



Employment Training Panel

STATE OF CALIFORNIA

EMPLOYMENT TRAINING PANEL

CalEPA Headquarters Building
Sierra Hearing Room, Second Floor
1001 I Street
Sacramento, CA 95814
August 23, 2019
(916) 327-5640

Panel Members

Janice Roberts
Acting Chair

Gloria Bell
Member

Cheryl Akin
Ex-Officio Member

Gretchen Newsom
Member

Rick Smiles
Member

Ernesto Morales
Member

Ali Tweini
Member

Executive Staff

Peter Cooper
Assistant Director

Jill McAloon Chief
Deputy Director

Michael Cable
General Counsel

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I. PUBLIC PANEL MEETING CALL TO ORDER

Acting Chairperson Janice Roberts called the meeting to order at 9:30 a.m.

II. ROLL CALL

Present

Gloria Bell
Gretchen Newsom
Janice Roberts
Rick Smiles
Chris Dombrowski

Absent

Ernesto Morales
Ali Tweini

Executive Staff

Michael A. Cable

III. AGENDA

Acting Chairperson Roberts asked if the Panel Members reviewed the Agenda.

ACTION: Ms. Bell moved and Ms. Newsom seconded approval of the Agenda. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 – 0.

IV. MINUTES

Acting Chairperson Roberts asked if the Panel Members reviewed the draft Meeting Minutes from the last Panel Meeting.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Meeting Minutes. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 – 0.

V. REPORT OF THE EXECUTIVE DIRECTOR

Former Executive Director Stewart Knox, currently Undersecretary for the California Labor and Workforce Development Agency, announced that he would be reading the Report of the Executive Director today. Mr. Knox welcomed the Panel Members, applicants, and stakeholders. Mr. Knox reported that following the last Panel Meeting in July we have a moderate Panel Meeting. Today's Meeting is approximately \$10.4M with another \$204,653 in delegation orders, for a total just over \$10.6M.

Mr. Knox recognized the following persons in attendance: Ryan Swier, North Hollywood Regional Office Manager; Chris Hoover, San Francisco Bay Area Regional Office Manager; Lis Testa, Program Projects Unit Manager; and Jana Lazarewicz, Sacramento Regional Office Manager

Regarding budget and Alternative Funds, the Alternative and Renewable Fuel and Vehicle Technology Program in partnership with the California Energy Commission \$2M approved through an interagency agreement. ETP had 3 proposals in the last few months for small amounts and will be marketing that program more heavily. More to come later regarding that allocation, with an additional \$2M.

Mr. Knox reported that today the Panel would be considering Proposals in the amount of \$10.4M, with an additional \$204,000 approved by Delegation Order. Upon the Panel approving just over \$26.2M in projects for FY 2019/20, ETP will have approximately \$76M remaining for FY 2019/20.

It was reported, regarding Delegation Orders: All such project proposals are capped at \$75K; all such project proposals are to be approved by the Executive Director on a continuous flow basis; and the 5 projects subject to Delegation Orders for today's Panel Meeting is just over \$204,000.

It was reported, regarding FY 2019/20, total program funding to date: Approximately 799 projects have been submitted to the Panel, pushing the amount to approximately \$91M, the Panel will possibly approve \$26M with 85 projects to date, if all proposals are funded today.

It was reported regarding Single Employer Contracts: Regional Offices requests are at \$62M in demand, with \$42M in allocations. MEC: Regional Offices/AAU requests are at \$9M in demand, with \$19M in allocations. Small Businesses request are at \$11M in demand, with \$5.8M in allocations and Critical Proposals are at \$1.4M in demand, with 1.6M in allocations. Apprenticeship programs are at \$6.4M in demand, with \$7.3M in allocations. Overall demand is approximately \$91M.

It was reported the number of total projects in FY 2019/20: applications received by the Regional Offices currently is 132; the total number of projects currently in the Applications and Assessment Unit is 667; and the number of total projects is 799. As discussed in recent Policy Committee Meetings and at the last Panel Meeting, ETP is trying to keep meetings at around \$10M per meeting so ETP does not run low on funds at the end of the year.

Regarding Legislation, the ETP Legislation has a new bill (SB 792). It was reported that SB 792 is a two-year bill, it is a committee bill, and at this point, the hope is to work with the Legislative Committee in the Fall.

Mr. Knox requested a motion to approve the Consent Calendar.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Consent Calendar. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 – 0.

VI. RECOGNITION OF FORMER EXECUTIVE DIRECTOR STEWART KNOX

Acting Chairperson Roberts and other Panel Members began to share personal stories and thoughts about Mr. Knox. Acting Chairperson Roberts then opened up the discussion for staff and others to share some facts and stories regarding Mr. Knox.

Following Acting Chairperson Roberts personal stories, other Panel Members then began to share stories and words of appreciation for Mr. Knox; followed by present executive staff members, including Peter Cooper, Steve Duscha, Gloria Bell, Gretchen Newsom; wanting to impress upon Mr. Knox how much he did for ETP, and to thank Mr. Knox for his extensive work and dedication to the ETP program.

Mr. Knox responded with a heartfelt discussion that recapped some of his experiences at ETP over the years, and how his job is to not only protect ETP, but all of the Labor Agencies investments in California, and making sure that we continue to do the work that we do in California and strive to make sure that California stay strong and that our business community is a workforce development system are meeting our business community's needs and went on to say that ETP is a machine, it gets money out which a lot of agencies struggle with, and ETP staff continues to do this on a daily basis on a monthly basis and making sure that it's equitable and then fairly and thinks that the panel does an amazing job of making sure that we continue to serve the businesses.

Mr. Knox thanked everyone for the recognition and exited the building while everyone in the room stood up in appreciation.

VII. POLICY COMMITTEE MEETING REPORT TO PANEL

Acting Chairperson Roberts stated that on the Thursday afternoon before the recent Panel Meeting there was another Policy Committee Meeting and she wanted to inform everyone that Gloria Bell, our Panel Member, will be acting as Vice-Chairperson on the Panel in case Acting Chairperson Roberts is unable to attend, she will step in and take over, Acting Chairperson Roberts then introduced Ms. Newsom for a recap from the meeting yesterday.

Ms. Newsom stated that it was another great afternoon at Policy Committee. The following is a brief overview and report of what took place. There were four discussion Items:

- 1. A Report Regarding Development Monitoring and Recordkeeping Practices** Ms. Newsom reported that Mr. Swier from the North Hollywood Regional Office provided an overview and report on current Development, Monitoring, and Recordkeeping practices – and shared some information and statistics about these practices specifically within the North Hollywood Regional Office. After a good discussion about current practices, with various issues to be brought up under the Agenda Items about Contract Changes and Electronic Recordkeeping, General Counsel suggested and the Policy Committee agreed: that ETP Staff will work internally on these practices and procedures to ensure internal consistency throughout the Regional Offices; and that ETP Staff will [in particular] look for ways to streamline practices and procedures, especially with repeat contractors and those working with consultants.

