



Employment Training Panel

PANEL NOTICE/AGENDA

Friday, April 2, 2021

9:30 a.m.

VIRTUAL MEETING

Attention: In response to the Governor's Executive Order [N-29-20](#) authorizing public bodies to take necessary action to protect the public from the spread of Coronavirus (COVID-19), the Employment Training Panel Meeting will not have a physical presence to follow state guidelines on social distancing until further notice.

The Panel Meeting will be live streamed and open to the public on Zoom:

Join Zoom Meeting:

<https://zoom.us/j/92472311543>

Webinar ID: 924 7231 1543

One tap mobile: 1-669-900-6833, 92472311543#

Note: Representatives for the Proposals in this Panel Meeting are required to login to the webinar to answer Panel comment and questions.

*All times indicated below and the order of business are approximate and subject to change

Webinar Login	9:00am	Amanda Flores
For assistance, login and raise your hand or contact mario.maslac@etp.ca.gov or Amanda.flores@etp.ca.gov		

Webinar Instruction Intro	9:30am	Amanda Flores
Virtual: Audio-Amanda/Voice-Panel Only		

Call to Order by Acting Chairperson		Janice Roberts
Virtual: Audio-Janice/Voice-Panel Only		

- Roll Call

Hand-Raise Pause for Public Comment-Amanda

- Action to Approve March Panel Meeting Agenda
- Action to Approve February Panel Meeting Minutes

Executive Report	Reg Javier
Virtual: Audio-Reg/Peter/Tara/Voice-Panel Only	Peter Cooper
• Legislative/Budget/Other	Tara Armstrong
• Request Motion to Adopt Consent Calendar Projects/Action	

Panel Date: April 2, 2021

Annual Report Presentation

Virtual: Audio-Mario/Voice-Panel Only

Mario Maslac

Action Item to Approve SEED Grant Awards

Action Item to Approve Next Fiscal Year's Funding Priorities

Virtual: Audio-Elisabeth/Voice-Panel Only

Elisabeth Testa

Review and Action on Proposals

Virtual: Audio-Presenters/ Voice-Presenters & Panel and
Contractors (if needed)

Virtual: Hand-Raise Pause for Public Comment-Amanda

Heather Miguel

Opportunity for Panel Members to Request Agenda Items for Future Panel Meetings

Virtual: Voice available for Panel Only

Public Comment on Matters Not on the Agenda

Virtual: Hand-Raise for Public Comment via Voice - Amanda

Public Meeting Adjourns

Under Government Code section 11123(a), all meetings of a state body are open and public, and all persons are permitted to attend any meeting of a state body, except as otherwise provided in that article. ETP may take action on any item listed in this Notice/Agenda. You can obtain further information about this Notice/Agenda by contacting Michael A. Cable, General Counsel, at (916) 327-5422, or Michael.Cable@etp.ca.gov, or sending a written request to Michael A. Cable, General Counsel, at Employment Training Panel, 1100 J Street, 4th Floor, Sacramento, California 95814. Written comments on agenda items should be submitted no later than 12:00 p.m. the business day before the meeting in order to afford adequate time to consider your comments.

This Notice/Agenda of Panel Meeting and related documents are available on the ETP website at www.etp.ca.gov. The dollar amounts shown in this Notice/Agenda are estimates only, subject to change up to and including the date of the Panel Meeting. Please continue to access the ETP website for current and updated information. In the event the Panel does not have a quorum at the Panel Meeting noticed herein, then those Panel Members in attendance will meet as a committee at the same time and place identified herein, and said Panel Members in attendance will meet as a committee in order to hear the items identified in this Notice/Agenda, but will not vote or take action. While ETP intends to webcast its meetings, it may not be possible to webcast the entire open meeting due to limitations on resources.

The meeting is accessible to the physically disabled. A person who needs a disability-related accommodation or modification in order to participate in the meeting, including without limitation auxiliary aids or services, may make a request by contacting Michael A. Cable, General Counsel, at (916) 327-5422, or Michael.Cable@etp.ca.gov, or sending a written request to Michael A. Cable, General Counsel, at Employment Training Panel, 1100 J Street, 4th Floor, Sacramento, California 95814. Providing your request so that it is received at least five (5) business days before the meeting will help ensure availability of the requested accommodation

REVIEW AND ACTION ON PROPOSALS

These funding proposals are listed by Regional Offices and do not reflect the actual order of presentation. They will be considered by the Panel in accordance with a Table of Contents to be published on the ETP website no later than Monday, March 29, 2021, although the Panel may still change the order at the meeting. In regards to those items indicated below as an Amendment, please note that the dollar amount only reflects the proposed amendment amount, and not the total funding amount for the contract. Funding proposals are reviewed by the Panel on a case-by-case basis, and any action on a funding proposal shall not be binding on any other funding proposal.

North Hollywood Regional Office

Glendale Community College District Professional Development

Center (COVID Pilot) -----	\$100,000
Hall Ambulance Service, Inc. (COVID Pilot) -----	\$200,000

Central Office – Program Projects Unit

California Labor Federation AFL-CIO -----	\$190,640
Joint Apprenticeship Committee for Operating Engineers, 46	
Northern Counties in CA-----	\$243,000
State Building & Construction Trades Council -----	\$377,061

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 02/17/21 – 03/22/21

≤ \$75,000	Approved Date	Approved Amount
<u>North Hollywood Regional Office</u>		
Giligia College (COVID Pilot)	03/15/21	\$72,000
<u>San Diego Regional Office</u>		
Autism Behavior Services Inc.	02/19/21	\$46,184
<u>San Francisco Bay Area Regional Office</u>		
Rising Sun Center for Opportunity	02/23/21	\$58,605



M e m o r a n d u m

To: Panel Members

Date April 2, 2021

From: Reg Javier
Director

Subject: **Future Meeting Sites**

<i>March Panel – April 2, 2021</i>	Virtual Meeting
<i>April 2021</i>	NO APRIL PANEL MEETING
<i>May 14, 2021</i>	Virtual Meeting
<i>June 25, 2021</i>	Virtual Meeting



State of California—Labor and Workforce Development Agency

Employment Training Panel

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PowerPoint Presentation re: SEED Grant Awards and Next Year's Funding Priorities

REVIEW AND ACTION ON PROPOSALS

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Rising Sun Center for Opportunity



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Zoom Virtual Meeting
February 26, 2021

Panel Members

Janice Roberts
Acting Chairperson

Gloria Bell
Member

Chris Dombrowski
Ex-Officio Member

Ernesto Morales
Member

Gretchen Newsom
Member

Rick Smiles
Member

Douglas Tracy
Member

Madison Hull
Member

Executive Staff

Reg Javier
Executive Director

Peter Cooper
Assistant Director

Michael Cable
Legal Counsel

STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
Zoom Virtual Meeting
February 26, 2021

I. PUBLIC PANEL MEETING CALL TO ORDER

Acting Chairperson Janice Roberts called the meeting to order at 9:31 a.m.

II. ROLL CALL

Present

Janice Roberts
Gloria Bell
Chris Dombrowski
Gretchen Newsom
Madison Hull
Rick Smiles
Douglas Tracy
Ernesto Morales

Executive Staff

Reg Javier, Executive Director
Peter Cooper, Assistant Director
Michael Cable, Legal Counsel

III. AGENDA

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

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

Motion carried, 8 to 0.

IV. MINUTES

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

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

Motion carried, 8 to 0.

V. REPORT OF THE EXECUTIVE DIRECTOR

Mr. Javier welcomed the Panel Members, Applicants, and Stakeholders and reported that today's meeting is approximately \$9.6M in applications with an additional \$232,000 in delegation orders, for a total of approximately \$9.8M.

Mr. Javier recognized the following persons in attendance: Todd Phillip, San Diego Regional Office Manager; Ryan Swier, North Hollywood Regional Office Manager; Jana Lazarewicz, Sacramento Regional Office Manager, and Heather Miguel, Program Projects Unit Manager.

Ms. Torres introduced Todd Phillips as the recently promoted manager of the ETP San Diego Regional Office. Todd enters into his new role as the former development and monitoring analyst and has exceeded past public administration experience and knowledge and Public Affairs strategy, economic development and policy work.

Mr. Javier reported while continuing our efforts to provide even more clarity around proposals that go to you all as the panel, we're ramping up our efforts to better tell the story of the work of ETP are the outcomes and the impact of our programs across the state of California. With that said, we're going to be asking applicants and contractors for more information on their proposals, and maybe specifics around some of the outcomes that could help us tell a better story around our work and see the reports out begin to shift a little bit so that you guys gain the benefit of really having a deeper dive into what we achieved in all of our programming.

Mr. Javier also provided an update on the new department, the creation of the new Department Better Jobs, Higher Wages. About a year and a half ago, the governor had announced that we're going to go through an effort to create a new department under the labor agency to that would essentially align all of the workforce resources at the state level. That trailer bill for the creation of that new department was in the governor's budget that was released in January and that trailer bill language is now being heard in the hearings and was heard this past this week. Actually, on Tuesday, it was in the assembly subcommittee and at the senate with our very own Mike Cable and sitting side by side with Tim Rainey as our testifiers. Essentially, the two hearings this week were just for discussion only so the legislative action has yet to be taken. The legislation actually creates the authority to create the Department of Better Jobs, Higher Wages. But even with that said, we're going to continue our planning efforts at the labor agency around alignment and coordination of the four departments that are going to be impacted so that we have a greater efficiency and hopefully a strengthening of the public workforce system. Those four departments are ETP, the California Workforce Development Board, the Department of Apprenticeship standards and EDD Workforce Services Branch.

Mr. Javier lastly reported Secretary Su has been appointed by the Biden administration to serve as the Deputy Labor Secretary for the Department of Labor at the federal level, she's going to have to go through the Senate confirmation hearings, which are likely to happen in the first weeks of March. What that means for us, is that we are likely in a short order going to have a new secretary of the labor Workforce Development Agency and also likely a new Undersecretary.

VI. REPORT OF LEGAL COUNSEL

Legal Counsel Michael Cable presented a Legislation Memorandum, and highlighted the following bills:

AB-29 State bodies: meetings, the Bagley-Keene Open Meeting Act, requires that all meetings of a state body, as defined, be open and public, and that all persons be permitted to attend any meeting of a state body, except as otherwise provided in that act. Existing law requires the state body to provide notice of its meeting, including specified information and a specific agenda of the meeting, as provided, to any person who requests that notice in writing and to make that notice available on the internet at least 10 days in advance of the meeting. This bill would require that notice to include all writings or materials provided for the noticed meeting to a member of the state body by the staff of a state agency, board, or commission, or another member of the state body that are in connection with a matter subject to discussion or consideration at the meeting.

AB-339 State and local government: open meetings. Changes to open meeting act; state and local governments – electronic meeting changes.

AB-885 Bagley-Keene Open Meeting Act: teleconferencing.

This bill would require a state body that elects to conduct a meeting or proceeding by teleconference to make the portion that is required to be open to the public both audibly and visually observable. The bill would extend the above requirements of meetings of multimember advisory bodies that are held by teleconference to meetings of all multimember state bodies. The bill would require a multimember state body to provide a means by which the public may both audibly and visually remotely observe a meeting if a member of that body participates remotely.

AB-55 Employment: telecommuting.

Existing law promotes and develops the welfare of workers in California to improve working conditions and advance opportunities for profitable employment. Existing law regulates the wages, hours, and working conditions of any worker employed in any occupation, trade, or industry. This bill would declare the intent of the Legislature to enact future legislation to ensure certain rights and benefits for telecommuting employees.

AB-513 Employment: telecommuting employees.

This bill would authorize an employee working from home to receive legally required notices and postings electronically and sign certain documents electronically. The bill would also require that a working from home employee's wages due at the time of separation of employment be deemed to have been paid on the date that the wages are mailed to the employee.

SB-657 Employment: electronic documents.

The bill would also authorize an employee working from home to receive legally required notices and postings electronically and sign or acknowledge certain documents electronically.

Mr. Cable then stated the legislature was responding to not only how we're performing our meetings electronically, but they're also digging in on the telecommuting issues as well.

AB-548 Employment Training Panel.

Existing law establishes the Employment Training Panel within the Employment Development Department and prescribes the functions and duties of the panel with respect to certain employment training programs. This bill would make a no substantive change in that provision; from “he or she deems” to “the executive director deems.”

AB-1106 Employment Training Panel: pilot program: employment training needs.

This bill, upon appropriation by the Legislature, would require the Employment Training Panel to establish a pilot program to serve the employment training needs of small businesses. The bill would require the program to leverage the capacity of the existing statewide network of community college contract education centers operating with multiple employer contracts. The bill would require the Employment Training Panel to develop the pilot project to achieve specified purposes, including strengthening the linkages between higher education institutions and employers. The bill would require the Employment Training Panel, in developing the program, to work with key workforce and economic development partners, including the California Community Colleges, the Governor’s Office of Business and Economic Development, the Labor and Workforce Development Agency, and the California Workforce Development Board. The bill would also authorize the Employment Training Panel to establish an advisory board consisting of certain stakeholders. The bill would require the Employment Training Panel to submit 2 reports to the appropriate legislative committees on the implementation of the program and program activities, as specified. The bill would repeal these provisions on January 1, 2026. But it went really nowhere because of lack of funding appropriation for that and this would again require that ETP establish a grant program, leveraging capacity by engaging community colleges and working with other partners.

SB-87 California Small Business COVID-19 Relief Grant Program: income tax: gross income: exclusion: small business grants. Among other things, this bill would establish the California Small Business COVID-19 Relief Grant Program within CalOSBA to assist qualified small businesses affected by COVID-19 through administration of grants. The bill would require CalOSBA to provide grants to qualified small businesses, as defined, in accordance with specified criteria, including geographic distribution based on COVID-19 restrictions, industry sectors most impacted by the pandemic, and underserved small businesses. The bill would repeal these provisions on January 1, 2024. This bill would appropriate \$2,075,000,000 from the General Fund to the Golden State Stimulus Emergency Fund to be transferred to the Office of Small Business Advocate for purposes of the program, and would allocate \$50,000,000 of those funds for eligible nonprofit cultural institutions, as defined.

Acting Chairperson Roberts inquired in regards to AB 1106 says that the bill would authorize the Employment Training Panel to establish an advisory board consisting of certain stakeholders and asked Mr. Cable if that something that he will be working on.

Mr. Cable clarified we will see how this unfolds. But yes, according to the bill, ETP will be the entity that actually creates that grant program and we'll be putting that board together.

VII. REPORT OF THE ASSISTANT DIRECTOR

Mr. Cooper reported today’s panel meeting is approximately \$9.6M plus \$232,000 in delegation orders for a total \$ 9.8M.

Provision 1 is a provision per the budget act that allows ETP to augment the appropriation by reinvesting training funds from closed ETP contracts with a remaining cash balance. The initial Provision 1 estimate of \$3M was based on the anticipated dis-encumbrances on the closed contracts. The actual cash balance on the closed projects for Fiscal year 20/21 is \$2,136,555 which is available for augmentation to the appropriation. The right sizing of projects has led to a higher success rate. A higher success rate results in less cash balance available that can be reallocated to the current year's provision 1.

Mr. Cooper also reported the initial contracting capacity of \$80M has been reduced by \$2,158,612 changing the contracting capacity to \$77,841,388 due to the lowered provision. Fiscal has reduced the funding allocations based pre-applications received by \$2,158,612 to compensate for the change in the contracting capacity. After today's panel meeting we will have \$19M left in contracting capacity.

Regarding the Pre-application and Application Processing

It was reported due to our dire budget situation, we are greatly reducing the number of pre-apps in our system and are in the process of sending out more deactivation letters. We know we won't even be able to fund all of the applicants that have COVID NAICS.

Regarding the COVID Pilot

We are pushing all COVID Pilot pre-apps and the RESPONSE pre-apps out to the Regional Offices to exhaust all available funds. We have committed contracts for \$9,196,000. There are 13 COVID Pilot contracts going to the February panel for \$2,178,000. This program has been very popular and successful at getting funding out quickly to support employers and workers. After today's Panel, we will have funded a total of \$11,274,000 and supported 5,912 workers in new hire training in 66 contracts. There are 40 pre-apps with an estimated value of \$7,874,960 in the process that you will see in the coming months.

Mr. Cooper reported after all the COVID Pilot applications have been funded, this leaves us with roughly \$11.1M for funding RESONSE projects through the rest of the year. Staff will begin reporting on COVID performance at the next Panel meeting.

Regarding Alternative Funding

It was reported Paid Family Medical Leave (PFMLP) grant has \$1.0M. The Social Entrepreneurial for Economic Development (SEED) initiative has \$10.0M. ETP held two webinars to answer questions regarding the SEED Request for Solicitation (RFS) at the beginning of February. They are very well attended with over 80 participants and a lot of interest and excitement. The deadline for applications in March 3rd.

Regarding Core Funds for this Fiscal Year

If all FY 20/21 proposals are funded today, the panel will have approved just over \$58.8M in 239 projects to date. ETP will have approximately \$19.0M for the remainder of the 20/21 Fiscal year with a demand of \$86.5M.

Regarding Delegation Order

These proposals will all be capped at \$75K to be approved under the Delegation Order on a continuous flow basis, which as of today we have approved a total of 21 delegations.

Regarding 20/21 Program Funding, to date we have had approximately 768 projects submitted, with a value just over \$86.5M.

Regarding Demand and Allocations

Mr. Cooper reported we are within our allocations now but may need to revisit them in the future. Single Employer Contracts: requests in Regional Offices & AAU \$63.1M (\$30M original allocation) MEC: requests \$11.9M demand (\$20M originally) Small Business: \$13.9M demand (\$5M originally) Critical Proposals: \$500K demand (\$5M originally) Apprenticeships: \$960K in demand (\$20M originally).

It was reported overall demand is currently \$86.5M, with \$19.0M left for fiscal year 20/21 Number of projects for 20/21 in AAU and applications received by the RO's currently a total of 768. Up from 679 in September.

Acting Chairperson Roberts asked if there were any other questions from the public or Panel regarding the Consent Calendar and asked for a motion.

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

Motion carried, 8 to 0.

VIII. UPDATE ON CAL-E-FORCE

Ms. Armstrong presented to the Panel a power point presentation update on CAL-E-FORCE and explained they have been very busy then thanked all staff and stakeholders for the last couple months. Ms. Armstrong then provided an overview describing there are 575 contracts into the CAL-E- FORCE, that's more than three fourths in there and this migration was completed earlier this month. Heading into March, all our MEC contracts are going to be able to migrate into the CAL-E-FORCE as well. We've completed a BETA stakeholder session, listening to our customers getting feedback, listening to enhancements what they would like.

Ms. Armstrong also reported the completion of a MEC demo, which included over 50 logins to view that demo, now just striving to get all our stakeholder feedback and enhancements into the system to get ready for the March migration. If there any question, please don't hesitate to email us at the command center. ETPCalEForce@etp.ca.gov.

VII. POLICY COMMITTEE MEETING REPORT TO PANEL

Ms. Newsom reported on December 17 2020, our Policy Manager reported as standing items on Policy Committee agenda topics will be things that do not require discussion or action, but are informational in nature, or updates.

Amendments: Ms. Newsom reported clarification that funding increase amendments are held to the current FY's project cap, once the moratorium on these types of amendments is lifted. Veterans Guidelines: our Economic Development Unit is developing an enhanced referral system for interested companies to connect them with veteran hiring organizations and various benefit

programs for businesses employing veterans. Electronic Record Keeping: while many of these requirements are laid out in our Regulations, ETP is considering developing an API within Cal-E-Force that will be able to network with outside learning management systems.

Wages: Ms. Newsom then reported that there was a discussion on reviewed current updates to Panel Proposals that provide clarity regarding actual wages being paid to trainees. Updated Committee that staff is in the process of developing a procedure to ensure that revisions do not materially change the contracts that Panel approved. Wage Progression: low wage occupations will be asked to provide wage progression information to be included in Panel Proposals. Public Comment: centered on contractors desire to understand the material change limitations on revisions as that process is developed, and on difficulty of MECs in providing wage progression information.

Support Costs: Ms. Newsom reported about how they reviewed the amounts paid to contractors as support costs, and looked at different ways to handle support costs, from placing a moratorium on them, limiting their amount, or requiring additional justification or receipts for reimbursement. This topic generated a lot of public comment, with some stakeholders in favor of restricting support costs and others insisting that the support costs were vital to the successful implementation of ETP contracts. This item will return to Committee.

Ms. Newsom then reported on January Committee: 1/28/2021 the announcing of the SEED Grant. The Social Entrepreneurs for Economic Development Grant application period is open, with applications due 3/3/21. Eligible applicants are non-profit Community Based Organizations who will develop entrepreneurial training and provide micro-grants to limited English proficient individuals and immigrants to help them start small businesses or form worker cooperatives/employee-owned businesses. For more information, please refer to ETP's website.

Ms. Newsom reported discussion on Funding Priorities for next FY (21/22): started the discussion, soliciting stakeholder and Committee feedback, on how to set funding priorities (like project caps, allocations, moratoriums, and reimbursement rates, among other things) for next FY. Lively discussion provided input on these topics, plus suggestions on repeat contracts, repeat trainees, and levels of demand, wage levels, employer needs, and statutory requirements, scoring systems for applications, out-of-state competition, geographic areas, and more.

Acting Chairperson Roberts wanted to make sure that everyone understands and asked Ms. Newsom to explain a little bit further around the wages that we see and approve, sometimes they get muddled in the administration part of it, sometimes we just get skewed to a lower wage, and then asked to explain that a little bit more so the stakeholders, and the panel understand that.

Ms. Newsom shared it's a basic sentiment that as the panel is reviewing these proposals and approving them, see a certain wage range and if the applicant is moving their workforce between wage ranges, but if it's changing, really the intent of the approval, and if you're taking a large subsection of your contracting workforce and moving them down to a much lower wage, that's going to send a red flag to us that we need to maybe take a look at that, because that's not what we approved.

Acting Chairperson Roberts stated in the past, the ETP staff has made accommodations to some of the stakeholders to move dollar amounts around to fulfill their success rate on their contract. Well, the panel is going to look at a lot more closely now, to not allow that to happen as much. Once you put it in front of us, then that's what we approve and that's what the staff is going to hold you to.

