disability

issues. They work with their counselors to help manage their training. A lot of extensive services are provided to the multiple barrier participants.

Mr. Broad voiced his concern with the range of hours for training, 8 to 260 hours of training. Mr. Broad wanted to know how many hours will they actually train.

Mr. Starr responded that the normal range of training is 160 hours. This is the classroom and field room training is performed at the hospital site. Additional hours beyond this would be whatever other training is deemed necessary to make the individual employable. Job readiness training is available which could be an additional 10 to 20 hours. Mr. Starr said that it is very rare that someone would go beyond 200 hours.

Mr. Broad went back to Job 1, he asked what a veteran protection agent does.

Mr. Starr responded that they work closely with a VIP that needs executive security protection. Advanced Security Concepts train veterans to work in that kind of environment. Essentially, they are bodyguards.

Mr. Broad asked how many hours of training is this.

Mr. Starr responded typically training hours have gone up to 160 hours. They are paid well above state minimum wage. With benefits at a minimum of \$15/hour.

Mr. Broad wanted to know if their post retention wage could be more than \$15/hour.

Mr. Starr agreed with that.

Ms. Newsom asked for clarification as to the statement that \$15/hour is benefits.

Mr. Starr responded with benefits it might be \$14-\$14.25/hour when we do add on benefits. He confirmed that they do get health care. He went on to say that health care costs them \$400/month per employee. Mr. Starr stated it should have value.

Panel Members stated that this contract was not a clean contract in that it requires modifications; and Panel Members also stated their concern as to the amount of money, \$6k, it was costing them train CNAs.

Ms. Roberts stated that no other health care contract paid that much for their training. She also felt uncomfortable with the amount being doubled from the previous contract.

Mr. Starr said they were asking for the same amount to train veterans, but they were requesting an additional 50% for the CNAs. Mr. Starr stated that they are asking for the same grant for the veterans as they did last time.

Mr. Broad said he feels this contract should be put over to the next panel meeting or the one after that. He feels that proposal is not ready.

Mr. Tweini requested that they put exact language in the proposal in regards to veterans.

Mr. Broad made a motion to put this proposal over for reconsideration by staff in order to confirm the actual training hours that will be necessary; to clarify what the training costs really should be; and, particularly for Job #1, that the post retention wage be a post retention wage consistent with some sense of the cost of training.

**ACTION:** Mr. Broad moved and Mr. Smiles seconded the motion to put this proposal over to the panel meeting for Managed Career Solutions, as put forth above.

Motion carried, 7 - 0.

### **Tab #34 – Riviera, Inc. dba The Enterprise U**

Ms. Torres presented a proposal on behalf of Riviera, Inc. dba The Enterprise U (The Enterprise U), in the amount of \$949,655. Riviera, Inc. dba The Enterprise U (The Enterprise U) ([www.theenterpriseU.com](http://www.theenterpriseU.com)) was founded in 2001 to help companies, governments, and individuals acquire and sustain a competitive advantage through learning. The Enterprise U provides training services, consulting, coaching and software solutions to clients in the industries of manufacturing, entertainment, technology, logistics, and biotechnology.

Ms. Torres introduced Winny HO, Executive Director.

There were no questions from the Panel.

**ACTION:** Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for Riviera, Inc., dba The Enterprise U in the amount of \$949,655.

Motion carried, 7 - 0.

### **Tab #35 – Workforce Development Corporation of Southeast Los Angeles County, Inc., dba Southeast Los Angeles County Workforce Development Board**

Ms. Torres presented a proposal on behalf of Workforce Development Corporation of Southeast Los Angeles County, Inc., dba Southeast Los Angeles County Workforce Development Board (SELACO), in the amount of \$611,566. Workforce Development Corporation of Southeast Los Angeles County, Inc. dba Southeast Los Angeles County Workforce Development Board (SELACO) ([www.selacowdb.com](http://www.selacowdb.com)) was formed in 1983. SELACO specializes in providing business solutions for employers seeking the resources to provide upskill training for existing and new employees. SELACO provides services to businesses mainly located in the Southeast Los Angeles and Orange County areas. SELACO hosts manufacturing symposia and business/labor roundtables to maintain ongoing strategies and efforts to train California workers. SELACO also works collaboratively with employers, economic SELACO September 28, 2018 ET19-0268 ETP 130 - MEC (06/27/18) 4 of 7 development agencies, and labor organizations to address the challenges of business growth and employee retention.

The proposed training will be provided primarily to manufacturing employers; however, companies from additional business sectors facing out-of-state competition are also expected to participate. Training will be provided statewide; however, most of the training is expected



to take place in Los Angeles and Orange Counties. This will be SELACO's seventeenth ETP Agreement.

Ms. Torres introduced Kathryn L. Ford, Director of Fund Development; Larry Lee, Business Services Manager; Kevin J. Kucera, Area Director, Business Representative; and Joaquin Moreno, Journeyman.

There were no questions from the Panel.

**ACTION:** Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for Workforce Development Corporation of Southeast Los Angeles County, Inc. dba Southeast Los Angeles County Workforce Development Board in the amount of \$611,566.