- 2. A Report Regarding Electronic Recordkeeping Requirements** Ms. Newsom then reported that the Policy Committee reviewed and discussed the Electronic Recordkeeping Recommendations first presented by Phillip Herrera at our February Committee Meeting. After working through a discussion about the issues raised in Mr. Herrera’s proposal, we walked away with the following: Some changes can likely be made by modifying the contract [such as those regarding copies and signature requirements], so the Policy Committee requested that a specific proposal that clearly indicates all applicable contract modifications be prepared and brought to our next Policy Committee Meeting, which will be next month. However, some changes cannot be made because they are mandated by ETP’s Regulations. Accordingly, our General Counsel has reported that those suggestions requiring a regulatory change have been identified – and will be brought up for further discussion when ETP commences formal rulemaking on these issues.

- 3. A Report Regarding ETP’s Veterans Program and Guidelines** Ms. Newsom next reported that Willie Atkinson, Assessment and Program Division Manager, and Meghan McMahon, Legal Analyst, provided a report and held a discussion about their research into ETP’s Veterans Program and Guidelines – and highlighted certain issues they wanted to address in revising ETP’s Veterans Program, such as Eligibility Requirements and Incentives. After receiving input and suggestions from those present, the Policy Committee instructed Mr. Atkinson and Ms. McMahon to come back to the Policy Committee Meeting next month in order to present a complete and detailed proposal that incorporates the ideas and suggestions made at Committee.

- 4. A Discussion About the Agenda for Our Next Policy Committee Meeting** General Counsel reported that he is still: tracking the issues for review, as identified in the Policy Committee Meetings; and ensuring that those policy issues are being scheduled for a Policy Committee Meeting as soon as possible. There were TWO Proposal Items:

a. Proposal Re: ETP's Contract General Terms and Conditions General Counsel provided a brief overview of particular contract changes that were included in the Committee Memo for this Agenda Item. Additionally, since there are additional revisions to be made [resulting from other requests – and from the discussion about ETP's current recordkeeping requirements], the Policy Committee instructed General Counsel to come back next month with a final proposal about making changes to ETP's General Terms and Conditions – which should include: all of the changes to be made and a rollout proposal with a date for when those changes will take place.

b. Proposal Re: Demographic Information for Trainees General Counsel explained the background and legislative history regarding why ETP requests demographic information about trainees. Additionally, there was a lot of discussion about the underlying benefits for receiving demographic information about ETP's trainee population. General Counsel also discussed AB 677 – and how there is now a requirement for ETP to collect voluntary self-identification information pertaining to sexual orientation and gender identity. The Policy Committee instructed General Counsel to return next month with a specific proposal for how ETP will comply with AB 677 and address the issue raised as to whether ETP can employ a sampling of demographic information.

As noted, our next Policy Committee Meeting should include: A discussion about the use of affiliates in regards to Single Employer Contracts; a further discussion responding to specific questions about Best Practices [e.g., questions about recordkeeping practices, how other agencies prioritize projects, how other agencies monitor projects] – ETP Staff having now researched many similar agencies throughout the country; a final proposal regarding changes to be made to ETP's Contract General Terms and Conditions, which will include some of the roster and recordkeeping changes discussed yesterday [e.g., copies instead of original rosters and signature requirements], and will include a rollout proposal with a date for when those changes will take place proposal regarding requested Trainee Demographic Information, and in particular ETP's compliance with AB 677 [which mandates the collection of voluntary self-identification information pertaining to sexual orientation and gender identity]; and a proposal regarding ETP's Veterans Programs, which will incorporate the ideas and suggestions made yesterday, especially those pertaining to incentives for training veterans.

Acting Chairperson Roberts asked if anyone had any comments about the Policy Committee Meeting and introduced Ms. Elisabeth Testa, Program Projects Unit Manager.

IX. REQUEST FOR APPROVAL OF INTERNAL PROCESSING PROCEDURES FOR CANNABIS INDUSTRY PROJECTS

Ms. Testa presented to the Panel a PowerPoint presentation highlighting the Cannabis Industry projects and gave some history noting that between Fall of 2016 and the beginning

of this year, adult use of cannabis was legalized through a series of legislation and regulations and regulatory agencies were set up, as well as different licensing systems depending on what kind of cannabis business the companies would be forming. In December of 2018, an ETP Policy Committee discussed a guideline for how it would process the Cannabis Industry projects and were concerned at that time about making sure that the workers were being treated fairly since it was a new industry and wanting to make sure that they were covering all of their bases. Then, this year in the spring, ETP met with representatives from the Cannabis Industry, a few Cannabis businesses, and the Senior Advisor of Cannabis at GoBIZ to discuss the status of the industry and to finally alleviate any concerns they had originally during our discussions of how the industry was progressing, how workers were being treated, etc. And also receive their first Cannabis Industry Preliminary Application, which was for a Single Employer that manufacturer's cannabis edibles. In June of this year, ETP brought updates on the Cannabis Industry to the Policy Committee and the Committee requested that Staff develop some internal processing procedures for how they would work with these companies, and last month Staff brought their proposal to Committee for how they would handle these companies, and today Staff will present that process for a full vote for approval, so that they can begin to serve this industry. So in general, all Cannabis Industry Preliminary Applications will be treated the same way as every other Preliminary Application. When Staff determines eligibility, they are going to do things like verify what the legal name is, make sure that their CEAN (which is the California Employer Account Number for tax purposes) is active and valid, check that they're registered with the Secretary of State, etc. In addition, Staff will check that they have their valid state-level cannabis license, that it's active, and that they're in good standing.

There are three licensing databases where you can check for all of the six different types of cannabis industry licenses that are available. They are the Bureau of Cannabis Control, the Department of Food and Agriculture's CalCannabis Cultivation Licensing Division, and the California Department of Public Health issues the Manufactured Cannabis Safety Licenses for companies that manufacture cannabis edibles. They all have their own license search portal, so it's fairly easy to go on there, check the license, get the license number, and make sure that they are in active status. Our Application and Assessment Unit will do this for all cannabis applications that come in.