VIII. REVIEW AND ACTION ON PROPOSALS

Tab No. 25: Worker Education and Resource Center, Inc.

Mr. Swier presented a proposal on behalf Worker Education and Resource Center, Inc. They're requesting \$351,900 to train 450 retrainees and is located at LAX airport. The post retention minimum ETP wage is \$16.50 per hour consistent with the collective bargaining agreement. Worker Education and Resource Center, Inc. is a non-profit organization that provides workforce development programs in partnership with public service and safety net employers in Los Angeles County. WERC is a labor-management partnership with the Service Employees International Union (SEIU) Local 721 and is committed to develop programs that address equity, excellent public service, and career paths to stable permanent employment. WERC is eligible to contract with ETP. This is WERC's first ETP Contract.

Mr. Swier stated that there are representatives here to answer any question that the panel members may have and introduced Amber Roth, Executive Director; Luis Sandoval, Executive Director (Building Skills Partnership); Sara Caughey, Director for Airport Training (Building Skills Partnership); Kelly Greer, Managing Director, Strategy (Administrative Subcontractor); Nica Tanaka, ETP Coordinator, CLF; Andrew Gross Guitan, Regional Vice President, SEIU UCWW; Cindy Ford, Director of Compliance, G2

Acting Chairperson Roberts stated she has a lot of concerns around this proposal. Being that, this Worker Educational Resource Center is what I consider a pass through, meaning that they're actually not getting any support costs for this project and not exactly sure how they're going to get funded. Because most of the funding is going to go to Building Skills Partnership, and if any of the panel's familiar with Building Skills Partnership, they have come to the panel every year. They've come for amendments. Currently, they have two existing projects in the works. One is an amendment and one is that was just approved in December and so in my mind that they're just trying to find another entity to support this, their funding of for the LAX workers.

Ms. Newsom stated she recognizes the bad position that this puts us in of setting kind of a precedent, the workaround the loophole, and that may not be the intent of work but that is how it appears, when we're looking at this proposal and the continued reference to BSP and how they're the ones that are receiving most of the funds in this and they already have received funding twice over there at our last committee meeting and the committee meeting before that. Ms. Newsom wanted to hear from either staff or the applicant as to why the workers that were funded under BSP, either the newer contracts that we just approved, I believe it was the last panel meeting or under when they received the increase. I think that was either the panel meeting before that it might be converting the two of them as to why we couldn't go back or have those workers trained under those proposals.

Mr. Dombrowski would appreciate hearing more from staff just how this aligns with our current policies and presumably, if it's not aligned with our current policies that could explain that and why it's just being agenzied here today, if it doesn't align.

Acting Chairperson Roberts asked Mr. Swier to explain a little bit more around why he decided to bring this forward.

Mr. Swier stated that this project came into his office that was approved basically for eligibility requirement that work can be the contract holder and they could hold that multiple employer contract, and so they partnered up with BSP. Staff did go to BSP and work with the concerns of the existing contract and the past contracts as well too and brought that up as it would be an issue for the panel most likely, which it is right now. We brought that to their attention however, they still wanted to come forward with the agreement. So the way that the rules work right now technically they can hold a contract and they can have multiple employers on that. This contract has two different employers that are currently on it so it did come forward, but it is for those BSP employees.

Acting Chairperson Roberts stated what I understand, Ryan, you gave them counsel that it could be an issue coming before the panel, but they decided they wanted to have their say, and what their position is, is that correct.

Mr. Swier responded, yes and they do have some changes coming in the future for the company layout for those BSP employees. And they're prepared to talk about that as well, too. But those changes haven't taken place yet.

Mr. Javier added this was exactly why Ms. Newsom was giving directions to staff around closing the loophole is that, as Ryan just mentioned, albeit the intent of the of the contract caps are in place, the intent is to for any one contractor not to be able to exceed the contract caps in any given year. This application is allowable under our current guidance, and which is the reasons why you all are seeing it in the panel packet. Because we don't have an actual loophole, if you will, that allows a contractor to create this sort of format in order to apply for new funds. So I appreciate Ms. Newsom's guidance to staff will take that back and ensure that we honor the intent of the policy around the contract caps. That is the reason why you guys are seeing it. We'll close the loophole and we'll hold true to the policy framework and you guys won't see these items come before you again.

Mr. Sandoval stated they understand this proposal may be seen by the panel as a workaround to the rule that says that one organization can hold an ETP contract at a time. To clarify that is not our intention, we want to be very transparent about that. BSP was created to specifically meet the needs of the janitorial workforce industry, this particular contract is for LAX and a separate industry, which is anchored by different needs and different type of workers.

Acting Chairperson Roberts stated looking at your past curriculum around training, it looked like the training program was very similar to what we funded in the past. So even though they may say that the training is different, didn't see a whole lot of difference in the training between your three projects.

Ms. Roth added that our limited capacity at this time, we felt that partnering with the experts, such as BSP to do this work is vital. And then we can learn together and build a collaborative partnership. So I also appreciate the way it may appear. But that is definitely not the intention. Both of our agencies hold ourselves to very high regard and integrity. And that's why we wanted to continue to move forward because we feel that we are being transparent with this process. And we really hope that you consider this project. At the end of the day, we just feel that this is an investment in some, core essential work group that really needs protection, not only for themselves and the safety of them as workers.

Acting Chairperson Roberts stated I'm not sure if you're aware of their past projects and so that is our concern and what you're trying to initiate here with partnering with them. But in the past, Building Skills Partnership have come over, over and over again to ETP for funding. The training is very similar. Now with the COVID projects, it's even more similar. But just since December, they've come since last December 2019, they've had three projects in the works. We don't see that in our panel packet because it's under your umbrella. But if you heard what Peter Cooper had said earlier, was that we're very limited in funding and we don't want to keep funding the same entities over and over again. I appreciate what you're saying and we'd be glad to have work come through partnering with some other new entity other than BSP like I said, they already have existing contracts. We appreciate what you said and we certainly would work with you in the future with other employers and I just was curious, as you said that you didn't take the support cost because you were doing this kind of pro bono work to establish some type of experience with ETP. Is that correct.

Ms. Roth added yes, that is correct we are the fiscal sponsor. So there's a little bit of funding, but we wanted to understand what the process looks like and partnering with ETP and just because I am aware of some of their previous projects with you and that's why we thought that they would be great experts to do this new project with us. That's why we wanted to support this project and work together on it.

Acting Chairperson Roberts thanked them for sharing that with us and would love to have you come back working maybe with a different entity than one that's already come back multiple, multiple times and if you could understand kind of what we're going through is that, we don't want to set a precedent. There are companies that have got either reduced funding, or maybe did not get approved, who find another workaround to come back and that's kind of the optics that I see on this contract.

Mr. Gross Guitan added the janitorial industry, where they have, long established training model that's been very effective is about 25,000 private sector, fairly low wage workers and about 200 plus employers statewide, and the airport industry are separate employers. It's a much smaller workforce overall, between SFO and LAX, it's probably about 7000 workers that they represent, but they're doing completely different work. The concern around COVID that you faced as a wheelchair agent, or where you cannot physically distance from the passenger or a skycap or a baggage Porter or a ticket checker. Or the TSA screeners that they represented SFO they're not covered by this particular proposal. But that kind of interaction with the public, where physical distancing really is not an option is a different set of risks and health threat than the janitor who's in a building where they may go through many people's workplaces. But the issue was much more about physical contact with the surfaces that they clean or about the very rare occasions where they cannot physically distance. It is the janitor job in the context to disinfect the surfaces most likely to be contaminated. So it's very different kinds of work. It's a different set of employer's altogether and a different set of employees. There are a handful of companies who provide janitorial services at airports. But the vast majority of the workers who would benefit from this training at the airports are employed by entirely different employers and whether we're talking about the employers or the employees, at least, all of these folks are contributing the payroll tax for ETP and the training is vital.

Acting Chairperson Roberts asked why is the Building Skills Partnership, the only training agency that actually can do this for these workers that you're mentioning, or is there other training companies out there that can support this versus us seeing the same thing over and over again.

Mr. Gross Guitan expressed how they found that there weren't any entities out there who were embedded enough in the industry to be able to deal with the employers and we're talking about multiple employers.

Acting Chairperson Roberts noted to all of the representatives that are on the call, is that ETP is not your only source of funding, you need to look at some local workforces, ETP is not the only entity out there. So, we can fund a certain portion of it but I'm not saying that we should fund everything that BSP does and so you have two existing contracts, maybe you can work some of those new employers into some of the existing contracts that you already have.

Ms. Caughey added that the COVID section of the training looks a lot different because we're dealing with people from wheelchair agents to people that are cleaning planes. So in terms of what the janitorial needs to accomplish with it, it's very different. Also, the reason that you may have seen it before is that the COVID training actually came out of Anita airports, because we found out February of last year, that cabin cleaners were being sent into clean planes without any sort of education or protection around COVID and they weren't international flights.

Acting Chairperson Roberts stated these were almost the exact same comments that we heard around emergency training, emergency preparedness on your previous contracts. So it's nothing new.

Ms. Roth added one thing is that I just want to make sure that I acknowledged work is a part of where labor management partnership with SEIU 721 and so that is also why this project is very important to us, because to be the fiscal sponsor and oversight for this project. But we also, take that seriously with monitoring our contractual requirements, and also supporting marketing of the programming recruitment efforts and other technical support because we are a trading entity as well.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Acting Chairperson Roberts moved for and Ms. Bell seconded the denial of the proposal submitted by Worker Education and Resource Center, Inc. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to deny the proposal submitted by Worker Education and Resource Center, Inc.

Motion carried, 8 to 0.

Tab No. 18: Better Nutritionals, LLC (COVID Pilot)

Mr. Swier presented a proposal on behalf of Better Nutritionals, LLC (COVID Pilot) which is a repeat contractor and requesting \$198,950 in ETP funding. They are a first time proposed contractor requesting \$200,000 COVID pilot funds to train 100 job creation trainees. Located in Gardena and Norco, California. This proposal normally would go on consent, but due to limited panel funding it was added to the panel presentation projects as a current number of full time employees is less

than 100 requested under this proposal.

Mr. Swier stated that there are representatives here to answer any question that the panel members may have and introduced Erline Cardenas, HR Director; Paul Anton, CFO; Elena Moyano, Controller; Jiwon Jeong, (Consultant) PricewaterhouseCoopers, LLC.

Acting Chairperson Roberts stated based on what we did in the past, and the last December project, we looked at these COVID pilots that had less than 100 employees and coming through there was two of them on the last one, and we actually reduce the funding. Acting Chairperson Roberts asked Ms. Newsom what we should reduce it to, last time we reduced it by half.

Ms. Newsom replied we did reduce it by half last time and I think that is appropriate in this case as well.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved for and Mr. Smiles seconded the approval of the proposal submitted by Better Nutritionals, LLC, with a modification to reduce the amount of the proposal to \$100,000 and to reduce the estimated number of trainees to 50. Acting Chairperson Roberts called for a vote of the proposal as modified, and all Panel Members present voted in the affirmative to approve the proposal as modified.

Motion carried, 8 to 0.

Tab No. 19: Lancaster Hospital Corporation dba Palmdale Regional

Mr. Swier presented a proposal on behalf of Lancaster Hospital Corporation dba Palmdale Regional. They are a repeat contractor requesting \$371,680 for 400 retrainees and job creation trainees combined. They're located in Palmdale, California. Palmdale regional is requesting a wage modification, for Job Number 2 post-retention wages must be higher than the start of- training wages and is down to \$15.08 per hour.

Mr. Swier stated that there are representatives here to answer any question that the panel members may have and introduced Christina Geiser, Education Coordinator; Ron Bennett, CFO; Dana Dalton, CNO; Daisy Dorotheo, Director of Clinical Operations; Tawni Price, Director of Women's Services.

Acting Chairperson Roberts noted it's a great proposal, have done an excellent job in the past. Would make one comment is that you've got three, three employees that are out \$15.08 an hour and we've mentioned this in the past is that there's some optics around that. If I were you in the future, I would just say let's take those three points out. Your wages are very good, your performance is very good.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved for and Mr. Smiles seconded the approval of the proposal submitted by Lancaster Hospital Corporation dba Palmdale Regional in the amount of \$ 371,680. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

Tab No. 20: Edgewater Health Care, Inc.

Mr. Phillips introduced Edgewater Health Care, Inc. they're requesting \$278,208 in funding for a set priority industry contract. Edgewater Healthcare plans to serve a total of 432 retrainees 256 of which will be located in high unemployment areas of Los Angeles and San Joaquin Counties. Training will also be provided at training sites located in the counties of Contra Costa, Orange, Sacramento, San Joaquin and Los Angeles.

Mr. Phillips stated that there are representatives here to answer any question that the panel members may have and introduced Mark Walton, VP of Risk Management, Edgewater (Signatory); Dinah Closas, RN, BSN, CQI Consultant Services, Edgewater; Marivic Perez, RN, BSN, Chief Clinical Officer, Edgewater; Sol Reyes, Communications and Relationship Specialist, Edgewater (ETP Contract Rep); Bill Parker w/ NTS Inc. (Admin Sub).

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved for and Mr. Dombrowski seconded the approval of the proposal submitted by Edgewater Health Care, Inc. in the amount of \$278,208. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

Tab No. 21: Edwards Lifesciences LLC

Mr. Phillips stated that this proposal for the Edwards Lifesciences LLC. They are a repeat contractor and requesting \$496,800 in ETP funding. This proposal seeks to serve a combined total of 400 retrainees and job creation trainees. Edwards Lifesciences received a COVID pilot project in August of 2020 and that's an update to the information included in your packets. They are currently at 41% performance under that contract pursuant to ETP 2020 to 2021 fiscal year project cap limits ETP. Staff recommended Edwards Lifesciences reduce the requested funding from out such that the total funding for both contracts would not exceed the cap limit for single employer. Edwards Lifesciences has elected to stay with the requested funding amount

Mr. Phillips stated there are representatives here to answer any question that the panel members may have and introduced Cynthia Gray, Director of Global Talent Management and Learning w/ Edwards Lifesciences Robert Sanger, Manager of Training Services w/ CMTA (Admin. Sub.)

Nathan Daily, Database Administrator w/ CMTA (Admin. Sub.).

Ms. Newsom had stated that she doesn't appreciate receiving proposals and contracts that are in conflict with our policies and if we have a cap, I don't understand why we're receiving this at this level and so I would encourage staff to take extra caution and preventing that from continuing to occur but we can hear from the applicant first, if desired.

Acting Chairperson Roberts then stated just to clarify, Ms. Newsom, would reduce it to \$300,000.

Ms. Newsom replied yes.

Mr. Dombrowski would appreciate hearing from the applicant the explanation for why they did not. It's very clearly staff tried to work with them on to align with our policy.

Mr. Sanger added the single employer cap is \$500,000 and that's what we were going against. Until recently, didn't see anything in writing there is a cap of \$500,000 combined, it's just a cap for single employer contracts was \$500,000. The COVID project was sort of a separate, it's more of a hiring credit than a training credit. It only requires the minimum of four hours of training, although Edwards does provide a lot more training than that significantly more.

Ms. Gray explained as we all know, last year has certainly been unprecedented and it was a year ago when we realize that we were going to have to do a tremendous amount of shutting down even with our exponential growth.

Acting Chairperson Roberts stated Edwards certainly has been a great partner with ETP. We appreciate that they've done a great job, they have good wages, good employer. However, as we talked about, which is the reduction of funds, and it has nothing to do with the accomplishments and your hiring practices, it's just the amount of dollars that we have and so I would ask you, with all these new hires that you're doing, is there something else that is out there, from a tax credit perspective.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved for and Mr. Smiles seconded the approval of the proposal submitted by Edwards Lifesciences LLC, with a modification to reduce the amount of the proposal to \$300,000. Acting Chairperson Roberts called for a vote of the proposal as modified, and all Panel Members present voted in the affirmative to approve the proposal as modified.

Motion carried, 8 to 0.

MULTIPULER EMPLOYEERS

Tab No. 22: Los Angeles Trade Technical College

Mr. Swier presented a proposal for Los Angeles Trade Technical College. They are a repeat contractor requesting \$599,472 to train 768 retrainees. Training is located throughout Southern

California, and are aware of the 25% drop and already discussed that with them and the other multiple employer contractors that are at that \$600,000 level.

Mr. Swier stated there are representatives here to answer any question that the panel members may have and introduced Felicito Cajayon, Dean of the Pathways, Innovation & Institutional Effectiveness Department, LATTC Steve Moch, Program Manager, LATTC.

Acting Chairperson Roberts asked if the Panel had any questions about taking a reduction down to \$450,000.

Ms. Newsom stated she would be supportive of reducing it down to \$450,000.

Acting Chairperson Roberts added that is consistent with what we've done in our past. We certainly want to support you in the future. But as I said, we will probably reduce this down to \$450,000.

Mr. Cajayon added yes, Ryan was kind enough to share about the changes in funding amount and will continue to offer our best support to the panel, we have done extremely well, when it comes down to providing training to our targeted companies. Even though the change in funding is a reality. You can count on us to provide the best training support that we can do.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved for and Mr. Smiles seconded the approval of the proposal submitted by Los Angeles Trade Technical College, with a modification to reduce the amount of the proposal to \$450,000. Acting Chairperson Roberts called for a vote of the proposal as modified, and all Panel Members present voted in the affirmative to approve the proposal as modified.

Motion carried, 8 to 0.

Tab No. 23: Pacific Asian Consortium in Employment

Mr. Swier presented a proposal for Pacific Asian Consortium in Employment they are a first time proposal contractor requesting \$246,000 to train 500 retrainees. Located throughout Southern California.

Mr. Swier stated there are representatives here to answer any question that the panel members may have and introduced Johnson Ng, Employment Director; Felicito Cajayon, Dean (LA Trade Tech College - Training Vendor).

Acting Chairperson Roberts stated looking at their training vendors, is LA Tech College, which is the same one we just approved. She noticed they don't have a cost involved in what you're going to be paying them out of this proposal.

Mr. Ng explained for every trade tech we have been close partners over the years, and we've partnered in many projects and what we do is because we are the America Job Center of California,
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we have extensive resources as well as collaboration among all the vendor traders, as well as the USDA and so our traders are in terms of resources are for beyond just trade tech, but we are looking to be one of the traders that will be to retrain workers.

Acting Chairperson Roberts wanted to clarify that this is not a pass through for LA Tech College to get the majority of the \$250,000 with you taking \$16,000 as a pass through, and just wanted to understand that you are going to have other training vendors that are going to support this and that you are going to do the development and administration of this contract. Is that correct. ?

Mr. Ng responded yes, that's correct and we will be utilizing other training levels, the USD value career, education division, as well as the local county office of education as well as other training vendors out in the private sector.

Acting Chairperson Roberts wanted to make sure that's not the case, it's hard for me to kind of maneuver through this, but just because we just funded right now, La Tech College, I just wanted to make sure that they weren't using you as a pass through to get more funding.

Mr. Ng explained no, absolutely not. We have not been back to ETP over so many years. But I can assure you, that's not the case.

Acting Chairperson Roberts asked Mr. Swier to watch this one as we go through to make sure it's not something that is happening just to give you some peace of mind on this one at the pre panel prep call, we talked about the relationship kind of in depth, that we're really looking for guidance on this and they do have other training vendors.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved for and Ms. Newsom seconded the approval of the proposal submitted by Pacific Asian Consortium in Employment in the amount of \$246,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to award the proposal.

Motion carried, 8 to 0.

Tab No. 24: Professionals in Human Resources Association

Mr. Swier introduced Professionals in Human Resources Association which is repeat contractor and is requesting \$595,900 in ETP funding to train 505 retrainees and is located statewide.

Mr. Swier stated there are representatives here to answer any question that the panel members may have and introduced Brian Allain, Chief Operating Officer; Deborah Imonti, President, DLI and Associates (Administrative Subcontractor).

Ms. Newsom noted to lower them down to \$450,000.

Ms. Hull needed clarity, it looks like 500 contractors, Coastline Metal Finishing Coast Trading, are all

under the umbrella or have been acquired by Valencia Surface Technologies. So just would like some clarity on if this is any sort of a loophole as well or breaking up industry and then also on Breezeway Thrifty Glass they currently show is permanently closed.

Ms. Imonti stated they have several companies all under different California employers account numbers. We have been working on this project to come to panel for at least four months, maybe longer. So with that said, we have over 100% of the contract committed. If an employer is no longer in business, will be replaced with other employers because we continue marketing efforts.

Acting Chairperson Bell asked if the Panel had any questions.

Hearing none, Acting Chairperson Bell asked for a motion.

ACTION: Ms. Hull moved for and Ms. Newsom seconded the approval of the proposal submitted by Professionals in Human Resources Association, with a modification to reduce the proposal to \$450,000. Acting Chairperson Bell called for a vote of the proposal as modified, and all Panel Members present voted in the affirmative to approve the proposal as modified.

Motion carried, 8 to 0.

Tab No. 26: City and County of San Francisco

Mr. Hoover introduced City and County of San Francisco They are a priority industry MEC repeat contractor. Total ETP. Funding being requested is \$419,892. That's to train an estimated number of 66 new hire with multiple barriers. This training is conducted at the Evans campus of the City College of San Francisco and although this proposal does not have a veterans Job Number, City of SF works closely to provide and provides funding for Swords to Plowshares a community based veteran service agency that provides wraparound services to more than 3000 veterans in the San Francisco Bay Area each year. In the last five years city of SF has enrolled 11 veterans.

Mr. Hoover stated there are representatives here to answer any question that the panel members may have and introduced Ken Nim, City Build Director Steve Duscha, Steve Duscha Advisories (Administrative Subcontractor).

Ms. Newsom appreciated if the applicant would explain the connection between this kind of training and apprenticeship and whether or not there's a strong pipeline of getting these workers into an apprenticeship so that they can receive their true certifications on this.

Acting Chairperson Roberts asked around the cost per trainee \$300 cost per trainee and again when you go back to the training curriculum. Wondering is this sufficient enough, other than if it does have kind of a ladder progression to an apprenticeship program or certification, I could justify.

Mr. Duscha added this is a pre apprenticeship program 100% of the trainees, who graduate go into Union apprenticeship programs. There's nothing else going on here, except a direct pipeline into the Union building trades' apprenticeship programs.