Motion carried, 7 - 0.

### **Tab #36 – Alameda County Electrical Industry Apprenticeship and Training Trust**

Ms. Nastari presented a proposal on behalf of the Alameda County Electrical Industry Apprenticeship and Training Trust (Alameda Electrical Trust), in the amount of \$695,580. The Alameda County Electrical Industry Apprenticeship and Training Trust (Alameda Electrical Trust) ([www.595jatc.org](http://www.595jatc.org)) is a joint labor-management organization between the Northern California Chapter, National Electrical Contractors Association and the Local 595 International Brotherhood of Electrical Workers. Founded in 1946, the Trust provides funds for training in electrical-inside wiring for Apprentice, Pre-Apprentice and Journeyman.

Ms. Nastari introduced Dan Holgate, Journeyman Instructor; Jan Borunda, Project Coordinator, Cal Labor Fed.

There were no questions from the Panel.

**ACTION:** Ms. Newsom moved and Messrs. Tweini and Smiles seconded the motion for Approval of the proposal for Alameda County Electrical Industry Apprenticeship and Training Trust in the amount of \$685,580.

Motion carried, 7 - 0.

Mr. Broad wanted to remind the Panel we have to the two year budget with these multiple employers so this is for the next two years.

### **Tab #37 – Bay Area Counties Roofing and Waterproofing Industry Apprenticeship Training Fund.**

Ms. Nastari presented a proposal on behalf of Bay Area Counties Roofing and Waterproofing Industry Apprenticeship Training Fund (Bay Area Roofers) in the amount of \$949,386. Bay Area Roofers is a joint trust serving three apprenticeship programs. It is funded through collective bargaining between signatory employers with the Associated Roofing Contractors of the Bay Area Counties, Inc., and three union locals of the United Union of Roofers,

Waterproofers, and Allied Workers: Local 40 West Bay Counties; Local 81 East Bay & North Bay Counties; and Local 95 Santa Clara Counties.

East union local has its own collective bargaining agreement and its own Joint Apprenticeship Training Committee (JATC). Each JATC sponsors an apprenticeship program approved by the Division of Apprenticeship Standards (DAS). The Bay Area Roofers JATC is responsible for training approximately 660 Apprentices and 1,470 Journeymen in 14 Northern California Counties. This will be their 5<sup>th</sup> Agreement with ETP and the first time it has a defined cohort of Veteran Apprentices (Job No. 2) to track this JATC's long-time commitment to training Veterans.

Ms. Nastari introduced Dan Smith, Director of Training; and Steve Duscha, Consultant.

There were no questions from the Panel.

**ACTION:** Ms. Roberts moved and Mr. Tweini seconded the motion to approve the Proposal for Bay Area Counties Roofing and Waterproofing Industry in the amount of \$949,386.

Motion carried, 7 - 0.

### **Tab #38 – Chaffey Community College**

Ms. Torres presented a proposal on behalf of Chaffey Community College (Chaffey) in the amount of \$949,954. Founded in 1883, Chaffey Community College District (Chaffey) ([www.chaffey.edu](http://www.chaffey.edu)) is a two-year public community college. Chaffey provides training at four campuses in San Bernardino County: Chaffey Community College District September 28, 2018 ET19-0239 ETP 130 - MEC (06/27/18) 4 of 10 the main campus and headquarters in Rancho Cucamonga; an Information Technology Center in Chino; and two Industrial Technical Learning Centers (InTech) in Fontana.

Chaffey is eligible for ETP funding as a public training agency. This will be the eighth Agreement between ETP and Chaffey, the fifth in the last five years.

In prior ETP projects, Chaffey served and maintained relationships with manufacturing, logistics, distribution, and healthcare industry groups in the Inland Empire (Riverside and San Bernardino Counties), San Diego, eastern Los Angeles, and northern Orange Counties. In this proposal, training will be provided to participating employers located statewide.

Training will target large and small businesses facing out-of-state competition. Training is focused on technical, computer, literacy, quality, leadership, and business skills customized by each participating employer's needs.

Ms. Torres introduced Sandra Sisco, Director Economic Development; Karena Jimenez, Grant Liaison with Chaffey Community College.

Ms. Sisco made a standing offer for the ETP Panel Members to come out to the Tech Learning Center to check it out.

Mr. Broad suggested we hold a Panel Meeting at the Tech Learning Center. Mr. Broad also asked if the workers from Borax were driving to the facility or were they going to their location for training.

Ms. Sisco responded that they were developing a Hybrid through a technical program called Amitron which is in demand by manufacturing for the industrial, electrical and mechanic programs. She went to say they are partnering with Barstow Community College. All of this is still in development.

Ms. Sisco further stated that the reason is Tech Learning Center is because of ETP, which is a relationship 20 years in the making.

Ms. Newsom confirmed that in the proposal the apprenticeship evaluation does not duplicate the efforts of other apprenticeships in the area.

**ACTION:** Ms. Roberts moved and Ms. Newsom seconded the motion for approval of the proposal for Chaffey Community College in the amount of \$949,954.

Motion carried, 7 - 0.

