

PANEL PACKET

August 2021



Employment Training Panel



Employment Training Panel

PANEL NOTICE/AGENDA

**Friday, August 20, 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://us02web.zoom.us/j/83903609214>

Webinar ID: 839 0360 9214

One tap mobile: 888-363-4735 US Toll-free

Conference code: 212627

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 August Panel Meeting Agenda
 - Action to Approve June Panel Meeting Minutes

Executive Report		Reg Javier
Virtual: Audio-Reg/Peter/Jaime/Tara/Michael/Voice-Panel Only		
• Legislative/Budget/Other		Peter Cooper
• Budget Update and Action on Allocations		Tara Armstrong
		Michael Cable

Panel Date: August 20, 2021

- Request Motion to Adopt Consent Calendar Projects/Action

Jaime Guterrez

Policy Committee Report

Virtual: Audio-Gretchen/Voice-Panel Only

Gretchen Newsom

ETP Group Start-Up Meetings & Contractor Cohorts

Virtual: Audio-Kellen/Voice-Panel Only

Kellen Hernandez

Apprenticeship Funding for FY 21/22

Virtual: Audio-Willie/Voice-Panel Only

Willie Atkinson

Review and Action on Proposals

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

Virtual: Hand-Raise Pause for Public Comment-Amanda

Diana Torres
Ryan Swier
Robert Myer
Chris Hoover
Jana Lazarewicz

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, Legal Counsel, at (916) 327-5422, or Michael.Cable@etp.ca.gov, or sending a written request to Michael A. Cable, Legal 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, Legal Counsel, at (916) 327-5422, or Michael.Cable@etp.ca.gov, or sending a written request to Michael A. Cable, Legal 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, August 16, 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

Antelope Valley Chambers of Commerce -----	\$160,780
AppFolio, Inc. -----	\$429,410
California Plumbing and Mechanical Contractors Association -----	\$191,880
College Hospital, Inc. -----	\$442,520
Encompass Health Corporation-----	\$409,584
Finishing Trades Institute DC 36 - Slauson, LLC -----	\$598,680
Infineon Technologies Americas Corp. dba Hexfet America -----	\$443,716
International Union of Elevator Constructors Local No. 18 -----	\$598,290
Kern Community College District-----	\$597,100
Studio Arts, Ltd. -----	\$590,400
Trojan Battery Company, LLC-----	\$444,360

San Diego Regional Office

Cal Creative Solutions, Inc. dba CCS Global Tech -----	\$253,000
CHCM Inc.-----	\$476,928
San Diego Electrical Training Trust-----	\$596,872
Southern California Resilient Floor & Decorative Covering Crafts JATC-----	\$490,200

Employment Development Unit

Brick Masons' Apprenticeship and Training Trust Fund -----	\$229,440
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San Francisco Regional Office

Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry-----	\$598,290
California Tooling and Machining Apprenticeship Association-----	\$96,558

San Francisco Regional Office (continued)

O'Neill Beverages Co. LLC dba O'Neill Vintners and Distillers-----	\$281,106
Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito-----	\$597,160
San Mateo County Electrical Apprenticeship and Training Trust---	\$599,383
SOMA AEC, Inc. dba Oxman College-----	\$596,304

Sacramento Regional Office

Airco Mechanical, Inc. -----	\$219,305
Apex Site Solutions, Inc.-----	\$166,750
California Manufacturers and Technology Association -----	\$599,968
Gallo Cattle Company LP dba Joseph Gallo Farms -----	\$349,416
Harris & Sloan Management, Inc. -----	\$115,000
JLS Environmental Services, Inc. -----	\$213,440
K.W. Emerson, Inc. -----	\$85,330
Modesto Industrial Electrical Co., Inc. dba Industrial Electrical Company -----	\$245,640
North State Electrical Contractors, Inc. -----	\$188,600
PASCO Scientific-----	\$125,810
School Innovations & Achievement-----	\$87,768

Program Projects Unit

Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles-----	\$598,675
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PROPOSALS APPROVED
BY DELEGATION ORDER FOR 06/16/21 – 08/09/21

≤ \$75,000	Approved Date	Approved Amount
<u>North Hollywood Regional Office</u>		
Aero Port Services, Inc.	06/18/21	\$31,050
<u>Sacramento Regional Office</u>		
Aranda's Tortilla Company, Incorporated	08/09/21	\$60,720
The Olive Oil Factory, LLC	08/09/21	\$30,130



State of California—Labor and Workforce Development Agency

Employment Training Panel

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M e m o r a n d u m

To: Panel Members

Date August 20, 2021

From: Reg Javier
Director

Subject: **Future Meeting Sites**

<i>August 20, 2021</i>	Virtual Meeting
<i>September Panel October 1, 2021</i>	Virtual Meeting
<i>October Panel November 5, 2021</i>	Virtual Meeting
<i>No November 2021 Panel Meeting</i>	<i>No November 2021 Panel Meeting</i>



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Zoom Virtual Meeting
June 25, 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
Staff Attorney

**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**
Zoom Virtual Meeting
June 25, 2021

I. PUBLIC PANEL MEETING CALL TO ORDER

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

II. ROLL CALL

Present

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

Absent

Rick Smiles

Executive Staff

Reg Javier, Executive Director
Peter Cooper, Assistant Director
Michael Cable, Staff Attorney

III. AGENDA

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

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

Motion carried, 7 to 0.

IV. MINUTES

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

ACTION: Ms. Newsom moved 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, 7 to 0.

V. REPORT OF THE EXECUTIVE DIRECTOR

Mr. Javier welcomed the Panel Members, Applicants, and Stakeholders and recognized the following persons in attendance: Robert Meyer, Economic Development Unit; Mario Maslac, Research and Analytics Division Manager, Ryan Swier, North Hollywood Regional Office Manager; and Chris Hoover, Foster City Manager, San Francisco Bay Area Regional Office, Manager.

Mr. Javier wanted to start off by announcing a few staff changes that we're going to have within ETP. First, today is Todd Phillips, our senior regional office manager last day, He's accepted a job with the city of Chula Vista in the planning department at the city of Chula Vista. Mr. Javier wanted to publicly thank him for all of his work at ETP and wish him the best of luck in his new role.

Mr. Javier also reported Kulbir Mayall, who oversees our field units, as well as fiscal unit will be retiring at the end of this month. Although Kulbir is not here today, Mr. Javier wanted to publicly say that he's really been a true leader, colleague and friend of many of us here at ETP and he's definitely going to be missed and thanked him for over two decades of service with ETP. Mario Maslac, who you all know presented the annual report just a couple meetings ago. He currently manages our IT security and planning and research units. He has been selected to succeed Kulbir in that position, overseeing both the field units and the fiscal team. The two of them, Mario and Kulbir have been spending a lot of time together so that Mario can download as much information before he retires. It's a whole lot to learn but Mario's up to it. Then lastly I wanted to let everyone know that we have hired a new Chief Deputy Director to fill the vacancy that was left when Jill McAloon had retired some time back. We are excited to announce that Jaime Gutierrez, who's on the call today will be joining ETP at the beginning of July. Jaime is currently the chief of the Central Workforce Services Division at EDD. He comes to us with a strong background in an understanding of the broader workforce system. In his current role, he is overseeing everything from policy development, guidance and implementation to Performance Reporting and management to funding management and distribution to even engagement of local area leaders. He's also overseeing contracts and sub agreements. He's pretty much done it all in the workforce world, all that to say that he comes to us with a wealth of knowledge and background and experience.

Mr. Javier also reported today's Panel is \$10.8M. If all FY 20/21 proposals are funded today, the panel will have approved just over \$74.7M in 332 projects to date and expended the remaining funds for this year. Last month I told you we were inactivating applicants in the que that had no chance of being funded. There were roughly 700. We have cleared out the old pre-apps and begun receiving pre-apps for the coming fiscal year and we already have over 400.

Mr. Javier then reported last month that we still had over 700 applications that we just weren't going to be able to fund this year. As such, we sent out notifications to everyone letting them know that there was no funding room remaining to fund applications for this year. Then also notifying every one of the start of our accepting new applications for the new program year. We open that new application pre app window on May 15. To date, we have over 400 applications already for funding and we began our transition to our new application process. There were some questions raised at the policy committee. Staff have been working really hard to address all of the comments, input and feedback that we heard over this past year around the application process. Everything from length of process to lack of transparency, we're working really hard to put in place a process that addresses

all of the big issues. With that said, within the first quarter of this new fiscal year, we will have a full automated application within the CAL-E-FORCE system. The application process itself will become a singular process as we currently know as the pre app and the application processes. Those will be merged into a singular process and this automation is going to streamline and reduce many of the bottlenecks that are in the application process, thereby creating a much more efficient system. What this means is that the pre app can no longer stand on its own. The expectation is that if a pre app is submitted to ETP, a full project application is ready as well. That is where we heard a lot of feedback because we sent out eligibility notices and ask them to have full application submitted back to us in seven days so that we can get them processed and going to panel. So two things around that. First, we're just really trying to move projects through the system much more expeditiously. In order for us to move those projects through to the panel, they will need to be ready to go once they're found eligible. Second, because we heard that the seven day window had caused a lot of heartburn, what we've essentially done is, we've put the application itself onto our website so that any applicants, or who has submitted a pre app can absolutely just download that application and begin completing that package so that when we do send them notification of their eligibility, that seven day window issue is no longer an issue. So we've literally addressed the seven day heartburn issue. Once we send you notification, you'll also be given seven days to submit your full application, you have as much time as you need to download the application, complete it and get it ready. That will essentially get submitted so that the field offices can begin to process those immediately and have applications ready to go as opposed to just pre app information and an entire development process having to occur at that point.

Mr. Javier also reported applicants that aren't prepared to submit their full application, those will be deactivated because they're not ready to go to make room for applications that are ready to go, sort of shovel ready projects that are ready to go immediately to panel. This is absolutely how we're going to get much more efficient so that we know what's coming in be able to move it through our process and get it right to panel. Last month, you also heard me talk about, the bad news around the reduction of our funding as a result of the economic downturn. Again, as you all know, our funds are tied to the unemployment insurance system, when lots of people are employed, a lot of monies are paid into the employment training taxes paid into the unemployment insurance system. When people are unemployed, that employment training tax collection drops, which drops ETP funding.

Mr. Javier then reported last month our contracting capacity in the coming year will drop to around \$45M. We are hoping to hear some good news on the funding front and we're close to securing funding for ETP through the state budget process. I've been working very closely with the Labor Agency, the Department of Finance and the Governor's Office to advocate for more funding for ETP through the general fund. I just want to say thank you to the panel, staff, and especially the stakeholders who sent in all the letters of support to the legislature and the governor's office on behalf of supporting the additional funding that was being requested to go to ETP. I also wanted to point out that as this process played out, and I was finding myself in hearings, testifying in a lot of meetings, talking through ETP its capacity and why the money should come to ETP. I just have to say the biggest reason why ETP would be getting any additional resources is absolutely a result of the work that you all have been doing, and have done over the years, the performance shines through and through and the story that we tell is resonating with everybody. As the legislature, governor's office, Department of Finance, or anyone who is listening, began to realize that the type of work and the impact of that work that you guys have all been doing. The impact of that work in California, they realize that in a time where we need to accelerate economic recovery, we are a really good avenue to do that.

Mr. Javier reported at this point we have been working, pretty sure we're going to get some resources don't know what that level looks like. We had two requests in one at \$50M and \$42M. We don't know where those are going to land, we have been going back and forth on language and allow abilities of that money so that back and forth suggested will likely get something in the budget has come down to a two stage process. One that the general budget has been generally approved and in second, they've moved a lot of detailed stuff in the budget into what they're calling a junior budget bill, which hopefully will be approved by maybe July 15. We're trying to ensure that we are a part of that sort of streamline process and nail down all other requirements. So at this point, all I can really say is that it looks really good but we just don't know for sure. Lastly, I wanted to say that we had on intended on coming to the panel with our strategic plan, we actually decided that we wanted to go through a much more intentional process, given the fact that we may benefit from additional resources and would really cause us to want to think about what our contributions to economic recovery and our impact is in California in a much more deeper fashion. So we want to go through an intentional process around the designing and planning of that strategic plan. You'll hear more about that in the coming months as well.

VI. REPORT OF THE ASSISTANT DIRECTOR

Mr. Cooper reported regarding funding today's panel meeting is approximately \$10.3M plus \$587,553 in delegation orders for a total \$10.8M.

Regarding the COVID Pilot there are 28 COVID Pilot contracts going to the June panel for \$3,164,000. This program has been very popular and successful at getting funding out quickly to support employers and workers. After today's Panel, they will have funded a total of \$18,330,000 and supported 9,165 workers in new hire training in 117 contracts.

Regarding Core Funds for this Fiscal Year if all FY 20/21 proposals are funded today, the panel will have approved just over \$74.7M in 332 projects to date.

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 they have approved a total of 42 delegations.

Regarding 20/21 program funding currently, they have approximately 396 Pre-apps submitted, with a value just over \$55.8M.

Regarding Demand and Allocations for 2021-22

Single Employer Contracts: requests in Regional Offices & AAU \$34.3M demand with an allocation of \$16.9M.

MEC: requests \$5.8M demand with an allocation of \$11.25M

Small Business: \$6.1M demand with an allocation of \$2.8

Critical Proposals: \$0 demand with an allocation of \$2.8M

Apprenticeships: \$9.6M in demand with an allocation of \$11.2M.

Overall demand is currently \$55.8M with an allocation of \$45M

Number of projects for 20/21 in AAU and applications received by the RO's

Total number of projects in the RO: 35

Total number of projects in AAU: 361 currently a total of 396.

Regarding possible new funding

As you heard from Director Javier, they are hoping to receive new funding from the State General Fund in addition to the \$45 in contracting capacity from the Employment Training Fund. This is part of our strategy to expand and diversify our funding streams, and not be reliant solely on the ETF. This diversification and expansion represents changes for ETP and they have been making preparations internally to administer these new funds. The grant work will permeate throughout all aspects of ETP operations, including staffing, Cal-E-Force, fiscal operations, policy work, and staff field work. Once the budget for these grants funds is approved, they will have a better indicator as to how the disbursement structure will happen within ETP. While details are still being negotiated, the funding is expected to support ETP's ability to play a much larger role in supporting an equitable economic recovery with inclusive investments in re-employment and sustainable employment, expansion of apprenticeship programs, support for small businesses, and greater support and coordination with the community colleges system, and much more. They see this possible new funding as a way for ETP to reposition ourselves within the workforce sector. If this funding is approved, then ETP will conduct stakeholder information sessions via Zoom to explain how they will be administering these funds. They will also ramp up our engagement with the Division of Apprenticeship Standards and the Community College Chancellor's Office as they partner to develop and administer new programs.

Mr. Cooper requested a Motion to Approve the Consent Calendar.

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

Ms. Newsom stated she would like to pull Tab Nos. 4, 6, 16, 27, and 30 from the Consent Calendar.

Acting Chairperson Roberts also added that Tab No. 17 be removed from the Consent Calendar.

ACTION: Ms. Newsom moved and Ms. Hull seconded approval of the Consent Calendar with the removal of Tab Nos. 4, 6, 16, 17, 27, and 30, which will be heard by Panel. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative for approval of the Consent Calendar with the removal of Tab Nos. 4, 6, 16, 17, 27, and 30, which will be heard by Panel.

Motion carried, 7 to 0

VII. REPORT OF STAFF ATTORNEY

Staff Attorney Michael Cable stated there is still some bills pending in order to amend the Open Meeting laws in order to allow for remote meetings because the executive orders that are allowing us to do so now are set to expire at the end of September. Accordingly, he will be tracking these issues, tracking these developments and anticipate there will be some changes that will be made to the legislation but he'll be tracking that and reporting back as things develop. The other item, AB 1106 is the bill that would require ETP to establish a pilot program to serve the employment training needs of small business. They've talked about this bill before and like a similar bill that was in the previous legislative session, AB 1106 would require an appropriation by the legislature and at this time, although AB 1106 continues to be changed and there's a committee hearing that set for July 5, but there is no appropriation for AB 1106 at this time. Our Executive Director and others are

involved in conversations concerning AB 1106 and they'll continue to monitor and report any developments concerning it.

VIII. UPDATE ON CAL-E-FORCE

Tara Armstrong provided an update stating they will have all of their active contracts, fully functioning and fully in the Cal-E-Force system so that they will have over 900 contracts doing all transactions within the system. They are planning their legacy shut down for later in summer early fall, after they migrate over some inactive contracts as well. Ms. Armstrong then thanked all the staff and stakeholders for getting all that into the system and fully functioning in there. They will have their new application, which is merging the pre app and application as one new application that is planned for the first quarter of the fiscal year 21/22. They are developing a grants management system as well and they are in the early stages of their prototype, working with other state agencies and looking at a portal view for all of their potential funding opportunities so there's a one stop shop, to the stakeholders. Ms. Armstrong stated if there are any questions, please don't hesitate to email us at our command center. ETPCalEForce@etp.ca.gov.

Acting Chairperson Roberts thanked ETP for the flexibility that was mentioned earlier around the pre apps versus the regular apps and noted that probably took a little bit of effort there.

IX. POLICY COMMITTEE MEETING REPORT TO PANEL

Ms. Newsom reported the Policy Committee Meeting was on Thursday, June 10, 2021 at 1:00pm via Zoom, they had the Policy Manager report, which was an update on SEED and the PFL grants all were executed, and everything is going well. They're hoping for a finalized approval of an additional \$1M for the grant coming this fiscal year.

Ms. Newsom then reported there was a quick discussion on the UC Berkeley Labor Center Report: "Putting California on the High Road: A Jobs and Climate Action Plan for 2030". They reviewed a summary of report, including key concepts of 'greening' of economy and occupations to meet net-zero carbon goals using high road strategies and ensuring a just transition that ensures job access to underrepresented groups and geographic areas, and that minimizes the negative effects of the economic transition on fossil fuel heavy industries.

One portion that connected deeply was this passage:

"California can achieve greater social equity in labor market outcomes for disadvantaged workers and communities when policymakers pay attention to job quality. Identifying high-quality careers (like ones that offer family-supporting wages, employer-provided benefits, worker voice, and opportunities for advancement), and then building pathways up and into such careers, is critical to ensuring that investments in workforce education and training meaningfully improve workers' economic mobility." And "deliberate policy interventions are necessary in order to advance job quality and social equity as California transitions to a carbon neutral economy."

Ms. Newsom also reported another discussion item was Small Businesses and the discussion focused on how they can better serve this population in the coming year. Proposed ideas included giving expedited processing for eligibility and development, raising reimbursement rate, allowing non-Priority Industry small business projects, creating a pilot program with a pre-set off-the-shelf curriculum of generalized training topics and a streamlined application process. Staff is considering

each recommendation and will finalize an approach for this population in the coming weeks to come.

Ms. Newsom then reported another discussion item was New Hires and Retrainee Job Creation: on how they can better serve this population in the coming year. Proposed ideas included expedited processing for projects that have at least a certain percentage of New Hires and Retrainee Job Creation trainees, raising the reimbursement rate, and removing the net new jobs requirement from the RJC program on either a temporary or permanent basis. Staff will be reviewing each recommendation to finalize an approach in the coming weeks to come as well.

Ms. Newsom also reported the final discussion item was on Proposed Agenda topics for next meeting. No additional topics were provided, but support costs, the individuals with disabilities pilot, the temp-to-perm guidelines, the revision process, and contract language updates are all potential topics. Next Committee meeting will be late summer/early fall. If you have any topics you'd like considered for the agenda please email Lis Testa with your suggestions.

The final Policy Committee item was a proposal on Definition of Entity: discussion over the problematic lack of a concrete definition for business entity, and how this complicates various areas of the ETP process. Staff proposed two possible ways to define entity: by using the California Employer Account Number or the Secretary of State Entity Number. They reviewed the advantages and disadvantages to each. After hearing public comment, Committee moved and approved a motion to table this discussion until a later date.

X. REVIEW AND ACTION ON PROPOSALS

Tab No. 4: Bradford College of Nursing

Ms. Newsom stated she looked up on their website and the CNA program states on the website, its 21 days, and that tuition is \$1,350. But the average cost per trainee for ETP is \$4,033 and wondering why there's that difference.

Mr. Quial, the School Administrator replied in regards to the differences in the total tuition amount, and the average cost per trainee. They're new to this and didn't really look at it in terms of the average cost per trainee. They're in a situation right now, where their main job is to provide the community with individuals that know what they're doing, especially in this specific sector. What they were planning on doing here was just to simply separate any individual that would be coming in as an ETP student, would hold separate classes for them, and obviously file them because it gets a bit confusing if they're lumping them in together and commingling them with private pay students. They have regulations to abide by when it comes to filing processes and everything like that. But as far as the tuition and average cost per trainee, it's 100% accurate, that the tuition for walk in student is \$1,350. There are only two separate expenses that they would need to cover and the ones that are paying private that are essentially mandatory, the first one would be a live scan fee and depending upon where they would be receiving the live scan, that would determine what that specific cost would be. The other fee that is mandatory would be for the state certification exam depending on what specific exam that they're going to take it through and don't see needing \$4,000 per trainee. Even if they were to hire an additional instructor, don't think it's going to hit that number and they are comfortable with whatever the panel decides or deems fair. But just on record, they would probably need to hire a specific instructor that would be training those individuals that would be coming through ETP, they need to make some scheduled adjustments in terms of being able to accommodate people that are paying out of pocket versus the ones that would be coming through ETP.

Ms. Newsom inquired if ETP is essentially providing scholarships for these students to attend the private vocational training facility, since they can't charge them tuition.

Mr. Quial replied they won't be charging them anything, not even the cost of the books and the school would essentially cover every cost that they would have. The point of this is that, they have been with San Joaquin County Work Net and they've done what they can, in terms of allowing people to come through the program and have done maybe five to ten a year. This specific occupation itself, is in high in demand and it's really a bridge for people to get into the nursing field and then from there, then decide if they want to continue into it, or decide if they want to go another route into health care, but it does bring to them options. He doesn't know how they are able to determine who would qualify for that program or not. But he hasn't seen very many, and he gets calls all the time with people that are interested in doing the program and can tell that their heart is into the field, but they just don't have the resources in terms of the tuition amount. They can go through 45 people in less than six months and they're in San Joaquin County, Stockton, California, specifically and thinks everyone is aware of the financial condition of the city itself. It's low income, and the amount that they charge for tuition has not increased very much through the years, even throughout the pandemic. Since the pandemic hit, the pricing has increased for that and have seen a huge increase in terms of the gloves that they use, the masks, and the gowns that they use. Again, it's not an issue because they've been here for 25 years and their goal has always been to provide the community with individuals that can care for a specific sector. Unfortunately, because of COVID, that specific sector was brought to the limelight .You need people to care for elderly people. When COVID first hit, they were getting skilled nursing facilities calling and saying when is the next group of people going to be able to test and become certified because they have staff that are leaving because they're scared of what's going on with COVID. There is stories coming out of LA that skilled nursing facilities entire staff were walking out and there's 120 elderly people that need bedside care, but no one's there to care for them.

Ms. Newsom replied that is absolutely an industry that needs to have additional persons trained and put into it. It's just the optics there that look a little difficult, and requesting the average cost of the training. Ms. Newsom then asked the applicant to work with staff to correct that amount so that it is more reflective of what the true cost per trainee is that ETP is paying.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the proposal submitted by Bradford College of Nursing in the amount of \$181,485. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

Acting Chairperson Roberts asked to make a correction to the earlier motion regarding the Consent Calendar, noting that she meant to include that Tab 18 be pulled from the Consent Calendar.

Staff Attorney Michael Cable asked for clarification as to which proposals are to be pulled from the

Consent Calendar, and suggested that the Panel correct the record by way of a new motion.

Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded correction of the prior motion and approval of the Consent Calendar with the removal of Tab Nos. 4, 6, 16, 17, 18, 27, and 30, which will be heard by Panel. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative for correction of the prior motion and approval of the Consent Calendar with the removal of Tab Nos. 4, 6, 16, 17, 18, 27, and 30, which will be heard by Panel.

Motion carried, 7 to 0.

Acting Chairperson Roberts added if everyone looked at the proposals this month, especially the MEC's, everyone could see how many small businesses were actually in those participating employers and added that is what they are asking for, and would say 95% of those MEC's are holding small businesses as part of their training plan and thanked the staff for recognizing the importance of small businesses as well as the stakeholders.

Tab No. 6: Central California Builders Exchange

Ms. Newsom stated in the proposal that ETP funds will not displace any existing approved apprenticeship programs. But then stated it looks like much of the curriculum under commercial skills is duplicative of apprenticeship training and wanted to ask the contractor and staff to address that.

Ms. Taylor replied she is not sure under the commercial skills, what training Ms. Newsom thinks is aimed at apprentices.

Ms. Newsom then replied they have a list of the training that's going to be going to construction workers, occupation title and electricians and then when looking under commercial skills, laborers and construction workers without having a further occupational title, crane operation, electrical safety, equipment operation, forklift training, full protection, scaffolding, scissor lift, traffic controls, trenching. Then asked the applicant to work with staff to make sure that they're not duplicating apprenticeship training.

Ms. Taylor replied they are definitely not going to be duplicating any apprenticeship training. They work closely with unions in fact, a lot of the unions are members of their exchange and they do not train apprentices at all here. But they do have some members that are non-union, and they will possibly send some of their employees for those type of trainings. A lot of the training is geared towards the safety managers and that's what a lot of that training is about for them to then be able to train their staff on the job site.

Ms. Newsom then stated that there are non-union apprenticeship programs and will be hearing from one of them later today. It looked like when reviewing the list of the small multiple employer contracts, none of them appear to be union. Ms. Newsom then pointed out to staff, it's interesting to have more information, but as long as it's not duplicating apprenticeship programs.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Tracy seconded approval of the proposal submitted by Central California Builders Exchange, with an additional requirement that the training curriculum be reviewed again by staff for any training that is duplicative of existing apprenticeship program training. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 7 to 0.

Tab No. 16: Kern County Builders' Exchange Incorporated

Ms. Newsom stated they have under occupation titles, labor, and they also state that they are not going to be duplicating any approved apprenticeship programs or curriculum. But then under commercial skills, the labor curriculum does include equipment operation of forklift training, silica and dust control and wanted to direct staff to please work with the applicants and make sure that their curriculum is not duplicating apprenticeship curriculum.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the proposal submitted by Kern County Builders' Exchange Incorporated, with an additional requirement that the training curriculum be reviewed again by staff for any training that is duplicative of existing apprenticeship program training. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 7 to 0.

Tab No. 18: Los Gatos Tomato Products, LLC (COVID Pilot)

Acting Chairperson Roberts stated she has a problem with this one and just to be consistent from in the past, they've looked at companies that had a very low employee rate. This company has 50 and they're asking for 74 new hires, for this COVID project and in the past, they would have said to wait a minute that is one quarter more than what you have now. Acting Chairperson Roberts stated she would approve this project if they bring it down to 25 approved workers for \$50,000 versus \$148,000. That's what the panel has done in the past and it just seems very hard to approve a project for more than twice the amount of workers they have already now.

Mr. Clements replied they are seasonal operation but they do operate all year round and have close to 250 employees in total and of those 50 is considered full time. They relied on contractors for

many years, and they decided to pull it in house and bring them in, and they seem to have a better control of people. By doing so, they're implementing a program to build the bins, to clean the bins, to repair the bins that come through their facility. By doing that, it requires a large amount of people to do so and so part of that is due to that. The other portion is they're having a largest season on record that they've ever produced, they're going to produce little over 1.1 billion times of tomato production coming from the Central Valley than they have ever done before. Because of COVID and the pandemic, a lot of the situation with the demand for tomato products has increased in order for them to complete and operate, they need people and have decided to bring these folks on but doesn't think the seasonal aspect number of 250 employees is in there. They are nonunion, but they do follow the Teamsters and as you see in the proposal, and wanted the panel to know that they do pay their employees very well.

Acting Chairperson Roberts then added that doesn't really reflect that when she was reading them, and am still going to ask to reduce the amount because she knows that they're saying they're going to hire all these part timers to full time and thinks that's great. But from a COVID pilot standpoint, wants to say that, it's a kind of ambitious as far as she is concerned and still going to ask to reduce the amount of funding and the amount of new hires to 25, and would say that if they want to come back at a different time, not a COVID pilot, the panel encourages them to come back. They do pay good wages, and suggested to come back for a regular project. Acting Chairperson Roberts then added she would like to also make counsel to Propel Consulting, to also reduce their developmental fees to reflect that as well.

Ms. Newsom then mentions that the applicant stated they are a seasonal employer, and was wondering roughly how long they're at full capacity with their workforce and what's tomato season like.

Mr. Clements replied four months. It's about the last week of June and it goes all way, until the third week of October so it's about 120 day.

Ms. Newsom then inquired what happens to them after tomato season is done.

Mr. Clements replied they go on unemployment and shared how the company has a 99% retention rate on their employees and has had that going on 15 years at least and expressed they all come back because they pay so well, plus it's a great company to work for but the position they're talking about, the bin building, and the bin washing are all year round. They will not stop, and they continue to receive bins back for the year prior, and then they have to repair, wash them and prepare for the next season.

Mr. Tracy then wanted to clarify that their employees, work four months of the year and they go on unemployment for the remaining eight.

Mr. Clements replied correct. Tomatoes only grow during those periods of time.

Mr. Tracy then asked if the 74 they are looking at are not full time before would then actually work all year round?

Mr. Clements replied that is correct.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Acting Chairperson Roberts moved and Mr. Tracy seconded approval of the proposal submitted by Los Gatos Tomato Products, LLC (COVID Pilot), with a reduction in the amount of \$50,000 for development fees. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 7 to 0.

Tab No. 27: Swan Consulting, Inc.

Ms. Newsom wanted to ask them how they are doing because they also received a COVID pilot program and wanted to check in with them and see how training is going and how they're progressing before awarding additional monies.

Acting Chairperson Roberts stated that's was also her comment as well and didn't see any progression on their COVID project and they did send a spreadsheet regarding their training, but didn't see the information still regarding the \$100,000. The panel reduced that if you recall, they actually coming in for 100 new employees and they were reduced to 50. Yet don't see any progress on that project and is one of her concerns. The panel reduced them and they said okay, they'll come back in a different way to get that funding and will come back with a regular project. She just feels that maybe they've kind of skirted the issue or found loopholes in the system to come back to get the remaining \$100,000 that they lost during the COVID project.

Mr. Brama stated he knows they are hiring continually and doing so quite a bit and doesn't see any reason that they're not on schedule to satisfy the prior project. There's no overlap in the training population and again that has provided quite a bit of info and training.

Mr. King stated they have had great success, and have submitted about 10 and his perception was ideally best to submit it once the retention had been met, and wanted to make sure that it was very clear and transparent that the staff had not been coming aboard and then dropping off. The retention has been 100% and have submitted those and will have another eight names coming in in probably the next 30 to 45 days. Since this has started, they've been growing rapidly, a lot of ABA companies have shut down, especially in rural communities during COVID. Today's plan is all about projected growth and is located in Fresno County and have expanded into Kings County, also added 35 employees down there. Right now they're all in home direct and all of their services are one on one with autistic children. They're in negotiations to open a new facility in that area that should hopefully be finalized by October if the construction timeline meets the standards. Then they're also now just starting to expand into Merced in home operation and would like to open a clinic up there because that's one of the areas that has been decimated for services. There's a lot of families that need services that can't find support being waitlisted right now. They're also expanding in Kern County as well, but that probably won't happen for another nine months to a year. In addition to that, they're waiting to be credentialed through their insurance company to add in mental health services, speech pathology, as well as occupational therapy. Their growth strategy and plan right now is providing

support to these rural areas and career development is exponential. They've had a slow start coming out of COVID but it has been great progress. Once they get the green light from their insurance providers to go and add those services, they plan on having a multifaceted development center for their staff, as well as the clients that they serve in these communities.

Acting Chairperson Roberts stated she does appreciate the information regarding the training, it was helpful. It mostly talked about the retrainees versus the new hires, but did not see the curriculum, and didn't see any hours in there and can see where she was coming from. They were reduced by 50 and now asked for 50 more retrainees in this project. So it just seems like they moved from the one that they reduced the funding to this one. Her perception was that they're trying to find a different method to get those other 50 trained even though it's not a four hour training program, and wanted to make sure that they are on track. Acting Chairperson Roberts stated she does like the idea that they're expanding out through the different counties, especially the high low income county.

Mr. Brama wanted to put the panels mind at ease that they definitely took into account the other project and did not again, duplicate any of those trainees. They had those conversations with the staff as well and want to make sure that the panel know that they're not trying to work around and they would not pull that also making sure that they did not do that.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Acting Chairperson Roberts moved and Ms. Bell seconded approval of the proposal submitted by Swan Consulting, Inc., with the new hire count being reduced to 25. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 7 to 0.

Tab No. 30: Whittier College

Ms. Newsom stated this one had jumped out because the wage ranges are much lower than entertainment industry standards. Since then, ETP staff member Diana Torres followed up with the applicant and provided her with their true wage range, and they are much higher.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Hull seconded approval of the proposal submitted by Whittier College in the amount of \$172,200. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

REVIEW AND ACTION ON PROPOSALS MULTIPLE EMPLOYER CONTRACTS

Tab No. 31: AHMC Garfield Medical Center LP dba Garfield Medical Center

Mr. Phillips presented a proposal on behalf of AHMC Garfield Medical Center LP dba Garfield Medical Center. Garfield Medical Center is part of AHMC Healthcare which has two hospital entities proposed for panel consideration this month, Garfield Medical Center, and Anaheim Regional Medical Center which is tab 36 in your packet. Although under the same AHMC umbrella AHMC Garfield and AHMC Anaheim are two different California employers and are therefore eligible to contract with ETP up to the per contract amount per fiscal cycle. Garfield Medical Center is a repeat contractor and this proposal represents their fifth ETP contract and the second proposal in the last five years. They are requesting \$248,032 in funding for a set priority industry contract. Garfield Medical Center plans to serve a total of 674 retrainees with this funding, with all of the training being provided at Garfield Medical Center's Monterey Park location. Garfield Medical Center has also provided ETP with union support letters from both SEIU United Healthcare Workers West and SEIU Local 121RN for this proposed project.

Mr. Phillips stated joining virtually to respond to questions the panel members may have and introduced Zyliza Theybber, Acute Rehab & Education Director; Claudette Caronan, Sr. Director of Nursing; Barry Menzel, Subcontractor.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Hull seconded approval of the proposal submitted by AHMC Garfield Medical Center LP dba Garfield Medical Center in the amount of \$248,032. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

Tab No. 32: Encompass Health Corporation

Mr. Phillips presented a proposal on behalf of Encompass Health Corporation which is a repeat contractor and this proposal represents their fourth ETP contract and the second proposal in the last five years. ETP regulation 4445C states in part that the panel will consider a contractor's prior performance on any prior contracts when considering whether to approve a new contract. During Encompass Health's last project, they earned \$60,724 of an approved \$261,324. This represents a performance percentage of 23% on their last contract. However, during the preceding contract, Encompass earned \$237,702 of an approved amount which represented 96% of the contract value. After lengthy discussions with representatives from Encompass Health, and considering ETP regulations, ETP staff recommended a funding proposal up to the preceding contracts earned amount of \$237,702. However, Encompass has requested ETP staff to bring the full application

amount forward to the panel for consideration. Therefore, Encompass Health is requesting \$409,584 in funding for a set priority industry contract. They plan to serve a total of 318 retrainees with this funding, with all training being provided at one of Encompass Health's four hospitals located in Bakersfield, Modesto, Tustin, or Marietta.

Mr. Phillips stated joining virtually to respond to questions the panel members may have and introduced Shawn Patzkpwsy, Director of Tax Compliance; Kathy Szura, Chief Nursing Officer; Tammy Bialek, Subcontractor.

Acting Chairperson Roberts stated they are very close to their five year cut off point where actually their bad performance would drop. But as they see it, it's still within that five year range. Her counsel to them would be if they want to come forward for the full amount of \$409,000, then they would wait a month or two, when that would drop off. If not, she is going to have to hold them to what she would hold most companies to base on their past performance, which is \$60,000. However, she is not going to hold them to that \$60,000 only because it has been four years. But would hope that they would listen to what the staff recommendation was going back to their previous performance of the \$237,000. If they want to wait a few months and work on this, they can wait a few months, come back when that one drops off for the full amount. If not, they can approve the lower amount at \$237,000.

Ms. Bialek stated their intent was always to try to come to the July panel meeting because they are out at that five year window. They were told that their contract would become inactivated and that they would have to resubmit and do a pre application all over again. Ms. Bialek then asked if they can panel their application into the next board meeting without going back into the queue.

Acting Chairperson Roberts then stated at this point, she is going have to ask the staff that because she is not sure of what that would be.

Mr. Phillips added Ms. Bialek is correct, the staff had told all contractors that they needed to get in front of the panel, because they were going to be clearing out the queue.

Staff Attorney Michael Cable added that what he is hearing is not necessarily a reapplication. It's a continuance of the existing application, continuing this matter to the next meeting; and doesn't see an issue with doing so.

Ms. Bialek then asked if they continue this in July, if they can remove their performance from the five year because they would be out of the five year window.

Mr. Phillips replied that is correct. However, Diana Torres did indicate to Ms. Bialek that because this is being heard in a public forum, that when this comes back, this discussion will come up at the next presentation by staff. But yes, the five year window would pass and that performance would drop off.

Ms. Bialek then stated they would like to go to the next panel meeting at this time.

Acting Chairperson Roberts then wanted to confirm that they will forfeit the \$237,000 that she would recommend and come back to the next panel meeting for the \$409,000. If they decide that would be the right amount, is that correct.

Ms. Bialek then stated yes.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tracy moved and Ms. Bell seconded that this item be continued until the next panel meeting. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

Tab No. 33: Digital Path, Inc. (Critical Proposal/RESPOND)

Mr. Meyer presented a proposal on behalf of Digital Path, Inc. (Critical Proposal/RESPOND) and they are headquartered in Chico and offers wireless broadband networking services, including wireless internet, installation services to residential and commercial customers. The company also manufactures components used to deliver these wireless network, traffic, internet voice and data. The project's been developed under the rapid employment strategies pilot on natural disaster, response program. Under the respond program, the panel funds training for economic impact and recovery related to natural disasters, such as drought, earthquake, COVID-19, and catastrophic wildfire. The company is addressing the impact of its services and infrastructure located within the fire impacted regions of the Sierra and in Northern California regions. The company is requesting \$380,650 in funding to serve 130 existing and 75 net-new workers in customer service, tech support, installation, manufacturing and R & D Project Leads. The company actively recruits veterans, maintains a marketing campaign aimed specifically to attract and hire veterans given the region that they're in, which is a large military and ex-military demographic in the north state. In their project they've included nine veterans and Job Number 3, paying the same wages as the normal job creation retraining Job Number 2 to the company's previous ETP contract, earned \$60,528 representing 100% of approved funding.

Mr. Meyer stated joining virtually to respond to questions the panel members may have and introduced Tim Corey, Director of People Operations; Greg Navitsky, Corporate Trainer; Jill Meeuwsen, CEO, Synergy.

Acting Chairperson Roberts stated it's a good proposal they really appreciate RESPOND and what they're doing regarding all of the tragedies that they've had in especially in Northern California regarding fires but did want to make a comment regarding the subcontractor and their developmental fees. She thinks that's pretty high and doesn't know what really went into this and worked on ETP contracts in the past and was giving counsel to the contractor, because she'd rather see that money go towards the training of the employees versus paying a subcontract for the development fees, because technically, she thinks they come out of the ETP funds, even though they're not supposed to. But in the future, she'd like to see more accountability regarding that, if it's

more than 5% of the funds allocated, would like to see maybe an invoice to say yes, it was paid prior to ETP funding.

Ms. Newsom wanted Mr. Meyer to clarify under Job 3 Veteran Job Creation, their wages are not the same as Job 2 Job Creation. It looks like they start off in the range a little bit higher, but the end of the wages are wrong. Under tech installer it says entry level is at \$20 to \$22 then your next one would be \$25 to \$25 opposed to \$25 to \$35, Ms. Newsom also noted that these are really dangerous jobs, fixing cell towers and having to be high up in the trees and fixing things that have collapsed from after fires and hope that they share the panel's sentiment that safety is of utmost importance.

Mr. Meyer replied that the correct was made prior and noted.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Morales moved and Ms. Bell seconded approval of the proposal submitted by Digital Path, Inc. (Critical Proposal/RESPOND) in the amount of \$380,650, with the correction to the wages as noted by Ms. Newsom. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve as moved.

Motion carried, 7 to 0.

Tab No. 34: Infinity Energy, Inc. (Critical Proposal)

Mr. Meyer presented a proposal on behalf of Infinity Energy, Inc. (Critical Proposal) been designated as a critical proposal by the governor's office for Business and Economic Development. The company is expanding into stationary solar battery solutions and zero emission vehicle charging infrastructure. This is the company's first ETP contract, and they are requesting \$437,000 in funding to train 200 existing tech installers, engineering and surveying staff, and 250 job creation retrainees is representing new workers in tech installer, project tech, as well as engineering surveying, inventory, warehouse, customer service and administrative support. The company actively recruits veterans as part of its overall recruitment effort and plans to hire 20 veterans as part of job group two however, the company is not including a separate veterans job number and all be treated the same levels. The company is headquartered in Rocklin and has other California locations in Riverside, Temecula, Bakersfield, Fresno, Chico, San Diego and Escondido. Training will take place at all of its California locations. Some of the trainees work in a high unemployment area in Bakersfield, where the unemployment rate is exceeding the state average by at least 25%. Infinity location is not requesting a wage modification.

Mr. Meyer stated joining virtually to respond to questions the panel members may have and introduced "Cameron McKinty, Director of Learning and Development; Jesse Kailahi, Sr. Learning & Development Consultant; Trevor Smith, Lead Quality Assurance Technician; Jill Meeuwssen, CEO, Synergy Lead Quality Assurance Technician.

Ms. Newsom stated this was tabled from the last meeting and it looks like it has been updated to

remove curriculum that was duplicative of apprenticeship training and construction, specifically electricians and wanted to follow up though, it looks like now the training that they're doing is very much proprietary technology and wanted to ask the applicant as they're pursuing installing more EV installations, how are they going to do that with EVITP certified electricians, which are used by the PUC and all utilities and also President Biden has been talking a lot about that too. That's a certification for journey level electricians, it doesn't matter if they're union or non-union. But if they are going to be doing these installations of electric vehicle charging stations, they have to be journey level electricians and go back and have that kind of training.

Ms. Meeuwssen replied they've already reached out to ABC Nor. Cal and the company embraces the apprenticeship model. They're having an executive meeting to take next steps with that and it is their plan along which is the journeyman electrician path and in that certification for EV charging station electricians.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Hull moved and Mr. Morales seconded approval of the proposal submitted by Infinity Energy, Inc. (Critical Proposal) in the amount of \$437,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

Tab No. 35: MP Mine Operations LLC

Mr. Meyer presented a proposal on behalf of MP Mine Operations LLC is designated as a "Critical Proposal" recommended by the Governor's Office of Business and Economic Development (GO-Biz). MP materials headquartered in Las Vegas, MP Materials operates the Mountain Pass Rare Earth Mine and Processing Facility in Mountain Pass, California. The Company produces and processes rare earth minerals and essential components used in a wide range of clean energy, information technology, defense and industrial applications. For example, the magnets used in traction motors for electric vehicles, and wind turbine gearboxes. Currently, there is no rare earth metal capacity processing in the Western Hemisphere. MP Materials owns and operates the only scaled rare earth mining and processing facility in the Western Hemisphere. Currently, the United States relies on China for an estimated 80 percent of its supply of rare earth elements. The purpose of this training is to provide skills and knowledge to expand the Company's specialized and skilled workforce to operate a growing, global industrial processing facility safely and professionally. The company is requesting \$543,950 in funding to serve 150 existing manufacturing, engineering and operation staff and 170 job creation retrainees including manufacturing engineering operation staff, those will be new workers. The purpose of this training is to provide skills and knowledge to expand the Company's specialized and skilled workforce to operate a growing, global industrial processing facility safely and professionally. The training also focuses on safe and efficient operation of manufacturing and processing equipment. This is MP Material's first contract. To ensure success, the company has mobilized its executive leadership and management team along with dedicated

internal trainers and vendors with existing relationships to prioritize that the training outlined in the contract will be achieved. The company maintains a robust documentation process which is required at all times to be able to document skills training provided to workers to ensure safe operation.

Acting Chairperson Roberts wanted to mention that this is a critical proposal and did want to say this is a wonderful proposal and pays high wages. It's out there in the desert, somewhere between Nevada and California. But it's great and think that the whole idea of using mining for rare earth is hopefully going to be more popular here in the Western Hemisphere. They certainly would need that for our space programs and so forth. So the only question she had and this is what she asked Robert was regarding the infrastructure and was curious around their experience with ETP and just wanted to make sure that they would be successful and earn the full amount of money and hopefully can come back again.

Ms. Newsom added she loves the wages.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Morales seconded approval of the proposal submitted by MP Mine Operations LLC in the amount of \$543,950. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0

Tab No. 36: AHMC Anaheim Regional Medical Center

Mr. Phillips presented a proposal on behalf of AHMC Anaheim Regional Medical Center as mentioned earlier, AHMC Garfield and AHMC Anaheim are two different California employers and are therefore eligible to contract with ETP up to the per contract amount per fiscal cycle. Anaheim Medical Center is a repeat contractor and this proposal represents their fifth ETP contract and the third proposal in the last five years. They requesting \$499,629 in funding for a set priority industry contract and AHMC Medical Center plans to serve a total of 557 retrainees with this funding with all of the training being provided Anaheim Medical Center's Anaheim location.

Mr. Phillips stated joining virtually to respond to questions the panel members may have and introduced Lisa Hahn, CNO; Barry Menzel, Subcontractor.

Acting Chairperson Roberts inquired what AHMC stands for and asked if they are a publicly traded company?

Mr. Menzel stated it stands for Advanced Healthcare Management Corporation and added that not to his knowledge, each hospital is independently owned and operated.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Hull moved and Ms. Newsom seconded approval of the proposal submitted by AHMC Anaheim Regional Medical Center in the amount of \$499,629. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

Tab No. 37: Cepheid (Critical Proposal)

Mr. Hoover presented a proposal on behalf of Cepheid (Critical Proposal). They are a priority industry and a repeat contractor. The total ETP funding being requested is for \$399,280. That's the training estimated number of trainees of 334 for Job Number 1 which are retrainees and 100 for Job Number 2: Job Creation. Cepheid is designated as a critical proposal based on the company's continued planned and expansion and commitment to adding jobs in California. The company plans to spend over \$200 million to build an advanced biotech manufacturing plant in Lodi California by the end of 2022 and add over 1,000 manufacturing jobs. ETP training will be delivered to trainees at its Sunnyvale, Newark and Lodi facilities. This will be Cepheid's fifth ETP Contract, and its fifth in the last five years. Cepheid works with a third-party, Orion Talent, to recruit and hire veterans. The Company reports that Orion has assisted them in filling machinist and inspector positions. While Cepheid will continue its commitment to hire veterans, it is not requesting a Veteran's Job Number. In this proposal, Cepheid will hire 100 net-new employees (Job Number 2).