Mr. Nim also added provide a wraparound service so that's from removal variable removal, all the

way to job placements and graduates get their Union fees paid through program they get all their tools that's needed and then, in addition, with the hands on component itself.

Ms. Newsom then stated she would like to see if they come back at another time in a future year that's better represented in the proposal itself, like perhaps that there is a letter of support from the local building trades up there that they are utilizing their MEC curriculum, and that there's a tie into moving along in their careers.

Mr. Duscha added we have a letter from the San Francisco Building Trades Council and for some reason, the staff did not included.

Mr. Hodges wanted to state that I hire a lot of the city built training candidates to come out of their program and there's some of the best trained pre apprentice programs that I have used. I fully back them. I speak at other cohorts and whatnot. And I think they're a fabulous group.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved for and Mr. Smiles seconded the approval of the proposal submitted by City and County of San Francisco in the amount of \$419,892. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal

Motion carried, 8 to 0.

Tab No. 27: California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund - Northern CA

Ms. Miguel introduced the California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund - Northern CA They are a repeat contractor requesting \$377,543 in funding to serve approximately 37 journey workers 174 apprentices and 15 veteran apprentices. Training will be provided at sites in Sacramento, Fresno, San Francisco, San Jose and San Jose and Benicia.

Ms. Miguel stated there are representatives here to answer any question that the panel members may have and introduced Dick Zampa, Apprenticeship Director; Nica Tanaka, CLF; Kelly Greer, Strategy Workplace Solutions.

Ms. Newsom stated this is not a requirement but do have concerns. Not specific, necessarily to this applicant, but just overall related to equity and diversity and outreach to populations that have largely been underrepresented in the building trades and was hopeful that the applicant could tell about their outreach to such populations, specifically for today, including women and non-binary persons.

Ms. Greer stated what they're doing to increase their women and veterans numbers. What they're going to do is conduct special pre apprentice classes for those and they hope that these classes will help increase their numbers.

Acting Chairperson Roberts Is this across with the other apprenticeship programs that are in our

panel packet today that you represent.

Ms. Greer stated yes.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved for and Mr. Tracy seconded the approval of the proposal submitted by California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund - Northern CA in the amount of \$377,543. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

Tab No. 28: California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund - Southern CA

Ms. Miguel introduced the California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund - Southern CA. They are also a repeat contractor requesting \$375,085 in funding to serve 59 journey workers 180 apprentices and 15 veteran apprentices training will be provided at training sites in La Palma and San Diego.

Ms. Miguel stated there are representatives here to answer any question that the panel members may have and introduced Dick Zampa, Apprenticeship Director; Nica Tanaka, CLF; Kelly Greer, Strategy Workplace Solutions.

Ms. Newsom stated she appreciated how specifically the local and San Diego has branded the training program and is a very popular program here, so much so that my own son is hoping to become an ironworker instead of an electrician.

Ms. Greer stated that 26% of the folks are actually white, and all the rest are minorities and so far, they have 117 women.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tracy moved for and Mr. Smiles seconded the approval of the proposal submitted by California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund - Southern CA in the amount of \$375,085. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

Tab No. 29: Heat and Frost Insulators and Allied Workers of Northern California and Local No. 16 Apprentice Training Trust Fund

Ms. Miguel introduced a proposal from Heat and Frost Insulators and Allied Workers of Northern California and Local No. 16 Apprentice Training Trust Fund They are also a repeat contractor requesting \$395,010 in funding to serve 114 apprentices. Training will be provided at the Training Center in Benicia.

Ms. Miguel stated there are representatives here to answer any question that the panel members may have and introduced Billy Hodges, Training Coordinator; Steve Duscha Advisories.

Ms. Newsom inquired what they are doing to address equity and diversity in their ranks and recruit additional women and persons that are non-identifying as non-binary or people of color.

Mr. Hodges replied we do a great many different outreaches trying to reach all groups. I do hire from a lot of the MC Pre programs which target the disadvantaged and try to get them and the biggest challenge is getting females into my program.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved for and Ms. Newsom seconded the approval of the proposal submitted by Heat and Frost Insulators and Allied Workers of Northern California and Local No. 16 Apprentice Training Trust Fund in the amount of \$395,010. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

Tab No. 30: Laborers Training and Retraining Trust Fund for Northern California

Ms. Miguel introduced a proposal from Laborers Training and Retraining Trust Fund for Northern California. They are a repeat contractor requesting \$378,140 in funding to serve approximately 149 journey workers, 172 apprentices and 15 veteran apprentices. Training will be provided at the San Ramon Training Center or other designated facilities throughout the Central Valley, Northern California and the San Francisco Bay Area.

Ms. Miguel stated there are representatives here to answer any question that the panel members may have and introduced Hugo de la Torre, Director of Apprenticeship; Nica Tanaka, CLF; Kelly Greer, Strategy Workplace Communications.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved for and Ms. Hull seconded the approval of the proposal submitted by Laborers Training and Retraining Trust Fund for Northern California in the amount of

\$378,140. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

Tab No. 31: Northern California Surveyors Joint Apprenticeship Committee

Ms. Miguel introduced Northern California Surveyors Joint Apprenticeship Committee. They are a repeat contractor requesting \$339,193 in funding to serve 104 apprentices, 32 journey workers and 21 pre apprentices. Training will be provided at various locations across Northern California.

Ms. Miguel stated there are representatives here to answer any question that the panel members may have and introduced Henrieta Foderlund, Administrative Assistant; Steve Duscha Advisors.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved for and Ms. Newsom seconded the approval of the proposal submitted by Northern California Surveyors Joint Apprenticeship Committee in the amount of \$339,193. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0

Tab No. 32: Operating Engineers and Northern California Surveyors Pre- Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund

Ms. Miguel introduced a proposal from Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund. They are a repeat contractor requesting \$212,110 in funding to serve 57 journey workers 52 apprentices and 25 pre apprentices. Training will be provided at various locations in Northern California.

Ms. Miguel stated there are representatives here to answer any question that the panel members may have and introduced Lois Blackwell, Administrator; Steve Duscha Advisories.

Ms. Newsom inquired how this is different from the one that just approved.

Ms. Miguel stated these are two separate industries that are being funded and these are two separate legal entities. So they are serving completely separate populations. They are housed in the same location.

Ms. Newsom inquired what they are doing to recruit additional women into this trade.

Ms. Blackwell stated they are doing outreach when they receive an email from any career center, any high school middle school that are doing virtual. We have about 22 women in the program so about 16% and then we have about 4% veterans.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved for and Ms. Hull seconded the approval of the proposal submitted by Operating Engineers and Northern California Surveyors Pre- Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund in the amount of \$212,110, Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

Tab No. 33: San Francisco Electrical Industry Apprenticeship and Training Trust

Ms. Miguel introduced a proposal from San Francisco Electrical Industry Apprenticeship and Training Trust. They are repeat contractor requesting approximately \$380,932 in funding to serve 17 journey workers 190 apprentices and 22 veteran apprentices.

Ms. Miguel stated there are representatives here to answer any question that the panel members may have and introduced Pete Chursin, Training Director, Nica Tanaka, CLF; Kelly Greer, Strategy Workplace Communications.

Ms. Newsom inquired as part of your curriculum, does it include ETP certification for all the new work that's coming along for electric vehicles.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved for and Ms. Hull seconded the approval of the proposal submitted by San Francisco Electrical Industry Apprenticeship and Training Trust in the amount of \$380,932. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

Tab No. 34: Santa Clara County Electrical Joint Apprenticeship and Training Trust

Ms. Miguel introduced a proposal from Santa Clara County Electrical Joint Apprenticeship and Training Trust. They're a repeat contractor requesting \$378,845 in funding to serve 29 journey workers 188 apprentices and 19 veteran apprentices.

Ms. Miguel stated there are representatives here to answer any question that the panel members may have and introduced Robert Moreno, Training Director; Nica Tanaka, CLF; Kelly Greer, Strategy Workplace Communications.

Ms. Newsom inquired as part of your curriculum, does it include ETP certification.

Mr. Moreno replied yes, we have that included in our fifth year curriculum.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved for and Mr. Smiles seconded the approval of the proposal submitted by Santa Clara County Electrical Joint Apprenticeship and Training Trust in the amount of \$378,845. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

Tab No. 35: "Sheet Metal Workers' Local Union No.104 and Bay Area Industry Training Fund – East Bay"

Ms. Miguel introduced a proposal from "Sheet Metal Workers' Local Union No.104 and Bay Area Industry Training Fund – East Bay". They are requesting \$369,452 in funding to serve 36 journey workers, 175 apprentices and 15 veteran apprentices. Training will be provided in San Jose and Castroville.

Ms. Miguel stated there are representatives here to answer any question that the panel members may have and introduced Ben Rivera, Training Administrator; Nica Tanaka, CLF; Kelly Greer, Strategy Workplace Communications.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved for and Ms. Newsom seconded the approval of the proposal submitted by Sheet Metal Workers' Local Union No.104 and Bay Area Industry Training Fund – East Bay in the amount of \$369,452. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

XI. OPPORTUNITY FOR PANEL MEMBERS TO REQUEST AGENDA ITEMS FOR FUTURE PANEL MEETINGS

Acting Chairperson Roberts would like to have an update on where we are with the success of the COVID pilot. Acting Chairperson Roberts heard about a successful project, so she was just curious as to how some of the other ones were doing.

XII. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

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

Steve Duscha stated earlier this month that he and others announced the creation of the Coalition for ETP and jobs, to lobby for a \$50 million increase in the ETP budget for the year starting July 1, 2021. Since then, more than 60 individuals and groups have signed on to a letter to the budget committees supporting the coalition. Mr. Duscha stated they have had a number of meetings with legislative staff and others to make their case for ETP. Mr. Duscha stated he has been heartened by the understanding and support they've received for ETP. Mr. Duscha reported that they've already encountered many people in Sacramento, who know what they know, which is that ETP is a great program that should be growing and not shrinking. Mr. Duscha stated a key part of their success so far comes from the large, diverse and influential group of them who support the coalition.

John Bauer stated the Federation represents a couple thousand affiliate unions up and down the state. Mr. Brauer stated they have over 2 million members, a big portion of which are the state building trades, but they are involved in every single sector of the California economy. Their role in here is to help bring hybrid partnerships forward to you all. Mr. Brauer stated that they are not just trying to grab funds, if you will, they actually represent the labor movement up and down California and work with their affiliates.

Robert Sanger noted that on the manufacturing side, this ETP program has been very valuable for his manufacturers for a long time. The ETP program was established in 1982, to help keep companies in California that could easily move out elsewhere. So while Mr. Sanger supports the highroad, training, partnerships, Mr. Sanger also thinks ETP needs to make sure manufacturers and other companies, which can move and go to other locations, can come to the panel for funding. Mr. Sanger reported that he's seen a lot less single employer companies come through, and there's more on the multiple employer contract side.

Robert Meyer also noted they are working with a couple of federal grants in partnership to bring not only work of single employer manufacturers within the defense supply chain, to the panel, but also the multiple employer contractors that serve them. Mr. Meyer stated they're really looking at the next generation of jobs and skills needed to be competitive both in California and for security issues in the country, in fact, so we do have some exciting projects coming.

Acting Chairperson Roberts inquired about a cannabis project that was previously in the works, which was a manufacturing company. Acting Chairperson Roberts stated that she has not seen to come through yet.

Robert Meyer replied there was a project called M Plant, which may have been funded early on or last year by way of consent. Additionally, Mr. Meyer stated that there have been some fluctuations in terms of workforce for the companies that have applied, where we've not been able to get details on the employment information they've reported. So it's been a little hit or miss in terms of bringing those types of employers. Lastly, Mr. Meyer stated that it also seems to be that with prioritization, currently for COVID related projects, other efforts such as cannabis have been relatively stalled.

Legal Counsel Michael Cable stated there was another one or two that were contemplated around that time, one may have been River City, but those were withdrawn. M Plant was the only one that may went through, and Mr. Cable stated he believes it was under delegation or consent as well

Steve Duscha added ETP is a high road partnership program, as the statute states what ETP was supposed to fund, which we're all supposed to be high wage, high skilled jobs. Mr. Duscha also stated that he thinks ETP is a perfect example of high road partnerships, and ETP has been for 38 years.

XIII. MEETING ADJOURNMENT

Acting Chairperson Roberts adjourned the meeting at 11:53 a.m.

Single Employer Contractor

A single employer, ranging from a small business to a large publicly-traded corporation, may contract directly with the Panel. Usually, these are retraining projects for current employees.

- Unless funded under Special Employment Training (SET), a single employer must face out-of-state competition.
- A single employer must be subject to the Employment Training Tax.
- The employer must also make an “in kind” contribution toward the cost of training, as follows: 1) 100 or fewer employees, at least 50% of the ETP-funded amount; 2) more than 100 employees, at least 100% of the ETP-funded amount.
- The employer must provide union letters of support for employees who are represented. The employer should also be able to show how the training will enhance job security and improve opportunities for advancement.
- A single employer must establish the need for the particular training curriculum proposed.
- The employer must establish its ongoing commitment to training and represent that ETP funds will not displace existing resources.
- All single employer contracts are capped at \$500,000.

These features apply to core program funding.

Multiple Employer Contractor

A Multiple Employer Contractor (MEC) may be a group of employers or a training agency, or a Workforce Investment Board.

- Up to 8% of program costs may be approved as additional funding for recruitment, placement and assessment activities. For New Hire training, the MEC may receive up to another 4% (total 12%). These costs must be justified.
- The project may be retraining or new hire training, or a combination of both. Training may take place at the worksite or a training center, or both.
- All MECs are capped at \$600,000 and are limited to one contract per Fiscal Year.

Retraining

- Training hours for retrainees are capped at 200. The Panel may modify this cap for good cause on a case-by-case basis.
- The MEC must provide union letters of support for represented employees.
- The MEC must make an “in kind” contribution toward the cost of training, of at least 50% of the ETP-funded amount. These contributions may consist of:
 - 1) wages/benefits paid during training by participating employers;
 - 2) development, recruitment, placement, and assessment costs; and,
 - 3) facility and material expenses.
- The MEC must provide a list of participating employers to demonstrate actual employer demand for the occupational skills in the curriculum.
- The MEC must have a core group of participating employers for at least 80% of the training plan.
- Participating employers must be subject to the Employment Training Tax.
- Participating employers must demonstrate an ongoing commitment to training, and represent that ETP funds will not displace existing resources.

New Hire Training

- Training hours are capped at 260. The Panel may modify this cap for good cause on a case-by-case basis.
- The MEC must have a plan for recruiting trainees and participating employers. As part of this plan, the MEC must have an advisory board of participating employers qualified to provide guidance on needed occupational skills.
- Training must be for job-related skills that apply to specific occupations in a given industry or to specialized occupations across an industry spectrum.
- For all occupations, the MEC should be able to show a statewide or local shortage of skilled workers.

These features apply to core program funding.

Delegation Order Process

- The Panel has delegated authority to the Executive Director, without consultation with the Panel Chair, to approve (1) small business (100 or fewer employees) for \$75,000 or less, and (2) single and multiple employer proposals for \$75,000 or less.
- This procedure allows projects to be approved on a flow basis. This process recognizes the need for just-in-time training, and reduces or eliminates the need for a Consent Calendar.
- An ETP130 and Curriculum is prepared for each proposal. They are reviewed and approved after the Executive Director signs off. The effective date will be the date specified by the Field Analyst and if no date is specified, the earliest effective date of contract is the day after the project is approved by the Executive Director.
- A copy of approved Delegation Orders is included in each month's Panel Packet, for projects approved prior to the Panel meeting, as an informational item.



Supporting California Businesses

Employment Training Panel 2019-2020 Annual Report

Mario Maslac

Research and Analytics Division

04/02/2021



2019-2020 Approved Contracts



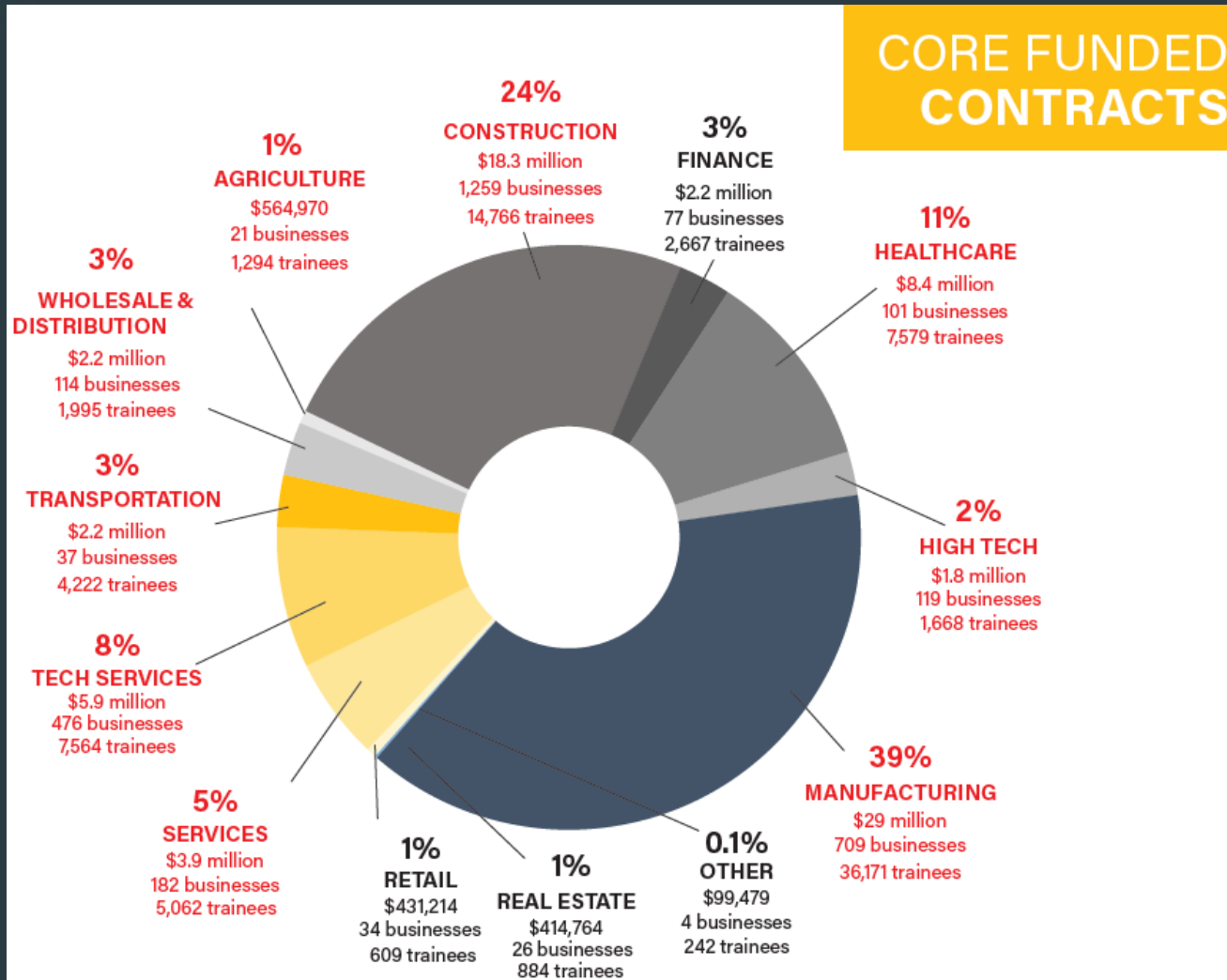
2019-2020 Ongoing Contracts



2019-2020 Completed Contracts



Core Funded Contracts by Industry



95% of Core funds were used for training in ETP's Priority Industries

Priority Industries are represented in red

ETP's COVID-19 Response



- ETP developed and implemented a COVID-19 Response Plan to address the immediate needs of stakeholders caused by the COVID-19 outbreak and shelter-in-place orders.
- The Plan included the ability for contractors to request amendments such as extending the term of their contract, and allowing alternate recordkeeping methods for videoconference classes.
- The Plan also expedited processing for eligibility and development for companies declared essential industries by the Governor.
- ETP also developed a new COVID Rapid Reemployment and Retraining Pilot (COVID Pilot) program, which allows ETP to support essential industries in training newly hired staff.
- The Pilot reimburses up to \$200,000 per contractor for training on approved projects in industries that are critical to the health and welfare of Californians and the reopening of the economy.

Job Creation

\$7.6 Million funded for the creation of over
5,100 jobs

In the 2019-20 fiscal year, ETP supported job creation, funding projects with demonstrated investment in California's economy, including critical proposals developed in conjunction with GO-Biz. The Panel also prioritized projects developed under the "Retrainee - Job Creation" guidelines, which demonstrated a strong link to job creation and business expansion, including employer's investment in new workers, expanded or new facilities, new equipment, or other measurable investments in hiring of workers and expansion of California's workforce.