For Multiple Employer projects, Cannabis Industry companies can come in as a Participant Employer in a MEC. Now, the participating employers in the MEC are not contract holders, but they do have to submit a Certification Statement depending on what kind of company they are, in order to participate in the MEC. The cannabis companies will still have to submit a Certification Statement, just like any other Participating Employer would, but Staff will add a few things to those paper Certification Statements that will basically be self-certification by the cannabis company that they do hold an active state-level license and that it's valid and active. We are going to provide a fill-in field for them to give us their state-level license numbers so that Staff can verify it and look it up in the databases, and Staff is also going to ask that they self-certify that they hold all local county- and city-level licenses, as well, because all across the state, every county and a lot of municipalities have instituted their own licensing and permitting requirements for these businesses and ETP just wants to make sure that they're following all of the laws that they need to. The paper certifications will be

given to the Participating Employers by the MEC, just like they are now, the MEC will collect them from the Participating Employers, and then can enter the information from the Cert Statement into our online system. That process will not change for the MECs, it's just an additional couple of fields that they need to put on the paper certs and then the certs will need to be held by the MEC for auditing purposes just like they are now. There will be language added to the panel proposal and the 100 Form basically saying that they have to meet their licensing requirements for both Single Employers and Participating Employers. Staff is requesting a motion to approve the internal procedures for processing Cannabis Industry projects for Single Employers and MECs as outlined above, and want to simultaneously confirm that there is not a moratorium on any Cannabis Industry projects. Ms. Testa asked the Panel if there were any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Proposal for Internal Processing Procedures for Cannabis Industry Projects. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 – 0.

X. PRESENTATION CLARIFYING THE APPLICATION OF THE \$2.50 HEALTH BENEFITS

Ms. Testa then stated there is a clarification for the Health Benefits Rule, the \$2.50 that ETP has as a cap of what can be applied for health benefits. Just to give some history on this, in the summer of 2017, at Panel (the Policy Committee had not yet formed, so these discussions took place at Panel) it was discussed how health benefits are used to help contractors meet the ETP required minimum wage, whichever minimum wage that they are being held to in their contract. Then in September of that year, Panel approved what was called the “\$2.50 Rule,” in regards to companies being able to use health benefits to help them meet the minimum wage. In June of this year, the \$2.50 Rule was discussed at the Policy Committee because there have been a lot of questions raised about how this rule is applied. There were quite a few people thinking that this rule was a “safe harbor”, meaning that they could just claim \$2.50 of health benefits to help them meet the wage even if their employees were not taking the health benefits package that were offered to them or if they weren't giving health benefits at all. In July of 2019, Staff brought to Committee a full clarification of how the health benefits rule works, how it's supposed to be applied, who can use it, when they can use it, if it's auditable or not, etc. To clarify for everyone how the \$2.50 Health Benefit Rule works, in order to receive credit to use health benefits to help them meet the ETP minimum wage, the contractor must demonstrate that they are actually paying health benefits to those trainees in the dollar amount that they're requesting to help them meet the wage. The \$2.50 rule is a cap, which means that they cannot request more than \$2.50 of health benefits to help them meet the ETP minimum wage with the following one exception, and that is if the trainees are covered by a collective bargaining agreement that

shows clearly within the agreement that they're getting more than \$2.50 an hour for health benefits. Then Staff will apply the health benefit amounts that are included in the CBA to help them meet the minimum wage.

The \$2.50 rule is not a safe harbor. The contractor must actually offer the health benefits to the employee, the employee must accept and use the health benefits, and they must be demonstrated through payroll reporting and wage reporting, that the company is actually paying that amount of health benefits in order for them to have credit to meet the ETP minimum wage. And this is auditable. ETP's Audit Department does check this when they do their audits. If during an audit, they have a disallowed cost as a result of the \$2.50 Rule, perhaps they are claiming more than \$2.50 or they are claiming \$1.25 but they only pay \$1 of health benefits. Those disputes will all be handled on a case-by-case basis as the project moves through its audit.

Upon completion of Ms. Testa's presentation of the Action Item and Clarifying the Application of the \$2.50 Health Benefits, Acting Chairperson Roberts asked if any Panel Members have any questions. They did not.

XI. REVIEW AND ACTION ON PROPOSALS

SINGLE EMPLOYER CONTRACTS

Tab No 6: DreamWorks Animation LLC

Mr. Swier stated that this is a proposal for DreamWorks Animation LLC. The company produces animated films, TV programs, live entertainment, commercials, and virtual communities. In addition, they produce, distribute, and release films and market-licensed merchandise. This project has been designated a Critical Proposal by GO-Biz because of the company's expansion efforts consisting of a 150 new positions at its California facilities. DreamWorks has committed to train 20 veterans in this training project under Job No. 2. The company is requesting \$257,600 in funding to train 720 incumbent workers and a 150 Job Creation employees. The Animation Guild Local 839 has provided a letter of support to ETP for training of its Union members. Training will focus on the Company's new and updated IT systems as well as the training of the newly hired employees.

Mr. Swier stated staff recommends approval of this project and introduced Ryan Kuo-Atkinson, Training Productions Supervisor, and J.C. Cornwell, Director of Education.

Ms. Newsom stated that this is a really exciting proposal and welcomed them back. Ms. Newsom also mentioned that this project has been right-sized from their previous contracts and thanked them for that.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Bell seconded approval of the Proposal for DreamWorks Animation LLC in the amount of \$257,600. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 – 0.

Tab No. 7: Panasonic Avionics Corporation

Ms. Tarrac stated Panasonic Avionics Corporation, headquartered in Lake Forest, California, is a first-time Single Employer and this is a Priority Industry Retraining project. Panasonic Avionics is requesting \$639,630 in ETP funding and plans to train 1,030 trainees, the bulk of which will be engineers, IT, and technical support. Panasonic is shifting from hardware to software service solutions and plans to upgrade their inflight entertainment options for its major airline customers. They plan to train workers at their two California facilities, one located in Irvine, California, and one recently opened facility in Pleasanton, California. This new facility will focus on training in cloud technology and software architecture in an effort to keep high-paying jobs in California. Although this new facility includes hiring 160 engineers and IT staff, a Job Creation component is not included in this proposal. The project will be overseen by the Director of Global Talent Management with the support of the Training Specialist and will include 10 in-house trainers and an administrative subcontractor, Bright Training Solutions in Menifee, California.

Ms. Tarrac stated staff recommends approval of this proposal and introduced Steve Thorne, Director of Global Talent Management, and Kimberlee Colletti, Training Specialist.

Acting Chairperson Roberts asked what their experience has been with ETP. Acting Chairperson Roberts observed that this is their first contract and it looks like they are not working with a consultant. Acting Chairperson Roberts asked if they have experience within their office.

Mr. Throne confirmed that this was their first ETP project, but stated that they do have a consultant that they are going to be working with and do have somebody that they hired to partner with for this project from Menifee.

Ms. Bell stated she is glad Acting Chairperson Roberts asked that, because the first time is a little challenging at times and suggested for them to reach out to their representatives in the area because the Panel wants them to be successful and come back.

Acting Chairperson Roberts asked if any Panel Members have any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Proposal for Panasonic Avionics Corporation in the amount of \$639,630. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 8: Agilent Technologies, Inc.