Mr. Hoover stated joining virtually to respond to questions the panel members may have and introduced Esther Rivera, Plastics Operations Learning & Development Manager; Derek Beattie, Vice President, Injection Molding Manufacturing and Technical Operations; Phil Herrera and Monica McDaniel, Herrera and Company (Subcontractors).

Ms. Newsom stated she wanted to make sure with the applicant that there's no duplication of the former trainees from the previous contract?

Acting Chairperson Roberts also inquired the same and stated she spoke with Mr. Herrera who stated he did say that there was not going to be any duplicity regarding past training for employees.

Mr. Beattie, stated he definitely appreciates the panel hearing their proposal and shared a lot of exciting things are taking place in Lodi, huge expansion. As far as the duplicity, they are in the process of hiring over 300 additional associates here as far as plastics goes, and then over the course of this next year, they'll be hiring approximately 12 to 14 additional associates in their new IBD manufacturing facility. So they have a huge amount of new associates that they're going to be bringing in and focusing on as far as training and development. It will be new individual unique associates, it will be training, utilizing the ETP funding.

Acting Chairperson Roberts than inquired what this is going to be funded for. She asked if these are rapid test kits and the COVID test kits and hopefully they won't be doing much more testing on

COVID but asked if they can interchange that with some other kind of testing. Versus just COVID?

Mr. Beattie, stated the company started in molecular diagnostics years ago, one of their first contracts was actually with the US Postal Service for anthrax testing. Their devices have been protecting the United States population from anti anthrax attacks, by sensing the air and the samples around our Postal Service mail that goes through the major hubs. They have 26 other tests that are approved in the United States. Along with COVID, they have flu, RSV, and a number of sexual transmitted diseases, AIDS, and they're even getting into cancer related testing. There are a wide variety of other tests that their devices can perform besides COVID.

Mr. Herrera added they are stoked about having an advanced manufacturer and having these kinds of jobs here at those wages, the wages are good. They're just really, happy about it and wanted to thank GO Biz, ETP, and Robert Meyer, all of the team there.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Acting Chairperson Roberts moved and Ms. Bell seconded approval of the proposal submitted by Cepheid (Critical Proposal) in the amount of \$399,280. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

Tab No. 38: A & E Arborists Tree Care, Inc.

Ms. Lazarewicz stated A & E Arborists Tree Care, Inc.'s (A & E) is a new contractor and total funding being requested is \$223,560 to train a total of 182 workers including 62 new employees. A & E Arborists Tree Care, Inc.'s (A & E) proposal is determined eligible as a RESPOND project based on the impact of the Company's services in clearing trees and debris in fire-impacted regions of California. Training under this proposal will be for the Company's location in Yuba City. This is A & E's first ETP Project.

Ms. Lazarewicz stated joining virtually to respond to questions the panel members may have and introduced Eva Berlfein, Administrator; Michael Snead, Subcontractor - Carrazco LP, Innovative Tax Solutions.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Hull seconded approval of the proposal submitted by A & E Arborists Tree Care, Inc. in the amount of \$223,560. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

Tab No. 39: Arrow Drillers, Inc.

Ms. Lazarewicz stated this is a Critical Proposal for Arrow Drillers, Inc. They are a repeat contractor and total funding being requested is \$235,520 to train a total of 168 workers including 40 new employees. Arrow Drillers, Inc.'s (Arrow Drillers) proposal is determined eligible as a RESPOND project based on the impact of the Company's services in clearing and replacing utility lines within fire-impacted regions of California. Training will only be delivered at Arrow Drillers' location in Sacramento. This is Arrow Drillers' second ETP Contract and the second in the last five years.

Ms. Lazarewicz stated joining virtually to respond to questions the panel members may have and introduced Deon Bozzo, Risk Management; Michael Snead, Subcontractor - Sierra Consulting Services.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Morales seconded approval of the proposal submitted by Arrow Drillers, Inc. in the amount of \$235,520. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

{10 minute recess}

Tab No. 40: Saisoft Enterprises, Inc. dba Professional Career Development Center

Mr. Phillips stated Saisoft Enterprises, Inc. dba Professional Career Development Center is a repeat contractor and this proposal represents their third ETP contract and the third proposal in the last five years. They are requesting \$457,333 in funding for a multiple employer contract. The core group of employers represents two small businesses and six large priority industry employers. Saisoft Enterprises plans to train approximately 238 retrainees with this funding, with all of the training being provided at the participating employer sites in various locations throughout California. Additionally, Saisoft Enterprises has informed ETP staff they're licensed with the Bureau of Private Postsecondary Education (BPPE) expires in August and they have provided proof of their application for recertification by the (BPPE) in April of this year.

Mr. Phillips stated joining virtually to respond to questions the panel members may have and introduced AK Thakore, President.

Acting Chairperson Roberts stated she did look up on the certification process and noticed that she couldn't find anything regarding that submission of approval. She knows they paid their fees, and

sure they sent all that information into ETP and they verify that which is fine. But looked up their address in Whittier, California and what triggered her on this was that it said Whittier. She thought originally their operation was an Irvine and don't know how it moved but when she looked it up, it came out to a place called Hair Cut Place and wasn't sure if they're cohabitating in this building and asked to give an idea as to exactly where you're located.

Mr. Thakore said thank you for the opportunity to present their proposal today and expressed they do not cohabitate this with anybody. That used to be the previous renter and they moved into this facility in the middle of COVID. They've been occupying this ever since and they're the only tenant prior to this, they were renting a facility in Montebello, when their previous two contracts were awarded to them. The Saisoft Enterprise Inc. headquarters is in Irvine and the school facility used to be in Montebello now in Whittier and this is where they've been, they moved there in December. They are the sole occupants of this place and Google has still not updated for whatever reason, they still call it the haircut place. There was an email exchange between him and Diana Torres, where she did send a Google screenshot showing them as the current occupant of this address. So some websites and some search engines probably have not updated it yet.

Acting Chairperson Roberts then stated okay and the reason she says that is that there's been some problem between their residents and their buildings and they move around a lot.

Mr. Thakore replied that's not the case at all Saisoft Enterprises has always been headquartered in Irvine, that's the parent corporation. Professional Career Development Center is the school that Saisoft Enterprise owns, has been declared not only to ETP, but as it exists in all our documentation as well. The laws in the state of California's, allow a corporation to own a school, which is how they are structured. They've always been structured that way.

Acting Chairperson Roberts then stated she knows they're funded up quite a bit through the state. And asked if they are funded from any private individual because she asked his wife this on a previous contract, and she said, no, you didn't have any private paying people going to your school, it was just state funded, is that correct.

Mr. Thakore replied the current classes that they're running for the CNA program, which has nothing to do with this proposal, this proposal is strictly for IT retraining. Going forward for CNAs, 98% is going to be under WIOA funding, and there's about 2%, maybe 3% who choose to pay our pocket.

Acting Chairperson Roberts then asked what about this contract? Anybody paying out of pocket on this.

Mr. Thakore none whatsoever all of their IT contracts have been that way throughout their history.

Acting Chairperson Roberts stated she didn't know you could get certified as a private Post-Secondary College without any private funding. Is that not correct and thought you had to have private funding.

Mr. Thakore asked to explain what she meant by that.

Acting Chairperson Roberts then asked does people actually pay to go to their school versus them

getting all of it funded by the state.

Mr. Thakore stated there's no such restriction and there's no such requirement. It can be a mix of ETP, WIOA, grant funds, private pay, it can be a mix of all of those, ma'am. There's no such legislation whatsoever from BPPE.

Acting Chairperson Roberts stated maybe in California and knows that in other states, they do have a restriction regarding private pay.

Ms. Newsom stated once again she googled Saisoft and again, the first thing that pops up on Google is their advertisement for their company describing, free government funded IT training. For her as a panelist, it just gives really bad optics on how to view their application and makes it seem like they're using ETP funds for their profit. ETP training isn't about free government money. It's about creating skills for workers and placing them on high road careers. Your messaging feels really wrong to me and our values focus on the participant, the trainee and how the training is done. Really also nothing in life is free, so how you're presenting yourself publicly coming before the panel just doesn't feel good.

Mr. Thakore stated they have made that change and it's not yet reflected because it takes 48 to 72 hours for all the prior versions of that to disappear off the internet. But hopefully by Monday, it should all be cleared up. We've already made that correction and notified Diana Torres, and in full agreement with you, ma'am. There's no justification for what we've done, it's far easier for us to explain to the employers, to the managers, and the trainees, that this is your own funding. Employers have paid money into the employment training fund, and it's their own money coming back to them through the training that they provide. However, that explanation takes 10 minutes, and it's far easier for them to catch their attention without using the F word. But it is off the website. I've already done that.

Acting Chairperson Roberts stated she still is a little bit concerned, and asked. You're not getting anybody that saying I want to pay for this, or an employer comes in and says, I need to send my 25 employees to your center, to get trained in computer training. You get fully funded from the state or from counties or cities, nothing is come out of pocket for the employer, is that correct?

Mr. Thakore stated for the purpose of this contract, nothing will come out of the pockets of the employers, for the purposes of all ETP contracts they've ever held, nothing came out of the pocket of the employers. However, as an educational institution approved by BPPE if there is a potential market for them to have employers pay for additional trainees that are not California residents, and cannot come into the ETP program, they definitely would like to keep that option open. He doesn't want to tell the panel that he will never ever do paid training whatsoever that would not serve their business interests.

Acting Chairperson Roberts replied even though your school is certified as a nursing school, now branched out to IT and computer work. Eventually you've got to work on your own, and know you can go out to companies, because they like your training and ask companies if you could provide training to them, and they would pay for it, but you have to figure out a different way to continue to get funds besides ETP. There's got to be kind of two programs going, one from employers, one from private individuals in the state, but it can't all come from the state.

Mr. Thakore stated he understands Acting Chairperson Roberts intent behind the question and appreciates her clarifying. They're focused on that as well, to make sure that they are broadening their revenue streams. There are certain programs that they're going to add to the curriculum that nobody else is doing out there. They don't want to be another run of the mill IT training company out there. For example, artificial intelligence and machine learning. These are advanced topics that are going to become more and more prevalent, especially with self-driving and so on. They definitely will have some courses in those areas for which there will be demand. They have an instructor that will do a wonderful job. It is absolutely their intent to diversify their revenue sources so ETP and government funding is not the only source that they will rely on.

Acting Chairperson Roberts stated in the future she is going to look at their contracts very closely only because of the issues they've had in the past. Every time I see one come through, red flags come up in my head, and I have to research it a little further. So unfortunately, that's the case and that's kind of what you presented us with in the past.

Ms. Bell also expressed she too was concerned and stated she as well did look into the website but when she goes to the IT courses schedule, and when she sees, that it says "not received state funding to conduct IT training classes and they are in the application phase currently". However, you may avail state funded IT training by clicking here. My question to you, are you waiting for state funding before you offer any form of training? Because according to website, it states what I just said.

Mr. Thakore replied that the reason for that is they've been getting lots and lots of calls, they constantly get calls from the employers that they've served in the past as well as new employers who have found out about the training. It's far easier to put that saying on the website that they are still awaiting funding. If they are to get funded today, he will change that message and updated accordingly. Because it's far easier to do it that way, then take individual phone calls and deal with that volume of inquiry and that's the only reason that they're worded that way.

Ms. Bell then asked, you're just waiting for some funding to offer the training.

Mr. Thakore stated that's the panel meeting today that I'm a part of, and if you're kind enough to fund us today, then of course, that message will change, and the schedule will get updated accordingly.

Ms. Bell then stated I will go on record, to say I could not support the model. Now, you're telling us okay, they're going take it down. I will not be voting in any way until I actually see that.

Mr. Thakore then asked how she would like them to word that.

Ms. Bell then replied asking if he said he was going to take it off.

Mr. Thakore replied I could certainly take it off and come back in front of the panel.

Ms. Newsom stated the model feels wrong, the model feels like ETP has created a private business and then taxpayer dollars are being used for like this private business and then the one profiting is Saisoft.

Mr. Thakore replied they are a private organization and they do have other sources of funding, such as the WIOA, and they will work very hard to also add privately paid revenue stream from companies that need additional IT training from them and doesn't know how else an entity should be structured because they are an educational institution that is owned by Saisoft Enterprises and does not know if ETP regulations strictly allow funding only for nonprofits.

Acting Chairperson Roberts stated no, that's not the case, they fund both profit and nonprofit.

Ms. Newsom stated it's more of like refund training for where the training is needed and it's coming from the employers, it's coming from the contractors, perhaps they are collaborating with education facilities, but it's not the education facility that is trying to create the demand, the demand is already there. That's why it feels different in this concept and in this model, you're creating the demand without the demand being there and then also saying, you're only going to begin the training, if you receive ETP funds. But it feels like from what I've seen in my entire duration of being a panelist is the demand is already there and people are coming in saying they are already doing training, they'd like to do more training with these specific workers to upskill them and put them on that high road path to better careers and how can ETP help, and this doesn't really seem to fit those values or that model.

Mr. Thakore replied if you look closely at the justification that they've submitted, each of the employers have specifically stated that this is for retraining and to upskill their employees exactly. They've been doing this for a while now and these are employers that have gotten to know them and they know that they are a resource they can turn to, for upscaling their employees. The optics doesn't look like normally the case where the employers are coming to ETP, even in the case of single employers, most of them come to ETP directly. However, if I've understood this right, historically, MEC's exist for the purpose of spreading the message of ETP and reaching out to the employees and that's exactly what they've done, ma'am. So why are they being penalized for that?

Acting Chairperson Roberts stated most of their training is going to be not at your facility, but in the employers' facility. So you're going to send your staff out to Mountain View and San Jose to train the employees in this computer classes. Is that what you're going to do?

Mr. Thakore replied they've done that and yes, they will continue to do that. Now because of COVID they don't know how many of them will come back or what the mix is going to be for working from home versus in office but will be prepared for all eventualities. So those that will get trained in person will definitely do that. They're equipped to that and they've done that in the past as well.

Ms. Bell stated, I personally will decline this proposal.

Ms. Newsom also stated I'm in the same vein, I don't feel very comfortable.

Acting Chairperson Roberts stated I am also in the same vein. I feel like you're making the profit on this. You're doing your training, you're developing the curriculum, and you're paying the trainers to do the training. You are getting support costs for it as well. You're a shrewd businessman, there's no doubt about it, you'll find a different way to handle it, and I'm sure. But when it comes to this one, I'm going to also have to decline it.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Hull seconded denial of the proposal submitted by Saisoft Enterprises, Inc. dba Professional Career Development Center. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to deny the proposal.

Motion carried, 0 to 7.

Tab No. 41: Workforce Development Corporation of Southeast

Mr. Phillips stated Workforce Development Corporation of Southeast this is a proposal for the Workforce Development Corporation of Southeast Los Angeles County Incorporated, also known as SELACO. SELACO is a repeat contractor and this multiple employer contract proposal represents their 19th ETP contract and the fifth proposal in the last five years. The requested \$512,418 represents a right sizing to the projected earnings of the current agreement. Their core group of employers represent 10 small businesses and six large priority industry employers. SELACO plans to train approximately 359 retrainees with this funding. With all the training being provided the various participating employers sites in various locations throughout California. Some employers are located in high unemployment areas of Los Angeles County, and therefore SELACO is requesting the HUA wage modification from \$19.77 to \$14.83 per hour for Los Angeles County for approximately 10 trainees in Job Number 3 only. Also provided in your packets is the union support letter for International Association of Machinists and Aerospace Workers, District 190, Local 1484. For those retrainees employed with the Marine Terminals Corporation.

Mr. Phillips stated joining virtually to respond to questions the panel members may have and introduced Larry Lee, ETP Manager; Kay Ford, Deputy Director; Kevin Kucera, Board Member.

Ms. Newsom wanted to clarify with the applicant that it's not duplicative training of their workers since this is yet another time they're coming back, they are new workers or its new curriculum.

Ms. Ford asked whether they are repeating training to previous company.

Ms. Newsom responded correct, specifically the workers of those companies. It's either a new set of workers or its other workers that you already trained or new curriculum.

Ms. Ford replied they are up skills training, either existing employees or new employees.

Acting Chairperson Roberts then stated she does not agree with the two hour training and is aware that they mentioned there were some modifications regarding two hour training due to COVID. This is not a COVID project, nor respond project and not going to agree to the two hour training and is sure that they can do the eight hour training that they had in the past. You just put the two hour training in to make it a little easier on your behalf.

Ms. Newsom, Ms. Bell, Ms. Hull, Mr. Tracy all disagree with the two hours of training.

Acting Chairperson Roberts then asked Ms. Ford if she wants to speak to that regarding this two-hour training, or can you manage this contract with an eight-hour training program?

Ms. Ford replied absolutely, they were just reacting to what they're experiencing with some of their employers trying to get production up and running and two hours under the pandemic was more successful for some of them. But absolutely, they will go back to eight hours to 200 hours is their range.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Hull seconded approval of the proposal submitted by Workforce Development Corporation of Southeast, with an eight-hour stipulation. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve as moved.

Motion carried, 7 to 0.

Tab No. 42: American Education Systems Corp dba American College of Healthcare

Mr. Phillips stated American Education Systems Corp dba American College of Healthcare system is a repeat contractor and this proposal represents their third ETP contract and the third proposal in the last five years. They are requesting \$447,720 in funding for a set priority industry multiple employer contract. American Education System plans to train 182 retrainees with this funding at American Education Systems, Santa Ana and Riverside locations.

Mr. Phillips stated joining virtually to respond to questions the panel members may have and introduced Barry Maleki, Executive Director; Steve Duscha, Steve Duscha Advisories (Sub-Contractor).

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the proposal submitted by American Education Systems Corp dba American College of Healthcare in the amount of \$447,720. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

Tab No. 43: Centers for Equity and Success, Inc. dba Success Centers

Mr. Hoover stated Centers for Equity and Success, Inc. dba Success Centers which is a priority industry and a repeat contractor in this proposal, it is requesting \$223,079 in ETP funds to train 59 (New Hire) trainees primarily to become (entry-level) Construction Workers and Computer Support Workers within the Information Technology (IT) sector's related fields. Although a Veterans component is not included in this project, Success Centers partners with the Employment Development Department (EDD) to serve clients including veterans. EDD operates its main office in close proximity to the Company's headquarters. EDD has a veteran's program via its Workforce Services Branch that refers eligible trainees to Success Center's programs.

Mr. Hoover stated joining virtually to respond to questions the panel members may have and introduced Liz Jackson- Simpson, C.E.O.; Steve Duscha, Steve Duscha Advisories (Subcontractor).

Ms. Newsom asked are these pre apprenticeships and is that what this is for the construction industry?

Ms. Jackson replied yes, they are pre apprenticeship training in the construction industry and they also do training in tech.

Ms. Newsom then asked to talk to a little bit about after they graduate from their pre apprenticeship program what are they doing to connect them into apprenticeship programs so they can continue their career?

Ms. Jackson replied yes in the construction field in particular, they are funded with WIOA funding, and do get funds for the youth build contract. They also get some local, and WIOA for the adults. they're in 18 weeks of training every day, they try to model what expectations of the field are in ours instructors, our journey level, folks from the union, largely construction and the building trades, and they placed them on internships for another 500 hours, largely is working on affordable housing spaces. Then they support them with sponsorships oftentimes into the basic union traits.

Ms. Newsom replied that is excellent and so there is a good connection between your program and entity and the local building trades.

Acting Chairperson Roberts stated regarding the progress on the COVID project that was approved in March. How are they coming along with that?

Ms. Jackson replied yes, they never closed, they continue to stay open, and they learned to work virtually. So the first few weeks of COVID. Actually, they did a number of placements and a number of those COVID jobs largely in healthcare with the healthcare providers.

Mr. Duscha added that's correct he is guilty of being slow to get the data registered. But they do and have done training, they have done placements and will get them entered in the system soon.

Acting Chairperson Roberts then replied okay and didn't think there was going to be a problem with that because it looked like there was no progress.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Hull seconded approval of the proposal submitted by Centers for Equity and Success, Inc. dba Success Centers in the amount of \$223,079. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0.

Tab No. 44: The Corporation for Manufacturing Excellence (Manex)

Mr. Hoover stated The Corporation for Manufacturing Excellence (Manex) are also in the priority industry and repeat contract. Total ETP funding being requested is for \$399,996 that's for an estimate number trainees of 94 under Job Number 1 retrainees and for 250 under Job Number 2 for the Small Business retrainees. This will be Manex's seventh ETP Contract, and its fifth in the last five years. Even though Manex is not including a separate Veterans' Job Number, its participating employers (PE) actively recruit veterans for training by contacting Concord's Veterans Affairs Center for leads.

Mr. Hoover stated joining virtually to respond to questions the panel members may have and introduced Walt Tarpley, Vice President of Client Services.

Ms. Newsom asked if the applicant can just kind of give them an update on how they're doing on the current contract that they received under the COVID response plan.

Mr. Tarpley replied they have currently used 75% of that funding, and currently have paperwork all in process to get all of that completed. They had just a handful that were not entered into the system before they went on lockdown. They kind of got caught a little bit by surprise on that.

Acting Chairperson Roberts stated they still have some time left on their contract. So no problem there and I did want to just make a comment, I love to see the manufacturing companies come through and I know Manex has been a big good partner with ETP over the years. So just keep up the good work and keep those manufacturing companies going here in California, they really need their expertise and their higher wages and so they appreciate that.

Mr. Tarpley replied thank you very much and they absolutely love what they're doing and they love our relationship with ETP, and all the support that they get from Chris, and all of you guys.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the proposal submitted by The Corporation for Manufacturing Excellence (Manex) in the amount of \$ 399,996. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0

Tab No. 45: Associated Builders and Contractors Northern California Chapter Training Trust Fund

Ms. Miguel stated Associated Builders and Contractors Northern California Chapter Training Trust Fund is a repeat contractor with good prior performance requesting \$249,537 in ETP funding to serve 100 apprentices and 9 veteran apprentices. This project will serve 22 counties in Northern California and training will occur at the trust facility in Livermore.

Ms. Miguel stated joining virtually to respond to questions the panel members may have and introduced Michele Daugherty, President/CEO; Charles Vernocy, Chief Operating & Finance Officer; Sagit Woodbury, Apprenticeship Operations Officer; Joseph Garofolo, Trust Attorney.

Ms. Newsom asked the applicant if it serves 22 different counties but has one training facility in Livermore. Is that correct?

Ms. Miguel replied that is my understanding. One of the representatives could speak to any additional training centers as well.

Mr. Vernocy, replied our headquarters are in Livermore and with our apprenticeship training programs, they have daytime training. So the students are on unemployment when they come for their daytime training and so they have our 35,000 square foot training facility and Livermore.

Ms. Newsom then asked does he mean that they're on unemployment when they come to train with you.

Mr. Vernocy stated when apprentices are out of work for training, they're eligible for state unemployment.

Ms. Newsom stated I'm used to the model in San Diego, which is similar to the ABC model in San Diego to where the apprentice is working full time during the day and then takes night classes and that's not the case with you guys.

Mr. Vernocy replied that is not the case. They do daytime training.

Ms. Newsom then asked do you guys provide housing for the apprentices.

Mr. Vernocy replied yes, they provide stipends to students that travel over 70 miles that they can use for hotels or if they choose to drive, gas, whatever they so choose.

Ms. Newsom then stated I heard sometimes with some apprenticeship programs that the apprentice is not receiving the apprentice prevailing wage at all times during the duration of their apprenticeship. Is that the case with your program?

Mr. Vernocy replied no apprentices always receive state prevailing wage.

Ms. Woodbury added yes, our apprentices are paid based on the applicable prevailing wage on non-prevailing wage projects as well.