Apprenticeship

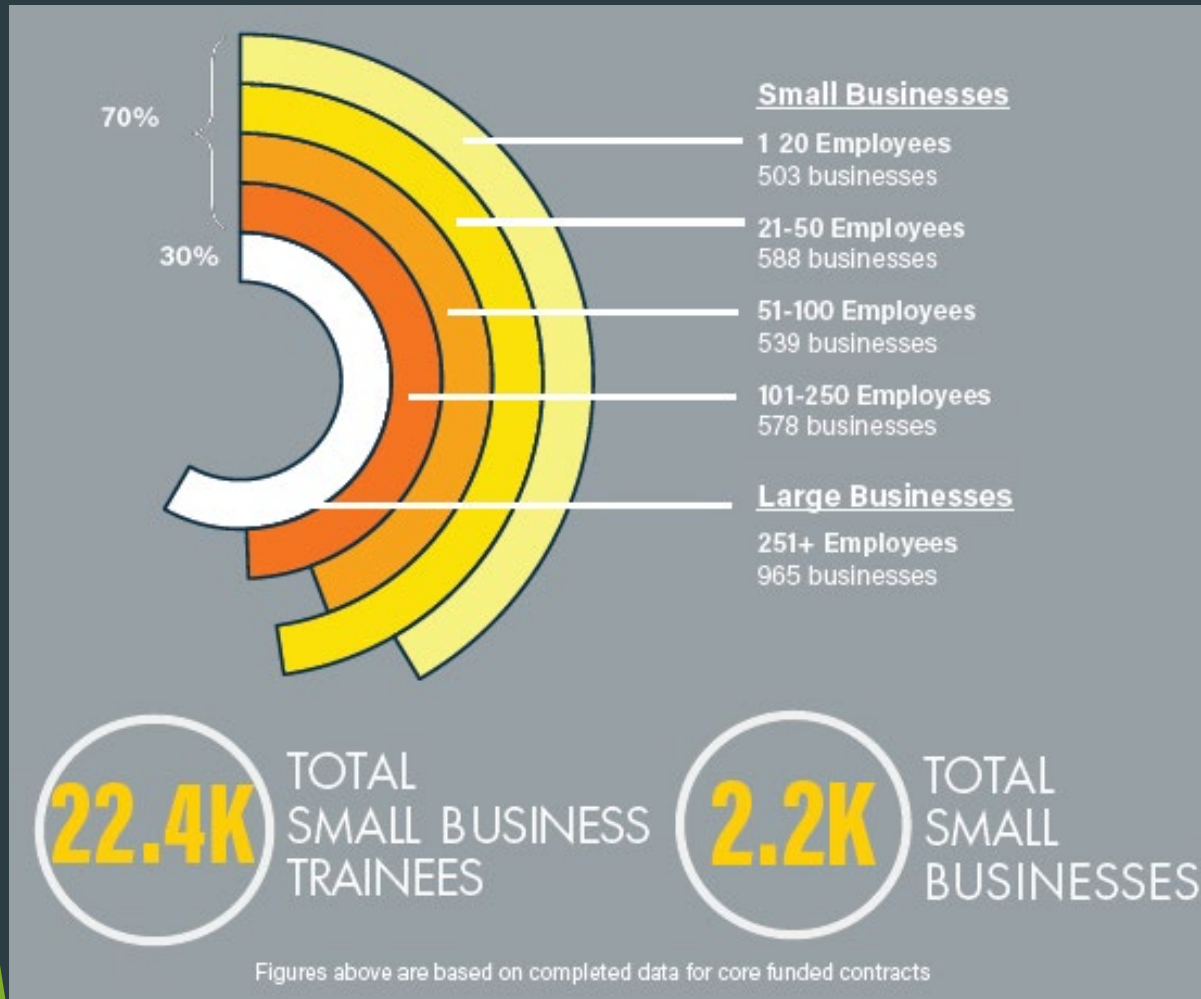
A background image showing a welder in a dark blue protective suit working on a metal structure. Bright orange and yellow sparks are flying from the welding point, creating a dynamic and industrial scene.

\$26.7 million approved to train
12,210 trainees in apprenticeships

*ETP continues to support
construction apprenticeship
programs while working with new
industries, such as manufacturing,
to establish new ones*

Developed with input from key stakeholders, including the labor and apprenticeship communities, the Apprenticeship Training Program was designed to help alleviate the steady decline in state funds dedicated to the related and supplemental instruction (RSI) portion of an apprenticeship curriculum.

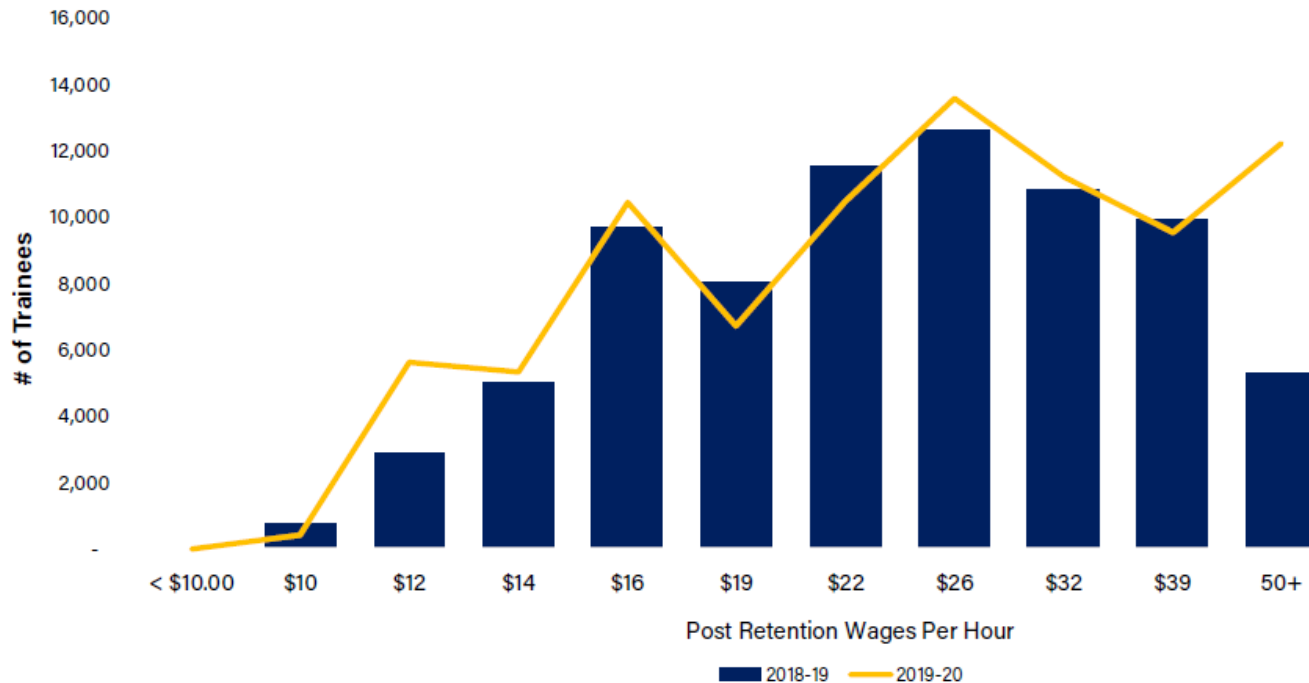
Small Business



ETP also provided essential resources for small businesses who may not have the ability to provide training to their workers. During the 2019-20 fiscal year, small businesses made up 70 percent of the core funded contracts. ETP's Small Business Program provides higher training reimbursement rates for businesses with 100 or fewer employees in California. Small Businesses can contract directly with ETP or participate in a Multiple Employer Contract (MEC), reducing the employers' cost of administration

Post Retention Wages

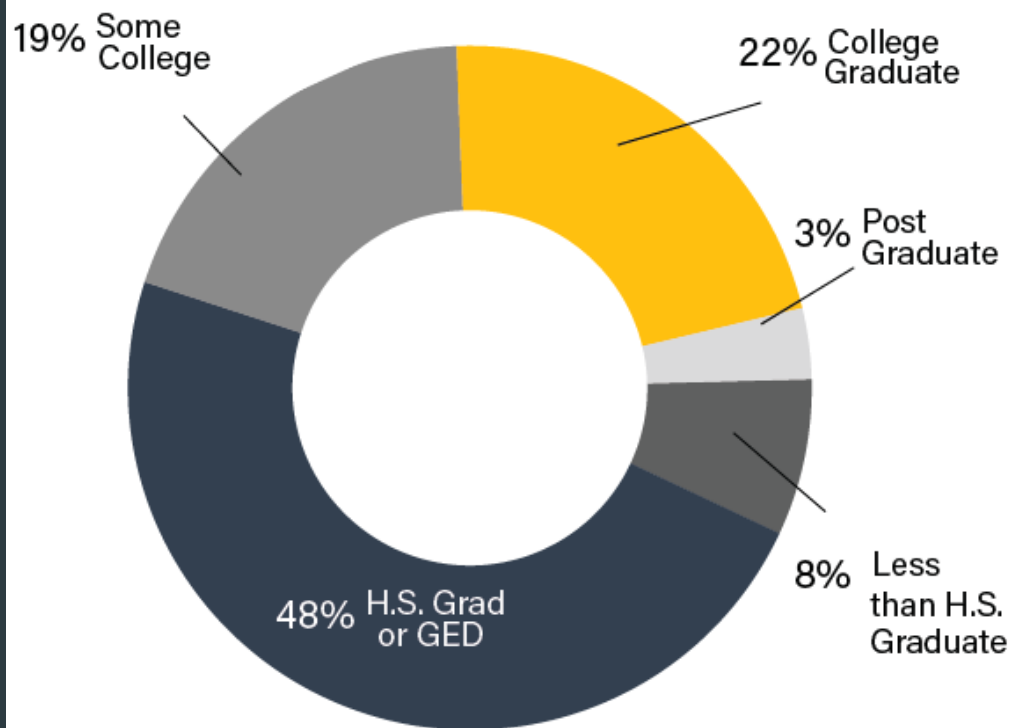
POST RETENTION WAGES



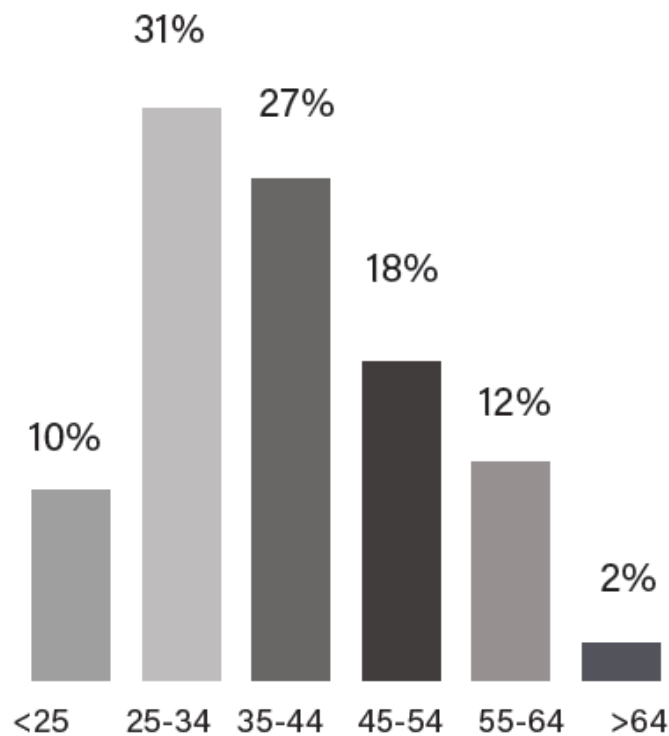
Among ETP core and alternative funding, the average post retention wage for workers unemployed at the start of training (new hires) was \$17.38 per hour. The average post-retention wage for incumbent workers (retrainees) was \$32.36 per hour.

Trainee Demographics

EDUCATION



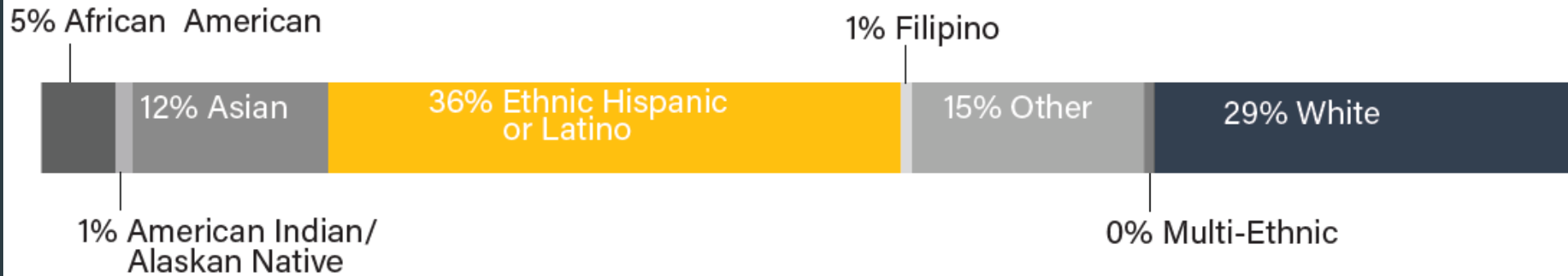
AGE



Note: This data is for placed trainees from Core and Alternative Funding Sources.

Trainee Demographics Continued

RACE / ETHNICITY



32.7%
Female



0.1%
Non-Binary

67.2%
Male



VETERANS



2%
Veterans

*ETP trainees
who specified a
veteran status*

Note: This data is for placed trainees from Core and Alternative Funding Sources.

Success Stories - Reborn Cabinets, Inc.



Photo Credit: Reborn Cabinets, 2020

“There are many different COVID-19 stories for California manufacturers and their workers. Team Reborn is a stand out for its emergence and for the support its new and existing workers. At a time where many businesses have collapsed due to the impact of COVID, we have chosen to invest in training and equipment necessary to become more competitive and to ensure our Team Members personal success. Through this investment, we have expanded and grown to new heights. Our partnership with ETP and CMTC has provided invaluable support for our workforce development efforts and is part of this success story.”

Vince Nardo, President
Reborn Cabinets Inc.



Success Stories - Napa Valley College

"With the assistance of ETP, Napa Valley College has been able to broaden the reach of our Small Business Development Center and to offer high level Food Safety training in the demand not only in the Bay Area but also all over California. ETP reimbursement eased the cost of training for many of our companies, often allowing them to send teams rather than single employees to training. As these workers are tasked to implement increasingly complex Food Safety processes, effective training is paramount and critically needed by the food processing, manufacturing, and hospitality employers we serve. While we have served some larger employers, our programs focused on smaller employers as the impact of our training is most important to the many small businesses we ultimately served. The training provided to these employers without a doubt has provided resiliency and helped them continue to provide food to the tables of Californians even through the pandemic."

Charlie Monahan
Associate Dean of Economic and Workforce Development
Napa Valley College



Success Stories - BioMarin Pharmaceuticals

“Our recently completed ETP contracts (18CS-0014/17-0645 and ET20-0116) were extraordinarily successful. ETP resources helped upskill our employees to operate enhanced manufacturing equipment for the culture and fermentation of cells used to produce our seven commercial products. We hired and trained over 500 manufacturing and technical employees to work in our new, state-of-the-art, 18,000 square-foot Novato gene therapy manufacturing facility. Because of ETP support, BioMarin now has a better skilled workforce that can understand and follow specific quality protocols and manufacturing procedures while at the same time, work efficiently and contribute to the high work standards required by the biopharmaceutical industry. Our senior management team was pleased with the results and felt privileged to partner with the ETP program to develop its employees. Lastly, we recognize the increasing challenges and concerns faced by its patients who have serious and life threatening rare disorders during the COVID-19 pandemic. BioMarin will continue to support the patients it serves while following the directives and guidance of local governments and authorities. As the threat of the coronavirus continues to grow globally, BioMarin is ramping up efforts to help those most susceptible to COVID-19.”

Ken Sprague
Manager, Government Affairs
BioMarin Pharmaceutical Inc.



Success Stories - Butte Glenn Community College

Utility Line Clearance Arborist Training

RESPOND Program:
Disaster Response Training



"The success of our Utility Line Clearance Arborist training program has positively impacted not only the lives of our trainees and fire impacted communities, but also the employers needing well trained and prepared workforce. These workers are trained and then working on the frontlines clearing trees, debris and forest fuels, safely and sustainably. Ultimately this public-private partnership has significantly improved California's fire

readiness and will help to protect many vulnerable areas from the danger of catastrophic forest fires. As part of UpSkill California, ETP has proven to be a valuable partner helping our member community colleges deliver critically needed employer customized training statewide in the industry sectors most important to California's innovation, competitiveness, equity and resiliency."

Annie Raferty

M.S. Training and Organizational Development Director



Success Stories - Kern Community College District



Ashton works at Bakersfield Family Medical Group, where she was initially hired as a temporary purchasing clerk. She took our Customer Service training and earned a permanent Purchasing Clerk position. She was promoted to Health Information Management Supervisor and then took New Supervisor training, Leadership training, and Customer Service for Leaders. She was then promoted to Purchasing Supervisor and has taken Leadership Level II, and Performance Management training. She has nearly *doubled* her earnings in under two years.

ETP Operational Highlights

- ETP's Information Technology (IT) staff implemented technologies, processes and procedures to allow the vast majority of ETP employees to work remotely in a safe and effective matter during the COVID-19 pandemic.
- ETP's IT deployed the use of a Virtual Private Network (VPN) and next gen endpoint protection, allowing staff to connect to ETP's network safely. Deployed video conferencing technologies like Zoom, GoToMeeting, Microsoft Teams.
- Working with the Cal-E-Force team, helped deploy DocuSign for electronic signatures across ETP.
- ETP's Regional Office (RO) and Program and Policy Unit (PPU) staff supported contractors in the ever-changing work environment, adopting new processes and methods to continue to provide the same high level of service through virtual monitoring.
- In addition to all of the usual tasks being done remotely due to the pandemic, ETP's RO/PPU staff processed an unprecedented number of contract revisions under the COVID Response Plan in a very short timeframe.



ETP Operational Highlights Continued

- ETP's Business Services division, comprised of Admin and HR teams quickly developed and deployed emergency COVID policies and procedures which allowed for a safe environment for essential staff working in the office.
- The Admin/HR teams helped order emergency supplies, prepared the office to comply with COVID guidelines, ensured staff have necessary supplies and equipment at home and developed and deployed policies around emergency telework and COVID related time off.
- ETP's Contract Review Unit (CRU) implemented electronic signatures for ETP contracts, facilitating easier remote contract processing.
- ETP's Fiscal Unit developed new processes and procedures that allowed the majority of staff to work remotely and continue to process invoices and issue payments uninterrupted.
- ETP's Legal team helped further formalize Panel meetings during the pandemic by expanding the use of Robert's Rules of Order.



ETP Operational Highlights Continued

- ETP's Executive Staff and Policy Manager continued to hold formalized Policy meetings to discuss and guide policy changes by engaging its stakeholders despite the COVID-19 restrictions.
- ETP's Cal-E-Force (CEF) team continued the development of the new system and repeatedly worked over weekends and into the evenings to help facilitate migrations of different contractor groups out of ETP's outdated Legacy systems. Staff from across ETP supported the team with testing and data validations.
- As a result of their work, 858 contracts were migrated and all Single Employer contracts are now managed through Cal-E-Force.
- Working with ETP IT, the CEF team helped implement DocuSign throughout ETP, allowing thousands of documents to be routed electronically instead of requiring wet signatures on physical documents.
- In addition to supporting CEF development and implementations efforts, the CEF team was able to quickly stand up the technology solution for administering ETP's Paid Family Leave Small Business (PFL SB) Grants and Social Entrepreneurs for Economic Development (SEED) Grants.





Supporting California Businesses

Thank you for your time.

Questions?





Employment Training Panel

M e m o r a n d u m

To: Panel Members Date: April 2, 2021

From: Reg Javier, Executive Director File:

Subject: Social Entrepreneurs for Economic Development (SEED) Grant Awardees

Background:

Through an open and competitively bid process, ETP released the Solicitation for Proposals for the Social Entrepreneurs for Economic Development (SEED) Grant on January 21, 2021. The application period closed on March 3, 2021.

The SEED Grant is composed of two separate grant programs: the SEED Entrepreneurship Program (which provides entrepreneurial training and micro-grants to Limited English Proficient individuals and immigrants to assist them in launching a small business that meets a social issue or community need), and the SEED Demonstration Project (which provides entrepreneurial training and micro-grants to Limited English Proficient individuals and immigrants to assist them in forming or sustaining a worker cooperative or employee-owned small business in a low-wage industry).

A total of \$9,650,000 is available under this grant, with \$8,650,000 allocated to the SEED Entrepreneurship Program and \$1,000,000 allocated to the SEED Demonstration Project.

We received a total of 51 applications; 41 for the SEED Entrepreneurship Program, and 10 for the SEED Demonstration Project. Below is a listing of the applications the scoring committee has recommended for funding. This list has been posted on the ETP website since 3/24/2021.

Proposed Awardees

SEED Entrepreneurship Program:

- **Asian Pacific Islander Small Business Program: \$329,441**

(Participating organizations: Chinatown Service Center; Koreatown Youth & Community Center; Thai CDC; United Cambodian Community; Little Tokyo Service Center)

- **Bay Area Community Resources: \$200,000**

(Participating organization: Skysthelimit.org)

- **Immigrants Rising: \$5,410,559**

(Participating organizations: Pilipino Workers Center; Ahri Center; Central Valley Immigrant Integration; Trans Queer Liberation Movement; Dreamers in Tech; The UndocuBlack Network; La Cocina; Inclusive Action for the City)

- **Inland Coalition for Immigrant Justice: \$800,000**

(Participating organization: Asociacion de Emprendedor@s)

- **Interfaith Movement for Human Integrity: \$200,000**

- **Local Initiatives Support Corporation (LISC) San Diego: \$1,000,000**

(Participating organizations: UC San Diego, Center for Community Health; Haitian Bridge Alliance; License to Freedom; Somali Bantu Community Center of San Diego; South Sudanese Community Center; Refugee Assistance Center; Horn of Africa; Chicano Federation of San Diego County; Karen Organization of San Diego; United Women of East Africa Support Team)

- **The Latina Center: \$210,000**

(Participating organization: The Renaissance Entrepreneurship Center)

- **Women's Economic Ventures: \$500,000**

(Participating organization: Mixteco Indigena Community Organizing Project)

SEED Demonstration Project:

- **Democracy At Work: \$1,000,000**

(Participating organizations: Clean Carwash Campaign; Cooperacion Santa Ana; Cooperation L.A.; Pilipino Workers Center; United Taxi Workers of San Diego)

Request:

Staff is requesting approval of the proposed awardees, with their accompanying funding amounts, as listed above, pending the results of any submitted appeals, if any.



Employment Training Panel

M e m o r a n d u m

Panel Members

Date: April 2, 2021

From: Elisabeth Testa, Policy Manager

File:

Subject: Action Items Requesting Approval for FY 21/22 Project Caps, Reimbursement Rates, and Moratoriums, with discussion on Allocations

FY 21/22 Funding Strategies

Background:

Each year, we review our funding strategies for the coming fiscal year in mid to late spring. Additionally, this year, we held a Policy Committee meeting in January to solicit ideas and suggestions on these items from stakeholders. This meeting generated a lot of discussion, and allowed stakeholders to contribute to the policy formation discussions by providing them a chance to express their needs and desires regarding our funding strategies, and more importantly, for them to express the reasons why they favor the strategies they expressed. Similarly, all ETP managers were provided a forum to provide their input, and a town hall meeting was held for all ETP staff to provide their ideas as well. These forums generated many ideas in areas other than funding strategies, as well, such as training hours, repeat contractors, wages, and more – however these items will not be discussed during this presentation.