**\*\*NOTE: Rick Smiles left the Panel meeting 1:45 p.m.**

### **Tab #39 – San Bernardino Community College District**

Ms. Torres presented a proposal on behalf of San Bernardino Community College District (SBCCD), in the amount of \$1,799,868. Founded in 1926, San Bernardino Community College District (SBCCD) ([www.sbccd.org](http://www.sbccd.org)) is one of 72 College Districts in the state of California. The District consists of two colleges: Crafton Hills College in Yucaipa; and San Bernardino Valley College in San Bernardino. Located in the city of San Bernardino, SBCCD provides academic instruction leading to a certificate, terminal degree, or transfer to a four-year college. In addition to the physical campuses, the District also operates and manages the Economic Development & Corporate Training (EDCT). Also located in the city of San Bernardino, EDCT provides customized not-for-credit training to incumbent workers employed by local businesses and community-based organizations.

The proposed training will target workers from large and small priority and non-priority business with out-of-state competition. Training will also be provided to employers lacking out-of-state competition under the Panel's SET program. In the past, most employers are located in San Bernardino and Riverside Counties, however, training in this proposal extends to companies located statewide.

Ms. Torres introduced Robert Levesque, MPA, Interim Director, Economic Development & Corporate Training; Deanna Graybiel, Interim Director, Workforce Development.

There were no questions from the Panel.

**ACTION:** Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the Proposal for San Bernardino Community College District in the amount of \$1,799,868.

Motion carried, 6 – 0.

## **Tab #40 AND 41 – California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Northern California and Southern California**

Ms. Lazarewicz presented a proposal on behalf of California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Northern California (NorCal Ironworkers) and Southern California (SoCal Ironworkers). The amount requested for Northern California is \$949,786. The amount requested for Southern California is \$948,818.

### **NorCal Ironworkers**

The California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Northern California (NorCal Ironworkers) ([www.universityofiron.org](http://www.universityofiron.org)) seeks funding to train Journeyman, Apprentice, and Pre-Apprentice Ironworkers who primarily work in Solano, Contra Costa, San Francisco, San Jose, Fresno, and Sacramento counties. NorCal Ironworkers operates training centers equipped with the newest training aids and technology in Sacramento, Fresno, San Francisco, San Jose and Benicia.

The training centers are a partnership created in collective bargaining between four International Brotherhood of Ironworker local unions (Local 118 in Sacramento, Local 378 in Benicia, Local 155 in Fresno, and Local 377 in San Francisco); and some 600 signatory employers. The four local JATCs sponsor three Ironworker apprentice programs as funded through the central trust. This is NorCal's fifth ETP Agreement, and the fifth in the last five years.

### **SoCal Ironworkers**

The California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund (SoCal Ironworkers) ([www.universityofiron.org](http://www.universityofiron.org)) seeks funding to train Journeyman and Apprentice Ironworkers in Southern California. SoCal Ironworkers has served the industry's training needs since 1946. A total of 4,907 Ironworker Journeymen work in the area. The central training facility is located in La Palma, where Journeymen and Apprentices from throughout Southern California attend training. A second training facility is located in San Diego.

The Training Centers are a partnership between three International Brotherhood of Ironworker local unions (Local 433 in the City of Industry and San Bernardino; Local 416 in Norwalk; and Local 229 in San Diego) and signatory employers. Each local acts as an apprenticeship program sponsor, in partnership with signatory employers, under three separate Ironworker Joint Apprenticeship Training Committees created through collective bargaining. Each program is separately registered with the Division of Apprenticeship Standards (DAS). This is SoCal Ironworkers fifth ETP Agreement; and the fourth in the last five years.

Ms. Lazarewicz introduced Dick Zampa, Apprenticeship Director; Jan Borunda, Consultant for both of these proposals.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the Proposal for California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Northern California in the amount of \$949,786.

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the Proposal for California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Southern California in the amount of \$948,818.

Motion carried, 6 – 0.

## **Tab #42 - San Joaquin County Economic Development Association**

### **WITHDRAWN**

### **AMENDMENTS**

#### **Tab #43 - Studio Arts, Ltd.**

Ms. Torres presented and amended proposal on behalf of Studio Arts, Ltd., (Studio Arts), in the amount of \$348,877. Founded in 2001, Studio Arts, Ltd. (Studio Arts) ([www.studioarts.com](http://www.studioarts.com)) is a private training company for high-tech, computer-based software and hardware for the motion picture, television and post-production industries located in Los Angeles. The school serves motion picture and television production, visual effects, game, production design, mobile entertainment, educational entertainment and online gaming, set design, prop-making, and model-making companies in Southern California.

Ms. Torres introduced Eric Huelsman, President.

There were no question from the Panel.

ACTION: Ms. Newsom moved and Ms. Roberts seconded the motion for approval of the Proposal for Studio Arts, Ltd., in the amount of \$348,877.

Motion carried, 6 – 0.

## **XII. GENERAL PUBLIC COMMENT**

No comments from the general public.

## **XII. MEETING ADJOURNMENT**

Meeting adjourned at 1:53 p.m.