Ms. Newsom stated she is a little bit flummoxed right now, with trying to wrap my mind around us with apprentices from all over northern California and different counties. So if an apprentice was in San Mateo County on a job site, and then they moved to Butte County, what wage would they be paid?

Ms. Woodbury replied it is based on a project that they are working on. So if they are working in Butte County, the wage reflect just like the prevailing wage, it is trade specific and county specific.

Ms. Newsom stated I've also heard some concerns, not necessarily with yours, that sometimes with an apprentice with a unilateral program, once they work themselves out of a job, because construction workers are gig employees, the second they step onto a construction site, they're working themselves out of a job, and it's going to get built. What happens to your apprentice after they have built themselves out of a job? Do they stay with that one contractor? Or what if that contractor doesn't have any more work for them? What happens to them?

Ms. Woodbury replied they have an out of work list, they dispatch from our office to the various projects in the various contractors, when the contractor does not have enough work to keep the apprentice working full time, or the apprentice exceeded hours in a specific category, they are returned back to the workplace, and they then dispatch them to the next contractor.

Ms. Newsom then stated I pulled them up. It doesn't look too great. The last report that I have for specifically looking at electrical because I can kind of compare you to the Southern California ABC and also the San Diego ABC, and then also their other versions, and you guys are at one of the lowest for graduation rates.

Ms. Woodbury responded the information on the state website actually has not been updated since July of 2019. So it doesn't even capture all the way to the end of 2018. I did receive an updated report from deputy chief foreman and it shows that our final graduation rate for the electrical for 2018 was 59.5 and they have jumped that up in 2019 to 82.6. They're definitely always focused on improving graduation, and they focus on the success of the apprentices making sure that they get the support from us that they need and that they are employed and get all the classes so they can graduate on time. They're definitely the numbers reflected I know they're not on the website because the state converted to the website. So they're not yet updated.

Ms. Hull would like to get clarification on the job description. It says a retrainees apprentice. So I'm wondering if those are two different people. Is it a retrainees and an apprentice? Or are they retrainees apprentice?

Ms. Miguel stated the retraining is a term used by ETP and all of the apprentices that fall under our apprenticeship program are classified as retrainees under the ETP program.

Ms. Hull replied awesome. I appreciate that clarification, then also, in some of the commercial work processes, I also found and recommend to work with staff to not duplicate some training, specifically in the painting where it delineate into specific industrial paint. There are some duplicate processes that do not have a parallel program. So in alignment with the ETP, not to replace current program or existing standards.

Ms. Miguel stated they actually looked into the painting curriculum and all of the painting curriculum that's included in the ETP contract is actually the RSI curriculum, and then in line with the standards for this occupation.

Ms. Newsom then asked does this reflect all of your apprentices.

Ms. Woodbury replied No, it does not.

Ms. Newsom then asked how many total apprentices you guys have.

Ms. Woodbury replied they have approximately 400 apprentices currently.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Acting Chairperson Roberts moved and Ms. Newsom seconded approval of the proposal submitted by Associated Builders and Contractors Northern California Chapter Training Trust Fund in the amount of \$249,537. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 7 to 0

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

Acting Chairperson Roberts provided an opportunity for Panel Members to request for consideration an Agenda Item for a future Panel Meeting.

No future Agenda Items were suggested.

XII. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

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

Robert Meyer did want to acknowledge the support and technical assistance that was received from the Division of Apprenticeship Standards: Eric Elberg, Kelly Mackey and Eric Rood who provided a great deal of content on a curriculum that we needed to see to be able to make sure that we were aligned with the panel's goals. It is part of a larger merging of efforts, but I just wanted to acknowledge their assistance. Also, GO Biz particularly the technical expertise of Poonum Patel who provided a lot of support for those projects coming in. They have a great team, and I'm proud to work with them. And lastly, most importantly, I wanted to acknowledge the work of Elsa Wadzinski, who bring four projects to the panel this month, all requiring a tremendous amount of technical assistance and review and detail and expertise that frankly, was impressive to see. But that was only overshadowed by her tremendous commitment to the program.

Phillip Herrera wanted to acknowledge Kulbir and his contributions to the agency. He is a pioneer of this thing and remember it has to be over a decade ago when I had my first electronic management project come under a post project audit and he was working with the audit group at that time. He had mad skill and everything and he just really struck me as someone who got it, was ethical, but fair. Remember that we had some instructor names missing from the LMS and rather than writing us up for it, he asked for some authentication and but he was just a real, real good contributor to where the agency needs to go. I wish him the best and thanks Kulbir for all your help.

Rocio Leon wanted to say thank you so much for the earlier comment about the delay in the 100% right transition over to Cal-E-Force. As we were hearing different dates all the way up to it, the legacy system could be turned off, as, as soon as the 30th of this month and quite frankly, we were a little nervous about that. We've been going through our own system transition for the last year and a half and system transitions are hard. There's a lot of things that you know that you think things are going to work a certain way, and you've got to make adjustments and changes. So the fact that there is that acknowledgement that there's still some work to be done, we appreciate the fact that we've been asked to the table to participate in providing the feedback on how the system's working, and some things that need to be addressed. We are again, we've been going through our own pain in that that same process. So appreciate the fact that we're going to be able to work together on that. The organization, ETP is going through so much change and I just wanted to express my gratitude for the staff's hard work, rolling with the punches, trying to adjust to all the change, and still make things work for all of the partners and all of the employers that are coming forward with their training plans, and they're trying to achieve their training goals. So thank you so much, and thank you to the panel.

XIII. MEETING ADJOURNMENT

Acting Chairperson Roberts adjourned the meeting at 12:27 p.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.



Employment Training Panel

MEMORANDUM

To: Panel Members Date: As of 08/13/2021

cc: Reg Javier, Executive Director
Peter Cooper, Assistant Director

From: Michael A. Cable, Legal Counsel

Subject: Pertinent Legislation; California Legislature; 2021-2022 Regular Session

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I. ASSEMBLY BILLS

- **[AB-2 Regulations: legislative review: regulatory reform.](#)**

Summary: This bill would require the Office of Administrative Law to submit to each house of the Legislature for review a copy of each major regulation that it submits to the Secretary of State. The bill would add another exception to those currently provided that specifies that a regulation does not become effective if the Legislature enacts a statute to override the regulation. Additionally, this bill would require each state agency to, on or before January 1, 2023, review that agency’s regulations, identify any regulations that are duplicative, overlapping, inconsistent, or out of date, to revise those identified regulations, as provided, and report to the Legislature and Governor, as specified. The bill would repeal these provisions on January 1, 2024.

Status: Introduced; Assembly; on 12/07/2020. Read first time. To Print. May be heard in Fiscal Committee on 01/07/2021. On 01/11/2021: Referred to Com. on A. & A.R. On 04/29/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 7. Noes 0.) (April 28). Re-referred to Com. on APPR ... On 05/20/2021: In committee. Held under submission. No change 07/28/2021

- **[AB-25 Worker classification: employees and independent contractors.](#)**

Summary: Existing law requires a 3-part test, commonly known as the “ABC” test, to determine if workers are employees or independent contractors for purposes of the Labor Code, the Unemployment Insurance Code, and the wage orders of the Industrial Welfare

Commission. Under the ABC test, a person providing labor or services for remuneration is considered an employee rather than an independent contractor unless the hiring entity demonstrates that the person is free from the control and direction of the hiring entity in connection with the performance of the work, the person performs work that is outside the usual course of the hiring entity's business, and the person is customarily engaged in an independently established trade, occupation, or business. Existing law charges the Labor Commissioner with the enforcement of labor laws, including worker classification. Existing law exempts specified occupations and business relationships from the application of the ABC test described above. Existing law, instead, provides that these exempt relationships are governed by the multifactor test previously adopted in the case of *S. G. Borello & Sons, Inc. v. Department of Industrial Relations* (1989) 48 Cal.3d 341 (Borello). This bill would generally repeal provisions relating to the "ABC" test for various specified occupations and business relationships. The bill would, instead, require the determination of whether a person is an employee or an independent contractor to be based on the specific multifactor test set forth in Borello, including whether the person to whom service is rendered has the right to control the manner and means of accomplishing the result desired, and other identified factors.

Status: Introduced; Assembly; on 12/07/2020. Read first time. To Print. May be heard in Fiscal Committee on 01/07/2021. On 01/11/2021: Referred to Com. on L. & E. No change 07/28/2021

- **AB-29 State bodies: meetings.**

Summary: Existing law, 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. The bill would require those writings or materials to be made available on the state body's internet website, and to any person who requests the writings or materials in writing, on the same day as the dissemination of the writings and materials to members of the state body or at least 72 hours in advance of the meeting, whichever is earlier. The bill would prohibit a state body from discussing those writings or materials, or from taking action on an item to which those writings or materials pertain, at a meeting of the state body unless the state body has complied with these provisions.

Status: Introduced; Assembly; on 12/07/2020. Read first time. To Print. May be heard in Fiscal Committee on 01/07/2021. On 01/11/2021: Referred to Com. on G.O. On 04/12/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 22. Noes 0.) (April 8). Re-referred to Com. on APPR. On 04/21/2021: In committee: Set, first

hearing. Referred to suspense file ... On 05/20/2021: In committee. Held under submission. No change 07/28/2021

- **[AB-55 Employment: telecommuting.](#)**

Summary: 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.

Status: Introduced; Assembly; on 12/07/2020. Read first time. To Print. May be heard in committee on 01/07/2021. On 12/08/2020: From printer. May be heard in committee January 7. No change 07/28/2021

- **[AB-65 California Universal Basic Income Program.](#)**

Summary: This bill would require the Franchise Tax Board to administer the California Universal Basic Income (CalUBI) Program, under which a California resident who is 18 years of age or older and who meets specified requirements, would receive a universal basic income of \$1,000 per month. The bill would require, among other things, that the resident has lived in the state for at least the last 3 consecutive years and that the resident's income not exceed 200% of the median per capita income for the resident's current county of residence, as determined by the United States Census Bureau. The bill would define universal basic income to mean unconditional cash payments of equal amounts issued monthly to individual residents of California with the intention of ensuring the economic security of recipients.

Status: Introduced; Assembly; on 12/07/2020. Read first time. To Print. May be heard in committee on 01/07/2021. On 12/08/2021: From printer. May be heard in committee January 7. On 03/18/2021: Referred to Com. on REV. & TAX. On 03/18/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on REV. & TAX. Read second time and amended. On 03/22/2021: Re-referred to Com. on REV. & TAX. On 04/13/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on REV. & TAX. Read second time and amended. On 04/14/2021: Re-referred to Com. on REV. & TAX. On 04/27/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 6. Noes 3.) (April 26). Re-referred to Com. on APPR ... On 05/20/2021: In committee. Held under submission. No change 07/28/2021

- **[AB-99 Statewide longitudinal data system: California Cradle-to-Career Data System.](#)**

Summary: Among other things, this bill would express the intent of the Legislature in enacting the bill is to codify certain recommendations in the California Cradle-to-Career Data System Legislative Report published in December 2020, which describes the planning process and recommendations for phase one of the Cradle-to-Career Data System. The bill would set the vision, mission, and strategic objectives of the data system.

The bill would establish a governing board, comprised of certain representatives from state agencies, educational organizations, and members of the public, to, among other things, ensure the data system is serving its intended purpose and oversee participation in the data system and provide for its governance structure.

Status: Introduced; Assembly; on 12/07/2020. Read first time. To Print. May be heard in committee on 01/07/2021. On 02/12/2021, From committee chair, with author's amendments: Amend, and re-refer to Com. on ED. Read second time and amended. Referred to Coms. on ED. and HIGHER ED. On 02/16/2021, Re-referred to Com. on ED. On 04/08/2021: From committee: Do pass and re-refer to Com. on HIGHER ED. (Ayes 7. Noes 0.) (April 7). Re-referred to Com. on HIGHER ED. On 04/26/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 12. Noes 0.) (April 22). On 04/27/2021: Read second time and amended. On 04/28/2021: Re-referred to Com. on APPR ... On 06/09/2021: Referred to Coms. on ED. and G.O. No change 07/28/2021

- [AB-105 The Upward Mobility Act of 2021: civil service: examinations: classifications.](#)

Summary: This bill presents a series of changes to civil service personnel requirements.

Status: Introduced; Assembly; on 12/14/2020. Read first time. To Print. On 01/11/2021, referred to Committee on Public Employment & Retirement. On 03/01/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on P.E. & R. Read second time and amended. On 03/02/2021: Re-referred to Com. on P.E. & R. On 04/21/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on P.E. & R. Read second time and amended. On 04/22/2021: Re-referred to Com. on P.E. & R. On 05/03/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 5. Noes 1.) (April 29). Re-referred to Com. on APPR. On 05/03/2021: Received by the Desk April 30 pursuant to Joint Rule 61(a)(2) ... On 06/14/2021: From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on L., P.E. & R. On 07/15/2021: Read second time and amended. Re-referred to Com on APR.

- [AB-106 Regions Rise Grant Program.](#)

Summary: This bill would establish the Regions Rise Grant Program within the Office of Planning and Research for the purpose of supporting inclusive, cross-jurisdictional, and innovative engagement processes that lead to inclusive consensus-based strategies to address barriers and challenges confronting communities in creating economic prosperity for all. The bill would define "region" as a geographic area composed of one or more counties and cities that form a functional economy. This bill would require the office, upon appropriation by the Legislature and a specified determination by the Director of State Planning and Research, to develop and implement a process for the awarding of competitive grants to eligible applicants within the program. The bill would define an eligible applicant as a regional collective composed of a diverse set of public and private

stakeholders who organize themselves around one or more community challenges or priorities impacting multiple adjacent geographic areas and meet certain requirements.

Status: Introduced; Assembly; on 12/16/2020. Read first time. To Print. May be heard in committee on 01/16/2021. On 01/11/2021: Read first time. On 02/25/2021: Referred to Com. on J.,E.D., & E. On 03/01/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on J.,E.D., & E. Read second time and amended. On 03/02/2021: Re-referred to Com. on J.,E.D., & E. On 04/20/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on J.,E.D., & E. Read second time and amended. On 04/29/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 6. Noes 0.) (April 27). On 05/03/2021: Read second time and amended. On 05/04/2021: Re-referred to Com. on APPR ... On 06/09/2021: Referred to Com. on B., P. & E.D. On 07/06/2021: In committee B., P. & E.D. Set, first hearing. Hearing canceled at the request of author.

- **AB-108 Governor's emergency orders and regulations: approval by the Legislature.**
Summary: Mandating approval by the Legislature as to Governor's emergency orders and regulations.

Status: Introduced; Assembly; on 12/16/2020. Read first time. To Print. May be heard in Assembly Emergency Management Committee on 01/16/2021. On 01/11/2021: Read first time. On 01/11/2021: Referred to Com. on E.M. No change 07/28/2021

- **AB-123 Paid family leave: weekly benefit amount.**
Summary: This bill would revise the formula for determining benefits available pursuant to the family temporary disability insurance program, for periods of disability commencing after January 1, 2022, by redefining the weekly benefit amount to be equal to 90% of the wages paid to an individual for employment by employers during the quarter of the individual's disability base period in which these wages were highest, divided by 13, but not exceeding the maximum workers' compensation temporary disability indemnity weekly benefit amount established by the Department of Industrial Relations.

Status: Introduced; Assembly; on 12/18/2020. Read first time. To Print. May be heard in Assembly Insurance Committee on 01/18/2021. On 01/11/2021: Read first time. On 01/11/2021: Referred to Com. on INS. On 03/23/2021: Set for hearing on 04/15/2021 at 10:30 a.m. On 04/15/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 10. Noes 1.) (April 15). Re-referred to Com. on APPR ... On 06/09/2021: Referred to Com. on L., P.E. & R. On 07/05/2021: In Com. On APPR. Referred to suspense file.

- **AB-218 Change of gender and sex identifier.**
Summary: This bill would make substantive changes to specify how to change gender and sex identifier in particular records such as birth certificates.

Status: Introduced; Assembly; on 01/11/2021. Read first time. To Print. May be heard in committee on 02/11/2021. On 01/28/2021, Referred to Committee on JUD and HEALTH.

On 03/16/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on JUD. Read second time and amended. On 03/17/2021: Re-referred to Com. on JUD. On 03/23/2021: From committee: Do pass and re-refer to Com. on HEALTH. (Ayes 8. Noes 3.) (March 23). Re-referred to Com. on HEALTH. 04/15/2021: Re-referred to Com. on APPR. pursuant to Assembly Rule 96. On 04/28/2021: In committee: Set, first hearing. Referred to suspense file ... On 06/09/2021: Referred to Coms. on JUD. and HEALTH. On 07/14/2021: From committee: Do pass and re-refer to Com. On APPR. (Ayes 8. Noes 1.) (July 14). Re-referred to Com. On APPR.

- **[AB-230 Employment: flexible work schedules.](#)**

Summary: This bill would enact the Workplace Flexibility Act of 2021. The bill would permit an individual nonexempt employee to request an employee-selected flexible work schedule providing for workdays up to 10 hours per day within a 40-hour workweek, and would allow an employer to implement this schedule without the obligation to pay overtime compensation for those additional hours in a workday, except as specified. The bill would require that the flexible work schedule contain specified information and the employer's and the employee's original signature. The bill would also require the Division of Labor Standards Enforcement in the Department of Industrial Relations to enforce this provision and adopt regulations.

Status: Introduced; Assembly; on 01/12/2021. Read first time. To Print. May be heard in committee on 02/12/2021. On 01/28/2021, Referred to Committee on Labor and Employment. No change 07/28/2021

- **[AB-237 Public employment: unfair practices: health protection.](#)**

Summary: This bill, the Public Employee Health Protection Act, would among other things make it an unfair practice for a covered employer to fail or refuse to maintain or pay for continued health care or other medical coverage for an enrolled employee or their enrolled dependents, for the duration of the enrolled employee's participation in the authorized strike, at the level and under the conditions that coverage would have been provided if the employee had continued to work in their position for the duration of the strike.

Status: Introduced; Assembly; on 01/13/2021. Read first time. To Print. On 01/28/2021, Referred to Committee on P.E. and R. On 03/01/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on P.E. & R. Read second time and amended. On 03/02/2021: Re-referred to Com. on P.E. & R. 04/19/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 6. Noes 0.) (April 15). Re-referred to Com. on APPR. On 04/28/2021: From committee: Do pass. (Ayes 13. Noes 3.) (April 28). On 04/29/2021: Read second time. Ordered to third reading ... On 05/27/2021: Referred to Coms. on L., P.E. & R. and JUD. On 07/07/2021: From committee: Do pass and re-refer to Com. On APPR. (Ayes 9. Noes 2.) (July 6) Re-referred to Com. On APPR.

- **[AB-247 AMENDED – COVID-19 emergency: small businesses: nonprofit organizations: immunity from civil liability](#)**

Summary: AMENDED – Was “Definitions: Small Business Procurement and Contract Act” amended to “COVID-19 emergency: small businesses: nonprofit organizations: immunity from civil liability.” As amended, this bill would exempt a small business or nonprofit organization with 100 or fewer employees from liability for an injury or illness to a consumer, as defined, due to coronavirus (COVID-19) based on a claim that the consumer contracted COVID-19 while at that small business or nonprofit organization, or due to the actions of that small business or nonprofit organization. The bill would require the small business or nonprofit organization, for this exemption to apply, to have implemented and substantially complied with all applicable state and local health laws, regulations, and protocols. Under the bill, this exemption would not apply if the injury or illness resulted from a grossly negligent act or omission, willful or wanton misconduct, or unlawful discrimination by the business or nonprofit organization or an employee of the business or nonprofit organization. The bill would apply these provisions only until the termination of the state of emergency related to the COVID-19 pandemic, regardless of when the claim is filed. The bill would repeal these provisions on January 1, 2023. The bill would include related legislative findings.

Status: Introduced; Assembly; on 01/13/2021. Read first time. To Print. On 01/14/2021: From printer. May be heard in committee February 13. On 03/18/2021: Referred to Com. on JUD. On 03/18/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on JUD. Read second time and amended. On 03/22/2021: Re-referred to Com. on JUD. On 04/21/2021: In committee: Hearing postponed by committee. No change 07/28/2021

- **[AB-257 Fast food industry: working standards.](#)**

Summary: This bill would enact the FAST Recovery Act. The bill would make a statement of findings regarding the fast food industry, particularly with respect to the COVID-19 pandemic, and state the intent of the Legislature to enact legislation relating to the fast food industry.

Status: On 01/16/2021, From printer. May be heard in committee February 15. On 03/25/2021: Referred to Coms. on L. & E. and JUD. From committee chair, with author's amendments: Amend, and re-refer to Com. on L. & E. Read second time and amended. On 04/19/2021: Assembly Rule 56 suspended. On 04/26/2021: From committee: Do pass and re-refer to Com. on JUD. (Ayes 5. Noes 2.) (April 22). Re-referred to Com. on JUD. On 04/27/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 7. Noes 3.) (April 27). On 04/28/2021: Read second time and amended. On 04/29/2021: Re-referred to Com. on APPR ... On 06/03/2021: Motion to reconsider made by Assembly Member Lorena Gonzalez. On 06/28/2021: Ordered to inactive file at the request of Assembly Member Lorena Gonzalez.

- **[AB-286 Food delivery: purchase price and tips.](#)**

Summary: This bill would make it unlawful for a food delivery platform to charge a customer any purchase price, as defined, for food or beverage that is higher than the price posted on the food delivery platform's internet website by the food facility at the time of the order. The bill would make it unlawful for a food delivery platform to retain any portion of amounts designated as a tip or gratuity. The bill would also require a food delivery platform to disclose to the customer and the food facility a cost breakdown of each transaction, including prescribed information. The bill would provide that a violation of the act constitutes unfair competition. The bill would make the provisions of the act severable.

Status: On 01/21/2021, Read first time. To Print. On 01/22/2021: From printer. May be heard in committee February 21. On 03/18/2021: Referred to Com. on P. & C.P. On 03/22/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on P. & C.P. Read second time and amended. On 03/23/2021: Re-referred to Com. on P. and C.P. On 04/26/2021: From committee: Amend, and do pass as amended. (Ayes 9. Noes 1.) (April 22). On 04/27/2021: Read second time and amended. Ordered returned to second reading. On 04/28/2021: Read second time. Ordered to third reading ... On 06/14/2021: From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on JUD. On 07/16/2021: Read second time and amended. Re-referred to Com. On APPR.

- **[AB-297 Fire prevention.](#)**

Summary: This bill, among other things, would continuously appropriate \$480,000,000 and \$20,000,000 to the Department of Forestry and Fire Prevention and the California Conservation Corps, respectively, for fire prevention activities, as provided.

Status: On 01/25/2021, Read first time. To Print. On 01/26/2021, From printer. May be heard in committee February 25. On 02/12/2021, Referred to Coms. on NAT. RES. And REV. and TAX. On 04/21/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on NAT. RES. Read second time and amended. On 04/22/2021: Re-referred to Com. on NAT. RES. No change 07/28/2021

- **[AB-299 Career technical education: California Apprenticeship Grant Program.](#)**

Summary: This bill would establish the California Apprenticeship Grant Program, commencing with the 2022–23 academic year, under the administration of the office of the Chancellor of the California Community Colleges, to provide grants to encourage high school pupils, community college students, and employed and unemployed workers seeking to go into career technical education and vocational professions through participation in qualifying, state-approved apprenticeship programs. Under the bill, the chancellor's office would provide supplemental grants to apprentices who participate in qualified, state-approved apprenticeship and vocational programs through high schools, campuses of the California Community Colleges, and industry-driven and -funded state-approved apprenticeship and vocational programs. The bill would prohibit these grants

from replacing any existing financial aid or compensation that an apprentice may receive during apprenticeship training.