The feedback and suggestions we obtained from stakeholders, managers, and staff, along with data driven reports and fiscal projections for the coming year were all taken into account as we formed these recommendations for funding strategies for FY 21/22, including: project caps, reimbursement rates, and moratoriums. Allocations for contractor types cannot be formalized at this time, since we are still pending the May Revise of the state budget for the final fiscal information for next FY.

Project Caps:

Staff would like to keep our caps the same for FY 21/22 as they were this FY. While true that if we lowered caps, we could serve more contractors – we are concerned that lowering caps would make the ETP program cost-prohibitive for some contractors. Additionally, we are putting our focus on enhancing the quality of the projects Panel approves – stakeholders have already seen many changes in this direction (ie: changes to how wages are displayed in the proposals, closer review of proposals by the field offices and Panel, etc), and will continue to see additional efforts along these lines in the coming months.

	FY 20/21 Caps*	Proposed FY 21/22 Caps
Single Employers (including Small Business)	\$500K	\$500K
Critical Proposals	\$600K	\$600K
MECs (including apprenticeship)	\$600K	\$600K
COVID Pilot	\$200K	N/A
Delegation Order	\$75K	\$75K
Consent Calendar	\$200K	\$200K

* Caps apply per contractor per FY

Reimbursement Rates:

Staff is recommending keeping our reimbursement rates the same as this FY as well, namely:

Category*	Reimbursement Rate
CBT	\$9
Apprenticeship	\$18
Non-Priority Industry*	\$20
Retraining – all remaining populations and delivery methods	\$23

* Non-Priority remains under a moratorium – with exceptions for non-priority industry critical proposals, and RESPOND projects (for natural disasters).

Moratoriums:

- Staff is recommending a continuation of the moratorium on our traditional “lowest funding priority” projects, including:
 - Adult Entertainment
 - Commission on Retail Trades
 - Gambling
 - Mortgage Banking
 - Multi-Level Marketing
 - Training for Employees of Training Agencies
 - Truck Driving Schools
 - Partners & Principles in Professional Firms
 - Car Dealerships
 - Non-Priority Industry Projects - with the exception of non-priority industry critical proposals, RESPOND projects (for natural disasters)
 - Revision Requests to Increase Funding

Request:

- Staff is requesting approval to the following items, as described above:
 - Project Caps
 - Reimbursement Rates
 - Moratoriums
- Questions/Comments?

March 2021 Panel Presentation

SEED Grant Awards

Funding Strategies for FY 21/22



SEED Grant Awards



SEED Grant Awards

- Through an open and competitively bid process, ETP released the Solicitation for Proposals for the Social Entrepreneurs for Economic Development (SEED) Grant on January 21, 2021. The application period closed on March 3, 2021.
- We received a total of 51 applications; 41 for the SEED Entrepreneurship Program, and 10 for the SEED Demonstration Project. Total funding for the SEED Grant is \$9,650,000.



SEED Grant Awards 2

- The SEED Grant is composed of two separate grant programs:
- SEED Entrepreneurship Program (which provides entrepreneurial training and micro-grants to Limited English Proficient individuals and immigrants to assist them in launching a small business that meets a social issue or community need) - \$8,650,000 available;
- SEED Demonstration Project (which provides entrepreneurial training and micro-grants to Limited English Proficient individuals and immigrants to assist them in forming or sustaining a worker cooperative or employee-owned small business in a low-wage industry) - \$1,000,000 available.



SEED Grant Awards 3

Below is a listing of the applications the scoring committee has recommended for funding. This list has been posted on the ETP website since 3/24/2021.

SEED Entrepreneurship Program Proposed Awardees:

Asian Pacific Islander Small Business Program: \$329,441

(Participating organizations: Chinatown Service Center; Koreatown Youth & Community Center; Thai CDC; United Cambodian Community; Little Tokyo Service Center)

Bay Area Community Resources: \$200,000

(Participating organization: Skysthelimit.org)



SEED Grant Awards 4

Immigrants Rising: \$5,410,559

(Participating organizations: Pilipino Workers Center; Ahri Center; Central Valley Immigrant Integration; Trans Queer Liberation Movement; Dreamers in Tech; The UndocuBlack Network; La Cocina; Inclusive Action for the City)

Inland Coalition for Immigrant Justice: \$800,000

(Participating organization: Asociacion de Emprendedor@s)

Interfaith Movement for Human Integrity: \$200,000



SEED Grant Awards 5

Local Initiatives Support Corporation (LISC) San Diego: \$1,000,000

(Participating organizations: UC San Diego, Center for Community Health; Haitian Bridge Alliance; License to Freedom; Somali Bantu Community Center of San Diego; South Sudanese Community Center; Refugee Assistance Center; Horn of Africa; Chicano Federation of San Diego County; Karen Organization of San Diego; United Women of East Africa Support Team)

The Latina Center: \$210,000

(Participating organization: The Renaissance Entrepreneurship Center)

Women's Economic Ventures: \$500,000

(Participating organization: Mixteco Indigena Community Organizing Project)



SEED Grant Awards 6

SEED Demonstration Project Proposed Awardees:

Democracy At Work: \$1,000,000

(Participating organizations: Clean Carwash Campaign; Cooperacion Santa Ana; Cooperation L.A.; Pilipino Workers Center; United Taxi Workers of San Diego)



SEED Grant Awards: Request

- Staff is requesting approval of the proposed awardees, with their accompanying funding amounts, as listed above, pending the results of any submitted appeals, if any.

Funding Strategies for FY 21/22



Funding Strategies

- Each year, we review our funding strategies for the coming fiscal year in mid to late spring.
- Additionally, this year, we held a Policy Committee meeting in January to solicit ideas and suggestions on these items from stakeholders. This meeting generated a lot of discussion, and allowed stakeholders to contribute to the policy formation discussions by providing them a chance to express their needs and desires regarding our funding strategies, and more importantly, for them to express the reasons why they favor the strategies they expressed.
- Similarly, all ETP managers were provided a forum to provide their input, and a town hall meeting was held for all ETP staff to provide their ideas as well. These forums generated many ideas in areas other than funding strategies, as well, such as training hours, repeat contractors, wages, and more – however these items will not be discussed during this presentation.



Funding Strategies - 2

- The feedback and suggestions we obtained from stakeholders, managers, and staff, along with data driven reports and fiscal projections for the coming year were all taken into account as we formed these recommendations for funding strategies for FY 21/22, including: project caps, reimbursement rates, and moratoriums.
- Allocations for contractor types cannot be formalized at this time, since we are still pending the May Revise of the state budget for the final fiscal information for next FY.



Funding Strategies - Caps

- Staff would like to keep our caps the same for FY 21/22 as they were this FY.
- While true that if we lowered caps, we could serve more contractors – we are concerned that lowering caps would make the ETP program cost-prohibitive for some contractors.
- Additionally, we are putting our focus on enhancing the quality of the projects Panel approves – stakeholders have already seen many changes in this direction (ie: changes to how wages are displayed in the proposals, closer review of proposals by the field offices and Panel, etc), and will continue to see additional efforts along these lines in the coming months.



Funding Strategies – Caps 2

	FY 20/21 Caps*	Proposed 21/22 Caps	FY
Single Employers (includes Small Business)	\$500K	\$500K	
Critical Proposals	\$600K	\$600K	
MECs (including apprenticeship)	\$600K	\$600K	
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Delegation Order	\$75K	\$75K	
Consent Calendar	\$200K	\$200K	

* Caps apply per contractor per FY

Funding Strategies – Reimbursement Rates

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Category*	Reimbursement Rate
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Non-Priority Industry*	\$20
Retraining – all remaining populations and delivery methods	\$23

* Non-Priority remains under a moratorium – with exceptions for non-priority industry critical proposals, and RESPOND projects (for natural disasters).



Funding Strategies - Moratoriums

- Staff is recommending a continuation of the moratorium on our traditional “lowest funding priority” projects, including:
 - Adult Entertainment
 - Commission on Retail Trades
 - Gambling
 - Mortgage Banking
 - Multi-Level Marketing
 - Training for Employees of Training Agencies
 - Truck Driving Schools
 - Partners & Principles in Professional Firms
 - Car Dealerships
 - Non-Priority Industry Projects - with the exception of non-priority industry critical proposals, RESPOND projects (for natural disasters)
 - Revision Requests to Increase Funding



Funding Strategies – Action Item Request

- Staff is requesting approval to the following items, as described above:
 - Project Caps
 - Reimbursement Rates
 - Moratoriums
- Questions/Comments?



Thank you.





Training Proposal for:
California Labor Federation AFL-CIO

Contract Number: ET21-0955

Panel Meeting of: April 2, 2021

ETP Regional Office: PPU-Central Office

Analyst: C. Hoyt

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship Veterans	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No IBEW Local Union(s) 234, 413, 595, 639, 684		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$176,100		\$14,540 Jobs 1 & 2: 8% Job 3: 20%		\$190,640

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyperson	Commercial Skills Business Skills Computer Skills OSHA 10/30	5	8-200	0	\$590	\$40.00
				Weighted Avg: 24			
2	Retrainee Apprentice	Commercial Skills OSHA 10/30	93	8-210	0	\$1,732	\$26.08
				Weighted Avg: 90			
3	Retrainee Apprentice Veterans	Commercial Skills OSHA 10/30	14	8-210	0	\$1,901	\$26.08
				Weighted Avg: 90			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: \$26.08 in Jobs 1-3

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☒ Yes ☐ No ☐ Maybe

Up to \$5.04 per hour may be used to meet the Post-Retention Wage in Job Numbers 2 and 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1: Journeyworker		
Electrician/Inside Wiremen		5
Job Number 2: Apprentice		
Electrician/Inside Wireman		10
		83
Jon Number 3: Apprentice Veterans		
Electrician/Inside Wireman		2
		12

INTRODUCTION

Founded in 1901, California Labor Federation AFL-CIO (CalFed) (www.calaborfed.org) is composed of 1,200 unions, representing 2.1 million members in electrical, manufacturing, construction, health care, and other industries throughout California. This will be the twelfth ETP contract with CalFed, the seventh in the last five years. This proposal will continue to serve its membership by serving smaller electrical Apprenticeship programs across the state. This project includes Journeyworker, Apprentice and Veteran Apprentice training.

CalFed's project acts as a lead for smaller apprentice programs that do not have the staff capacity to hold their own ETP contract. Many of the JATCs listed in this project have either part-time or no administrative assistance. These small programs operate in rural communities throughout the state including Fresno, Bakersfield, Tracy, Stockton, Santa Barbara, and outlying areas of the Central Valley and Modesto. Each JATC is a DAS-approved Apprenticeship program sponsor. This project will train Electrician's and Inside Wireman in the electrical industry. The Apprentice programs, their respective LEA's and the associated locals that will participate under this project are as follows:

- Tri-County Electrical JATC - Local No. 234 IBEW
LEA: Hartnell Community College
- Santa Barbara County Electrical JAC - Local No. 413 IBEW
LEA: LA County Office of Education and Allan Hancock Community College
- San Joaquin & Calaveras Counties Electrical JATC - Local No. 595 IBEW
LEA: San Joaquin Delta Community College
- Central Valley Electrical JATC - Local No. 684 IBEW
LEA: Stanislaus County Office of Education
- San Luis Obispo County JATT - Local No. 639 IBEW
LEA: Los Angeles Unified School District, Division of Adult and Career Education

Veterans Programs

CalFed is committed to supporting job-related training that helps Veterans transition into the California workforce. Participating JATC's recruit Veterans in cooperation with programs like Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Individual JATC's may also advertise special days on their websites just for Veterans to come in and apply for the apprenticeship program. In addition, many of the programs are deemed GI Bill Sites, in which Veteran Apprentices are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowances while completing the program. CalFed estimates to train approximately 14 veterans in this contract (Job Number 3).

The Veteran training curriculum will be the same as Apprentice training outlined above. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans.

COVID-19

To keep up with demand for highly-trained, highly-skilled workers, it is critical for all participating JATCs to offer classes via E-learning and in-person during the pandemic. All classes held onsite at the designated Training Centers must follow strict pandemic safety guidelines including masks, temperature checks, reduced class sizes, classroom cleaning, sanitizer stations, and social distancing.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the programs are five years. The curriculum is developed with input from DAS and a designated Local Educational Agency as listed above.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$5, reducing the priority industry rate from \$23 to \$18 per class/lab hour. The ETP wage for Apprentices is no less than \$26.08 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

Training in this proposal is designed to help California create stable, middle-class jobs for union workers in the building trades. The electrical industry occupations to be trained in this proposal are listed at the top of the Employment Development Department's list of the Fastest Growing Occupations between 2014 and 2024. In order to remain competitive, these workers need to upgrade their skills to perform jobs currently in-demand for commercial and industrial construction, public infrastructure projects, and energy efficient construction. This project will include Journeyworker upgrade and Apprentice training.

Request for funding is also driven by employers who are facing increased demands for workers who are able to build by following new green construction practices and building materials, maintain energy efficient buildings, and follow LEED and other energy efficiency standards. This, coupled with the need for more qualified Electricians and Inside Wiremen as the seasoned workers retire, will give Electricians and Inside Wireman the ability to adapt quickly and competently to new technologies, safety standards, and provide a more skilled workforce that can compete with the skills of out-of-state workers employed by non-Californian companies. Local projects currently being worked on by these unions in their service areas include: Moss Landing Power Plant, UC Santa Cruz Kresge College, Allan Hancock College Performing arts Center, UC Santa Barbara, Vandenberg Air Force Base, Big Bird Project, Lodi School District, Nu Star-Stockton, Gallo Glass Furniture Rebuild, Stanislaus County Court House, Morro Bay High School, Arroyo Grande Hospital, and San Luis Obispo High School.

Training Plan

Training will be provided via Class/Lab & E-Learning in the following:

Business Skills: This training will be offered to Journeyworkers and will teach trainees to work with workers within their trade and also with other workers working together on construction projects. The proposed training will give trainees the tools to plan, organize and manage projects so they can complete them efficiently and on time. Training will include course topics such as Team-Building, Problem-Solving, Decision-Making and Leadership Skills so that Journeyworkers can lead and participate effectively in the team environment.

Computer Skills: This training will be offered to Journeyworkers and will include course topics such as Scheduling, Planning and Modeling Software, and AutoCAD applications that provide trainees with the ability to modify blueprints; look up project requirements, build budgets and timelines; design virtual buildings and adjust computerized control systems.

Commercial Skills: This training will be offered to Apprentices and Journeyworkers for Electricians and Inside Wiremen. Courses include topics in Energy Audits, Equipment Installation, Testing, Energy Auditing, Green Awareness, blueprint reading, and welding.

Certified Safety Training

OSHA 10/30: This training will be provided to all trainees and is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Marketing and Support Costs

Individual JATCs will market the program training programs through their local direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and websites. JATCs prepare multimedia materials such as videos to inform employers, workers, students, and community organizations about new apprenticeship and green construction training opportunities.

CalFed is requesting 8% in support costs for Job Numbers 1 & 2 to fund its staff in marketing and assessment and 20% support costs for Veteran Apprentices in Job Number 3 to attract and recruit Veterans. Staff recommends the request for support costs.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

All training outlined in this proposal will be center-based depending on the union and program. Each JATC’s Training Director and administrative staff will oversee ETP administration including scheduling of training and collection of rosters. The trainee data, and work hour information is sent to the third-party administrator, Strategy Workplace Communications.

Trainer Qualifications

All trainers are experienced Journeyworkers who bring first-rate credentials and vast field experience to the classroom. All trainers are members of their respective unions and experts in the field and training topics. Annually the instructors attend staff development classes to ensure instructors give students state-of-the-art information on codes, materials, and processes not found in traditional textbooks.

Green/Clean Technology and Employer Demand

This project will incorporate trade-specific green skills training, in addition to traditional RSI training. According to CalFed, construction trade employers are demanding this type of specialized skill for all trainees. The training outlined in this proposal will assist employers to certify more workers to meet customer demands.

Trainees require the skills to install and maintain new kinds of equipment, work with new materials, and comply with the latest complex and rapidly changing energy efficiency standards. Training will also cover energy-efficient technologies and products. This includes wind turbine systems, new motor controls, green building materials; advanced welding skills including Tungsten Inert Gas, Metal Inert Gas and/or Stick Welding; climate energy efficiency and consumption greenhouse gas abatement; solar hot water and water efficiency installation and retrofitting; reuse/recycled water and wastewater treatment systems; and green materials testing and audit equipment. This training will help workers gain the knowledge and skills necessary to work in green construction.

Impact/Outcome

The JATCs will offer certification classes for OSHA 10, OSHA 30, Rigging and Lifting, Green Audits, Arc Flash Safety Awareness, Building Automation Systems, California Advanced Lighting Controls Training Program, Acceptance Testing, Title 24 Lighting Installation and Codes, Electric Vehicle Infrastructure Training Program, Energy Storage and Microgrid Training and Certification, and Refinery Safety Overview.

Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
**ET21-0273	\$200,000	N/A	0	0	0
*ET20-0946	\$375,320	12/23/2019 - 12/22/2021	252	0	0

**ET21-0273: This is a COVID Pilot project that was approved at the February Panel Meeting.

*ET20-0946: Based on ETP Systems, 13,592 reimbursable hours have been tracked for potential earnings of \$263,416 (70% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through contract closeout.

PRIOR PROJECTS

The following table summarizes Contractor's performance by CalFed under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0916	Statewide	08/06/18 – 11/03/20	\$1,736,738	\$ 1,560,798 (90%**)
ET17-0913	Statewide	11/01/16-10/31/18	\$949,144	\$874,935 (92%)
ET15-0905	Statewide	08/04/14-08/03/16	\$678,720	\$677,706 (99%)

**ET19-0916: Based on ETP Systems, 68,809 reimbursable hours have been tracked for potential earnings of \$1,560,798 (90% of approved amount). CalFed is currently in the process of closing of this contract, and once the final closeout invoice is submitted is projected to earn 100% of the contract amount.

DEVELOPMENT SERVICES

Strategy Workplace Communications, in Oakland, assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services in connection with this proposal for an amount not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab & E-Learning Hours**

8-200 Job Number 1

Trainees may receive any of the following:

JOURNEYWORKER**COMMERCIAL SKILLS**

Codeology

- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash

Analog/Digital Circuit (AC/DC) Principles

- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits

Grounding

- Grounding and Bonding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils

- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

Programmable Logic Control (PLC)

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

Electrical Design

- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code

Voice, Data, and Video

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Conduit Bending
- Confined Space Entry
- Electrical Project Supervision Levels I
- Electrical Project Supervision Levels II
- Energy Audits
- Firestop Installation
- Management and Monitoring of Materials
- Preparing for Leadership
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging
- Safe Working Practices
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)

- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Work Flow and Resources

CALCTP (California Advanced Lighting Control Program)

- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors

Energy Storage

- ESAM-TAC (Energy Storage and Micro Grids Training and Certification)
- Micro Grid
- Microgrid (ESM) systems

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

COMPUTER SKILLS

- 3-D Modeling – Virtual Construction
- Auto Computer-Aided Design (AutoCAD)
- Automated Systems Applications Scheduling & Planning Jobs
- Benchmark Software – Lean Construction
- Scheduling and Planning Jobs

BUSINESS SKILLS

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Class/Lab & E-Learning Hours APPRENTICE

8- 210 Job Number 2 & 3

Trainees may receive any of the following:

COMMERCIAL SKILLS**2nd Year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety related work practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- OSHA
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls

- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training Certification's Energy Storage)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing

- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Note: Reimbursement for Job Number 1 is capped at 200 hours. Reimbursement for Job Number 2 & 3 Apprenticeship training is capped at 200 total training hours per trainee in Commercial Skills and 10 hours of OSHA10 for a total of 210 hours regardless of the method of delivery.



COVID Rapid Reemployment and Retraining Pilot

Training Proposal for: Glendale Community College District Professional Development Center

Contract Number: ET21-0281

Panel Meeting of: April 2, 2021

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

PROJECT PROFILE

Contract Attributes:	COVID Retrainee Job Creation Initiative SET	Industry Sector(s):	MEC (H) Manufacturing (33) Healthcare (62) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$100,000		N/A		\$100,000

In-Kind Contribution:	50% of Total Funding Required:	\$60,980
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Job Creation Initiative SET COVID	Other Titles (COVID Training Bundle)	50	4-4	0	\$2,000	\$17.50
				Weighted Avg: 4			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: COVID Pilot Minimum wage for all counties is \$17.50/hour

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☐ No ☒ Maybe

Participating employers may use up to \$2.50 per hour in health benefits to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Food Supply Staff		5
		4
		1
Maintenance Staff		7
		4
Production Staff		18
		4
Technical Staff		2
		5

INTRODUCTION

This proposal is developed in accordance with the COVID Pilot program guidelines to support the hiring of workers, as well as support industries critical to the health and welfare of Californians and the reopening of the economy during the COVID-19 pandemic. The COVID Pilot is funded under ETP Special Employment Training.

Established in 1985, Glendale Community College District Professional Development Center (PDC) (www.pdcofgcc.com) provides customized, job-specific training for businesses and workers. PDC is the workforce development division of Glendale Community College, a public community college granting certificates and associate degrees. The college serves people from a variety of geographical areas but primarily serves a diverse population of the Greater Los Angeles region.

PDC is eligible to contract with ETP under the Unemployment Insurance Code, Section 10205(c) as a training agency.

Veterans Program

Although this project does not include a Veteran's component, all qualified Veteran candidates are encouraged to apply for positions with the participating employers through the normal company hiring policy.

Retrainee-Job Creation

The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. Participating employers will hire and rehire 50 employees across all occupations. The recall or rehire of laid-off workers (backfilling) is allowed, with justification to show that the employer is renewing a workforce that was reduced due to economic conditions or other reasons leading to attrition.

The COVID-19 pandemic has drastically increased unemployment in the State and has created enormous challenges for so many businesses. Most companies, including manufacturers, are experiencing negative effects such as loss of sales and streamlining of production to reduce costs. Many manufacturers have been forced to resort to layoffs and furloughs of their employees to survive the pandemic and are now starting to rehire to stabilize their operations.