Mr. Hoover stated Agilent Technologies, Inc. is a Priority Industry and Repeat Contractor with total ETP funding being requested of \$749,892. This proposal for Agilent has been designated a Critical Proposal by the Governor's Office of Business and Economic Development (GO-Biz) based on the company's growth as it continues to expand business operations at its Folsom manufacturing site, increase its overall expenditures by \$52M in capital improvements, and commitment to adding 139 jobs in California. The company is headquartered in Santa Clara, where the majority of its research is conducted, and operates two manufacturing sites in Folsom and Carpinteria. ETP funded training will be delivered at these three locations. This will be Agilent sixth ETP project and it's second in the last five years, there is a Job Creation component due to Agilent planned capital investment of approximately \$40M in new equipment, facility, and technology upgrades at its Folsom and Carpinteria facilities. The company will hire 139 net-new employees in Job Number 2.

Acting Chairperson Roberts asked to clarify that this is their sixth ETP project, but only their second in the last five years.

Mr. Hoover confirmed and went on to describe their training infrastructure - the Director of Global Talent will oversee the ETP project and the Manager of Global Talent Development will be the dedicated administrator and is assigned to meet and coordinate with the ETP staff. Agilent will utilize its internal training department for scheduling and training delivery. In addition, Agilent has retained Herrera & Company to assist with the ETP administrative duties.

Mr. Hoover stated that Staff recommends approval of this proposal, and introduced Vian Davis, Program Manager, and Phillip Herrera of Herrera & Company.

Ms. Davis thanked the Panel and briefly described Agilent's training programs. Ms. Davis stated that Agilent is seeking the Panel's support to not only train, but retain their employees, and one of the ways they do this is through education by getting their employees up to speed with all of their technology and equipment and making sure that they are doing what they need to do on the job and out in the field with their technical expertise.

Ms. Newsom stated that they do a good job of retaining their employees by paying them well and thanked them for the high wages. Ms. Newsom asked Ms. Davis to elaborate more where they noted on the Impact and Outcomes section, that their trainees who successfully complete any IT course will receive skills certifications that are transferable to anywhere in the industry. Ms. Newsom asked if she might be able to elaborate a bit more on the impact to the workforce for that. Ms. Newsom acknowledged that they have a really low turnover rate, as well, and pointed out that those trainees are staying with the company.

Ms. Davis responded that obviously they pay well, but it's not just the salaries, it's more of the whole compensation package. They find through their employee surveys, that their employees have a very positive response to working at the company and a question they

ask is if they would leave the company for more money, to which they have very positive responses because of the education and training that they offer.

Ms. Newsom then asked if those certificates are transferable out of state, and if they are recognized in the industry.

Mr. Herrera stated they have a great LMS, and in it they have certifications on the equipment that they use and that equipment is used for any kind of measurement. Mr. Herrera gave the example that for cannabis you can measure THC levels and toxins in the water. So a lot of the field service guys and girls are able to get certified in this equipment and that certification goes with them to another employer and it crosses industries and you can see that they are certified in that piece of equipment.

Acting Chairperson Roberts asked if any Panel Members have any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the Proposal for Agilent Technologies, Inc. in the amount of \$749,892. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Ms. Lazarewicz stated that Tab No. 9 Collins Electrical Company has been pulled from this panel.

MULTIPLE EMPLOYER CONTRACTS

Tab No. 10: Los Angeles Trade Technical College Foundation

Mr. Swier stated that Los Angeles Trade Technical College Foundation (LATTC) is one of the community colleges administered by the Los Angeles Community College District (LACCD). Under the lead, eight other community colleges will participate in this proposal. The college is requesting \$495,080 inclusive of support costs. This project will train approximately 765 retrainees and 95 Small Business retrainees statewide. The proposed training will be provided to a broad spectrum of employers from Manufacturing, Aerospace, Energy, Biomedicine, Transportation, Logistics and service related industries. The core group of employers include LSG Sky Chefs trainees represented by UNIT HERE Local 11. A letter of support was submitted to ETP. This will be LATTC's, ninth ETP contract and its fourth in the last five years.

Mr. Swier stated that Staff recommends approval of this proposal and introduced Steve Moch, Program Specialist.

Mr. Moch thanked the Panel for having them here to review their proposal and stated that over the last three ETP programs that he has been part of, they have trained over 5,700 employees in the local LA area, and earned over \$2.6 million of ETP funds and would appreciate the Panel taking this under consideration for a new proposal and looking forward to another successful go with ETP.

Acting Chairperson Roberts asked if any Panel Members have any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Proposal for Los Angeles Trade Technical College Foundation in the amount of \$495,080. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 11: Workforce Development Corporation of South East Los Angeles County Inc. dba. Southeast Los Angeles County Workforce Development Board

Mr. Swier stated that this is a proposal for the Workforce Development Corporation of South East Los Angeles County Inc. dba. Southeast Los Angeles County Workforce Development Board SELACO requesting \$749,806 in funding, inclusive of support costs. This project will train approximately 456 retrainees, 41 Small Business employees, and 18 HUA retrainees. SELACO specializes in training business solutions for employers seeking the resources to provide upscale training for existing and new employees. Although training will be offered statewide, the majority of the training will take place in LA and Orange County areas. SELACO is seeking an HUA wage waiver in Job Number 4 for employers located in the cities of Vernon, Compton, and Commerce. SELACO will be training Machinists and Glaziers, but the training in this proposal will not displace existing apprenticeship training programs for these occupations. The core group of employers include International Association of Machinists and Aerospace Workers, Local 1481 and Teamsters Local 630. The most recent updated performance shows that the organization has tracked 96% of the current agreement and projects earnings of 100%.

Mr. Swier stated that Staff recommends approval of this project and introduced Larry Lee, Business Services, Kay Ford, Director of Fund Development, and Kevin Kucera, Board Member.

Mr. Lee wanted to thank the Panel for having them there and stated that this marks 20 years that SELACO has been a multiple employer contractor with the Employment Training Panel. As a result of that, they have been able to upgrade the skills and more than 16,000 California workers. Mr. Lee stated that a large portion of those 16,000 were individuals that had second jobs, or they had family responsibilities, they couldn't go to a community college, they couldn't go to adult ED. But ETP came in with customized training on-site and provided them the best opportunity available to upgrade their skills. So those employees benefited, by having greater knowledge. Their employers benefited by having a more productive and knowledgeable

workforce and the state benefited by having a steady tax stream from that company and he calls that the ETP trifecta.