Status: On 01/25/2021, Read first time. To Print. On 01/26/2021, From printer. May be heard in committee February 25. On 02/12/2021, Referred to Com. on HIGHER ED. On 03/15/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on HIGHER ED. Read second time and amended. On 03/16/2021: Re-referred to Com. on HIGHER ED. On 03/24/2021: In committee: Hearing postponed by committee. No change 07/28/2021

- **AB-305 Veteran services: notice.**

Summary: This bill concerns existing law requires every state agency that requests on any written form or written publication, or through its internet website, whether a person is a veteran, to request that information in a specified manner.

Status: On 01/25/2021, Read first time. To print. On 01/26/2021, From printer. May be heard in committee February 25. On 02/12/2021, Referred to Com. on M and V.A. On 04/29/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 11. Noes 0.) (April 28). Re-referred to Com. on APPR ... On 06/15/2021: From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on G.O. On 07/15/2021: In committee: Referred to suspense file.

- **AB-316 State employees: pay equity: under-represented groups.**

Summary: This bill would require the department, prior to January 1, 2023, and every 2 years thereafter, to prepare a report on gender and ethnicity pay equity in each classification under the Personnel Classification Plan where there is an underrepresentation of women and minorities. The bill would require the report to contain a plan for each state agency to attain pay equity that is consistent with existing state and federal law if a discrepancy is found, a plan to recruit, attract, and retain women and minorities that is consistent with existing state and federal law in positions where there is an underrepresentation of those groups, and each state agency's efforts that are consistent with state and federal law toward meeting the goals for wage parity and increasing the number of women and minorities in the state agency. The bill would require the department to submit the report to the Legislature no later than January 1 following the completion of the report. The bill would further require the head of each state agency, or their representative, to present the facts and findings from the report for that state agency to the appropriate legislative budget committees when the budget of that state agency is before the subcommittee.

Status: On 01/25/2021, Read first time. To print. On 01/26/2021, From printer. May be heard in committee February 25. On 03/04/2021: Referred to Com. on P.E. & R. On 03/04/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on P.E. & R. Read second time and amended. On 03/08/2021: Re-referred to Com. on P.E. & R. On 04/19/2021: From committee: Do pass and re-refer to Com. on APPR.

(Ayes 7. Noes 0.) (April 15). Re-referred to Com. on APPR. On 04/28/2021: In committee: Set, first hearing. Referred to suspense file ... On 06/09/2021: Referred to Com. on L., P.E. & R. On 06/22/2021: From committee: Do pass and re-refer to Com. on APPR with recommendation: To Consent Calendar. (Ayes 5. Noes 0.) (June 21). Re-referred to Com. on APPR.

- **CHAPTER 50 (AB-378): State offices.**

Summary: This bill would remove gendered language from the provisions governing these offices, and would also make other nonsubstantive changes to these provisions.

Status: On 02/01/2021, Read first time. To Print. On 02/02/2021, From printer. May be heard in committee March 4. On 02/12/2021, Referred to Com. on JUD. On 03/08/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on JUD. Read second time and amended. On 03/09/2021: Re-referred to Com. on JUD. On 03/16/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on JUD. Read second time and amended. On 03/17/2021: Re-referred to Com. on JUD. On 03/23/2021: From committee: Do pass. To Consent Calendar. (Ayes 11. Noes 0.) (March 23). On 04/22/2021: Read third time and amended. Ordered to third reading. On 04/26/2021: Read third time. Passed. Ordered to the Senate. (Ayes 74. Noes 0.) On 04/27/2021: In Senate. Read first time. To Com. on RLS. for assignment ... On 06/09/2021: Read second time. Ordered to Consent Calendar. On 07/09/2021: Approved by Governor and Chaptered by the Secretary of State.

- **AB-436 Wages: records: inspection and copying.**

Summary: This bill would require, if an employee or their representative requests to inspect or copy records relating to the itemized statement and also requests to inspect or receive a copy of personnel records, that the deadline to comply with both requests be governed by the response deadline provisions for personnel records.

Status: Introduced on 02/04/2021. On 02/05/2021: From printer. May be heard in committee March 7. On 02/12/2021: Referred to Com. on L. & E. No Change on 08/13/2021.

- **AB-473 California Public Records Act.**

Summary: This bill would recodify and reorganize the provisions of the act. The bill would include provisions to govern the effect of recodification and state that the bill is intended to be entirely nonsubstantive in effect. The bill would contain related legislative findings and declarations. The bill would become operative on January 1, 2023.

Status: On 02/08/2021, Read first time. To Print. On 02/18/2021, Referred to Com. on JUD. On 03/23/2021: From committee: Do pass. To Consent Calendar. (Ayes 11. Noes 0.) (March 23). On 03/24/2021: Read second time. Ordered to Consent Calendar. On 04/05/2021: Re-referred to Com. on APPR. pursuant to Assembly Rule 97. On 04/21/2021: In committee: Set, first hearing. Referred to suspense file ... On

06/16/2021: Referred to Com. on JUD. On 07/08/2021: From Consent Calendar. Ordered to third reading.

- **[AB-474 California Public Records Act: conforming revisions.](#)**

Summary: This bill would enact various conforming and technical changes related to another bill that recodifies and reorganizes the California Public Records Act. The bill would only become operative if the related bill recodifying the act is enacted and becomes operative on January 1, 2023. The bill would also specify that any other bill enacted by the Legislature during the 2021 calendar year that takes effect on or before January 1, 2022, and that affects a provision of this bill shall prevail over this act, except as specified.

Status: On 02/08/2021, Read first time. To Print. On 02/18/2021, Referred to Com. on JUD. On 03/23/2021: From committee: Do pass. To Consent Calendar. (Ayes 11. Noes 0.) (March 23). On 03/24/2021: Read second time. Ordered to Consent Calendar. On 04/05/2021: Re-referred to Com. on APPR. pursuant to Assembly Rule 97. On 04/21/2021: In committee: Set, first hearing. Referred to suspense file ... On 06/16/2021: Referred to Com. on JUD. On 07/08/2021: From Consent Calendar. Ordered to third reading.

- **[AB-497 Forestry and fire protection: local assistance grant program: fire prevention activities: street and road vegetation management.](#)**

Summary: This bill would appropriate the sum of \$25,000,000 from the General Fund to the department to be used to provide the local assistance grants described above. The bill would require the department, for purposes of this appropriation, to prioritize projects, in addition to the priorities specified above, that manage vegetation along streets and roads to prevent the ignition of wildfire and that require the funds for purposes of purchasing equipment necessary for the project.

Status: On 02/09/2021, Read first time. To print. On 02/10/2021, From printer. May be heard in committee on March 12. On 03/11/2021: Referred to Com. on NAT. RES. On 03/11/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on NAT. RES. Read second time and amended. On 03/15/2021: Re-referred to Com. on NAT. RES. No Change on 08/13/2021.

- **[AB-513 Employment: telecommuting employees.](#)**

Summary: This bill would authorize an employee working from home or a remote location not at the physical location of the employer to receive legally required notices and postings electronically and sign or acknowledge certain documents electronically. The bill would also authorize an employee who works from home or a remote location to have any wages due at the time of separation of employment mailed to the employee using the address the employer has on file for the employee for sending notices. The bill would require the wages to be deemed paid on the date of mailing.

Status: On 02/09/2021, Read first time. To print. On 02/10/2021, From printer. May be heard in committee March 12. On 02/18/2021, Referred to Com. on L. & E. On 03/17/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on L. & E. Read second time and amended. On 03/18/2021: Re-referred to Com. on L. & E. No change on 08/13/2021.

- **AB-548 AMENDED**

Summary: Was the "Employment Training Panel" amended to "Unemployment compensation benefits: overpayments" on 03/18/2021.

Status: On 02/10/2021, Read first time. To print. 02/11/2021, From printer. May be heard in committee March 13. On 03/18/2021: Referred to Com. on INS. On 03/18/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on INS. Read second time and amended. On 03/22/2021: Re-referred to Com. on INS.

- **AB-565 Interagency Advisory Committee on Apprenticeship: homeless youth and foster youth.**

Summary: This bill would add the director of the State Department of Social Services as a member of the Interagency Advisory Committee on Apprenticeship. This bill would require the Interagency Advisory Committee on Apprenticeship to create a subcommittee to study and report on issues related to the participation of homeless youth and foster youth, as defined, in apprenticeships and preapprenticeships, and prescribe specified subjects the subcommittee is to address. The bill would authorize the subject matters of study and reporting to be expanded to include issues relating to minority populations, at the request of a committee member. The bill would require, on and after July 1, 2023, that the findings and recommendations be included in a specified report.

Status: On 02/11/2021: Introduced. Read first time. To print. On 02/12/2021: From printer. May be heard in committee March 14. On 02/18/2021: Referred to Com. on L. & E. On 04/08/2021: From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 7. Noes 0.) (April 8). Re-referred to Com. on APPR. On 04/28/2021: Set, first hearing. Referred to suspense file ... On 06/15/2021: From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on L., P.E. & R. On 07/15/2021: From committee: Be ordered to second reading file pursuant to Senate Rule 28.8 and ordered to Consent Calendar.

- **AB-628 Breaking Barriers to Employment Initiative.**

Summary: Among other things, this bill would instead provide that the initiative is intended to focus on innovative approaches to, and proven practices for, addressing racial, ethnic, and socioeconomic disparities in the labor market. The bill would require the executive director of the board to convene an advisory group, as prescribed, to make recommendations to the board on grant application criteria and parameters for

eligible organizations, review and make recommendations to the board regarding grant proposals, support identification of prospective grantees, support technical assistance opportunities, and make recommendations to the board to strengthen implementation. The bill would require the board to consider the recommendations of the advisory group.

Status: On 02/12/2021, Read first time. To Print. On 02/13/2021, From printer. May be heard in committee March 15. On 02/25/2021: Referred to Coms. on L. & E. and J.,E.D., & E. On 03/25/2021: Re-referred to Com. on L. & E. On 04/08/2021: From committee: Do pass and re-refer to Com. on J.,E.D., & E. (Ayes 7. Noes 0.) (April 8). Re-referred to Com. on J.,E.D., & E. On 04/29/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 6. Noes 0.) (April 27). On 05/03/2021: Read second time and amended. On 05/04/2021: Re-referred to Com. on APPR ... On 06/16/2021: From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on L., P.E. & R. On 07/15/2021: In committee: Referred to suspense file.

- **[AB-630 Online Jobs and Economic Support Resource Grant Program.](#)**

Summary: This bill would establish the Online Jobs and Economic Support Resource Grant Program within GO-Biz for the purpose of supporting inclusive, cross-jurisdictional, and innovative online platforms that support job and earning opportunities and economic recovery with a strong focus on underserved and economically challenged communities. This bill would require an eligible applicant, which shall be a nonprofit, a cooperative, public benefit corporation, or a local government, to meet specified requirements, including, among other things, maintenance of an online platform that connects users with economic opportunities, training programs, and services. The bill would require GO-Biz, upon appropriation of funds by the Legislature, to issue grants to qualified online platforms based on a process for the awarding of competitive grants to eligible applicants that requires submission of a proposal narrative, a proposed budget, evidence of demonstrated experience in working with the proposed target populations, and a proposed impact assessment and timeline that includes progress reports and final deliverables. The bill would require grant recipients to submit an annual report to GO-Biz on how it used the grant funding that it was issued.

Status: On 02/12/2021, Read first time. To print. 02/13/2021, From printer. May be heard in committee March 15. On 02/25/2021: Referred to Com. on J.,E.D., & E. On 04/19/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on J.,E.D., & E. Read second time and amended. On 04/20/2021: Re-referred to Com. on J.,E.D., & E. On 04/29/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 6. Noes 0.) (April 27). On 05/03/2021: Read second time and amended. On 05/04/2021: Re-referred to Com. on APPR ... On 05/20/2021: In committee: Held under submission. No change on 08/13/2021.

- **[AB-643 Apprenticeship programs: career fairs.](#)**

Summary: This bill would require a school district or school to notify each apprenticeship program in the same county as the school district or school of a career or college fair it is planning to hold, as specified.

Status: On 02/12/2021, Read first time. To print. 02/13/2021, From printer. May be heard in committee March 15. On 02/25/2021: Referred to Com. on L. & E. On 04/26/2021: From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 7. Noes 0.) (April 22). Re-referred to Com. on APPR ... On 06/09/2021: From committee: Do pass and re-refer to Com. on L., P.E. & R. with recommendation: To Consent Calendar. (Ayes 7. Noes 0.) (June 9). Re-referred to Com. on L., P.E. & R. On 07/15/2021: From committee: Be ordered to second reading pursuant to Senate Rule 28.8.

- **[AB-680 Greenhouse Gas Reduction Fund: California Jobs Plan Act of 2021.](#)**

Summary: This bill would enact the California Jobs Plan Act of 2021, which would require the Labor and Workforce Development Agency to work with the state board to update, by July 1, 2023, the funding guidelines for administering agencies to ensure that all applicants to grant programs funded by the Greenhouse Gas Reduction Fund meet specified standards, including fair and responsible employer standards and inclusive procurement policies, as defined. The bill would require administering agencies to give preference to applicants that demonstrate a partnership with an educational institution or training program targeting residents of disadvantaged, tribal, and low-income communities.

Status: On 02/12/2021: Read first time. To print. On 02/13/2021: From printer. May be heard in committee March 15. On 02/25/2021: Referred to Coms. on L. & E. and NAT. RES. On 04/08/2021: From committee: Do pass and re-refer to Com. on NAT. RES. (Ayes 5. Noes 1.) (April 8). Re-referred to Com. on NAT. RES. On 04/29/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 8. Noes 0.) (April 28). On 05/03/2021: Read second time and amended. On 05/04/2021: Re-referred to Com. on APPR ... On 06/16/2021: Referred to Coms. on L., P.E. & R. and E.Q. On 07/13/2021: Read second time and amended. Re-referred to Com. on APPR.

- **[AB-809 Information security.](#)**

Summary: This bill would require state agencies not covered by the provisions described above to adopt and implement information security and privacy policies, standards, and procedures based upon standards issued by the National Institute of Standards and Technology and the Federal Information Processing Standards, as specified. This bill would require these state agencies to perform a comprehensive, independent security assessment every 2 years and would authorize them to contract with the Military Department for that purpose. This bill would require these state agencies to certify, by February 1, annually, to the Assembly Committee on Privacy and Consumer Protection that the agency is in compliance with all adopted policies,

standards, and procedures and include a corrective action plans to address any outstanding deficiencies, the estimated dates of compliance, and any additional resources it requires in order to cure each deficiency. The bill would require that the certification be kept confidential and not be disclosed, except that the information and records would be allowed to be shared with the members of the Legislature and legislative employees, at the discretion of the chairperson of the committee. Because the required certification would be made under penalty of perjury, the bill would expand the crime of perjury and would thereby impose a state-mandated local program.

Status: On 02/16/2021: Read first time. To print. 02/17/2021: From printer. May be heard in committee March 19. On 02/25/2021: Referred to Com. on P. & C.P. and A. & A.R. On 03/25/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on P. & C.P. Read second time and amended. On 03/26/2021: Re-referred to Com. on P. & C.P. On 04/08/2021: From committee: Do pass and re-refer to Com. on A. & A.R. with recommendation: To Consent Calendar. (Ayes 11. Noes 0.) (April 8). Re-referred to Com. on A. & A.R. On 05/04/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 7. Noes 0.) (April 28) ... On 05/20/2021: In committee: Held under submission. No change on 08/13/2021.

- **[AB-833 State government: grants: administrative costs.](#)**

Summary: This bill would require any state grants to a local government to include a maximum allocation of funds that may be expended for administrative costs, as defined, and would prohibit a local government, as defined, from expending more than 5% of grant funds for administrative costs, except as provided. The bill would specify that it is not intended to affect federal funding.

Status: On 02/17/2021, Read first time. To print. On 02/18/2021, From printer. May be heard in committee March 20. On 02/25/2021: Referred to Com. on A. & A.R. No change on 08/13/2021.

- **[AB-884 State agencies: audits.](#)**

Summary: This bill would require all state agencies with an aggregate spending of \$50,000,000 or more annually to establish an ongoing audit function. This bill would extend the requirements of the Bagley-Keene Act to the internal audit committees established by any governing body if the governing body is subject to the Bagley-Keene Act. By expanding the scope of an existing crime, this bill would impose a state-mandated local program.

Status: On 02/17/2021, Read first time. To print. On 02/18/2021, From printer. May be heard in committee March 20. On 02/25/2021: Referred to Coms. on A. & A.R. and G.O. 04/15/2021: From committee: Do pass and re-refer to Com. on G.O. (Ayes 7. Noes 0.) (April 14). Re-referred to Com. on G.O. On 04/26/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 20. Noes 0.) (April 22). Re-referred to Com. on APPR ... On 05/20/2021: In committee: Held under submission. No change on 08/13/2021.

- **[AB-885 Bagley-Keene Open Meeting Act: teleconferencing.](#)**

Summary: 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 require a state body that elects to conduct a meeting or proceeding by teleconference to post an agenda at the designated primary physical meeting location in the notice of the meeting where members of the public may physically attend the meeting and participate. 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. The bill would further require any body that is to adjourn and reconvene a meeting on the same day to communicate how a member of the public may both audibly and visually observe the meeting. The bill would also make nonsubstantive changes to those provisions.

Status: On 02/17/2021, Read first time. To print. On 02/18/2021, From printer. May be heard in committee March 20. On 02/25/2021: Referred to Com. on G.O. On 03/24/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on G.O. Read second time and amended. On 03/25/2021: Re-referred to Com. on G.O. No change on 08/13/2021.

- **[AB-915 Small and disadvantaged business enterprises.](#)**

Summary: Among other things, This bill would require each state agency's small business liaison to develop an "economic equity first" action plan and policy for the agency to provide, among other things, direction, recommendations, and strategies as to how to ensure that disadvantaged business enterprises are effectively involved and benefiting from the procurement process of the agency. The bill would require the action plan and policy to be submitted to the agency secretary, department director, or executive officer by January 1, 2023, and would require adoption of that plan by January 1, 2024.

Status: On 02/17/2021, Read first time. To print. On 02/18/2021, From Printer. May be heard in committee March 20. On 02/25/2021: Referred to Com. on J.,E.D., & E. On 04/29/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 6. Noes 0.) (April 27). On 05/03/2021: Read second time and amended. On 05/04/2021: Re-referred to Com. on APPR ... On 06/09/2021: Referred to Coms. on G.O. and B., P. & E.D. On 07/14/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 13. Noes 0.) (July 14). Re-referred to Com. on APPR.

- **[AB-1028 Telework Flexibility Act.](#)**

Summary: Among other things, This bill would permit an individual nonexempt employee to request an employee-selected remote work flexible work schedule providing for workdays up to 10 hours per day within a 40-hour workweek and would allow an employer to implement this schedule without the obligation to pay overtime

compensation for those additional hours in a workday, except as specified. The authorization would apply only if an employee is working remotely and not under the physical control of the employer. The bill would require that the flexible work schedule contain specified information and the employer's and the employee's original signatures. The bill would except split shift premiums from application to the work of employees who are working an employee-selected remote work flexible work schedule. The bill would require the Division of Labor Standards Enforcement in the Department of Industrial Relations to enforce this provision and adopt regulations.

Status: On 02/18/2021, Read first time. To print. On 02/19/2021, From printer. May be heard in committee March 21. On 03/04/2021: Referred to Coms. on L. & E. and JUD. No change on 08/13/2021.

- **AB-1072 Small businesses: technical assistance: public contracts.**
Summary: This bill would relocate the program within the Office of Small Business Advocate, under the direction of the Small Business Advocate. The bill would expand underserved business groups to be prioritized to include disadvantaged business enterprises. The bill would additionally require the use of state funds provided pursuant to the program to support a range of programs and services delivered through one or more small business technical assistance centers, as specified. The bill would also authorize the use of state funds provided pursuant to the program for certain purposes relating to small business technical assistance. The bill would extend the repeal date to January 1, 2027. This bill would additionally require the Department of General Services' small business advocate to additionally conduct outreach and provide assist state agencies, in collaboration with the California Disabled Veteran Business Enterprise Program Advocate and the Small Business Advocate, in improving small business and disabled business enterprise procurement participation, as specified, including outreach and providing technical assistance to small businesses seeking certification to be eligible for additional small business assistance related to these provisions.

Status: On 02/18/2021, Read first time. To print. On 02/19/2021, From Printer. May be heard in committee March 21. On 03/25/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on J.,E.D., & E. Read second time and amended. On 03/26/2021: Re-referred to Com. on J.,E.D., & E. On 04/20/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on J.,E.D., & E. Read second time and amended. On 04/21/2021: Re-referred to Com. on J.,E.D., & E. On 04/27/2021: From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 6. Noes 0.) (April 27). Re-referred to Com. on APPR ... On 06/16/2021: Referred to Coms. on B., P. & E.D. and G.O. On 07/06/2021: From committee: Do pass and re-refer to Com. on APPR with recommendation: To Consent Calendar. (Ayes 15. Noes 0.) (July 6). Re-referred to Com. on APPR.

- **[AB-1106 Employment Training Panel: pilot program: employment training needs.](#)**

Summary: 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 Chancellor's Office of 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 one or more ad hoc advisory groups of 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.

Status: On 02/18/2021, Read first time. To print. On 02/19/2021, From printer. May be heard in committee March 21. On 03/04/2021: Referred to Com. on J.,E.D., & E. On 04/28/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 6. Noes 0.) (April 27). On 04/29/2021: Read second time and amended. On 05/03/2021: Re-referred to Com. on APPR ... On 06/15/2021: From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on B., P. & E.D. On 07/15/2021: In committee: Referred to suspense file.

- **[AB-1122 Employment discrimination.](#)**

Summary: This bill would provide that, under FEHA, it is not a violation of the rights of any individual who is not chosen for an employer to hire or promote a member of a protected group, if the employer determines that the individual hired or promoted is qualified for the job and the individual hired or promoted is a member of a protected group that is underrepresented in the type of job in question in the relevant general workforce. Under the bill, the violation exemption would not apply if the individual hired or promoted is a member of a protected group that, prior to the selection of the individual, was overrepresented in the type of job in the employer's workforce or an individual challenging the hire or promotion decision is a member of a protected group that is underrepresented in the type of job in the relevant general workforce and there is substantial evidence that the individual's protected status was a substantial factor in the hire or promotion decision. The bill would define terms for its purpose.

Status: On 02/18/2021, Read first time. To print. On 02/19/2021, From printer. May be heard in committee March 21. On 03/11/2021: Referred to Coms. on L. & E. and JUD. On 03/11/2021: From committee chair, with author's amendments: Amend, and re-refer

to Com. on L. & E. Read second time and amended. On 03/15/2021: Re-referred to Com. on L. & E. No change on 08/13/2021.

- **[AB-1192 Employment information: worker metrics.](#)**

Summary: Existing law establishes within the Labor and Workforce Development Agency the Department of Industrial Relations, one of the purposes of which is to foster, promote, and develop the welfare of the wage earners of California, to improve their working conditions, and to advance their opportunities for profitable employment.

This bill would establish a program in, and administered by, the agency and would require employers with more than 1,000 employees in California, as provided, to submit various statistics regarding those employees to the agency. The bill would further require the agency to collect the worker-related statistics annually and, after collection, to assign each employer to one of the 24 industries in the Global Industry Classification Standard system. The bill would require the Employment Development Department to provide the agency with specified employer information to promote compliance with the program. The bill would require the agency, on or before June 30, 2023, and on or before June 30 of each year thereafter, to publish on its internet website all worker-related statistics submitted by all employers, classified by industry. The bill would require that employer executive officers give certain information under penalty of perjury. Because this would expand the definition of a crime, this bill would impose a state-mandated local program.