PROJECT DETAILS

This will be PDC's 42nd ETP Contract, and the seventh within the last five years. As an ETP Multiple Employer Contractor (MEC), the current active project (ET20-0342) only includes incumbent worker upskill training. The proposed training focuses on newly-hired employees only. Training in the area of workplace safety and related protocols is essential in order to re-enter the workforce. Therefore, these newly-hired workers must receive training on best practices and safety requirements needed for manufacturing goods in a COVID safe and approved environment.

Under the COVID Pilot, PDC will provide training and/or placement with participating employers holding one of the following EDD assigned The North American Industry Classification System (NAICS) codes as identified in the ETP Covid Pilot Guidelines. The "core" group of employers are from these industries representing 100% of the requested funding.

Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

Other Titles/COVID-19 Bundle: Training will be offered to all occupations which will focus on safe work environment, protocols and COVID-19 Safety guidelines.

Curriculum Development

COVID-19 Bundle is limited to four hours designed to support a safe work environment to mitigate further risks from COVID-19 and to help trainees successfully gain and retain employment. A PDC project specialist and trainer interview management and employees, observe work activities and patterns, and make recommendations for specific customized training. These recommendations are discussed with company management and a program tailored to their

needs is designed. Participating employers and trainees also complete surveys to assess and measure the effectiveness of the training.

Marketing

PDC continuously markets training programs in a variety of ways including employer site visits, telephone calls, direct mail, e-blasts and its website. It is a member of several organizations including three local Chambers of Commerce, the Economic Alliance of the San Fernando Valley, the Valley Industrial Commerce Association, the Los Angeles Economic Development Corporation and the Society of Manufacturing Engineers. PDC has strong partnerships with the Verdugo Workforce Development Board, the Association for Operations Management, and the Small Business Administration, all assisting to promote ETP-funded training for California businesses. Within these large networks of employers, the PDC markets delivery of customized training programs through presentations and forums at local meetings, seminars, and tradeshow.

Training Hours

Hours of training: 4 minimum and maximum per trainee funded by ETP.

➤ Training Infrastructure

The PDC's Executive Director will oversee the implementation and administration of this project. There are five full-time staff members dedicated to the administration of the ETP project who are very knowledgeable of the program having participated in administering PDC's prior ETP projects. Training will be provided by PDC instructors and/or participating employers.

Special Employment Training

Under SET, the participating employer is not required to demonstrate out-of-state competition.

- **Wage**

Trainees qualify for the ETP COVID Pilot Minimum Wage of \$17.50 per hour statewide, with the possibility of using \$2.50 in health benefits to meet the minimum wage.

- **Retention Modification**

Under the COVID-19 Pilot, the Panel may modify the retention period for these trainees to a minimum of 20 hours per week of employment for 90 days.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

The following table summarizes performance by PDC under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0342	\$749,926	05/19/20 – 05/18/22	554	201	101

Based on ETP Systems, 13,913 reimbursable hours have been tracked for potential earnings of \$467,150 (62% of approved amount). No Final Payment invoice has been submitted to date.

PRIOR PROJECTS

The following table summarizes performance by PDC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0266	Statewide	10/01/18 – 09/30/20	\$1,760,872	\$1,686,192 (96%)
ET18-0123	Statewide	08/29/17 - 08/28/19	\$949,380	\$948,894 (99%)
ET17-0124	Statewide	07/25/16 - 07/24/18	\$924,973	\$924,973 (100%)
ET16-0103	Statewide	07/07/15 - 07/06/16	\$826,153	\$826,153 (100%)
ET15-0224	Statewide	09/02/14 - 09/01/16	\$648,666	\$648,666 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

4-4

Trainees may receive any of the following:

OTHER TITLES (COVID-19 Bundle)

- Personal Protective Equipment
- Cleaning and Disinfection
- Protocol for Suspected Infection
- Safe Food Quality
- COVID Safety Training

Note: Reimbursement for retraining is capped at 4 total training hours per trainee, regardless of the method of delivery.

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC
Reference No: 20-0643

CCG No.: ET21-0281
Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: Advanced Orthopaedic Solutions, Inc.

Priority Industry? ☒ Yes ☐ No

Address: 3203 Kashiwa St.

City, State, Zip: Torrance, CA 90503

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 38

Total # of full-time company employees in California: 35

Company: Baxalta US Inc.

Priority Industry? ☒ Yes ☐ No

Address: 4501 Colorado Blvd.

City, State, Zip: Los Angeles, CA 90039

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 10

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 16,000

Total # of full-time company employees in California: 2,000

Company: F Gavina & Sons Inc.

Priority Industry? ☒ Yes ☐ No

Address: 2700 Fruitland Avenue

City, State, Zip: Vernon, CA 90058

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 9

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 280

Total # of full-time company employees in California: 280

Company: Georg Fischer Signet LLC

Priority Industry? ☒ Yes ☐ No

Address: 3401 Aero Jet Avenue

City, State, Zip: El Monte, CA 91731

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 6

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 14,808

Total # of full-time company employees in California: 261

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC		CCG No.: ET21-0281
Reference No: 20-0643		Page 2 of 3

Company: MDT Inc. AKA Medtronic Minimed	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 18000 Devonshire Street	
City, State, Zip: Northridge, CA 91325	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 124,149	
Total # of full-time company employees in California: 6,176	

Company: Pharmavite LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 8531 Fallbrook Ave.	
City, State, Zip: West Hills, CA 91304	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 8	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,500	
Total # of full-time company employees in California: 1,000	

Company: Porto's Food Products Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2085 Garfield Ave.	
City, State, Zip: Commerce, CA 90040	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 210	
Total # of full-time company employees in California: 210	

Company: Puratos Corporation	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 18831 S. Laurel Park Road	
City, State, Zip: Compton, CA 90220	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 10,000	
Total # of full-time company employees in California: 200	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC		CCG No.: ET21-0281
Reference No: 20-0643		Page 3 of 3
Company: Staar Surgical Company		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1911 Walker Avenue		
City, State, Zip: Monrovia, CA 91016		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 3		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 500		
Total # of full-time company employees in California: 300		



COVID Rapid Reemployment and Retraining Pilot

Training Proposal for: Hall Ambulance Service, Inc.

Contract Number: ET21-0256

Panel Meeting of: April 2, 2021

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	COVID Medical Skills Training SET	Industry Sector(s):	Services (G) Healthcare (62) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Kern	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 445	U.S.: 445	Worldwide: 445
<u>Turnover Rate:</u>	12%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

FUNDING DETAIL

In-Kind Contribution
\$200,000

Total ETP Funding
\$200,000

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Job Creation Medical Skills Training SET COVID	Other Titles (COVID Training Bundle)	100	4-4	0	\$2,000	\$17.50
				Weighted Avg: 4			

***Post-Retention Wage is the Contractual Wage**

Minimum Wage by County: COVID Pilot Minimum wage for all counties is \$17.50/hour statewide.

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☒ Yes ☐ No ☐ Maybe

Up to \$2.50 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation – Job 1		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
EMT		70
Paramedics		10
		10
		10

INTRODUCTION

This proposal is developed in accordance with the COVID Pilot program guidelines to support the hiring of workers, as well as support industries critical to the health and welfare of Californians and the reopening of the economy during the COVID-19 pandemic. The COVID Pilot is funded under ETP Special Employment Training.

Hall Ambulance Service, Inc. was founded in 1971 and is the largest emergency and non-emergency medical transportation provider in Kern County. Hall Ambulance provides transport services to 90% of Kern County with a base operation in Bakersfield. The Company has 16 satellite locations that will all participate in this training but training will be provided at the Bakersfield headquarters.

This will be Hall Ambulance's third contract, and the third within the last 5 years. The Company also has an active contract, ET21-0197 for a standard training project in the amount of \$294,285. Together with the current Contract funded this fiscal year (FY20/21) and the proposed COVID Pilot funding, Hall Ambulance cumulative ETP funding will be at \$494,285, under the FY funding limitations for a single employer.

Retrainee - Job Creation

The Company will hire 100 new employees (Job Number 1). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into "net new jobs" as a condition of contract.

Hall Ambulance is committed to hiring 100 new employees due to the increased demand for its services through various contracts in Kern County as well as the COVID 19 pandemic. There is an industry surge and demand for EMT's and Hall Ambulance is hiring from varied backgrounds and providing extensive training to meet this demand. These trainees will not overlap or be part of the job creation component (30 trainees) in the current ETP contract, ET21-0197. Hall Ambulance typically hires 80 – 100 EMT's alone each year; however, due to the COVID 19 Pandemic, the Company will hire at a higher rate than the yearly average.

Special Employment Training

Under SET, the employer is not required to demonstrate out-of-state competition.

- Wage

Trainees qualify for the ETP COVID Pilot Minimum Wage of \$17.50 per hour statewide, with the use of \$2.50 in health benefits to meet the minimum wage.

- Retention Modification

Under the COVID-19 Pilot, the Panel may modify the retention period for these trainees to a minimum of 20 hours per week of employment for 90 days.

Veterans Program

Hall Ambulance does not have a specific Veterans recruitment program; however, it does employ a significant amount of Veterans. Many of whom have been hired and progressed quickly through the training program. Hall Ambulance currently employs 24 veterans and they are listed on the Kern Patriot Partnership website as a company that hires vets to attract veteran recruitment.

PROJECT DETAILS

Hall Ambulance's key clients are patients who need medical treatment and transportation. The Company handles both basic life support and advanced life support patients. Therefore, in addition to the training need resulting from the COVID 19 pandemic, there continues to be industry standards changes for how EMT's, paramedics, and other medical personnel interact with patients which require training. This training project will help ensure newly-hired employees are properly trained to ensure they themselves are safe, and ensuring the patients they interact with are safe.

In addition, this training project will also help provide more in-depth training for newly-hired employees to progress through the internal EMT & paramedic academy which prepares trainees to transition into paramedic roles. The paramedic program is an extensive training program designed to give EMT's the advanced skills required to become a paramedic. This training will ensure that employees have the necessary skills to secure current and future high wage jobs as paramedics or closely related medical fields.

Training Plan / Curriculum

The delivery method listed in curriculum will be Class/Lab, however, may use CBT, PL, or E-Learning when delivering training.

Contractors are encouraged to include COVID related safety training in this bundle, but any and all course content will be accepted.

Training Type will be "COVID Training Bundle".

Other Titles/COVID Training Bundle: Training will be offered to all occupations on Continuous Improvement, Computer Skills, Medical Skills Preceptor and Didactic.

This training is aimed at providing extensive training to ensure that new employees are thoroughly knowledgeable on how to provide the highest level of care and attention while with a patient. It will also provide training on the constant changes and new regulations around COVID 19 and how to safely execute their job functions while ensuring both patient and employee safety.

Impact/Outcome

The goal of this training project is to ensure that all employees of Hall Ambulance Service are properly trained to provide residents of Kern County a high level of care. Trainees will become emergency medical service professionals and utilize the highest level of patient care using state of the art technology. This training will also aid in the natural career progression for trainees that start off as EMT's in order to progress to more advanced occupations.

Commitment to Training

Hall Ambulance spends approximately \$15,000 a year on training. This training includes new hire orientation, sexual harassment prevention, diversity, conflict resolution and general safety training.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Hall Ambulance's Critical Care Manager will oversee training and project administration with the assistance of the General Manager and Assistant Training Center Coordinator. Training will be provided by dedicated in-house trainers and subject-matter experts. The Company has a well-established training program and internal administrative procedures resulting from prior ETP contracts. The Company has also retained the services of a third party subcontractor to assist with the administration of this project.

ACTIVE PROJECTS

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0197	\$294,285	10/26/2020– 10/25/2022	385	0	0

According to the ETP Cal E Force system, 2,364 valid hours have been tracked which equates to potential earnings of \$46,230 (16% of approved funding). At this pace, Hall Ambulance is on schedule for training delivery and expects to finish at 100%.

PRIOR PROJECTS

The following table summarizes Contractor's performance under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0188	Bakersfield	04/02/2018– 04/01/2020	\$242,550	\$294,613 (71%)

The original training plan was achieved ahead of schedule at 100% therefore, an amendment was executed to increase the funding amount; however, after the amendment was executed, the Company lost some trainers. Consequently, it took longer than expected to re-hire trainers, impacting training performance to meet the increased funding amount.

DEVELOPMENT SERVICES

Hall Ambulance retained Training Refund Group in Anaheim to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Hall Ambulance also retained Training Refund Group to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

4-4 Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT (COVID BUNDLE)

- Leadership
- Team Building
- Ambulance and Medical Equipment Operation
- Transport Logistics and Standardized Protocols
- Communication/Technology
- Transport Physiology
- Customer Service
- Standard Operating Procedures
- HIPPA Documentation
- Communication Skills

COMPUTER SKILLS (COVID BUNDLE)

- Accounting Software
- Client Management Relationship
- Client Billing Software
- Microsoft Office Intermediate and Advanced
- Scheduling Software

MEDICAL SKILLS – DIDACTIC (COVID BUNDLE)

- PALS Pediatric Advanced Life Support
- PALS Course Organization
- Overview of PALS Science
- CPR/AED Practice and Competency Testing
- Mgt. of Respiratory Emergencies Skills Station
- Rhythm Disturbances/Electrical Therapy Skills Station
- Vascular Access Skills Station
- Resuscitation Team Concept
- Core Case Simulations Cardiac Cases 1 & 2
- Core Case Simulations Cardiac Cases 1 & 2
- Overview of Pediatric Assessment
- Overview of Core Case Discussions and Simulations
- Core Case Discussion: Cardiac Cases 3 & 4
- Core Case Simulations Cardiac Cases 3 & 4
- Core Case Discussion: Respiratory Cases 1 & 2
- Core Case Simulations
- Core Case Discussion: Respiratory Cases 3 & 4
- Core Case Simulations Respiratory Cases 3 & 4
- Core Case Discussion: Shock Cases 1 & 2
- Core Case Simulations Shock Cases 1 & 2
- Core Case Discussion: Shock Cases 3 & 4
- Core Case Simulations Shock Cases 3 & 4
- Putting It All Together
- Course Summary and Testing Details
- PALS Written Test
- Core Case Test Cardiac Cases 1-4

- Core Case Test Respiratory Cases 1-4 Shock Cases 1-4
- ACLS Advanced Cardiac Life Support
- Course Overview and Organization
- The Science of Resuscitation
- Systematic Approach
- Testing Station: High-Quality BLS
- Testing Station: Airway Management
- Technology Review
- Team Dynamics and Megacode
- Learning Station: Megacode Practice
- ACS and Stroke Lessons
- EMS Systems (Electronic Medical Records System)
- Well Being of a Paramedic
- Injury Prevention and Public Health
- Documentation
- EMS Communications
- Medical and Legal Issues
- Ethics
- Research Principles and Evidence-Based Practice
- Anatomy
- Pathophysiology
- Assessments
- Pharmacology
- Airway
- Cardiology
- Medical 1
- Medical 2
- Trauma 1
- Trauma 2-
- OB/GYN/Peds/Neo
- Geri-Abuse-Special-Home
- Operations
- Clinical Rotation

MEDICAL SKILLS – PRECEPTOR (COVID BUNDLE)

- Supervised Clinical Field Ambulance Training

Note: Reimbursement for retraining is capped at 4 total training hours per trainee, regardless of the method of delivery.



Training Proposal for:

Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA

Contract Number: ET21-0954

Panel Meeting of: April 2, 2021

ETP Regional Office: PPU-Central Office

Analyst: C. Hoyt

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Operating Engineers Local 3		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$227,448		\$15,552 8%		\$243,000

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10, HazMat	324	8-200	0	\$750	\$28.22
				Weighted Avg: 39			

***Post-Retention Wage is the Contractual Wage**

Minimum Wage by County: SET/Priority Industry: \$26.08 per hour

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☒ No ☐ Maybe

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Apprentice Construction Equipment Operator, Crane Operator, Heavy Duty Repairer, Mobile/Vertical/Horizontal Drilling Machine Operator, Construction Lubrication Technician, Plant Operator, Grade Checker, Mobile Concrete Pump Operator, Dredge Operator		324

INTRODUCTION

Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA (Operating Engineers JAC) (www.oe3.org) is a joint labor management organization founded in 1969 to provide high-quality and up-to-date training in cranes, blades, dozers, track loaders, backhoes, excavators and forklifts for Apprentice, Pre-Apprentice and Journeyworker Operators. This project will only include Apprentices, who work on a variety of infrastructure-related construction projects including roadways, dams, and bridges.

Currently, the main training center, located in Sloughhouse, consists of an eleven acre campus and serves 48 counties. An additional 80 acres are devoted to a training yard and maintenance area where hands-on training is conducted in a simulated lab environment. The Operating Engineers JAC currently represents over 693 apprentices in Northern California.

This is Operating Engineers JAC's fourth ETP Contract, and the third in the last five years.

Veterans Program

Operating Engineers JAC partners with Helmets to Hardhats to recruit Veterans into the program. Veterans who have experience operating heavy equipment while in the military may be eligible

for direct entry into the program. Currently, the JAC has 46 Veteran Apprentices. For ease of administration, Operating Engineers JAC is not requesting a Veteran job number.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. The Apprenticeship programs in this project vary in length 3-5 years depending on the occupation.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$5, reducing the priority industry rate from \$23 to \$18 per class/lab hour. The ETP wage for Apprentices is no less than \$26.08 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

The need for Operating Engineers is expected to grow in the coming years as many of the JAC's participating employers have projects booked as far in advance as 2023. To keep pace with the industry growth, the Operating Engineers JAC has grown by 37% in the last 5 years. The modernization of the industry includes new controls on equipment, GPS technologies, drones and robotics. This training will prepare Apprentices to meet the industry growth and the need for skilled workers and will work on projects such as the Rancho Seco Solar Project, UC Merced Campus Parkway, San Mateo Big Wave project as well as clean-up efforts after the wildfires.

Operating Engineers JAC trains multiple Apprentice occupations and this project will include: Construction Equipment Operator, Crane Operator, Heavy Duty Repairer, Mobile/Vertical/Horizontal Drilling Machine Operator, Construction Lubrication Technician, Plant Operator, Grade Checker, Mobile Concrete Pump Operator and Dredge Operator. Because the JAC trains so many occupations across Northern California, trainees attend training for a week at a time at the training center.

Training Plan

Training will be provided via Class/Lab in the following:

Commercial Skills: Training will be provided to all occupations and will include Engines, Drones, Robotics, Green Technologies, Welding, Air Brakes, Electronics, and Rigging among others based on the occupation.

Hazardous Materials: Training will be provided to all occupations to ensure they are properly equipped to handle, clean up and dispose of hazardous waste.

Certified Safety Training

OSHA 10: This training is a series of courses "bundled" by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training

results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

This project will be overseen by the Director of Apprenticeship who works with a General Superintendent, Senior Coordinator, Master Mechanic, Field Foreman, 8 Coordinators and 14 Instructors to schedule and manage training. The Office Coordinator will work closely with the Director of Apprenticeship to schedule training and manage the training rosters. The training Instructors have a minimum of 10 years journey level experience in the field and are subject matter experts.

Impact/Outcome

Apprentices trained under this project may receive certification in Forklift, Signal and Rigging, Crane and Refinery Safety.

Marketing and Support Costs

Marketing is done through the JAC's website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Operating Engineers JAC also promote this training program at labor-management meetings and industry assemblies.

Operating Engineers JAC requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the Operating Engineers JAC must occur to support apprenticeship training. Staff recommends 8% support costs.

Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

PRIOR PROJECTS

The following table summarizes Contractor's performance by Operating Engineers JAC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0922	Sloughhouse	6/4/18 – 6/3/20	\$948,200	\$243,094 (26%)*
ET16-0915	Sloughhouse	11/16/15– 11/15/17	\$948,894	\$873,499 (92%)

*ET18-0922: Poor performance was due to a shift in staffing at the JAC in which newer staff didn't understand the complexity of administering the ETP project. The staff now understand the administration requirements of the ETP process and have the necessary support in order to successfully perform under this proposal. In addition, the ET18-0922 contract served Journeyworkers and Pre-Apprentices, this project will serve only Apprentices to simplify administration. Further, this proposal has been right sized to the earnings of the prior project.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

8 - 200 Trainees may receive any of the following:

COMMERCIAL SKILLS

Construction Equipment Operator, Mobile/Vertical and Horizontal Drilling Machine Operator, Plant Operator, Grade Checker, Mobile Concrete Pump Operator, Dredge Operator

- Backhoe
- Motor Grader (Blade)
- Dozer
- Excavator
- Gradesetting
- Global Positioning System
- Loader
- Scraper
- Support Equipment: Skid Steer, Skip Loader, Roller, Compactor
- Drill: Vertical and Horizontal
- Paving: Paving Machine, Screed, Roller
- Forklift
- Rigging
- Signalman
- Drone
- Robotics
- Hydro Excavation
- Green Technologies
- Understanding Changes to Industry Standards

Heavy Duty Repairer and Construction Lubrication Technician

- Electrical
- Hydraulic
- Engines
- Powertrains
- Welding
- Lube and Service
- Air Conditioning
- Air Brakes
- Forklift
- Rigging
- Signalman
- Drones
- Robotics
- Electronics
- Green Technologies
- Understanding Changes to Industry Standards

Crane Operator

- Rigging
- Signal
- Load Charts
- Cleaning & Lubrication
- Boom Sections
- Crane Operations
- Crane Set Up and Tear Down
- Transporting Cranes
- Forklift
- Robotics
- Green Technologies
- Understanding Changes to Industry Standards

OSHA 10 (Certified OSHA Instructor)

- OSHA 10

HAZARDOUS MATERIALS

- Hazardous Materials Handling

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.