Acting Chairperson Roberts asked if any Panel Members have any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Bell seconded approval of the Proposal for Workforce Development Corporation of South East Los Angeles County Inc. dba. Southeast Los Angeles County Workforce Development Board in the amount of \$749,806. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 12: Northern California Surveyors Joint Apprenticeship Committee

Mr. Hoover stated that this is a proposal for the Northern California Surveyors Joint Apprenticeship Committee. This is a Repeat Contractor and a Priority Industry and total ETP funding being sought is \$475,280. They're headquartered in Alameda, and the Northern California Surveyors Joint Apprenticeship Committee (NCSJAC) is the educational organization that provides Pre-Apprentice, Apprentice and Journeyworker training services for union surveyors throughout Northern and Central California. This will be NCSJAC's fifth ETP contract, the fourth in the last five years. ETP funded training will take place at NCSJAC Alameda headquarters as well as at various adult schools and employer sites across Northern and Central California. The NCSJAC administrator will be the dedicated administrator overseeing the project along with three additional administrative staff to assist in scheduling training and other internal ETP administrative duties. The JAC has 11 in-house instructors that will deliver training and the trainers are qualified journeyworkers with extensive practical and training experience. The JAC also hired a third party administrator, Steve Duscha Advisories, who will assist with the ETP online systems.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Joanie Thornton, Administrator; Lois Blackwell, Coordinator; and Steve Duscha, of Steve Duscha Advisories.

Ms. Newsom asked what they are doing to attract more veterans into their apprenticeship and what are they doing to attract more women to join their trade?

Ms. Blackwell responded they have 12 females in their program right now and some of the outreach they do is attend BACA meetings every month on the second Tuesday, and then have CAC meetings quarterly to hear about outreach programs. Ms. Blackwell stated that they also do the TIP Program that's based out of Sonoma, Women Can Build, and Trades Woman Inc. Ms. Blackwell stated for Veterans, they attend VA job fairs and sign up for the VA newsletter that gets sent out about once a week that lets you know if there's any career fairs that you can sign up for. They are also involved with Swords to Plowshare and Rising

Sun, which will sometimes send them veterans and female cohorts that have finished their program. Additionally, they do Helmets to Hardhats, and have 17 veterans currently in their program.

Acting Chairperson Roberts brought up the high speed high speed rail, since she saw that there's been a lot of controversy around that and asked to know more about it and how much of this money is going towards that project?

Ms. Blackwell stated they currently have about 10 apprentices working on the high speed rail and just finished a pre-apprentice boot camp in June and had two brand new Green apprentices get dispatched out there and then in March, they had another two get dispatched.

Acting Chairperson Roberts asked if they are just surveying at this point.

Ms. Blackwell confirmed.

Acting Chairperson Roberts asked if they are working in Fowler, by American Avenue. Ms. Blackwell confirmed and added they are in Fresno, as well.

Ms. Newsom asked how many people were in the pre-apprenticeship boot camp.

Ms. Blackwell responded with 20.

Ms. Newsom asked of the 20, how many have transitioned into the apprenticeship.

Ms. Blackwell responded with none of them are on the out-of-work list.

Ms. Blackwell stated they're all working. They've all been dispatched.

Acting Chairperson Roberts noted that they upped their amount from the last time but got that clarified by Steve through hours and so forth.

Acting Chairperson Roberts asked if any Panel Members have any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Proposal for Northern California Surveyors Joint Apprenticeship Committee in the amount of \$475,280. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

[Ms. Newsom stated she was going to recuse herself from this next proposal.]

Tab No. 13: San Diego Electrical Training Trust Fund

Mr. Hoover stated that this is a proposal for the San Diego Electrical Training Trust Fund, which is a Priority Industry and a Repeat Contractor. The total ETP funding being requested is \$749,880.

Acting Chairperson Roberts stated she wanted to make a comment that Ms. Newsom recused herself for this.

Mr. Hoover affirmed and stated that the SDETT trains electrical workers to install power, lighting, controls, sound and communication controls and other electrical equipment in commercial, industrial, and residential facilities. ETP training is entirely center-based and will be delivered at SDETT's training centers which include a 32,000 square-foot training center in San Diego and a 5,000 square-foot satellite facility in Imperial County. This is SDETT's fifth ETP contract, the third in the last five years. This does include a Veterans Program component, the SDETT is committed to train 40 veterans under Job Number 3 and to supporting job related training to help veterans transition into the California workforce. It recruits veterans in cooperation with Helmets to Hardhats. The training infrastructure includes a SDETT Training Director who is the dedicated administrator and 14 administrative staff members who will assist with the ETP administration, including scheduling classes, marketing, recruitment, and employer needs assessments. 20 SDETT trainers will deliver the training, these trainers are former or current members of the trade and some have received master certification status by the NJATC. Strategy Workplace Communications has also been hired to assist with administration services.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Kevin Johnson, Training Director; Nica Constante, Project Coordinator with California Labor Federation; and Kelly Greer of Strategy Workplace Communications.

Mr. Johnson said thank you to the Panel for taking time to review the proposal and wanted to give some of the numbers that they currently have over this last contract. Currently they are at 557 apprentices and took in 20 more veterans over the past year, which brings them up to 84 veterans. 15% of their population are veterans in the apprenticeship and have a personal goal of 25% for veterans, and continuing outreach with that and currently have 15 females, which puts them at 3% and have a goal of 15% female. They have done over 1,100 journeymen hours over the past year of continuing training and improvements to their program with ETP's help and have also added 34 new computers to aid in Auto CAD BIM software training to the journeymen and apprentices because everything's going digital now and everybody's getting away from paper prints and they want them to be up to speed on the latest software. Mr. Johnson stated that they added Battery Storage Trainers, with over \$24,000 for those trainers, including new trainers in all the other classrooms. They also upgraded their lighting control training to include LED lighting and the latest controls which seemed to change every six months.

Mr. Johnson went on to state that they have been doing staff training on computer skills (Excel, Word, and Outlook) to improve their administration staff, as well, and then hired an outreach coordinator back in September of last year to do fulltime outreach who was a Sound graduate from their program about two years ago. And as a female, she's able to go out and hopefully increase the number of female applicants they get because they only see about 3

or 4 women out of 400 applicants on a quarterly basis and they want to see that number improve and that way they could actually intake more females but need for them to apply first, that's the first step. They did their first pre-apprenticeship this last summer ending on August 8, and took in 14 that had no experience in the electrical industry, and introduced them with a six week class, put them to work for two weeks that was part of the pre-apprenticeship requirement, and they're all still employed with a contractor. They did the mandatory 40 hours and they did so well on the job site they're still employed in the electrical industry and are applying to their apprenticeship. They had three females in that pre-apprenticeship, which would have never even considered applying to the apprenticeship, but since they introduced them for six weeks to the industry, that helped them get over that hump and actually learn the industry itself.

Acting Chairperson Roberts asked if any Panel Members have any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Bell seconded approval of the Proposal for The San Diego Electrical Training Trust Fund in the amount of \$749,880. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 4 to 0.

[Ms. Newsom returned to the room.]