Status: On 02/18/2021, Read first time. To print. On 02/19/2021, From printer, May be heard in committee March 21. On 03/18/2021: Referred to Com. on L. & E. On 03/18/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on L. & E. Read second time and amended. On 03/22/2021: Re-referred to Com. on L. & E. On 04/05/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on L. & E. Read second time and amended. On 04/06/2021: Re-referred to Com. on L. & E. On 04/26/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 5. Noes 2.) (April 22). Re-referred to Com. on APPR ... On 06/03/2021: Ordered to inactive file at the request of Assembly Member Kalra. No change on 08/13/2021.

- **[AB-1273 Interagency Advisory Committee on Apprenticeship: the Director of Consumer Affairs and the State Public Health Officer.](#)**

Summary: This bill would additionally make the State Public Health Officer and the Director of Consumer Affairs ex officio members of the Interagency Advisory Committee on Apprenticeship. This bill would prohibit the Department of Consumer Affairs and its various boards from prohibiting or approving an accrediting program that prohibits earn and learn programs for training in a profession licensed or certified by the board. The bill would prohibit the State Department of Public Health from prohibiting earn and learn programs for training of personnel. The bill would require boards of the Department of Consumer Affairs and the State Department of Public Health to use licensing or certification standards that authorize the use of earn and learn trainings.

Status: On 02/22/2021: Read first time. On 03/04/2021: Referred to Com. on L. & E. On 03/22/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on L. & E. Read second time and amended. On 03/23/2021: Re-referred to Com. on L. & E. On 04/26/2021: From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 7. Noes 0.) (April 22). Re-referred to Com. on APPR ... On 06/08/2021: From committee: Do pass and re-refer to Com. on HEALTH. (Ayes 5. Noes 0.) (June 7). Re-referred to Com. on HEALTH. On 07/15/2021: From committee: Be ordered to second reading pursuant to Senate Rule 28.8.

- **[AB-1433 Rapid Digital Upskilling for Displaced Workers Grant Program.](#)**
Summary: Existing law, the California Workforce Innovation and Opportunity Act, establishes the California Workforce Development Board as the body responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system and the alignment of the education and workforce investment systems to the needs of the 21st century economy and workforce. Under the act, the board administers a number of programs and initiatives relating to education, training, and the workforce.

This bill would establish the Rapid Digital Upskilling for Displaced Workers Grant Program, to be administered by the board. The bill would require the board to award grants to 5 counties for Rapid Digital Upskilling for Displaced Workers training programs to provide specified skills to individuals to empower them for careers in growth industries, as prescribed. The bill would establish eligible uses of training program funds and requirements for grant applications and grant awards. The bill would require the board to prepare and submit to the Legislature, by March 1, 2023, a report regarding the uses and outcomes of funds appropriated for purposes of the bill, to include, at a minimum, prescribed information relating to program participation and effectiveness. The bill would define terms for its purposes. The bill would make implementation of the grant program contingent on appropriation by the Legislature of funds for the purposes of the bill.

Status: On 02/19/2021: Introduced. To print. On 02/20/2021: From printer. May be heard in committee March 22. On 02/22/2021: Read first time. On 03/11/2021: Referred to Com. on L. & E. On 03/22/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on L. & E. Read second time and amended. On 03/23/2021: Re-referred to Com. on L. & E. On 03/23/2021: Re-referred to Com. on L. and E. No change on 08/13/2021.

- **[AB-1460 State employment: COVID-19 telework: costs.](#)**
Summary: Existing law authorizes the Department of Human Resources (CalHR) to expend, in accordance with law, moneys made available for its use or for the administration of any statute administered by it. Existing law vests in CalHR the administration of salaries generally and provides for the payment of miscellaneous compensation under specified circumstances. Existing law requires CalHR to provide the extent to which, and establish the method by which, ordered overtime or overtime in

times of critical emergency is compensated, as specified. This bill would authorize CalHR to provide a one-time payment of an unspecified amount to employees who have been required to telework as a result of the COVID-19 pandemic in order to offset costs associated with working remotely.

Status: On 02/19/2021, Introduced. To print. On 02/20/2021: From printer. May be heard in committee March 22. On 02/22/2021: Read first time. On 03/11/2021: Referred to Com. on P.E. & R. On 04/27/2021: In committee: Set, first hearing. Hearing canceled at the request of author. No change on 08/13/2021.

- **AB-1539 AMENDED.**

Summary: Was “Transportation electrification: Electric Vehicle Infrastructure Training Program” amended to “Commercial vessels: protection and indemnity insurance” on March 23, 2021.

Status: On 02/19/2021: Introduced. To print. On 02/20/2021: From printer. May be heard in committee March 22. On 02/22/2021: Read first time. On 03/11/2021: Referred to Com. on U. & E. On 03/23/2021: From committee chair, with author’s amendments: Amend, and re-refer to Com. on U. & E. Read second time and amended.

II. **SENATE BILLS**

- **SB-33 Apprenticeship: annual report: task force.**

Summary: This bill would require the Director of Industrial Relations, on or before September 1, 2022, to convene a task force to promote apprenticeship for all populations throughout the state, to be known as the Construction Apprenticeship Advancement Task Force, with membership as prescribed. The bill would require the task force, in consultation with specified entities, to study the recruitment, retention, and barriers to entry of women and other minority, underrepresented, and disadvantaged populations in the State of California for purposes of ensuring apprenticeship opportunities are more inclusive of those populations. The bill would require the membership of the task force to work jointly to issue a joint report to the Legislature by January 1, 2023, and by that date annually thereafter, that details best practices to promote apprenticeship for all populations throughout the state.

Status: On 12/07/2020: Introduced. Read first time. To Com. on RLS. for assignment. To print. On 03/09/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS. On 03/11/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS. On 03/18/2021: Re-referred to Com. on L., P.E. & R. On 04/06/2021: From committee: Do pass as amended and re-refer to Com. on APPR. (Ayes 5. Noes 0.) (April 5). On 04/07/2021: Read second time and amended. Re-referred to Com. on APPR. On 04/19/2021: From committee: Be ordered to second reading pursuant to Senate Rule 28.8. On 05/03/2021: Read third time. Passed. (Ayes 36. Noes 0.) Ordered to the Assembly. On 05/04/2021: In Assembly. Read first time. Held at Desk ... On 05/13/2021:

Referred to Com. on L. & E. On 06/17/2021: Re-referred to Com. on RLS. pursuant to Assembly Rule 96.

- **[SB-46 American Rescue Plan Act funds: federal recovery funds: funded projects.](#)**
Summary: On Feb 24, 2021, the American Rescue Plan Act of 2021 (ARP) was introduced in the United States Congress. The stimulus package, if enacted into law, would, among other things, provide funding for economic relief payments to state, local, tribal, and territorial governments to speed up the United States' recovery from the economic and health effects of the COVID-19 pandemic and the ongoing recession.

This bill would require, to the extent authorized by federal law, a state agency that receives and disburses ARP funds or other federal recovery funds to consider projects' potential impact on specified goals, including, among other things, restoring frontline communities and rapidly accelerating achievement of environmental justice and climate goals, including, but not limited to, climate, environmental, and biodiversity protection and stimulating growth. The bill would require state agencies to document how proposed projects meet or align with the goals and require the Labor and Workforce Development Agency to establish an internet website where the public can track the expenditure of federal ARP funds by the state and how funded projects meet the goals.

Status: Introduced; Senate; on 12/07/2020. Read first time. To Print. May be acted upon on or before 01/07/2021. On 01/28/2021: Referred to Com. on RLS. On 03/10/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS. On 03/18/2021: Re-referred to Coms. on G.O., L., P.E. & R., and E.Q. On 03/18/2021: Referral to Com. on E.Q. rescinded because of the limitations placed on committee hearings due to ongoing health and safety risks of the COVID-19 virus. No change on 08/13/2021.

- **[SB-74 Keep California Working Act.](#)**
Summary: Existing law establishes the Office of Small Business Advocate within the Governor's Office of Business and Economic Development for the purpose of advocating for the causes of small business and to provide small businesses with the information they need to survive in the marketplace. This bill, the Keep California Working Act, would establish the Keep California Working Grant Program. The act would require the Small Business Advocate to administer the program and award grants, of an unspecified amount, to small businesses and nonprofit organizations that have experienced economic hardship resulting from the COVID-19 pandemic. The act would appropriate \$2.6 billion dollars to the Office of Small Business Advocate for those purposes. This bill would declare that it is to take effect immediately as an urgency statute.

Status: Introduced; Senate; on 12/07/2020. Read first time. To Print. May be acted upon on or before 01/07/2021. On 02/02/2021, From committee with author's amendments. Read second time and amended. Re-referred to Com. on B., P. and E.D. On 03/11/2021: Set for hearing April 19. On 03/11/2021: April 19 set for first hearing canceled at the request of author. On 03/11/2021: From committee with author's amendments. Read

second time and amended. Re-referred to Com. on B., P. & E.D. No change on 08/13/2021.

- **SB-209 State of emergency: termination after 45 days: extension by the Legislature.**
Summary: This bill would require a state of emergency to terminate 45 days after the Governor's proclamation of the state of emergency unless the Legislature extends it by a concurrent resolution.

Status: Introduced; Senate; on 01/12/2021. Read first time. To Print. May be acted upon on or after 02/12/2021. On 02/10/2021: Referred to Com. on G.O. On 03/04/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on G.O. No change on 08/13/2021.

- **SB-270 Public employment: labor relations: employee information.**
Summary: Existing law requires these public employers to provide certain labor representatives with the names and home addresses of newly hired employees, as well as their job titles, departments, work locations, telephone numbers, and personal email addresses, within 30 days of hire or by the first pay period of the month following hire. Existing law also requires the public employers to provide this information for all employees in a bargaining unit at least every 120 days, except as specified. Existing law requires the Public Employment Relations Board to have jurisdiction over violations of these requirements and to have certain powers and duties related to enforcement of these requirements, except as specified. This bill, commencing July 1, 2022, would authorize an exclusive representative to file a charge of an unfair labor practice with the board, as specified, alleging a violation of the above-described requirements only if specified conditions are met, including that the exclusive representative gives written notice of the alleged violation and that the public employer fails to cure the violation, as specified. The bill would limit a public employer's opportunity to cure certain violations.

Status: On 01/28/2021, Introduced. Read first time. To Com. on RLS. for assignment. To print. On 01/29/2021, From printer. May be acted upon on or after February 28. On 02/10/2021, Referred to Coms. on L., P.E. and R. and JUD. On 02/22/2021: Art. IV. Sec. 8(a) of the Constitution dispensed with. On 02/22/2021: Joint Rule 55 suspended. (Ayes 32. Noes 4.) On 04/14/2021: From committee: Do pass as amended and re-refer to Com. on APPR. (Ayes 8. Noes 2.) (April 13). On 04/15/2021: Read second time and amended. Re-referred to Com. on APPR. On 05/04/2021: May 3 hearing: Placed on APPR suspense file ... On 06/10/2021: Referred to Coms. on P.E. & R. and JUD. On 07/13/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 8. Noes 2.) (July 13). Re-referred to Com. on APPR.

- **SB-419 Oil and gas: regulation: skilled and trained workforce.**
Summary: This bill would, except as provided, for work performed by a licensed contractor, require that the owner or operator of a well or production facility, when contracting for the performance of construction, alteration, demolition, installation, repair, or maintenance work, as defined, to be performed at the well or production

facility, to require that its contractors and any subcontractors use a skilled and trained workforce, as defined, to perform all onsite work within an apprenticeable occupation, as defined, in the building and construction trades, as defined. This bill would require the chief to consider specified matter in determining whether to approve a new apprenticeship program for workers performing construction, alteration, demolition, installation, repair, or maintenance work at oil and gas wells or production facilities. The bill would authorize an apprenticeship program approved by the chief to enroll, with advanced standing, applicants with relevant prior work experience performing work at wells or production facilities, in accordance with the approved apprenticeship standards of the program.

Status: On 02/12/21: Introduced. Read first time. To Com. on RLS. for assignment. To print. On 02/22/2021: Art. IV. Sec. 8(a) of the Constitution dispensed with. Joint Rule 55 suspended. (Ayes 32. Noes 4. Page 272.) On 03/10/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS. On 03/18/2021: Re-referred to Coms. on N.R. & W. and L., P.E. & R. On 04/14/2021: From committee: Do pass as amended and re-refer to Com. on L., P.E. & R. (Ayes 7. Noes 2.) (April 13). On 04/15/2021: Read second time and amended. Re-referred to Com. on L., P.E. & R. On 04/27/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 4. Noes 1.) (April 26). Re-referred to Com. on APPR. On 04/30/2021: Set for hearing May 10 ... On 06/14/2021: Re-referred to Coms. on L. & E. and NAT. RES. pursuant to Assembly Rule 96. On 07/07/2021: July 7 set for first hearing canceled at the request of author.

- **CHAPTER 109 (SB-657): Employment: electronic documents.**

Summary: This bill would provide that, in any instance in which an employer is required to physically post information, an employer may distribute certain information to employees by email with the document or documents attached. The bill would specify that this does not alter the employer's obligation to physically display the required posting.

Status: On 02/19/2021, Introduced. To Com. on RLS. For assignment. To print. On 02/22/2021: From printer. May be acted upon on or after March 24. On 02/22/2021: Read first time. On 02/22/2021: Art. IV. Sec. 8(a) of the Constitution dispensed with. On 02/22/2021: Joint Rule 55 suspended. (Ayes 32. Noes 4.) On 03/03/2021: Referred to Coms. on L., P.E. & R. and JUD. On 04/12/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on JUD. On 04/21/2021: From committee: Do pass as amended. Ordered to consent calendar. (Ayes 11. Noes 0.) (April 20). On 04/22/2021: Read second time and amended. Ordered to consent calendar. On 04/29/2021: Read third time. Passed. (Ayes 36. Noes 0.) Ordered to the Assembly. On 04/29/2021: In Assembly. Read first time. Held at Desk ... On 06/09/2021: From committee: Do pass and re-refer to Com. on JUD. with recommendation: To consent calendar. (Ayes 7. Noes 0.) (June 8). Re-referred to Com. on JUD. On 07/16/2021: Approved by Governor and Chaptered by the Secretary of State.

- **[SB-690 The California aerospace industry.](#)**

Summary: Existing law establishes the Governor's Office of Business and Economic Development (GO-Biz), which is administered by a director appointed by the Governor. The office serves the Governor as the lead entity for economic strategy and the marketing of California on issues relating to business development, private sector investment, and economic growth. This bill would, in addition to making certain findings and declarations, state the intent of the Legislature to enact legislation that would establish the California Aerospace Commission to develop an official space plan and oversee a special district created within the GO-Biz that would foster the growth and development of a sustainable and world-leading aerospace industry in the state, and promote aerospace business development by facilitating business financing, spaceport operations, research and development, workforce development, and innovative education programs.

Status: On 02/19/2021, Introduced. To Com. on RLS. For assignment. To print. On 02/22/2021: From printer. May be acted upon on or after March 24. On 02/22/2021: Read first time. On 02/22/2021: Art. IV. Sec. 8(a) of the Constitution dispensed with. On 02/22/2021: Joint Rule 55 suspended. (Ayes 32. Noes 4.) On 03/03/2021: Referred to Com. on RLS. No change on 08/13/2021.

- **[SB-779 California Workforce Innovation Opportunity Act: earn and learn programs.](#)**

Summary: This bill would amend the list of "earn and learn" programs by specifying that an "earn and learn" program includes transitional jobs, as described in the federal Workforce Innovation and Opportunity Act, and subsidized employment, including, but not limited to, subsidized employment provided by an employment social enterprise, as defined, or a worker cooperative, as defined, particularly for individuals with barriers to employment.

Status: On 02/19/2021: Introduced. To Com. on RLS. for assignment. To print. On 02/22/2021: From printer. May be acted upon on or after March 24. On 02/22/2021: Art. IV. Sec. 8(a) of the Constitution dispensed with. Joint Rule 55 suspended. (Ayes 32. Noes 4. Page 272.) On 04/06/2021: From committee: Do pass as amended and re-refer to Com. on APPR. (Ayes 5. Noes 0.) (April 5). On 04/07/2021: Read second time and amended. Re-referred to Com. on APPR. On 04/19/2021: From committee: Be ordered to second reading pursuant to Senate Rule 28.8. On 05/03/2021: Read third time. Passed. (Ayes 36. Noes 0.) Ordered to the Assembly. On 05/04/2021: In Assembly. Read first time. Held at Desk ... On 06/09/2021: From committee: Do pass and re-refer to Com. on APPR. with recommendation: To consent calendar. (Ayes 7. Noes 0.) (June 8). Re-referred to Com. on APPR. On 07/12/2021: From Consent Calendar and Ordered to third reading.

- [**SB-805 Small nonprofit performing arts organizations: payroll and paymaster services grants: employment grants.**](#)

Summary: This bill would, upon appropriation by the Legislature, require the council to establish and administer the California Nonprofit Performing Arts Paymaster. The bill would require the council to issue a request for proposals and award contracts on a competitive basis to 2 or more nonprofit contractors to provide payroll and paymaster services to small nonprofit performing arts organizations, as defined. The bill would require the council to establish a criteria to rate and rank applicants and establish necessary contract terms. The bill would, upon appropriation, require the council to provide a nonprofit contractor selected to provide payroll services with a grant award in an amount necessary to fund the initial startup costs. This bill would authorize a nonprofit contractor providing services to charge a fee to a nonprofit performing arts organization that receives payroll or paymaster services, provided that the fee does not exceed the cost of providing the services. The bill would require a nonprofit contractor that provides services under these provisions to submit an annual report to the council by July 31 of each year that provides specified information from the prior fiscal year, including, among other things, a detailed accounting of all fees charged and collected. This bill would establish the Performing Arts Equitable Payroll Fund, and would require the council, upon appropriation by the Legislature, to establish and administer a grant program using moneys in the fund to award grants for the purpose of enabling small nonprofit performing arts organizations to hire and pay employees at least minimum wage. The bill would require the council to award the grants in amounts according to a specified matching schedule based on the adjusted gross revenue, as defined, of the organization.

Status: On 02/19/2021: Introduced. To Com. on RLS. for assignment. To print. On 02/22/2021: From printer. May be acted upon on or after March 24. Read first time. Art. IV. Sec. 8(a) of the Constitution dispensed with. Joint Rule 55 suspended. (Ayes 32. Noes 4. Page 272.) On 03/10/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS. On 03/18/2021: Re-referred to Com. on L., P.E. & R. On 04/20/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on L., P.E. & R. On 04/27/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 4. Noes 1.) (April 26). Re-referred to Com. on APPR. On 04/30/2021: Set for hearing May 10 ... On 06/03/2021: Referred to Coms. on A.,E.,S.,T., & I.M. and L. & E. On 06/24/2021: Read second time and amended. Re-referred to Com. on APPR.

III. **BUDGET BILLS**

- [**AB-79 Budget Act of 2020.**](#)

Summary: The Budget Act of 2020 made appropriations for the support of state government for the 2020–21 fiscal year. This bill would amend the Budget Act of 2020 by adding items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: Introduced; Assembly; on 12/07/2020. Read first time. To Print. May be heard in committee on 01/07/2021. On 01/15/2021, Read third time. Passed. Ordered to the Senate. On 01/22/2021, has been set for hearing on 01/26/2021 at 1:30 p.m. On 01/25/2021, From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on B. and F.R. On 01/26/2021, From committee: Do Pass (Ayes 16 Noes 0) – Across the Desk. On 02/02/2021, Re-referred to Com. on B. and F.R. On 02/16/2021: Joint Rule 62(a), file notice suspended. On 02/18/2021: In committee: Hearing postponed by committee. On 04/12/2021: From committee: Do pass. (Ayes 16. Noes 0.) (April 12) ... On 05/18/2021: Re-referred to Com. on B. & F.R. No change on 08/13/2021.

- **CHAPTER 17 (AB-80): Taxation: Coronavirus Aid, Relief, and Economic Security Act: Federal Consolidated Appropriations Act, 2021.**

Summary: The Personal Income Tax Law and the Corporation Tax Law, in conformity with federal income tax law, generally define “gross income” as income from whatever source derived, except as specifically excluded, and provide various exclusions from gross income. Existing law, in conformity with the federal Coronavirus Aid, Relief, and Economic Security Act (CARES Act), and its subsequent amendments in the Paycheck Protection Program and Health Care Enhancement Act and the Paycheck Protection Program Flexibility Act of 2020, among other things, excludes any amounts of covered loans forgiven under the CARES Act from gross income for purposes of the Personal Income Tax Law and the Corporation Tax Law. Existing law reduces the amount of any credit or deduction otherwise allowed under the Personal Income Tax and the Corporation Tax Law for any amount paid or incurred by the taxpayer upon which this exclusion is based by the amount of the exclusion allowed. Existing law requires any bill authorizing a new tax expenditure to contain, among other things, specific goals, purposes, and objectives the tax expenditure will achieve, detailed performance indicators, and data collection requirements.

Existing federal law, the Consolidated Appropriations Act, 2021, prohibits reductions in tax deductions, denials of basis adjustments, and reductions in tax attributes for federal income tax purposes based on the exclusion from gross income provided in the federal CARES Act and its subsequent amendments.

This bill would exclude, for taxable years beginning on or after January 1, 2019, from gross income any advance grant amount, as defined, issued pursuant to specified provisions of the CARES Act or the Consolidated Appropriations Act, 2021, and covered loan amounts forgiven pursuant to the Consolidated Appropriations Act, 2021. This bill would adopt, except as provided, the provisions of the Consolidated Appropriations Act, 2021, prohibiting any reduction in tax deductions, denials of basis adjustments, and reductions in tax attributes based on the exclusion from gross income provided for any loan amount forgiven in modified conformity with the federal CARES Act and its subsequent amendments. This bill would provide findings to comply with the additional information requirement for any bill authorizing a new tax expenditure. This bill would also

make findings and declarations related to a gift of public funds. This bill would declare that it is to take effect immediately as an urgency statute.

Status: Introduced; Assembly; on 12/07/2020. Read first time. To Print. May be heard in committee on 01/07/2021. On 01/15/2021, Read third time. Passed. Ordered to the Senate. On 01/22/2021, has been set for hearing on 01/26/2021 at 1:30 p.m. On 01/25/2021, From committee chair, with author's amendments (From a Budget Bill to COVID-19 Relief; tenancy; federal rental assistance): Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on B. and F.R. On 01/26/2021, From committee: Do Pass (Ayes 16 Noes 0) – Across the Desk. On 02/02/2021, Re-referred to Com. on B. and F.R. On 02/18/2021, From committee: Do pass. Across the Desk. On 02/17/2021, From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on B. and F.R. On 02/18/2021: From committee: Do pass. (Ayes 17. Noes 0.) (February 18). On 02/18/2021: Measure version as amended on February 17 corrected. On 02/18/2021: Read second time. Ordered to third reading. On 02/22/2021: Re-referred to Com. on B. & F.R. 03/02, 03, 08, 15/2021: In committee: Hearing postponed by committee. Approved by the Governor on 04/29/2021. Filed with the Secretary of State on 04/29/2021.

- **CHAPTER 12 (AB-88): One-time stimulus and grant payments: garnishment: exclusion from gross income.**

Summary: This bill would, except as provided, make both payments automatically exempt from a garnishment order, as defined, and would require a financial institution to employ a certain procedure to identify a deposit exempt pursuant to that provision. The bill would prohibit a financial institution that attempts to comply with those provisions in good faith from being subject to liability, as specified. The bill would also further clarify the definition of “qualified recipient” for purposes of the Golden State Stimulus payment and a “grant recipient” eligible to receive a Golden State Grant payment. The bill would appropriate \$100,000 from the General Fund to augment Schedule (1) of Item 7730-001-0001 of the 2020 Budget Act for the Franchise Tax Board to be allocated to existing California Earned Income Tax Credit outreach contracts to provide increased awareness of the Golden State Stimulus and would exempt, for the purpose of providing timely distribution of funds for Golden State Stimulus awareness, the Franchise Tax Board and its administrative partner, the Department of Community Services and Development, from all provisions of state contracting law governing the amendment of contracts.