Training Proposal for:
State Building & Construction Trades Council

Contract Number: ET21-0956

Panel Meeting of: April 2, 2021

ETP Regional Office: PPU-Central Office

Analyst: C.Hoyt

PROJECT PROFILE

Contract Attributes:	Apprentice Journeyworker Veterans Multiple Barriers At-Risk Youth/Ex-Offenders	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Various Local Unions		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$351,012		\$26,049 8% for Job No. 1 & 2 20% for Job No. 3 12% Job No. 4%		\$377,061

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Journeyworker	Business Skills Commerical Skills Computer Skills OSHA 10/30	21	8-200	0	\$590	\$34.37
				Weighted Avg: 24			
2	Apprentice	Commercial Skills Computer Skills OSHA 10/30	190	8-210	0	\$1,732	\$26.08
				Weighted Avg: 90			
3	Apprentice Veterans	Commercial Skills Computer Skills OSHA 10/30	11	8-210	0	\$1,901	\$26.08
				Weighted Avg: 90			
4	Pre-Apprentice New Hire At-Risk Youth Ex-Offender Multiple Barriers	Business Skills Commercial Skills Literacy Skills OSHA 10	5	8-200	0	\$2,936	\$15.65
				Weighted Avg: 120			

***Post-Retention Wage is the Contractual Wage**

Minimum Wage by County: Job Numbers 1, 2, & 3 (Journeyworker, Apprentice, & Veteran) SET Priority Industry: \$26.08 per hour. Job Number 4 (Pre-Apprentice): SET/New Hire - \$17.39 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$17.33 per Contra Costa, \$16.48 per hour for Los Angeles County; \$15.93 per hour for Orange County; \$15.81 per hour for San Diego County; and \$15.65 per hour for all other counties.

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☒ Yes ☐ No ☐ Maybe

Up to \$6.53 per hour may be used to meet the Post-Retention Wage in Job Numbers 2 and 3. This amount has been verified in the collective bargaining agreement wage tables.

Up to \$2.50 per hour may be used to meet the Post-Retention Wage in Job Number 4.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1: Journeyworker		
Sheet Metal Worker, Plaster Tenderer, Plaster, Plumber and Pipefitter		21
Job Number 2: Apprentice		
Apprentice Sheet Metal Worker		4
		30
Apprentice Plaster Tenderer		5
		20
Apprentice Plasterer		6
		103

Apprentice Plumber, Pipefitter, and Steamfitters		2
		24
Job Number 3: Veteran Apprentice		
Apprentice Sheet Metal Worker		1
		2
Apprentice Plaster Tenderer		1
		4
Apprentice Plumber, Pipefitter, and Steamfitters		1
		2
Job Number 4: New Hire		
Pre-Apprentice		3
		2

INTRODUCTION

Founded in 1901, The State Building & Construction Trades Council of California (SBCTC or Council) www.sbctc.org acts as an umbrella organization for union workers throughout the state. The SBCTC represents more than 450,000 unionized construction workers and has 157 affiliated unions, 14 different construction craft unions, 22 local building trades' councils, and approximately 125 affiliated Joint Apprenticeship Training Committees (JATCs) that are responsible for providing Apprentices and Journeyworkers upgrade training.

This will be SBCTC's fourth ETP Contract, the fourth within the last five years. This project includes Journeyworker, Apprentice, Veteran Apprentice, and Pre-Apprentice training. This proposal is designed to help California create stable, middle class jobs for union workers in the building trades. Specifically, the Council targets trades that are influential in helping California's green economy develop as more employers need electricians who set up solar power systems; sheet metal workers who can service more fuel-efficient air systems; and plumbers, pipefitters, and steamfitters who retrofit buildings with energy-efficient products.

SBCTC's project serves smaller apprentice programs that do not have the staff capacity to hold their own ETP contract. Many of the JATCs listed in this project have either part-time or no administrative assistance and without the help of the Council, would be unable to hold a contract on their own. Each JATC is a DAS-approved Apprenticeship program sponsor and will train various occupations throughout the building trades. Occupations include Plasters, Plaster Tenders, Sheet Metal Workers, and Plumbers, Pipefitters, and Steamfitters. The Apprentice programs, their respective LEA's and the associated locals that will participate under this project are below:

- Plaster Tenders of Southern California- Local No. 1414
LEA: North Orange County Regional Occupational Program
- Plaster Tenders of Northern California- Local No. 300 and Local No. 66
LEA: North Orange County Regional Occupational Program
- San Diego Plastering Industry JATC- Local No. 200
LEA: North Orange County Regional Occupational Program
- Fresno Sheet Metal Workers- Local No. 104
LEA: Fresno Regional Occupational Program

- The Kern & Northern Los Angeles County A/C and Sheet Metal Workers JATC- Local No. 105
LEA: Bakersfield Community College
- Plumbers and Steamfitters for Monterey/Santa Cruz JATC- Local No. 62
LEA: Foothill College

Veterans Programs

SBCTC is committed to supporting job-related training that helps Veterans transition into the California workforce. Participating JATC's recruit Veterans in cooperation with programs like Helmets-to-Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Individual JATC's may also advertise special days on their websites just for Veterans to come in and apply for the apprenticeship program. In addition, many of the programs are deemed GI Bill Sites, in which Veteran Apprentices are eligible to receive Montgomery GI Bill benefits, such as monthly housing allowances while completing the program. SBCTC will have Job Number 3 for their Veteran Apprentices under this contract and estimates to train approximately 11 veterans.

The Veteran training curriculum will be the same as Apprentice training outlined above. These trainees are in a separate Job Number (Job Number 3) to better track performance towards the goal of improved outreach for Veterans.

COVID-19

To keep up with the demand for highly-trained, highly-skilled workers, it is critical for all the JATCs participating to offer classes via E-learning and in-person instruction during the pandemic. All classes held onsite at the designated Training Centers must follow strict pandemic safety guidelines including masks, temperature checks, reduced class sizes, classroom cleaning, sanitizer stations, and social distancing.

Pre-Apprenticeship Program

SBCTC is partnering with Flintridge Center to train Pre-Apprentices in this proposal. Flintridge Center is a non-profit training center located in Los Angeles County that offers construction training to At-Risk Youth and Ex-Offenders with multiple barriers to employment. Upon graduation, trainees who participate in this community-based program will be eligible to be accepted into the neighboring local unions' Apprenticeship programs, some of these programs may be outside of the unions and occupations trained in this proposal. Trainees are placed based on availability, occupation interest, and skillsets. This training provides pathways for these trainees to be employed in occupations with high wages, long-term employment, pensions, healthcare and ongoing training which will be provided to them throughout the entirety of their careers in the building trades.

➤ Retention Modification

Retention may be satisfied by employment of at least 30 hours a week for at least 90 days, out of 120 consecutive days with up to three employers. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 180 days. Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the programs is a range between 3- 5 years. The curriculum is developed with input from DAS and a designated Local Educational Agency as stated above.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$5, reducing the priority industry rate from \$23 to \$18 per class/lab hour. The ETP wage for Apprentices is no less than \$26.08 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

SBCTC seeks funding to continue to support union workers who need to upgrade their skills to perform jobs currently in-demand for commercial and industrial construction, public infrastructure projects, and energy efficient construction statewide. This is the fifth year SBCTC has implemented its "Building Green Skills" (BGS) training program which focuses on retraining Journeyworkers and Apprentice construction trades workers to support California's energy efficiency goals and Project Labor Agreement initiatives.

Training is also driven by employers who are facing increased demands for workers who are able to build by following new green construction practices and building materials, maintain energy efficient buildings, and follow LEED and other energy efficiency standards. Trainees will learn how to plan, lay out, install, build, repair, monitor and maintain equipment that provides light, heat, communications, water and power.

In addition, workers trained in this project will build, service and retrofit the following projects: Waymark Residential Building, Chevron Shops Building, New Kinesiology and Arts Building, Bakersfield College Kitchen Remodel, Lancaster School District Walkway, Desert Elementary School, Bakersfield College Memorial Stadium, Lucas Museum of Narrative Arts, Veteran's Park Apartments, Sacramento Civic Center, Moraga Elementary School, Del Campo High School, Universal Studios "Super Nintendo World", LAX: United Terminal #2, and UCLA Student Housing.

Training Plan

Training will be provided via Class/Lab & E-Learning in the following:

Business Skills: This training will be offered to Journeyworkers and Pre-Apprentices. Trainees will gain tools to plan, organize, and manage projects to complete them efficiently and on time. Journeyworker training will include Customer Service, Team Building, Problem Solving, Decision Making, and Conflict Management Skills. Training for Pre-Apprentices will cover Communications and Trade Awareness courses.

Computer Skills: This training will be offered to Journeyworkers and Apprentices and will include course topics in Scheduling, Planning and Modeling software and AutoCAD applications that

provide trainees with the ability to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized control systems.

Commercial Skills: This training will be offered to Journeyworkers, Apprentices and Pre-Apprentices. Training will focus on installing and maintaining new kinds of equipment, working with new materials, and complying with complex and rapidly changing energy efficiency standards. Commercial Skills' training will provide trainees with skills to retrofit current buildings to meet Leadership in Energy and Environmental Design (LEED) certifications, build secure exterior and interior building components, design virtual buildings, and adjust computerized-control systems. This training will help workers hone the skills and knowledge necessary to work in green construction.

Literacy Skills: This training will be offered to Pre-Apprentices and includes coursework in Vocational English, Vocational Math, and Workplace Readiness.

Certified Safety Training

OSHA 10/30: This training will be provided to all trainees and is a series of courses "bundled" by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

All training outlined in this proposal will be center-based depending on the union and program. Each JATC's Training Director and administrative staff will oversee ETP administration including scheduling of training and collection of rosters. The trainee data, and work hour information is sent to the third-party administrator, Strategy Workplace Communications.

Green/Clean Technology and Employer Demand

This project will incorporate trade-specific green skills training, which will be in addition to traditional RSI training. According to SBCTC construction trade employers are demanding this type of specialized skill for all trainees. The training outlined in this proposal will assist employers to certify more workers to meet customer demands.

Trainees require the skills to install and maintain new kinds of equipment, work with new materials, and comply with the latest complex and rapidly changing energy efficiency standards. Training will also cover energy-efficient technologies and products. This includes wind turbine systems, new motor controls, green building materials; advanced welding skills including Tungsten Inert Gas, Metal Inert Gas and/or Stick Welding; climate energy efficiency and consumption greenhouse gas abatement; solar hot water and water efficiency installation and retrofitting; reuse/recycled water and wastewater treatment systems; and green materials testing and audit equipment. This training will help workers gain the knowledge and the skills necessary to work in green construction.

Impact/Outcome

The JATCs will offer certification classes for OSHA 10/30, Green Audits, Arc Flash Safety Awareness, Building Automation Systems, Rigging and Lifting, Medical Gas Installer, Medical Gas Brazer, Foreman's Certification, Industrial Rigger Certification, and various welding certifications.

Marketing and Support Costs

Individual JATCs will market the program training programs through their local direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and websites. JATCs prepare multimedia materials such as videos to inform employers, workers, students, and community organizations about new apprenticeship and green construction training opportunities.

SBCTC is requesting 8% in support costs for Job Numbers 1 & 2 to fund its staff in marketing and assessment. In addition, SBCTC is requesting 20% support costs for Veteran Apprentices in Job Number 3 to attract and recruit Veterans and 12% support costs for Job Number 4 to support the additional placement and outreach services including marketing associated with serving the multiple barrier population, specifically Ex-Offenders. The extra support cost will be directed to Flintridge for the extra work necessary to reinforce placement services. Staff recommends the request for support costs.

Trainer Qualifications

In Jobs 1-3, all trainers are experienced Journeyworkers who bring first-rate credentials and vast field experience to the classroom. All trainers are members of their respective unions and experts in the field and training topics. Trainers at Flintridge Center (Job Number 4) are trained in delivering Multi-Craft Core Curriculum (MC3). MC3 curriculum is established by North American Build Trades and the curriculum is administered and approved by SBCTC.

ACTIVE PROJECTS

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0911	\$744,815	08/05/2019-08/04/2021	335	0	0

Based on ETP Systems, 40,639 reimbursable hours have been tracked for potential earnings of \$744,815, (100% of approved amount). The Contractor projects final earnings of 100%.

PRIOR PROJECTS

The following table summarizes Contractor's performance by SBCTC under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0915	Statewide	10/2/17 – 10/1/19	\$851,000	\$851,000 (100%)
ET16-0906	Statewide	9/8/15 – 9/7/17	\$639,720	\$568,269 (89%)

DEVELOPMENT SERVICES

Strategy Workplace Communications, in Oakland, assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services in connection with this proposal for an amount not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab & E-Learning Hours**

8-200 Job Number 1

Trainees may receive any of the following:

JOURNEYWORKER**COMMERCIAL SKILLS****Plumbers and Pipefitters**

- BACnet Programming
- Brazing
- Certifications:
 - Industrial Rigging
 - Crane Signal Person
 - National Environmental Balancing Bureau (NEBB) Commissioning (Certification for Heating & Cooling Systems)
 - Medical Gas Installation, System Testing, Maintenance, Repair, Standards and Brazing
 - Foreman
 - Backflow Prevention
 - Orbital Welding
 - HVACR UA Star
- Compressor Overhaul
- Design and Installation of New Energy Efficient Equipment and Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Electrical Safety
- Energy Efficiency in Existing Equipment and Materials
- Fall Protection
- Falling Objects
- Foreman and Worker Responsibility
- Green Compliance
- Hydronics Systems and Refrigeration
- Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
- LEED Standards
- Medical Gas Installation
- Orbital Welding
- Plumbing Service, Maintenance and Repair
- Pipefitting
- Robotic Total Station
- Scaffolding
- Solar Installations
- Specialty Seminars for Service Work
- Start Test and Balance
- Working Around Pipelines
- Working in Confined Spaces

Plaster/Plaster Tenders

- Cage Building
- Casting Molds
- Colored Veneer
- Mobile Elevated Work Platforms (MEWP)
- Plaster Problems And Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Scratch And Carve Coat
- Specialty Finishes
- Stain
- Venetian Plastering

Sheet Metal Workers

- Advanced Welding Skills
- Architecture Designs
- CA Green Building Code Training
- Ducts Maintenance
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems (Green Training)
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Training
- HERS (California Home Energy Rating System Program)
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up
- Rigging and Signal Training
- Safe Working Practices
- Testing Materials and Equipment –Proper Set-Up and Use
- Title 24 Mechanical Acceptance Training
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

All Trades

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Forklift (certification class)
- Management and Monitoring of Materials
- Preparing for Leadership
- Proper Equipment Set-Up (Green Training)

- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Safe Working Practices
- Scaffold Safety (certification class)
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding
- Welding and Burning

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

COMPUTER SKILLS

- Auto Computer-Aided Design (AutoCAD)
- Scheduling and Planning Jobs
- Automated Systems Applications Scheduling & Planning Jobs
- 3-D Modeling – Virtual Construction
- Benchmark Software – Lean Construction

BUSINESS SKILLS

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Class/Lab & E-Learning Hours **APPRENTICE**

8 - 210 Job Number 2 - 3

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Aerial Boom Lift
- Acoustical Plaster Finish
- Aerial Lift
- Basic Math

- Blueprint Reading
- Blueprint Reading/Estimating
- Cage Building
- Casting Molds
- Cement Pump 1
- Cement Pump 2
- Cement Pump 3
- Cementitious, Mineral Fiber and Intumescent Fireproofing
- Certifications:
 - Color
 - Veneer
 - Patching
 - Pool Plastering
 - Waterproofing Patching EIFS
- Colored Veneer
- Common Tools and Plastering Tools and Materials
- Equipment Maintenance Class
- Estimating
- Exterior Insulating Finishing Systems
- Exterior Insulation Finish System
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- Forklift
- Forklift (certification class)
- Fundamental Math
- Green Building Standards
- Inspect Lath & Plaster Bases
- Interior Plaster
- Mask and Protect Adjacent Surfaces
- Measuring
- M.E.W.P. (Mobile Elevated Work Platforms)
- Mix and Apply Inspect Lathing and Bases for Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch Brown and Finish Coats
- Mix and Apply Scratch Coat, Brown Coat, Finish Coat and Veneer
- Ornamental and Earth Plasters
- Plaster Problems and Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Safety
- Scaffold Builder
- Scaffold Safety
- Scaffold Safety (certification class)
- Scaffold User

- Scratch and Carve Coat
- Small Engine Operation and Maintenance
- Specialty Finishes
- Stain
- Venetian Plastering
- Workplace Safety and Health

Plumbers and Pipefitters

2nd year

- Oxy Fuel Cut & Weld
- Rigging
- Water Supply
- Gas Installations
- Pipefittings, Valves, Supports

3rd year

- Plumbing Fixtures
- Plumbing Service
- Green Systems
- Pumps
- Plumbing Code
- Drainage
- Steam Systems
- Pipefitting Layout
- Welding for Certification
- Related Science

4th year

- Advanced Plan Reading
- Hydronics
- Advanced Plumbing
- Backflow Prevention
- Related Math
- Plumbing Code Review
- Exit Exam Review
- Rigging for Certification
- Crane Signal Certification
- Tube Bending
- Advanced Pipefitting
- CraneSignal Person

5th year

- Medical Gas
- Foreman Training
- Auto Cad
- Auto Cad 3D
- Instrumentation & Process Control
- Review and Exit Exam

- Rigging Certification
- Crane Signal Certification

All years

- Plumbing Service, Maintenance and Repair
- Provisional Upgrade class
- Residential Skills class

Steamfitters**2nd year**

- Basic Electricity
- Electric Motors
- Electric Controls
- Customer Service
- A/C 1
- A/C 2

3rd year

- Refrigerant Controls
- Refrigeration 2
- Basic Computers
- Customer Service
- Hydronics

4th year

- Pneumatics
- Basic DDC/Advanced DDC
- Start, Test and Balance
- Motor Alignment
- Building Controls
- Crane Signal Person
- G-pro
- Air & water analysis
- Energy & Water Audits

5th year

- Boilers
- Chillers
- HVACR STAR Mastery Review and Certification
- HVACR Review and Exit Exam
- HVACR Performance & compliance
- Rigging Certification
- Crane Signal Certification

Sheet Metal**Building Trades Service**

- Advanced Electricity for Sheet Metal Air Conditioning Service
- Air Conditioning, Commercial Systems, Heating
- Basic Electricity for Sheet Metal Air Conditioning Service

- Basics of Architectural Sheet Metal
- Commercial Systems, Heat Loads, Piping
- First Aid/CPR
- Properties of Air Distribution for Sheet Metal Air Conditioning Service
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Sheet Metal Control Systems
- Title 24 Mechanical Acceptance Training

Energy Management Test and Balance

- Air Balance Test Equipment Instruments
- Air Distribution & Manufacturing Systems
- Control Systems
- Electrical Systems Operation, Controls & Devices
- First Aid/CPR
- Hazardous Material Recognition for the Test & Air Balance Industry
- HVAC Testing & Balancing Procedures
- Systems Installation & Troubleshooting
- Temperature Measurement Instruments & Duct Systems
- Title 24 Mechanical Acceptance Training

Building Trades Sheet Metal

- Advanced Architectural
- Advanced Layout and Fabrication
- Advanced Welding
- Architectural Sheet Metal
- Basics of Architectural Sheet Metal
- CAD Detailing
- Codes and Standards
- Fabrication and Shortcuts
- Field Installation
- Final Architectural/Industrial Project
- Final HVAC Project
- First Aid/CPR
- Fire Life Safety Training
- Forman Training
- HVAC Air Systems and Duct Design
- HVAC Energy Conservation
- Industrial and Stainless Steel Introduction
- Intermediate CAD
- Measuring and Sketching
- Metal Roofing
- Parallel Line Fittings
- Plans and Specifications
- Project Management, Takeoffs, Estimates
- Radial Line Layout and Ogee Offsets
- Service Basics for Sheet Metal Workers

- Submittals and Shop Drawings
- Title 24 Mechanical Acceptance Training
- Triangulation Fittings
- Welding I: Process and Safety Overview, GMAW
- Welding II: GMAW & FCAW

Residential HVAC

- Common Furnace Features
- Filters and Filter Housings
- First Aid/CPR
- Furnace Installation
- Installing Thermostats, Flues and Vents
- Piping
- Residential AC Units
- Residential Duct Systems
- Residential Structure and Sheet Metal Work

All Trades

COMMERCIAL SKILLS

- Trade Math
- Industry Math
- Rigging
- Drawing
- Blueprint Reading
- Welding
- Cutting
- Industrial Safety
- Industrial Install
- Medical Gas Install
- Backflow Certification
- Foreman Certification
- Rigging Certification
- Direct Digital Controls
- Compressor Overhaul

COMPUTER SKILLS

- Computer-Aided Drafting (CAD)
- 3-D Drawings Software

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Class/Lab Hours

8-200 Job Number 4

PRE-APPRENTICE**COMMERCIAL SKILLS**

Multi-Craft Curriculum

- Basic Blueprint Reading
- Construction Training
- First Aid/ CPR
- Green Construction
- Tools and materials
- Electrical Safety
- Hazard Awareness
- Health Hazards
- Introduction to OSHA
- Personal Protective Equipment
- Scaffold and Safety
- Stairway and Ladders
- Tools-Hand and Power

LITERACY SKILLS

- Workplace Readiness
- Vocational English
- Vocational Math

BUSINESS SKILLS

- Communications
- Critical Thinking
- Leadership
- Problem Solving
- Team-work
- Trade Awareness

OSHA 10 (OSHA Certified Instructor)

- OSHA 10

Safety training cannot exceed 10% of total training hours for any individual trainee. This does not apply to OSHA 10/30 training.

Note: Reimbursement for Job Number 1 and 4, training is capped at 200 total training hours per trainee. Reimbursement for Job Numbers 2 & 3 is capped at 200 total training hours per trainee in Commercial Skills and 10 hours of OSHA 10 for a total of 210 hours.



RETRAINEE - JOB CREATION

Training Proposal for:

Autism Behavior Services Inc.