Tab No. 14: San Mateo County Electrical Joint Apprenticeship and Training Committee

Mr. Hoover presented a proposal on behalf of the San Mateo County Electrical Joint Apprenticeship and Training Committee, which is a Priority Industry and a Repeat Contractor with total ETP funding requested of \$742,110. The San Mateo Electrical Joint Apprenticeship Training Committee (SMJATC) is located in San Carlos and all training will take place at the San Mateo Training Center in San Carlos. This will be SMJATC'S seventh ETP contract, sixth in the last five years. This does include a Veterans Program component and in this proposal, SMJATC is committed to train 40 veterans under Job Number 3, and to supporting job related training that helps veterans transition to the California workforce. It recruits veterans in cooperation with Helmets to Hardhat, which, like the last one is a national joint labor management program that recognizes the link between skills required in the military service and the building trades. SMJATC's training director and three administrative staff will assist with the ETP administration including marketing, recruitment, and employer needs assessments. Administrative staff will also coordinate the Class/Labs scheduling. SMJATC has 12 trainers who will deliver the training and these trainers are former or current members of the trade and some have received Master Certification status by the NJATC. SMJATC also retained Strategy Workplace Communication to assist with its ETP administration.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Kathleen Barber, Training Director; Nica Constante, Project Coordinator with California Federation; and Kelly Greer of Strategy Workplace Communications.

Ms. Barber thanked the Panel for allowing her to speak and stated that their primary goal is to reach out to veterans, but as a journeyman electrician herself, she makes it a particular point of outreaching the women that come into their industry. And to that effort, they have found that the best way to do so is through pre-apprenticeship, so that everybody understands what's involved. SMJATC has a pre-apprenticeship program that they have been doing for the last four years, and of that four years, they have brought in 20 women directly into the apprenticeship who are currently working and are quite successful. Ms. Barber stated that they are starting their fifth pre-apprenticeship class and out of that 25, have eight women that are part of that class and have a turnout rate of 97.6% who will go right into the first year class. It also is quite helpful for their veterans that are coming in and are a part of Helmets to Hardhats, which is a very effective way to bring in the veterans. Ms. Barber stated that she spoke to the director of Swords to Plowshare regarding a better recruitment through their organization. Ms. Barber went on to say she wanted to share how fast things are changing and they now have four staff people, and just hired another one, and are up to 18 instructors and that's only occurred in the last two and a half months. Their population is 273 apprentices for San Mateo County, which is not a large County, but that's a pretty hefty number for them. They also have 25 pre-apprentices and they support ongoing continuing education for journeymen upgrades and another program that they working with as providing the educational side for their incoming electricians.

Acting Chairperson Roberts asked if any Panel Members have any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the Proposal for the San Mateo County Electrical Joint Apprenticeship and Training Committee in the amount of \$742,110. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

**Tab No. 15: Stationary Engineers Northern California and Northern Nevada
Apprenticeship and Training Trust Fund**

Mr. Hoover presented a proposal on behalf of the Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund. This is a Priority Industry and total ETP funding requested is \$721,750. This will be the first ETP contract for Stationary Engineers of Northern California and Northern Nevada Apprenticeship and Training Trust Fund, which is the Stationary Engineers Local 39 IUOE AFL CIO. Training will be delivered between IUOE's seven training centers throughout Northern California with classrooms and laboratories equipped for specialized skills training. Stationary Engineers continues to serve veterans and participates in veteran outreach and hiring activities internally to recruit applicants. However, the Trust is not requesting a separate job number at this time. Stationary Engineers operate and maintain systems equipment in buildings airports, hospitals, biotech research, and manufacturing facilities, food and beverage facilities, public and private office buildings, housing, water and waste treatment plants, and technology industries. The Apprenticeship Coordinator who is the dedicated administrator and the

Trust's seven in-house instructors (one per training site) will assist in administration including scheduling of the training, and LMS documentation. Attendance is kept by the 13 journey-level instructors and passed along to the administrative staff. The Stationary Trust retained Steve Duscha Advisories to assist with the administration.

Mr. Hoover stated that Staff recommends approval for this proposal and introduced James Anderson, Apprenticeship Coordinator, and Steve Duscha, of Steve Duscha Advisories.

Acting Chairperson Roberts asked why it took them so long to come to Panel.

Mr. Anderson responded that he has been the coordinator for about five years and heard about ETP when he was going to the CAC meetings and talking to some of the other coordinators and wasn't aware of it and before that.

Acting Chairperson Roberts stated this is the first time she had heard about Stationery Engineers and asked where that name come from.

Mr. Anderson responded that they are tied to the Operating Engineers out of the International and they're like the Hoist and Portable side of the industry. They are stationary, because they are in buildings, like a hospital, they don't travel around, but they operate and maintain all the mechanical equipment in a building.

Acting Chairperson Roberts asked if any Panel Members have any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Proposal for The Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund in the amount of \$721,750. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 16: Orange County Electrical Joint Apprenticeship and Training Trust Fund

Ms. Lazarewicz presented a proposal on behalf of the Orange County Electrical Joint Apprenticeship and Training Trust Fund. The requested amount of \$742,195 will train pre-apprentice and journey-level workers, including veterans. This is Orange County Electrical's eighth ETP project and sixth in the last five years with good performance. There are a couple updates to the prior project performance, Orange County Electrical's ET17 contract is currently at 100% and their ET19 is at 91% of the approved amount. Orange County Electrical provides up to date industry skills training and new technologies that focus on renewable energy and highly efficient electrical control systems, which leads to employment in a variety of projects including Disney's Marvel Land, Disney's Four Diamond Hotel, Garden Grove Hotel, and Boeing Huntington Beach. The training director will oversee all project administration and four staff members will assist to coordinate the training schedule. Orange

County Electrical has also retained the services of a third-party administrator to assist with administrative duties.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced David Lawhorn, Training Director, and Nica Constante, Project Coordinator, California Labor Federation.

Mr. Lawhorn stated he is the Training Director for the Orange County Electrical JATC. The funding they receive from ETP is used to add lab equipment and training for the ever changing electrical industry and they currently partner with WINTER to recruit more women into the program and also currently have 16 out of their 400 apprentices are women and are continuing to try to increase that number. They also have 46 veterans currently in the program and offer an expedited path for veterans to apply where they basically bypass the regular application process with an honorable DD 214 and they go right to interview which saves a few months.

Acting Chairperson Roberts stated it sounded like they have a higher percentage of women in their apprenticeship programs and that is great.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Orange County Electrical Joint Apprenticeship and Training Trust Fund in the amount of \$742,195. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 17: Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties

Ms. Lazarewicz presented a proposal on behalf of the Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties with a total requested amount of \$749,470 that will train apprentice and journey-level workers, including veterans. This is Pipe Trades' sixth ETP project and the fifth in the last five years with good performance. Pipe Trades provides training to all the pipe trades involved in commercial, industrial, and residential plumbing. Courses are provided at their 100,000 square-foot training center that includes 48 classrooms, as well as welding and computer laboratories. Courses include Commercial Skills, Computer Skills, and OSHA 1030 training with an emphasis on Green Technology. Pipe Trades' Industry Skills Training leads to employment in a variety of projects including Google Campus, San Jose airport terminal expansion, and ongoing construction projects at Stanford University. The training director in the JATC administrative staff will oversee all project administration, Pipe Trades has also retained the services of a third-party administrator to assist with administrative duties.