Status: On 12/07/2021: Read first time. To print. On 12/08/2021: From printer. May be heard in committee January 7. On 01/11/2021: Ordered to second reading. On 01/12/2021: Read second time. Ordered to third reading. On 01/15/2021: Read third time. Passed. Ordered to the Senate. (Ayes 48. Noes 13. Page 164.) On 01/15/2021: In Senate. Read first time. To Com. on RLS. for assignment. On 02/18/2021: From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on B. & F.R. On 02/18/2021: From committee: Do pass. (Ayes 13. Noes 0.) (February 18). On 02/18/2021: Read second time. Ordered to third reading. On 03/01/2021: From committee chair, with author's

amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on B. & F.R. On 03/03/2021: From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on B. & F.R. On 03/15/2021: From committee: Do pass. (Ayes 14. Noes 0.) (March 15). On 03/15/2021: Read third time. Passed. Ordered to the Assembly. (Ayes 32. Noes 0.). On 03/15/2021: In Assembly. Concurrence in Senate amendments pending. May be considered on or after March 17 pursuant to Assembly Rule 77. Assembly Rule 77 suspended. Assembly Rule 63 suspended. Enrolled and presented to the Governor at 4:40 p.m. On 03/17/2021: Approved by the Governor. Chaptered by Secretary of State - Chapter 12, Statutes of 2021.

- **[CHAPTER 7 \(SB-87\): California Small Business COVID-19 Relief Grant Program: income tax: gross income: exclusion: small business grants.](#)**

Summary: 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.

Status: Introduced; Senate; on 12/16/2020. Read first time. To Print. May be acted upon on or after 01/16/2021. On 01/21/2021, Read third time. Passed (Ayes 22 Noes 2). Ordered to the Assembly. On 02/17/2021, From committee with author's amendments. Read second time and amended. Re-referred to Com. on BUDGET. On 02/18/2021: Coauthors revised. On 02/22/2021: Assembly Rule 96 and 63 suspended. On 02/22/2021: Withdrawn from committee. On 02/22/2021: Ordered to third reading. On 02/22/2021: Read third time. Passed. (Ayes 76. Noes 0.) Ordered to the Senate. On 02/22/2021: In Senate. Concurrence in Assembly amendments pending. On 02/22/2021: Assembly amendments concurred in. (Ayes 38. Noes 0.) Ordered to engrossing and enrolling. On 02/23/2021: Approved by the Governor. Chaptered by Secretary of State. Chapter 7, Statutes of 2021.

- **[CHAPTER 8 \(SB-88\): One-time stimulus payment: delinquent accounts: Earned Income Tax Credit: statements.](#)**

Summary: Among other things, this bill would authorize the Controller to make a one-time Golden State Stimulus payment to each qualified recipient, as defined, of an applicable amount, as specified, in a form and manner determined by the Franchise Tax Board, in order to provide relief to low-income Californians impacted by the COVID-19 emergency. This bill would create the Golden State Stimulus Emergency Fund, a new fund in the State Treasury, for the purposes of making these one-time payments, and would continuously

appropriate that fund. This bill would also authorize one-time grant payments to qualified grant recipients, as defined, of \$600, to be administered by the State Department of Social Services, in order to provide relief to low-income Californians impacted by the COVID-19 emergency.

Status: Introduced; Senate; on 12/16/2020. Read first time. To Print. May be acted upon on or after 01/16/2021. On 01/21/2021, Read third time. Passed (Ayes 22 Noes 2). Ordered to the Assembly. On 02/18/2021, From committee with author's amendments. Read second time and amended. Re-Referred to Com on Budget. On 02/18/2021, From committee: Do pass. Across the Desk. On 02/22/2021: Assembly Rule 96 and 63 suspended. On 02/22/2021: Withdrawn from committee. On 02/22/2021: Ordered to third reading. On 02/22/2021: Read third time. Passed. Ordered to the Senate. On 02/22/2021: In Senate. Concurrence in Assembly amendments pending. On 02/22/2021: Assembly amendments concurred in. Ordered to engrossing and enrolling. On 02/23/2021: Approved by the Governor. Chaptered by Secretary of State. Chapter 8, Statutes of 2021.

- **CHAPTER 1 (SB-89): Budget Act of 2020.**

Summary: The Budget Act of 2020 made appropriations for the support of state government for the 2020–21 fiscal year. This bill would amend the Budget Act of 2020 by adding items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: Introduced; Senate; on 12/16/2020. Read first time. To Print. May be acted upon on or after 01/16/2021. On 01/21/2021, Read third time. Passed (Ayes 22 Noes 2). Ordered to the Assembly. On 01/25/2021, From committee with author's amendments (from 2021 to 2020). Read second time and amended. Re-referred to Com. on BUDGET. On 01/28/2021, Read third time. Passed (Ayes 69, Noes 0). Ordered to Senate. One 01/28/2021, Assembly amendments concurred in. (Ayes 37. Noes 0.) Ordered to engrossing and enrolling. 01/28/2021, Enrolled and presented to the Governor at 1:30 p.m. 01/28/2021, Approved by the Governor. 01/28/2021, Chaptered by Secretary of State. Chapter 1, Statutes of 2021.

- **CHAPTER 2 (SB-91): COVID-19 relief: tenancy: federal rental assistance.**

Summary: Among other things, this bill would prohibit a housing provider, tenant screening company, or other entity that evaluates tenants on behalf of a housing provider from using an alleged COVID-19 rental debt, as defined, as a negative factor for the purpose of evaluating a prospective housing application or as the basis for refusing to rent a dwelling unit to an otherwise qualified prospective tenant. This bill, until July 1, 2021, would prohibit a person from selling or assigning unpaid COVID-19 rental debt, as defined, for the time period between March 1, 2020, and June 30, 2021. The bill would also prohibit a person from selling or assigning unpaid COVID-19 rental debt, as defined, for that same time period of any person who would have qualified for rental assistance funding, provided pursuant to specified federal law, where the person's household income is at or below 80% of the area median income for the 2020 calendar year.

Status: Introduced; Senate; on 12/16/2020. Read first time. To Print. May be acted upon on or after 01/16/2021. On 01/21/2021, Read third time. Passed (Ayes 22 Noes 2). Ordered to the Assembly. On 01/25/2021, From committee with author's amendments (from Budget Bill to COVID-19 relief). Read second time and amended. Re-referred to Com. on BUDGET. On 01/28/2021, Read third time. Passed (Ayes 71, Noes 1). 01/28/2021, Assembly amendments concurred in. (Ayes 34. Noes 0.) Ordered to engrossing and enrolling. Ordered to Senate. On 01/28/2021, Assembly amendments concurred in. (Ayes 37. Noes 0.) Ordered to engrossing and enrolling. 01/28/2021, Enrolled and presented to the Governor at 1:30 p.m. 01/28/2021, Approved by the Governor. 01/28/2021, Chaptered by Secretary of State. Chapter 2, Statutes of 2021.

- **CHAPTER 13 (SB-95): Employment: COVID-19: supplemental paid sick leave.**

Summary: This bill would appropriate \$100,000 from the General Fund to the Labor Commissioner for staffing resources to implement and enforce these provisions. This bill would, among other things, provide for COVID-19 supplemental paid sick leave for covered employees, as defined, who are unable to work or telework due to certain reasons related to COVID-19, including that the employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19. The bill would entitle a covered employee to 80 hours of COVID-19 supplemental paid sick leave if that employee either works full time or was scheduled to work, on average, at least 40 hours per week for the employer in the 2 weeks preceding the date the covered employee took COVID-19 supplemental paid sick leave. The bill would provide a different calculation for supplemental paid sick leave for a covered employee who is a firefighter subject to certain work schedule requirements and for a covered employee working fewer or variable hours, as specified. The bill would provide that the total number of hours of COVID-19 supplemental paid sick leave to which a covered employee is entitled to under these provisions is in addition to any paid sick leave available under the act, as specified.

Status: On 12/16/2021: Introduced. To Com. on RLS. for assignment. To print. On 12/17/2021: From printer. May be acted upon on or after January 16. On 01/11/2021: Read first time. On 01/15/2021: Withdrawn from committee. (Ayes 22. Noes 8. Page 76.) Ordered to second reading. Read second time. Ordered to third reading. On 01/21/2021: Read third time. Passed. (Ayes 22. Noes 2. Page 91.) Ordered to the Assembly. In Assembly. Read first time. Held at Desk. On 01/22/2021: Referred to Com. on BUDGET. On 02/16/2021: Joint Rule 62(a) suspended. (Ayes 54. Noes 15. Page 328.) On 03/15/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on BUDGET. Assembly Rule 63 and 96 suspended. Withdrawn from committee. Ordered to third reading. Read third time. Passed. (Ayes 53. Noes 19.) Ordered to the Senate. On 03/16/2021: In Senate. Concurrence in Assembly amendments pending. On 03/18/2021: Assembly amendments concurred in. (Ayes 29. Noes 8.) Ordered to engrossing and enrolling. Enrolled and presented to the Governor at 12:30 p.m. On 03/19/2021: Approved by the Governor. Chaptered by Secretary of State. Chapter 13, Statutes of 2021.

IV. CANNABIS RELATED BILLS/INITIATIVES/PROPOSITIONS

- [AB-109 Medicinal and Adult-Use Cannabis Regulation and Safety Act.](#)
Summary: Establishment of the Cannabis Control Appeals Panel consisting of 5 members as specified in the Medical and Adult-Use Cannabis Regulation and Safety Act.

Status: Introduced; Assembly; on 12/16/2020. Read first time. To Print. May be heard in committee on 01/16/2021. No change on 08/13/2021.

- [AB-273 Cannabis: advertisements: highways.](#)
Summary: This bill would remove the existing reference to advertising or marketing on a billboard or similar device visible from an interstate highway or on a state highway within California, and would specify that a licensee seeking to advertise or market through broadcast, cable, radio, print, and digital communications is required to obtain reliable up-to-date audience composition data demonstrating that at least 71.6 percent of the audience viewing the advertising or marketing is reasonably expected to be 21 years of age or older. The bill would prohibit advertisements or marketing depicting images of minors or anyone under 21 years of age. The bill would specify that a licensee is prohibited from using objects, in its advertising or marketing, such as toys, inflatables, movie characters, cartoon characters, or from including any other display, depiction, or image designed in any manner likely to be appealing to minors. The bill would restrict a licensee from advertising free cannabis goods or giveaways of any type of products, including noncannabis products, as specified. The bill would require that all outdoor signs, including billboards, meet specified requirements, including, among others, that they be affixed to a permanent structure; that they not be placed in any location where other advertisements directed at an adult population are prohibited; that they comply with specified provisions of law; that they not contain text, except as provided; and that they do not display, depict, or image specified objects and actions, including animals, cannabis plants, leaves, food, beverages, smoking, and vaporizing, among others. The bill would require a licensee to provide the Bureau of Cannabis Control audience composition data immediately upon request. If the bureau determines that the audience composition data for advertising or marketing provided by a licensee does not comply with these provisions, or the licensee fails to provide audience composition data, the bill would require the licensee to remove the advertising or marketing placement in question. The bill would require a licensing authority to suspend a licensee's license for one year if the licensee violates the advertising and marketing restrictions. The bill would specify that the action, omission, or failure of an advertising agent, representative, or contractor retained by the licensee is an act, omission, or failure of the licensee.

Status: On 01/19/2021, Read first time. To Print. On 01/28/2021, Referred to Committee on B. & P. On 04/26/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on B. & P. Read second time and amended. On 04/27/2021: Re-referred to Com. on B. & P. On 04/27/2021: In committee: Set, first hearing. Failed passage. Reconsideration granted. No change on 08/13/2021.

- **AB-287 Civil actions: statute of limitations.**

Summary: MAUCRSA imposes a civil penalty on a person engaging in commercial cannabis activity without a license required by MAUCRSA of up to 3 times the amount of the license fee for each violation. MAUCRSA does not supersede or limit state agencies from exercising their existing enforcement authority. MAUCRSA authorizes a local jurisdiction to enforce its provisions and the regulations promulgated by a licensing authority if delegated the power to do so by the licensing authority, as specified. Existing law generally requires an action upon a statute for a penalty or forfeiture to commence within one year. This bill would require a civil action for a penalty described above to commence within 3 years.

Status: On 01/21/2021, Read first time. To Print. On 01/28/2021, Referred to Committee on JUD. and B. & P. On 03/24/2021: From committee: Amend, and do pass as amended and re-refer to Com. on B. & P. with recommendation: To Consent Calendar. (Ayes 11. Noes 0.) (March 23). On 03/25/2021: Read second time and amended. On 03/26/2021: Re-referred to Com. on B. & P. On 04/20/2021: Coauthors revised. From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 19. Noes 0.) (April 20). Re-referred to Com. on APPR ... On 06/09/2021: Referred to Coms. on B., P. & E.D. and JUD. On 07/15/2021: In committee: Referred to suspense file.

- **AB-290 Cannabis testing.**

Summary: Existing law, the Medicinal and Adult-Use Cannabis Regulation and Safety Act (MAUCRSA), which includes the Control, Regulate and Tax Adult Use of Marijuana Act (AUMA), enacted by the voters at the November 8, 2016, statewide general election, provides for the licensure and regulation of commercial cannabis activity. MAUCRSA prohibits cannabis and cannabis products from being sold unless a representative sample has been tested by a licensed testing laboratory in the final form in which the cannabis or cannabis product will be consumed or used. This bill would specify that for this purpose “final form” means the unpackaged product as it will be consumed and would specify that the cannabis or cannabis product does not have to be delivered to the licensed testing laboratory in the final retail packaging to be considered in its final form.

Status: On 01/21/2021, Read first time. To Print. On 01/28/2021, Referred to Committee on B. & P. No change on 08/13/2021.

- **AB-384 Cannabis and cannabis products: animals: veterinary medicine.**

Summary: This bill would additionally prohibit the board from disciplining a veterinarian licensed under the act who recommends the use of cannabis on an animal for medicinal purposes, unless the veterinarian is employed by or has an agreement with a cannabis licensee, as specified. The bill would require the board to adopt guidelines, on or before January 1, 2023, for veterinarians to follow when recommending cannabis within the veterinarian-client-patient relationship, and would require the board to post the guidelines on its internet website. This bill would revise the definitions of “cannabis products,” “cannabis concentrate,” and “edible cannabis product” under MAUCRSA to include

products intended to be used for animal consumption. The bill would define “animal” for these purposes to mean any member of the animal kingdom other than humans, including fowl, fish, and reptiles, wild or domestic, whether living or dead, but would exclude livestock and food animals, as specified.

Status: 02/02/2021, Read first time. To Print. On 02/12/2021, Referred to Com. on B. and P. On 04/05/2021: Re-referred to Com. on B. & P. On 04/14/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 18. Noes 0.) (April 13). On 04/15/2021: Read second time and amended. On 04/19/2021: Re-referred to Com. on APPR. On 04/28/2021: In committee: Set, first hearing. Referred to suspense ... On 05/20/2021: In committee: Held under submission. No change on 08/13/2021.

- **AB-527 Controlled substances.**

Summary: This bill would exempt from Schedule III specific compounds, mixtures, or preparations that contain a nonnarcotic controlled substance in combination with a derivative of barbituric acid or any salt thereof that are listed in the federal Table of Exempted Prescription Products and have been exempted pursuant to federal law or regulation. The bill would exempt from Schedule IV specific compounds, mixtures, or preparations that contain a nonnarcotic controlled substance in combination with a chlordiazepoxide or phenobarbital that are listed in the federal Table of Exempted Prescription Products and have been exempted from scheduling under federal law or regulation.

Status: On 02/10/2021, Read first time. To print. On 02/11/2021, From printer. May be heard in committee March 13. On 02/18/2021, Referred to Com. on B. & P. On 03/15/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on B. & P. Read second time and amended. On 03/16/2021: Re-referred to Com. on B. & P. On 04/14/2021: From committee: Do pass. (Ayes 17. Noes 0.) (April 13). On 04/15/2021: Read second time. Ordered to third reading. On 04/22/2021: Read third time. Passed. Ordered to the Senate. On 04/26/2021: In Senate. Read first time. To Com. on RLS. for assignment ... On 06/10/2021: From committee chair, with author's amendments: Amend, and re-refer to committee. Read second time, amended, and re-referred to Com. on B., P. & E.D. On 07/14/2021: From committee: Do pass and re-refer to Com. on APPR with recommendation: To Consent Calendar. (Ayes 5. Noes 0.) (July 13). Re-referred to Com. on APPR.

- **AB-1014 Cannabis: retailers: delivery: vehicles.**

Summary: This bill would require, on or before January 1, 2023, the regulations established by the bureau regarding the minimum security and transportation safety requirements to include regulations that would allow for different value tiers of cannabis goods to be carried during delivery of those cannabis goods to customers by employees of a licensed retailer based on the type of vehicle used for the delivery. The bill would require, on or before January 1, 2023, the bureau, in coordination with the Department of the California Highway Patrol, to develop transportation safety standards for all the different value tiers of cannabis goods carried during delivery to customers by employees

of a licensed retailer based on the type of vehicle used for the delivery, as specified, and to develop a standardized inspection and certification process for each delivery vehicle based on the transportation safety standards developed pursuant to the bill, including the form of the certifications, to be implemented on and after January 1, 2024.

Status: On 02/18/2021, Read first time. To print. On 02/19/2021, From printer. May be heard in committee March 21. On 03/04/2021: Referred to Com. on B. & P. On 04/20/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 17. Noes 0.) (April 20). Re-referred to Com. on APPR ... On 05/20/2021: In committee: Hearing postponed by committee. No change on 08/13/2021.

- **[AB-1034 Cannabis: retail preparation, sale, or consumption of noncannabis food and beverage products.](#)**

Summary: Existing law, the Control, Regulate and Tax Adult Use of Marijuana Act (AUMA), an initiative measure, authorizes a person who obtains a state license under AUMA to engage in commercial adult-use cannabis activity pursuant to that license and applicable local ordinances. The Medicinal and Adult-Use Cannabis Regulation and Safety Act (MAUCRSA), among other things, consolidates the licensure and regulation of commercial medicinal and adult-use cannabis activities, including retail commercial cannabis activity. MAUCRSA gives the Bureau of Cannabis Control in the Department of Consumer Affairs the power, duty, purpose, responsibility, and jurisdiction to regulate commercial cannabis activity in the state as provided by the act. Existing administrative law specifies that a licensed retailer may sell only cannabis accessories, the licensee's branded merchandise, and cannabis goods.

MAUCRSA does not supersede or limit the authority of a local jurisdiction to adopt and enforce local ordinances to regulate commercial cannabis businesses within that local jurisdiction. Existing law authorizes a local jurisdiction to allow for the smoking, vaporizing, and ingesting of cannabis or cannabis products on the premises of a licensed retailer or microbusiness, subject to specified restrictions.

This bill, subject to those specified restrictions, would authorize a local jurisdiction to allow for the preparation or sale of noncannabis food or beverage products, as specified, by a licensed retailer or microbusiness in the area where the consumption of cannabis is allowed.

Status: On 02/18/2021, Read first time. To print. On 02/19/2021, May be heard in committee March 21. On 03/04/2021: Referred to Com. on B. & P. On 03/04/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on B. & P. Read second time and amended. On 03/08/2021: Re-referred to Com. on B. & P. On 04/20/2021: From committee: Do pass. (Ayes 12. Noes 0.) (April 20). On 04/21/2021: Read second time. Ordered to third reading ... On 06/09/2021: Referred to Com. on B., P. & E.D. On 07/14/2021: In committee: Set, first hearing. Hearing canceled at the request of author.

- **[AB-1138 Unlawful cannabis activity: civil enforcement.](#)**

Summary: MAUCRSA imposes a civil penalty on a person engaging in commercial cannabis activity without a license as required by the act, of up to 3 times the amount of the license fee for each violation. This bill would impose a civil penalty on persons aiding and abetting unlicensed commercial cannabis activity of up to \$30,000 for each violation. The bill would prohibit filing an action for civil penalties brought against a person pursuant to MAUCRSA 3 years after the first date of discovery of the violation by a licensing authority or a participating agency, whichever is earlier or earliest.

Status: On 02/18/2021, Read first time. To print. On 02/19/2021, From printer. May be heard in committee March 21. On 03/04/2021: Referred to Com. on B. & P. On 03/04/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on B. & P. Read second time and amended. On 03/04/2021: Referred to Coms. on B. & P. and JUD. On 03/23/2021: From committee: Do pass and re-refer to Com. on JUD. (Ayes 17. Noes 0.) (March 23). Re-referred to Com. on JUD. On 04/20/2021: From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 10. Noes 0.) (April 20). On 04/21/2021: Read second time and amended. On 04/22/2021: Re-referred to Com. on APPR ... On 06/09/2021: Referred to Coms. on JUD. and B., P. & E.D. On 07/15/2021: Read second time and amended. Re-referred to Com. on APPR.

- **[AB-1256 Employment discrimination: cannabis screening test.](#)**

Summary: This bill would prohibit an employer from discriminating against a person in hiring, termination, or any term or condition of employment because a drug screening test has found the person to have nonpsychoactive cannabis metabolites in their urine, hair, or bodily fluids. The bill would exempt from its provisions an employer that is required to conduct testing for nonpsychoactive cannabis metabolites by federal law or regulations, or that would lose a monetary or licensing-related benefit for failing to conduct testing for nonpsychoactive cannabis metabolites. The bill would also exempt employment in the building and construction trades.

Status: On 02/19/2021, Introduced. To print. On 02/20/2021: From printer. May be heard in committee March 22. On 02/22/2021: Read first time. On 03/04/2021: Referred to Coms. on L. & E. and JUD. On 04/12/2021: From committee chair, with author's amendments: Amend, and re-refer to Com. on L. & E. Read second time and amended. On 04/13/2021: Re-referred to Com. on L. & E. No change on 08/13/2021.

- **[AB-1514 Cannabis transportation and delivery.](#)**

Summary: This bill would state the intent of the Legislature to enact legislation that would relate to the transportation and delivery of cannabis and cannabis products in this state.

Status: On 02/19/2021, Introduced. To print. On 02/20/2021: From printer. May be heard in committee March 22. On 02/22/2021: Read first time. No change on 08/13/2021.

- **[SB-59 Cannabis provisional licenses: local equity applicants.](#)**

Summary: This bill would prohibit a licensing authority from issuing a new provisional license to an applicant on or after July 1, 2022, unless the applicant is a qualified equity applicant, as defined by the California Cannabis Equity Act, and would authorize a licensing authority to reinstate a provisional license issued prior to July 1, 2022, to an applicant for the same activity previously licensed at the location. The bill would extend the repeal date of these provisional license provisions to July 1, 2028. By extending provisional licensure, the applications for which are required to be signed under penalty of perjury, the bill would expand the scope of the crime of perjury, and would thereby impose a state-mandated local program..

Status: Introduced; Senate; on 12/07/2020. Read first time. To Print. May be acted upon on or before 01/07/2021. On 01/28/2021, Referred to Committee on B., P. and E.D and EQ. On 03/11/2021: Set for hearing March 22. On 03/17/2021: March 22 set for first hearing canceled at the request of author. On 03/18/2021: Set for hearing April 5. On 04/05/2021: From committee: Do pass and re-refer to Com. on E.Q. (Ayes 12. Noes 0.) (April 5). Re-referred to Com. on E.Q. On 04/12/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on E.Q. On 04/27/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 6. Noes 0.) (April 26). Re-referred to Com. on APPR. On 04/30/2021: Set for hearing May 10 ... On 05/24/2021: Ordered to inactive file on request of Senator Caballero. No change on 08/13/2021.