Delegation ≤ \$75,000 Single Employer

Contract Number: ET21-0278

Approval Date: February 19, 2021

Panel Meeting of: April 2, 2021

ETP Regional Office: San Diego

Analyst: T. Philips

PROJECT PROFILE

Contract Attributes:	Retrainee SET Job Creation Initiative	Industry Sector(s):	Services (G) Healthcare (62) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange, San Bernardino, Stanislaus, Riverside, Kern, Los Angeles, Imperial	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 253	U.S.: 296	Worldwide: 296
<u>Turnover Rate:</u>	6%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution

\$74,369

Total ETP Funding

\$46,184

Occupations to be Trained:	Behavior Analyst, Behavior Specialist, Human Resources Specialist
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee SET Priority	Business Skills Comm Skills Continuous Impr.	26	8-200	0	\$1,219	\$26.08
				Weighted Avg.: 53			
2	Job Creation SET Priority	Business Skills Comm Skills Continuous Impr.	14	8-200	0	\$1,035	\$26.08
				Weighted Avg.: 45			

***Post-Retention Wage is the Contractual Wage**

Minimum Wage by County: Job Number 1 (Modified Statewide Average): \$26.08 per hour; Job Number 2 (Job Creation): \$16.48 per hour in Los Angeles County; \$15.93 per hour in Orange County; and \$15.65 per hour in San Bernardino, Riverside, Kern, Stanislaus, and Imperial Counties
Health Benefits: Used to meet the Post-Retention Wage?: ☒ Yes ☐ No
 Up to \$2.50 per hour may be used to meet the Post-Retention Wage for both Jobs 1 and 2.

OVERVIEW

Year Company Founded:	2010	Company Headquarters: <input type="checkbox"/> Single location Lake Forest, CA
Facility Locations Outside CA	<ul style="list-style-type: none"> • Arizona • Hawaii • Idaho • Maryland • Nevada • New Jersey • New Mexico • Oregon • Pennsylvania • Texas • Utah • Washington • Caribbean Islands 	
Total Number of Facility locations in California	14	
Facility location(s) where training will occur	<ul style="list-style-type: none"> • Bakersfield • Barstow • Imperial County • Los Angeles 	

	<ul style="list-style-type: none"> • Modesto • Riverside • Santa Ana • Victorville
Nature of Business:	<ul style="list-style-type: none"> • Provides behavior therapy and evaluations of current behavior to individuals with disabilities.
Customer Base:	<ul style="list-style-type: none"> • Individuals with disabilities • Medical families • Commercially-insured families • Regional Centers • Other governmentally-insured families, including military families and children.
Business / Industry Needs / Changes	<ul style="list-style-type: none"> • In order to remain competitive in the marketplace, Autism Behavior Services, Inc. has decided to implement insight intrinsic motivation techniques for employees. This new service delivery approach requires an investment in employees to develop skillsets to be successful contributors to the clients they service. • Autism Behavior Services, Inc. has expanded its business footprint by obtaining contracts to operate in Imperial, Kern, and Los Angeles Counties, and will be hiring employees in these areas.

Training Plan:

Need for Training:	<ul style="list-style-type: none"> • Autism Behavior Services, Inc. is creating a new employee training program that will provide training in insight intrinsic motivation techniques. These trainings will be for incumbent and new employees. • To better address the needs of their expanded service delivery footprint, Autism Behavior Services, Inc. will train new and incumbent employees in three different classifications: Behavior Analysts, Behavior Specialists, and Human Resources Specialist. Behavior Analysts and Specialists will receive Business Skills training in areas such as Client Services and Compliance Management to assist in their ability to service an expanding caseloads. Human Resource Specialists will receive training in Business Skills and Commercial Skills in topics such as Billing/Claims Management and Staff Support to assist field operations and the expanded staffing.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

- ☒ Class/lab
 ☒ E-Learning
 ☐ CBT
 ☐ Productive Lab
☐ MS Preceptor
 ☐ MS Didactic

Business Skills	Commercial Skills	Continuous Improvement
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Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function; or, <input checked="" type="checkbox"/> Opening specific new plants or facilities, expanding or upgrading existing facilities, and/or repurposing existing unused space/buildings or facilities.
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	53 Hours for Job Number 1.
Autism Behavior Services, Inc. holds a yearly training seminar where all Behavior Specialists and Analysts attend. The average amount of training delivered during this seminar is approximately 15+ hours of training. Autism Behavior Services, Inc. anticipates the seminar to be held twice during the course of this proposed contract term, equating to at least 30+ hours of training per trainee. The Company plans to supplement the seminar trainings with continuous standard training throughout the two-year contract term, thereby requiring a weighted average of 53 hours for Job Number 1.	

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Project Oversight: Autism Behavior Services, Inc.'s Human Resources Manager will be responsible for overseeing this project. The Human Resources Manager will be assisted by the Human Resources Specialist who will coordinate with dedicated staff at each training facility to schedule training and obtain appropriate documentation of all delivered training. Training is scheduled to begin upon approval.
<ul style="list-style-type: none"> Trainers: Training will be delivered onsite and by in-house experts and vendors, if needed. <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Commercial Skills, and Continuous Improvement Skills <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: TBD
<ul style="list-style-type: none"> Administration: Autism Behavior Services, Inc. has designated the Human Resources Manager with assistance from the Human Resources Specialist to initiate, monitor and oversee ETP training and all administrative responsibilities including scheduling, managing, delivery, documentation

of training, enrollment, data tracking, and invoicing. They will also receive assistance from the Development Director and Business Operations Director and dedicated staff at each training location to ensure training and documentation are delivered in compliance with all ETP requirements.

- ☒ In-house
☐ Subcontractor

Repeat Contract

<ul style="list-style-type: none"> Number Of Contracts in last 5 years: 	One (ET21-0222 – COVID Pilot) – approved 12/11/20
<ul style="list-style-type: none"> Training provided / focus in last Contract: 	<ul style="list-style-type: none"> Job Creation – COVID Pilot Provides training to newly hired team members. Training will prepare employees to provide behavior therapy to individuals with disabilities. Training will allow Autism Behavior Services, Inc. to continue to serve populations with disabilities and reinstate services in affected areas.
<ul style="list-style-type: none"> Difference in Training Plan: 	<p>Autism Behavior Services, Inc. is planning to add approximately 150 new employees in 2021. With the expansion of employees, Autism Behavior Services, Inc. will need to hire additional Behavior Specialists and Behavior Analysts to supervise clientele, and assist in the professional development of employees.</p> <p>The previous COVID-Pilot contract (ET21-0222) is serving 50 of the newly hired employees while this proposed contract would focus on incumbent workers as well as an additional 14 Job Creation positions not covered by the COVID-Pilot project.</p> <p>The 50 Job Creation positions that populate the COVID-Pilot contract are predominantly Behavior Interventionists which will be able to meet the \$17.50/hr. wages paid under the terms of the COVID-Pilot contract. The positions included in this proposal would predominantly be Behavior Specialists and Behavior Analysts and would command higher wages which would allow the applicant to meet the \$26.08/hr. requirement of the SET Modified Statewide Average Minimum Wage.</p> <p>Additionally, since the approval of ET21-0222, Autism Behavior Services, Inc. has procured contracts in three new CA counties (Imperial, Kern, and Los Angeles) necessitating additional training for both incumbent and Job Creation positions to meet the growing demand for services.</p>
Need for Funding over Earned Amount:	N/A

ACTIVE PROJECTS

The following table summarizes performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET21-0222	\$100,000	12/14/2020-12/13/2022	50	0	0

ET21-0222 was recently approved at the December 11, 2020 Panel meeting and the hours entered into the ETP online tracking system reflects the contractor is performing at 32% of the contract's value.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	N/A	N/A	N/A
Administrative	N/A	N/A	N/A
Training Vendors	TBD	TBD	TBD

Exhibit B: Menu Curriculum**Class/Lab/E-Learning Hours**

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Decision Making
- Communication Skills
- Presentation Skills
- Client Service
- Compliance Management
- Effective Meetings
- Marketing
- Billing/Claims Management

COMMERCIAL SKILLS

- Functional Behavior Assessments
- Interdisciplinary Understanding of Autism Spectrum Disorder
- Understanding Funding Sources
- Discrete Trial Training
- Applied Behavior Analysis Skill Building Training and Session
- Parent Satisfaction
- Staff Support
- Clinical Evaluation
- Understanding Evidence Based Autism Treatment
- Providing Feedback
- Assessing Behavior Interventionist Performance
- Behavioral Case Conceptualization, Problem Solving, and Decision Making

CONTINUOUS IMPROVEMENT

- Team Building
- Mentoring and Coaching Employees
- Interactive Employee Development
- Situational Management
- Employee Management and Development Skills
- Organizational Behavior
- Leadership

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.

DELEGATION



COVID Rapid Reemployment and Retraining Pilot

Training Proposal for:

Giligia College

Contract Number: ET21-0280

Approval Date: March 15, 2021

Panel Meeting of: April 2, 2021

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

PROJECT PROFILE

Contract Attributes:	COVID New Hire SET	Industry Sector(s):	MEC (H) Healthcare (62) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	N/A		
Managers/Supervisors: (% of total trainees)	20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$72,000		N/A		\$72,000

In-Kind Contribution:	50% of Total Funding Required:	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	New Hire SET COVID	Other Titles (COVID Training Bundle)	36	4-4	0	\$2,000	\$17.50
				Weighted Avg: 4			

***Post-Retention Wage is the Contractual Wage**

Minimum Wage by County: COVID Pilot Minimum wage for all counties is \$17.50/hour

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☒ Yes ☐ No ☐ Maybe

Participating employers may use up to \$2.50 per hour in health benefits to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Healthcare Worker		2
		9
Medical Biller/Coder		2
		7
Healthcare Office Staff		3
		4
Manager/Supervisor		9

INTRODUCTION

This proposal is developed in accordance with the COVID Pilot program guidelines to support the hiring of workers, as well as support industries critical to the health and welfare of Californians and the reopening of the economy during the COVID-19 pandemic. The COVID Pilot is funded under ETP Special Employment Training.

Founded in 2006, Giligia College (Giligia) (www.giligiacollege.com) is a training agency providing professional studies and career-related programs. Giligia has trained and placed unemployed individuals for several years and has established a network of companies that contact the school on a regular basis in search of trainees prepared to enter the workforce. Giligia is eligible for ETP funding as a for-profit training agency.

Veterans Program

Giligia partners with the Veterans Administration Regional Office which provides a full range of career counseling services and recruitment of Veteran talent for potential employers.

PROJECT DETAILS

This will be Giligia's third ETP Contract, and the third within the last five years. In this COVID pilot project, training will focus on providing new hires with specific workplace success skills to prepare them to succeed in their new positions and COVID safety protocols and guidelines. The COVID-19 pandemic resulted in layoffs and furloughs as employers face many challenges; however, operations are starting to stabilize and they are now starting to increase their workforce.

Giligia keeps informed about employer needs through meetings with participating employers in order to identify specific training and industry-related demands. The proposed training will offer entry points into careers in healthcare and other frontline occupations.

Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

Other Titles/COVID-19 Bundle: Training will be offered to all occupations on Workplace Success which will focus on company processes and procedures. Trainees will also include Job Readiness skills such as resume writing and interview preparation; and Safe Environment which will cover COVID-19 Safety protocols and guidelines.

Training Hours

Hours of training: 4 minimum and maximum per trainee funded by ETP.

➤ Training Infrastructure

The Chief Administrative Officer will oversee the implementation of this project. Giligia will also assign up to two internal staff to coordinate marketing, recruitment, class scheduling, and rosters to ensure that project administration adheres to ETP requirements. Training will be provided by Giligia instructors at its campus or via E-Learning platform due to the current COVID restrictions.

Curriculum Development

Curriculum is developed by trained educators based on direct input from Giligia's employer partners and from all employers who hire its graduates. Evaluations are also conducted following each training class. Giligia continually adjusts programs in response to this input. It has relied on its employer partners' feedback to make certain that the training program content is thorough and relevant to their needs. This ensures that the candidates presented to fill open positions with employers are properly equipped with the skills needed to perform at or above expectations on the job.

Special Employment Training

Under Special Employment Training, the participating employer is not required to demonstrate out-of-state competition.

- **Wage**

Trainees qualify for the ETP COVID Pilot Minimum Wage of \$17.50 per hour statewide, with the possibility of using \$2.50 in health benefits to meet the minimum wage.

- Retention Modification

Under the COVID-19 Pilot, the Panel may modify the retention period for these trainees to a minimum of 20 hours per week of employment for 90 days.

Marketing

Giligia's marketing and recruitment efforts include direct contact with local employers, word of mouth referrals, job fairs, mailers, publications, and community organizations. The school also participates in community workshops and presentations hosted by various Chambers of Commerce.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

Giligia is eligible as a training agency based on the following:

- BPPE licensure valid until October 25, 2025
- Certification by Council for Occupational Education

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

Record Keeping

Giligia will use an ETP approved alternate recordkeeping process for this proposal.

Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

PRIOR PROJECTS

The following table summarizes performance by Giligia under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0137	Los Angeles	11/06/17- 11/05/19	\$116,015	\$73,462 (63%)
ET16-0169	Los Angeles	10/01/15- 09/30/17	\$216,900	\$215,296 (99%)

*ET18-0137 – Giligia completed over 100% of training hours; however, the low completion rate was due to retention issues of some trainees (i.e. retention completed past the term date, unverified pay rate and full-time employment)

To ensure success in this proposal, Giligia requested for a modest training plan and has put together a robust process in collecting and monitoring trainee retention.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

4-4

Trainees may receive any of the following:

OTHER TITLES (COVID-19 Bundle)

- Workplace Success
- Job Readiness Skills
- COVID Safety and Safe Environment

Note: Reimbursement for retraining is capped at 4 total training hours per trainee, regardless of the method of delivery.



Training Proposal for:
Rising Sun Center for Opportunity

Contract Number: ET21-0265

Approval Date: February 23, 2021

Panel Meeting of: April 2, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	New Hire Multiple Barriers At-Risk Youth Ex-Offender SET Priority Rate	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$53,475		\$5,130 12%		\$58,605

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	New Hire SET At-Risk Youth Ex-Offender Priority Rate Multiple Barriers	Commercial Skills, OSHA 10, Other Titles	15	8-260	0	\$3,907	\$17.50
				Weighted Avg: 155			

***Post-Retention Wage is the Contractual wage**

Minimum Wage by County: SET/MB/New Hire: \$17.39 per hour for Alameda County

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☒ No ☐ Maybe

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Entry-Level Construction Workers		10
		5

INTRODUCTION

Founded in 1994 and located in Oakland, Rising Sun Center for Opportunity (Rising Sun) (www.risingsunopp.org) is a workforce development nonprofit specializing in the construction industry and green jobs. It provides green-workforce training and employment services, low-to-no-cost energy retrofit services, and community education to advance energy efficiency and water conservation. In addition to job training, job readiness, and soft skills development, Rising Sun is staffed to provide case management and job placement services as well as youth employment and transitional employment for adults with multiple barriers. Rising Sun develops vocational and life skills so that trainees can obtain sustainable employment in high-demand growth industries, while providing support services to individuals in Oakland, Berkeley and Richmond. ETP-funded training will be delivered in Oakland.

This is Rising Sun's second ETP Contract, and it's first within the last five years. In this proposal, it is requesting ETP funds to train 15 (New Hire) trainees (including Ex-Offenders/At-Risk Youth or under-employed and unemployed individuals with Multiple Barriers) to become Entry-Level Construction Workers. Training will prepare workers for employment in construction (and/or related) services.

Rising Sun provides services to approximately 150-200 people each year, which 60-80 benefit from intensive-career training. This includes vocational and soft-skills upgrades such as Multi-Craft Core Curriculum, OSHA 10 certifications, and commercial-construction skills' development. Rising Sun has prior year job-placement success, which it states is historically 68% per year of its graduates with an average wage of \$22.00 per hour. Rising Sun maintains support in the local business community, which includes employers from the industries indicated in this proposal that actively hire its graduates.

Veterans Program

Although this proposal doesn't include a Veterans component, Rising Sun partners with the Employment Development Department (EDD) to serve clients including veterans. EDD operates a Veteran's program via its Workforce Services Branch that refers eligible trainees to Rising Sun.

Construction Demand

The Association of Bay Area Governments projects employment growth in the construction field in the Bay Area through 2040. Although job opening numbers sank when the pandemic began and many construction projects were initially halted, construction jobs have been on the rise again. Between September 2020 and October 2020, Alameda and Contra Costa reportedly added 1,300 construction jobs. Also, Rising Sun's industry partners recently communicated that many unions plan to resume taking apprenticeship programs applications at the beginning of 2021, which are progressive next step options relevant for employment placement and upward mobility for Rising Sun's programs graduates.

In Oakland, numerous major construction projects are reportedly in progress or in the pipeline, such as Brooklyn Basin (3,100 residential units and 200,000 square feet of ground-floor commercial space), 500 Kirkham Street (1,032 residential units and 35,000 square feet of commercial space), and West Oakland BART Development (762 residential units, office space, and 75,000 square feet of ground floor retail). In addition, Google is moving ahead with plans for a massive mixed-use project in San Jose that will include over 7 million square feet of office space and 4,000 units of housing. In San Francisco, a \$3 billion mixed-use project is in progress at Pier 70, along with four other billion-dollar, multi-year projects in the city. Many local projects are required to reach local hire and targeted hire goals established through contracts, which sometimes are included stipulations in competitive bid processes that help make our graduates attractive to employers.

PROJECT DETAILS

Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

Commercial Skills: Training will be offered to Entry-Level Construction Workers and include Hands-On Construction Training and Green Construction to develop skills that meet entry-level construction-job expectations.

Other Titles (Job Readiness Skills): Training will be offered to Entry-Level Construction Workers and include Personal and Professional Development. Sub-topics such as Interviewing and Resume Development will be delivered, since this curriculum is designed to help transition Multiple Barriers and Ex-Offenders/At-Risk Youth trainees into obtaining employment.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom training. The coursework is geared to construction work. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Special Employment Training/Multiple Barriers

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

➤ Wage and Retention Modifications

All trainees have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills. These trainees may receive the ETP Minimum Wage post-retention. Trainees may also receive a higher portion of Literacy or Other Skills; however, up to 50% of training hours per trainee must be vocational. These trainees may receive the ETP minimum post-retention wage.

Note: Contractor must pre-screen trainees to determine their eligibility prior to enrolling trainees. Barriers must be identified and kept on file with the Contractor. Contractor must demonstrate training will help trainees address the identified barriers.

Ex-Offender/At-Risk Youth (New Hire)

Rising Sun will also include Ex-Offenders /At-Risk Youth trainee. Rising Sun will be responsible for documenting the eligibility criteria for this program.

For Ex-Offenders, this must include: case number from the conviction proceeding; parole or probation officer’s name and phone number; and records from the institution where incarcerated.

For At-Risk Youth, the documentation must show that the trainee is between 18 and 23 years of age. They will be deemed at-risk if they are not in school or employed full-time, and meet other criteria specified in the pilot program guidelines.

➤ Retention Modification

Retention is a period of at least 90 out of 120 consecutive days, with up to three employers. Full-time employment means at least 30 hours per week. Alternatively, retention is at least 500 within 180 days with one or more employers. Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment. Rising Sun requests this retention modification.

Impact/Outcome

Training will lead to all trainees earning the following certifications:

- OSHA 10
- First Aid Certification
- Multi-Craft Core Curriculum

Curriculum Development and Trainer Qualifications

The curriculum is driven by State of California Department Apprenticeship Standards and industry driven certification requirements, employer feedback regarding its specific skills and needs, and Rising Sun's experience of preparing candidates for career pathways. Rising Sun solicits regular feedback from graduates and employer/union partners to assess the quality of the curriculum. This feedback is collected through surveys and advisory tables.

Rising Sun's construction trainers (Journeyworker experts) have provided technical expertise in developing the construction curriculum (Commercial Skills), and the primary trainer is a certified OSHA 10, CPR / First Aid, and Multi-Craft Core Curriculum trainer. Additionally, Rising Sun has full-time life-skills experts as trainers for the supportive soft skills (non-vocational) training.

An estimated 18% of the training will be provided by licensed contractors. Where licensure is required to train, Rising Sun will ensure the licensure or certifications are obtained or brought current.

Marketing and Support Costs

Rising Sun advertises its programs through direct mail, publishes marketing materials and launches social media campaigns to recruit trainees. Rising Sun's program staff conducts marketing of its programs by engaging with businesses and students throughout the greater Bay Area. The Company markets its programs through outreach to nonprofit and community partners including Oakland Private Industry Council, West Oakland Job Resource Center, Rubicon Programs, Oakland Housing Authority, and Alameda County Probation Department.

Rising Sun also partners with employers to connect students with careers. Construction partners include Building and Construction Trades Council of Alameda County and related 28 local unions. As a Multiple Employer Contractor working with Multiple Barrier populations, Rising Sun spends significant time recruiting and individually assessing trainees, maintaining relationships with employers, and helping trainees obtain and retain jobs.

Due to the extra marketing and supportive costs associated with administering Multiple Barrier (New Hire) programs, Rising Sun request and ETP staff recommends 12% support costs for this proposal.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Government funds, foundation funding, and/or private funding will be used to cover costs that exceed the amount paid by ETP. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Chief Program Officer (dedicated administrator) will provide administrative oversight. Three staff members (Program Manager, Career Services Manager and Development Manager) will coordinate administration. Two in-house experts will coordinate training delivery.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

Rising Sun is eligible as a training agency based on the following:

- Approval for WIOA funding under the I-TRAIN program

Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

Recordkeeping

Due to COVID-19, Rising Sun will utilize an approved alternative recordkeeping to document training.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A.

TRAINING VENDORS

Aspire Education in Oakland will provide Commercial Skills training for \$1,695.

Grid Alternatives in Oakland will provide Commercial Skills training for \$1,200.

Other trainers will be identified for ETP record-keeping purposes as they are retained.

Exhibit B: Menu Curriculum**Class/Lab/E-Learning Hours**

8-260

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Industry and Construction Trade Awareness and Labor History
- Basic Math for Construction
- Tools and Materials
- Hands-On Construction Training
- Green Construction
- Best Labor Practices for Job Site Conditions
- CPR/First Aid

OSHA 10 (OSHA-Certified Instructor)

- OSHA 10

OTHER TITLES*

- Personal and Professional Development
 - Communication Styles/Strategies
 - Conflict Resolution
 - Time Management
 - Mental Health & Substance Abuse
 - Financial Education/Money Management
 - Personal Employment Plans
 - Worksites and Exploring Jobs
 - Resume Development
 - Interview Skills
 - Getting Along at Work

*Cannot exceed 50% of a trainee's total-training hours

Safety Training cannot exceed 10% of total-training hours per trainee (This cap does not apply to OSHA 10).

Note: Reimbursement for New Hire training is capped at 260 total-training hours per trainee regardless of delivery method.