Ms. Lazarewicz stated that Staff recommends approval of this proposal, and introduced Carl Cimino, Training Director, and Nica Constante, Project Coordinator, California Labor Federation.

Mr. Cimino thanked the Panel for the past support of their program. The monies that they have received have helped them to expand at a great rate to keep up with the super-hot economy and it's also helped them to keep up with the changes in their industry, specifically the technical advances. They are going to be hiring a Construction Technology Coordinator, so that they can keep up with the changing technologies and in construction and in their trades and are happy to answer any questions and looking forward to continuing the partnership that they have with ETP.

Ms. Newsom asked Mr. Cimino to speak to the success story of their Veterans in Piping program and how many veterans are going through that program through their Local or if it is clustered regionally?

Mr. Cimino explained that the Veterans in Piping program was established by their National Union and it is very unusual because it's the only program of its kind that actually takes place on the actual military bases. They have been granted access to put their trailers down and train the military folks before they are turned loose before they finish their terms. It's an 18-week training program, they're required to take some cursory math courses and prep courses that will allow them success into their apprenticeship programs and then they gain a welding certifications as well. Once they complete the course, they can select whatever union they want to be dispatched to anywhere in the country. Mr. Cimino stated that they have been fortunate because they have about a dozen right now in the program and love getting them there because of the quick transition; they don't spend any time on the couch losing track of all those wonderful traits that they've gained by being in the military, such as taking orders, being on time, and being diligent., Mr. Cimino stated that it's a tremendous program and they benefited incredibly by it.

Ms. Newsom stated that this is the kind of program she wanted to see.

Acting Chairperson Roberts asked what military bases they are currently on here in California.

Mr. Cimino responded it's on seven military bases throughout the country and in California it's Camp Pendleton, down there by San Diego and they get candidates from all over.

Acting Chairperson Roberts ask if the Panel has any questions

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the Proposal for Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties in the amount of \$749,470. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 18: Tulare Joint Union High School District

Ms. Lazarewicz presented a proposal on behalf of Tulare Joint Union High School District. The total requested ETP funding amount of \$295,200 will train 24 Certified Nurse Assistants in Licensed Vocational Nurse skills. Tulare Adult School provides vocational skills in general education diploma prep classes to adult students throughout Tulare County. This is Tulare Adult School's fourth ETP project and the second in the last five years. Tulare Adult School developed their LVN program to address the Central Valley nursing shortage. The LVN program provides a curriculum approved by the Bureau of Vocational Nursing and Psychiatric Technicians, and is designed for the working adult who may not be able to attend school full time, by providing instruction three days a week for 18 months. Training will provide trainees the skills and support necessary to transition into nursing and find permanent employment. Tulare Adult School has assigned four staff members overseen by the director to be responsible for all administrative duties including coordinating training and reviewing attendance rosters.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Larriann Torrez, Director of Tulare Adult School.

Ms. Torrez thanked the Panel for allowing her the opportunity to be there and for funding their last proposal which was very successful and also the potential to fund this one as well. Tulare Adult School currently offers a semester-long Nurse Assistant Program each semester and an 18-month Vocational Nursing Program and is proud to say that both of those programs rank high on the NCLEX. In fact, Tulare Adult Schools Vocational Nursing Program is ranked number nine in California based on the NCLEX rates, and very proud of that. The most recent graduating class in those were the students that were in the last proposal, all 30 of the students that started, graduated and completed that program and 29 have taken the NCLEX and passed and still have one more to do that. But all of those 29 students that were in that last funding are placed and they're working actually in the field. Tulare Adult Schools Nursing Program, their successes are due to the director, Ms. Sylvia Silva and the nursing team. They take pride in making sure that they keep up to date not only in the curriculum, but stay up to date with ATI, and making sure that the curriculum and everything that they do in the program meets the needs of what the students need out in the industry and are very proud of that. Also, in the spring of 2019, Tulare Adult School was also approved as a state testing site for the Nursing Assistant Program and that has been very beneficial to not only the students but other programs in the area. Since the spring, they have actually tested nine different cohorts, three of those have been their own nursing assistant cohorts and their most recent one, which would be for this funding proposal, those students are now in the current LVN program.

Acting Chairperson Roberts pointed out that the average cost per trainee is over \$12,000 and the weighted average cost of hours is 500 hours. Acting Chairperson Roberts asked if that was unusual, because it seems really high and really odd.

Ms. Lazarewicz stated that she has seen similar with the CNA to LVN programs and didn't see it as odd for this type of proposal.

Acting Chairperson Roberts stated that it seemed like a higher number than they normally see on these contracts and they get a lot of health care contracts all the time and never sees weighted averages like that.

Ms. Lazarewicz stated that she would check other ones and get back to her.

Ms. Torrez stated she knows those were the hours in their last funding project, as well as their prior first two.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the Tulare Joint Union High School District in the amount of \$295,200. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 19: Joint Journeymen and Apprentice Training Trust

Ms. Testa presented a proposal for the Joint Journeyman and Apprentice Training Trust in the amount of \$748,386. The Joint Journeyman and Apprentice Training Trust was founded in 1949 to provide training for Air Conditioning and Refrigeration Technicians in southern California. The JJATT will include veterans in this proposed project, although a separate veteran's job number has not been requested. This project will include both apprentices and journeymen, as well as additional supportive occupations of Tradesmen and Mechanical Equipment Service Technicians. Training will focus especially on energy efficiency in air conditioning and refrigeration units, and for systems being installed in supermarkets. Ms. Testa stated that all of JJATT's prior projects were strong performers, and their current project has already tracked enough hours to earn more than the full contract value.

Ms. Testa stated that Staff recommends approval of this proposal and introduced Luis Reyes, Director of Training, Jon Newbro, Training Coordinator, and Steve Duscha, Consultant.

Mr. Newbro shared that he also has Oscar Meyer here from LA USD and stated regarding their Veterans in Piping program, as well as providing veterans a direct entry into their program, they actually allow those individuals to go into the second year of the apprenticeship, bypass the first year, and get the second year wage package as part of it. Most of them elect to go through the whole five-year program and get the second year pay as a first-year apprentice. Mr. Newbro stated that they are doing the training at seven training centers from San Luis Obispo to San Diego They have 400 apprentices, 88 instructors, upwards of 400

journeymen, and have had a 50% increase in apprentices over the last three years and are not stopping.

Ms. Newsom asked Mr. Newbro what their efforts were to attract more women into their trade.

Mr. Newbro stated that they have a relationship with the WINTER Program, as well, out of East LA, and he personally has the privilege of giving tours of JJATC's facility to them. Mr. Newbro explained that the WINTER Program has an eight-week program and when they get to the air conditioning part of their training, they contact him and he gives them a tour of the JJATC facility and it surprises them. When people think air conditioning, they just think unit on a wall. They have no idea that a 400 ton chiller takes care of hospitals, high rises, and pumps. Mr. Newbro expressed that it's a very pleasant experience to have such an interest and the surprise that air conditioning and refrigeration has for opportunities.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Joint Journeyman and Apprentice Training Trust in the amount of \$748,386. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 20: SOMA AEC Inc. dba Oxman College

Ms. Testa presented a proposal on behalf of SOMA AEC Inc. dba Oxman College requesting ETP funding in the amount of \$748,897. Oxman College is a private post-secondary school certified by the Bureau of Private Post-Secondary Education that offers training in Computer Programming, Computer Applications, Continuous Improvement, and Healthcare. Although not requesting a separate veteran's job number, Oxman gives priority enrollment and hiring status to veterans. This project will focus on training for CAD software called Autodesk REVIT, and on medical skills training. This project also features a Retrainee Job Creation Job Number for individuals with multiple barriers to employment. Oxman College consistently earns at or close to 90% of their contract value, and is on track to earn 100% of their current contract, as well, which is now at 95%.

Ms. Testa stated staff recommends approval of this proposal and introduced Michael Dvorkin, Principle.

Mr. Dvorkin stated hello Panel Members and that he is an Electrical Engineer himself and was in the construction trade for many years and is a teacher at National Electrical. Mr. Dvorkin thanked Mr. Duscha because he has been his consultant for the last 25 years and a couple

of days ago was very happy to hear they had just received 100% performance on their current contract.

Acting Chairperson Roberts asked to verify that their college is located in San Francisco and noted that they have more than 50% of their employers in Southern California. Acting Chairperson Roberts asked if Oxman College had local trainers in Southern California.

Mr. Dvorkin responded that they had local trainers every place they provide training.

Mr. Dvorkin stated that they are in the Bay Area and some people are just for marketing and some people specifically medical, or engineers.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Dombrowski seconded approval of the SOMA AEC Inc. dba Oxman College in the amount of \$748,897. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 21: Southern California Floor Covering Apprentice Trust Fund

Ms. Testa presented a proposal on behalf of the Southern California Floor Covering Apprentice Trust Fund requesting total ETP funding in the amount of \$391,100. SoCal Flooring is headquartered in Santa Fe Springs, and has multiple training centers that serve apprentices and journeymen in 10 Southern California counties training students to install a variety of flooring materials, including vinyl, carpet, green flooring materials, and artificial turf. This project will train both apprentices and journeymen who have the opportunity to earn a few different certifications on specific flooring materials during the course of their training. SoCal Floor Covering's last 2 closed contracts earned their full contract value, and their current contract which has an updated status of 91% potential earned is also projected to earn a full 100%.

Ms. Testa stated that Staff recommends approval of this proposal and introduced Sean Padilla, Apprenticeship Coordinator, and Steve Duscha, Consultant.

Mr. Padilla Greeted the Panel and stated that just like all the other crafts, SoCal Floor Covering has experienced a lot of changes, they are growing, and have almost twice as many apprentices than they had three years ago and are up to 270 apprentices now. Mr. Padilla stated that they are growing, expanding, and also always bringing more in and are currently working with the WINTER Program out of LA. They are offering tours to their program, to

outreach to women, and want to get a lot of women in their program. Mr. Padilla explained they also want to get veterans into the program and he recently attended the LA veteran's job fair expo in Pomona. They are reaching out to the veterans, trying to bring a lot of veterans into the program and with ETP help, they can add the training that they need, journeymen upgrades, the extra instructor time, and all the extra material they need to acquire for their training.

Ms. Newsom asked for clarification, noting their first year apprentice starts off at a wage of \$18.18 and asked how soon after they take a few classes do they move up?

Mr. Padilla stated they go six months before advancement and went on to explain that means they go to class two times - they go for a full week, then they go back to work with their company, and three months later go back to their second class and then they advance. But they also have to have their 800 hours completed before they can advance to the next level. MR. Padilla confirmed that it's two classes, 800 hours, then they advance.

Ms. Newsom asked if they advance in their wages, as well.

Mr. Padilla confirmed.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the Southern California Floor Covering Apprentice Trust Fund in the amount of \$391,100. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

Tab No. 22: Ventura County Electrical Joint Apprenticeship and Training Trust Fund

Ms. Testa presented a proposal on behalf of the Ventura County Electrical Joint Apprenticeship and Training Trust Fund requesting total ETP funding in the amount of \$252,800. This JATC's five-year apprenticeship program trains Inside Wiremen who install and maintain electrical systems in commercial and industrial facilities, electric vehicle charging stations, and transit systems. They have requested a separate veteran's job number (Job Number 3) for some of their apprentice trainees. This project will also include journey workers. Ventura County Electrical has been a strong performer on their past ETP contracts, and their most recent project is projected to earn the full 100% of the contract value.

Ms. Testa stated that Staff recommends approval of this proposal and pointed out that the original representative had a family medical emergency and taking his place is John Brauer, California Labor Federation, and then introduced Nica Constante, Consultant.

Mr. Brauer stated that the Labor Federation Workforce and Economic Development Program actually works with this IBEW Local and a couple of the other locals that have come today on the Automated Demand Response Training and are working with the multi-craft core curriculum, pre-apprentice programs, and helping those folks get people from disadvantaged communities into the IBEW Local and then having that be delivered during their fourth or fifth year of the apprenticeship. Mr. Brauer stated that Mr. Earhart had asked him to point out that a couple of his staff are on the board of the National Association of Women in Construction and they use a magic camp that they have offered for a number of years in Ventura County as a pre-apprenticeship and hands-on way to get more women into the trades. Mr. Brauer stated that they are at 4.5% of their apprentices being women and roughly 28% are veterans and using Helmets to Hardhats.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the Ventura County Electrical Joint Apprenticeship and Training Trust Fund in the amount of \$252,800. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 to 0.

XII. AGENDA ITEMS FOR FUTURE MEETINGS

Acting Chairperson Roberts asked for any future agenda items, and whether anyone wanted to bring any questions or concerns to the Policy Committee Meeting, which could also be sent to Mr. Cable, since not all Panel Members attend.

XIII. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

Acting Chairperson Roberts asked for public comment on matters not on the Agenda.

None were given.

XIV. MEETING ADJOURNMENT

Acting Chairperson Roberts adjourned the meeting at 11:17 a.m.