- **[SB-235 Industrial hemp products.](#)**

Summary: This bill would require a manufacturer of dietary supplements and food that includes industrial hemp to be able to demonstrate that all parts of the plant used come from a state or country that has an established and approved industrial hemp program, as defined, that inspects or regulates hemp under a food safety program or equivalent criteria to ensure safety for human or animal consumption and that the industrial hemp cultivator or grower is in good standing and compliance with the governing laws of the state or country of origin. This bill would state that a dietary supplement, food, beverage, cosmetic, or pet food is not adulterated by the inclusion of industrial hemp or cannabinoids, extracts, or derivatives from industrial hemp if those substances meet specified requirements, and would prohibit restrictions on the sale of dietary supplements, food, beverages, cosmetics, or pet food that include industrial hemp or cannabinoids, extracts, or derivatives from industrial hemp based solely on the inclusion of those substances. The bill would also prohibit a manufacturer, distributor, or seller of an industrial hemp product from including on the label, or publishing or disseminating in advertising or marketing, a health-related statement, as defined, that is untrue in any particular manner or that tends to create a misleading impression as to the effects on health of consuming products containing industrial hemp or cannabinoids, extracts, or derivatives from industrial hemp. By creating a new crime, this bill would impose a state-mandated local program. This bill would create an authorization process for hemp manufacturers who produce specified products that include industrial hemp or who produce raw hemp extract, as defined, including requirements for testing and labeling on

products. The bill would authorize the department to collect specified fees, which would be used, upon appropriation, to implement the program. By creating a new crime, this bill would impose a state-mandated local program. The bill would also impose a \$250 fee on each manufacturer who produces industrial hemp products or raw hemp extract, to be used, upon appropriation, to fund an Industrial Hemp Research Program at the University of California. The bill would require the Department of Food and Agriculture and the State Department of Public Health, in consultation with the Bureau of Cannabis Control, if necessary, to develop a process to share license, registration, cultivar, and enforcement information to facilitate compliance and enforcement against unlicensed industrial hemp product and raw extract manufacturers and retailers. The bill would make communications shared between these agencies and local law enforcement for this purpose exempt from the California Public Records Act.

Status: On 01/19/2021, Introduced. Read first time. To Com. on RLS. for assignment. To print. On 01/20/2021, From printer. May be acted upon on or after February 19. On 01/28/2021, Referred to Coms. on HEALTH, AGRI, and JUD. On 01/28/2021, Referral to Com. on JUD. rescinded because of the limitations placed on committee hearings due to ongoing health and safety risks of the COVID-19 virus. On 02/16/2021, has been set for hearing on 03/10/2021. On 03/01/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on HEALTH. On 03/11/2021: From committee: Do pass and re-refer to Com. on AGRI. (Ayes 11. Noes 0.) (March 10). Re-referred to Com. on AGRI. On 04/06/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on AGRI. On 04/15/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 5. Noes 0.) (April 15). Re-referred to Com. on APPR. On 04/30/2021: Set for hearing May 10 ... On 06/01/2021: Ordered to inactive file on request of Senator Allen. No change on 08/13/2021.

- **SB-292 Industrial hemp.**

Summary: This bill would instead require the sampling to occur within a timeframe determined by the department. The bill would require a registrant to destroy or dispose of the industrial hemp grown upon receipt of a laboratory test result described above. The bill would require that laboratory test reports of hemp include the measurement of uncertainty, as defined, associated with the test results. The bill would also require laboratories to use appropriate, validated methods and procedures for all testing activities, including when estimating the measurement of uncertainty. By adding new requirements for hemp testing, the violation of which could be a crime, this bill would impose a state-mandated local program.

Status: 02/01/2021, Introduced. Read first time. To Com. on RLS. for assignment. To print. On 02/02/2021, From printer. May be acted upon on or after March 4. On 02/10/2021, Referred to Coms. on AGRI and PUB S. On 02/22/2021: Art. IV. Sec. 8(a) of the Constitution dispensed with. On 02/22/2021: Joint Rule 55 suspended. (Ayes 32. Noes 4.) On 03/05/2021: Set for hearing March 18. On 03/18/2021: From committee: Do pass and re-refer to Com. on PUB. S. with recommendation: To consent calendar. (Ayes 5. Noes 0.) (March 18). Re-referred to Com. on PUB. S. On 04/19/2021: From committee:

Be ordered to second reading pursuant to Senate Rule 28.8 and ordered to consent calendar. On 04/20/2021: Read second time. Ordered to consent calendar. On 04/22/2021: Read third time. Passed. (Ayes 38. Noes 0.) Ordered to the Assembly. On 04/22/2021: In Assembly. Read first time. Held at Desk ... On 06/16/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 11. Noes 0.) (June 16). Re-referred to Com. on APPR. On 07/12/2021: From consent calendar on motion of Assembly Member Aguiar-Curry. Ordered to third reading.

- **[SB-311 Compassionate Access to Medical Cannabis Act or Ryan's Law.](#)**

Summary: This bill, the Compassionate Access to Medical Cannabis Act or Ryan's Law, would prohibit specified types of health care facilities from prohibiting or interfering with a terminally ill patient's use of medicinal cannabis within the health care facility, subject to certain restrictions.

Status: Introduced on 02/04/2021. On 02/05/2021: From printer. May be acted upon on or after March 7. On 02/17/2021: Referred to Com. on HEALTH. On 02/22/2021: Art. IV. Sec. 8(a) of the Constitution dispensed with. On 02/22/2021: Joint Rule 55 suspended. (Ayes 32. Noes 4.) On 02/23/2021: Set for hearing March 10. On 03/01/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on HEALTH. On 03/11/2021: From committee: Do pass. (Ayes 11. Noes 0.) (March 10). On 03/15/2021: Read second time. Ordered to third reading. On 03/22/2021: Read third time. Passed. (Ayes 36. Noes 0.) Ordered to the Assembly. On 03/22/2021: In Assembly. Read first time. Held at Desk ... On 06/09/2021: Read second time. Ordered to third reading. No change on 08/13/2021.

- **[SB-398 Cannabis licenses: cannabis licensing agreements: labor peace agreement license requirement: medical marijuana identification cards.](#)**

Summary: Among other things, this bill, beginning January 1, 2022, instead would require that an applicant with 10 or more employees demonstrate that it has already entered into, and abides by the terms of, a labor peace agreement, and will maintain the labor peace agreement for the duration of the license. The bill, beginning January 1, 2022, would require an applicant with less than 10 employees that has not yet entered into a labor peace agreement to provide a notarized statement as part of its application indicating that the applicant will enter into, and abide by the terms of, a labor peace agreement within 60 days of employing its 10th employee and will maintain the labor peace agreement for the duration of the license. By expanding the crime of perjury, this bill would impose a state-mandated local program.

Status: On 02/11/2021, Introduced. Read first time. To Com. on RLS. For assignment. To print. On 02/12/2021, From printer. May be acted upon or after March 14. On 02/22/2021: Art. IV. Sec. 8(a) of the Constitution dispensed with. On 02/22/2021: Joint Rule 55 suspended. (Ayes 32. Noes 4.) On 02/25/2021: Referred to Com. on GOV. & F. On 03/11/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on GOV. & F. On 03/23/2021: Set for hearing on 04/08/2021 upon adjournment of session. On 04/14/2021: Re-referred to Com. on B.,

P. & E.D. On 04/19/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 9. Noes 4.) (April 19). Re-referred to Com. on APPR. On 05/04/2021: May 3 hearing: Placed on APPR suspense file. No change on 08/13/2021.

- **SB-544 Cannabis testing.**

Summary: This bill would implement the above provisions of AUMA by requiring the bureau, on or before January 1, 2023, to establish specific testing standards for the compounds and contaminants that are required to be reported on the certificate of analysis.

Status: On 20/18/2021, Introduced. Read first time. To Com. on RLS for assignment. To print. On 02/19/2021, From printer. May be acted upon on or after March 21. On 02/22/2021: Art. IV. Sec. 8(a) of the Constitution dispensed with. On 02/22/2021: Joint Rule 55 suspended. (Ayes 32. Noes 4.) On 03/03/2021: Referred to Com. on B., P. & E.D. On 03/11/2021: Set for hearing March 22. On 03/22/2021: From committee: Do pass and re-refer to Com. on APPR. (Ayes 13. Noes 0.) (March 22). Re-referred to Com. on APPR. On 04/05/2021: April 5 hearing: Placed on APPR suspense file ... On 06/03/2021: Referred to Com. on B. & P. On 07/05/2021: From consent calendar on motion of Assembly Member Reyes. Ordered to third reading.

- **19-0011: ACTIVE INITIATIVE – EXPANDS LEGALIZATION OF CANNABIS AND HEMP. INITIATIVE STATUTE.**
- **19-0010: ACTIVE INITIATIVE – EXPANDS LEGALIZATION OF CANNABIS AND HEMP. INITIATIVE STATUTE.**
- **19-0016: ACTIVE INITIATIVE – DECRIMINALIZES PSILOCYBIN MUSHROOMS. INITIATIVE STATUTE.**

V. **INITIATIVES/PROPOSITIONS**

- **20-0004: ACTIVE INITIATIVE – LIMITS STATE AND LOCAL OFFICIALS’ AUTHORITY TO RESPOND TO PUBLIC HEALTH EMERGENCIES. INITIATIVE STATUTE.**
- **20-0001A1: ACTIVE INITIATIVE – REQUIRES VOTE ON WHETHER CALIFORNIA SHOULD BECOME A SEPARATE COUNTRY. INITIATIVE STATUTE.**
- **19-0028A1: ACTIVE INITIATIVE – REQUIRES STATE REGULATIONS TO REDUCE PLASTIC WASTE, TAX PRODUCERS OF SINGLE-USE PLASTICS, AND FUND RECYCLING AND ENVIRONMENTAL PROGRAMS. INITIATIVE STATUTE.**
- **19-0012: ACTIVE INITIATIVE – REPLACES STATE SENATE AND ASSEMBLY WITH SINGLE-HOUSE LEGISLATURE; INCREASES NUMBER OF LEGISLATORS. INITIATIVE CONSTITUTIONAL AMENDMENT.**

- **19-0005: ACTIVE INITIATIVE – AUTHORIZES BONDS TO FUND PROJECTS FOR WILDFIRE PREVENTION, SAFE DRINKING WATER, AND PROTECTING WILDLIFE AND LANDS FROM CLIMATE RISKS. INITIATIVE STATUTE.**



ETP August 2021 Panel Meeting

ETP's Group Start-Up Meetings
&
Contractor Cohorts:
ETP Panel Members
&
Stakeholders Presentation

Presented By: Kellen M. Hernandez

GSUM Announcement & Overview

ETP August Panel Meeting

ETP GROUP START-UP MEETING'S (GSUM) WILL BEGIN PHASING IN ON **THURSDAY 9/9/21 @1:00 P.M.** FOR AUGUST PANEL CONTRACTORS (NHRO ONLY).



GSUM Workgroup

Kellen M. Hernandez;
Margarita Paccereilli;
Karen Mam, Safdar
Kandhro; Geri Giron;
Hannah Rokni; and
Alayna Mollick;



Goals

Increase efficiencies for
ETP contract
monitoring & maximize
ETP resources
throughout the contract
term.



Objective

Increase the value and
impact of information
provided to ETP
Contractors at the
beginning of the
contract term to
increase the success
of contract
implementation for
Contractors and ETP.

GSUM Timeline



GSUM Objectives

- Provide Contractors with the tools they need earlier in the contract term that will help them build their own capacity to work more autonomously and reduce the amount of technical assistance they need from ETP Staff.
- Maximize ETP Staff's resources and allow ETP Staff to focus more of their resources on other tasks that are critical to monitoring Contractor performance.



GSUM Team: Fiscal Unit & Cal-E-Force Team

- The Fiscal Unit will provide technical guides focused on invoicing/ETP payments, enrollments, and preventing errors/ fixing mistakes.
- The Cal-E-Force (CEF) Team will provide Contractors with CEF system information and resources.
 - How to access the CEF system
 - Where to access CEF reference cards and videos
 - "How To" guides covering CEF system filtering, accessing reports & contacting the CEF Command Center

Contractor Cohorts Focused on Communication

- The GSUM Team will send quarterly emails to Contractor Cohorts that will include reference materials at specific times of the contract term.
 - Q1- Training Hours Tracking & Certifications
 - Q2- Revisions
 - Q3- Reports (Trainees with 8 or more hours)
 - Q4- Invoicing-Progress Payments and Final Payments
 - Q5- Early Termination
 - Q6- Audit Overview
 - Q7- Invoicing-Final Payments and Closeout
 - Q8- Process to Apply for Another ETP Contract and/or Alternative ETP Grant and/or Information AAU wants shared with Contractors

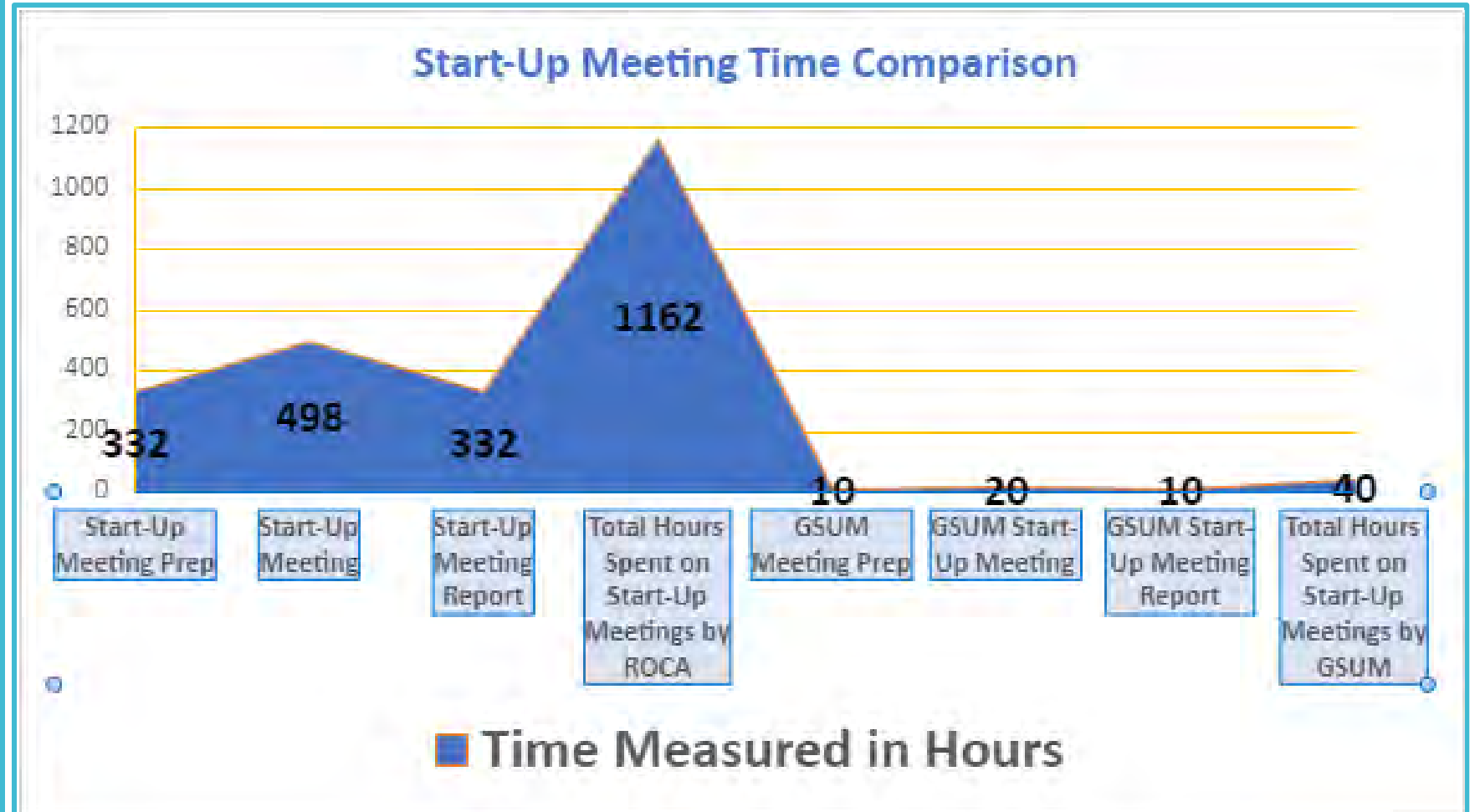
Potential Impact: Why It Matters

Projection For 1 Year	Contract Analyst	Fiscal Analysts	CEF Command Center	Total Emails
Current amount of emails to ETP Staff	3,744	2,286	593	6,623
Total amount of emails after a 20% reduction	2,995	1,829	474	5,298
A 20% reduction in emails eliminates this amount of emails to ETP Staff	749	457	119	1,325

Projection For 1 Year	Contract Analyst	Fiscal Analysts	CEF Command Center	Total Time
Time allocated to technical assistance emails	74,880 Minutes / 1,248 Hours	57,150 Minutes / 953 Hours	11,860 Minutes / 198 Hours	143,890 Minutes / 2,399 Hours
Time allocated to technical assistance emails after a 20% reduction	59,904 Minutes / 998 Hours	45,720 Minutes / 762 Hours	9,488 Minutes / 158 Hours	115,112 Minutes / 1,918 Hours
Time savings with a 20% reduction in technical assistance emails to ETP Staff	14,976 Minutes / 250 Hours	11,430 Minutes / 95 Hours	2,372 Minutes / 40 Hours	28,778 Minutes / 385 Hours

The GSUM Team projects a time savings of 385 hours when the GSUM's are fully implemented.

Potential Impact: Why It Matters



The GSUM Team projects a time savings of 1,122 hours when the GSUM's are fully implemented.

GSUM Team Conclusion

- The GSUM Team will make a final presentation to ETP's Executive Leadership Team in Q1 2022 to present our research, strategy to scale this concept across ETP and recommendations for integrating the GSUM into ETP's standard operating procedure.

Questions From Panel Members

- Stakeholders can send questions to the GSUM Team email address.
- ETPGroupStartupMeetingTeam@etp.ca.gov





Employment Training Panel

Memorandum

To: Panel Members Date: August 20, 2021

cc: Reg Javier, Executive Director
Peter Cooper, Assistant Director
Jaime Gutierrez, Chief Deputy Director

From: Willie Atkinson Jr., Assessment and Program Division Manager

Subject: Action Item Requested: Panel Approval of FY21/22 Apprenticeship Proposal Funding

I. **Brief Issue Statement:**

For Fiscal Year (FY) 21/22 ETP has received 57 preliminary applications requesting funds to train Pre-Apprentices, Apprentices, and Journeyworkers, equating to approximately \$26.6M in demand. However apprenticeship contracts for FY21/22 have been allocated \$11.2M in funding. Utilizing existing first in first out process and funding each requested application would only fund 26 proposals, and exhaust the apprenticeship allocation very early in the fiscal year.

II. **Background Information:**

In an effort to align with Governor Newsom's goal of expanding the apprenticeship model and creating 500,000 new apprentices, ETP will work with the Division of Apprenticeship Standards (DAS) and stakeholders to revise the application and funding process for FY22/23. Currently, to remain a committed strong partner with Apprenticeship Programs statewide, ETP is seeking equity in the funding of FY21/22 contracts.

Since FY 12/13, ETP has funded Apprenticeship Programs for recurring and first-time contract holders; which includes new standalone contractors who have participated under a previous contract. Each year the number of apprenticeship contracts funded has increased significantly, with 61 in FY 20/21, the largest number of contracts to date. As interest in ETP continues to grow, from the diverse Apprenticeship Programs statewide, the funding capacity to provide support is significantly impacted. In particular, in the current fiscal year, there has been a reduction in all funding allocations, as compared to the previous year.

III. Analysis and Options:

In an effort to fund Apprenticeship Programs equitably within the funding allocation, the following recommendations were discussed at the July 15, 2021 Policy Committee Meeting; However, please note that no specific action was made by the Policy Committee.

1. **First In First Out:** Continue with the current practice of processing preliminary applications in the order received. Proposals may be approved at the \$600K maximum funding amount, which will exhaust the funds early in the fiscal year, and eliminates the ability to fund additional requests received throughout the fiscal year.
2. **Fund Apprentice Trainees Only:** Since FY15/16, 89% of the total earned funds by apprenticeship contracts have been paid for trainees in an Apprenticeship Job Number. Currently, Pre-Apprentices and Journeyworkers may receive funding under an apprenticeship contract. However, targeting Apprentices reduces the demand on the allocation and allows for a shift in focus to the intent of the program.
3. **Implement a Cap of \$197,368 Per Contract:** This scenario takes into account the number of preliminary applications received to date (57), and the FY21/22 funding allocation amount (\$11.25M) to equitably distribute funds.
4. **Implement a Cap of \$184,426 Per Contract:** This scenario takes into account the capacity of 61 contracts in FY20/21, and the current FY21/22 funding allocation amount (\$11.25M) to equitably distribute funds between the 57 preliminary applications received to date. This will also allow for an additional 4 applications to be funded later in the year, which may include Non-Traditional Apprenticeship Programs.

IV. Recommendation:

The ETP is requesting Panel to move and approve the above noted Recommendation #4 for funding of apprenticeship proposals in FY21/22; which states approval shall be effective immediately and apply to those apprenticeship training proposals being submitted to the Panel later today.



**Training Proposal for:
Antelope Valley Chambers of Commerce**

Contract Number: ET22-0111

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100	Industry Sector(s):	MEC (H) Manufacturing (33) Transportation and Warehousing (48-49) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Kern, Orange, San Diego, Riverside, San Bernardino	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
\$150,400		\$10,380 8%		\$160,780

In-Kind Contribution:	50% of Total ETP Funding Required	\$170,000
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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 Priority Rate	Business Skills, Cont. Imp., Mgmt. Skills	100	8-200	0	\$984	\$19.12
				Weighted Avg: 40			
2	Retrainee	Business Skills, Cont. Imp., Mgmt. Skills	100	8-200	0	\$427	\$19.12
				Weighted Avg: 20			
3	Retrainee SB <100	Business Skills, Cont. Imp., Mgmt. Skills	40	8-200	0	\$492	\$19.12
				Weighted Avg: 20			

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

Minimum Wage by County: \$19.77 per hour for Los Angeles County; and \$19.12 per hour for Kern, Orange, Riverside, San Bernardino and San Diego 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

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

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Administrative Staff		10
		10
Business Analyst		10
		15
Technical Analyst, Sales Representative		25
		25
		25
Shipping/Receiving Staff, Operations Staff		25
		25
		25
Manager/Supervisor		45

INTRODUCTION

Founded in 1906, Antelope Valley Chambers of Commerce (AVCC) (www.avchambers.org) serves the community by promoting, protecting, encouraging and developing local business. AVCC is located in Lancaster and is dedicated to improving the economic environment by expanding the opportunities of local businesses, supporting entrepreneurship, and advocating for business-friendly policymaking. AVCC's major areas of focus are Membership Services, Legislative Advocacy, Community Development, Business Development and Business Support/Consulting Services.

The proposed training will be provided to manufacturing employers and companies from additional business sectors facing out-of-state competition. Approximately 72% of the core group of participating employers consists of small businesses. This will be AVCC's third ETP Contract, and the third in the last five years.

Veterans Program

Although AVCC is not including a separate Job Number for Veterans, its participating employers regularly employ Veterans through its normal hiring practices.

PROJECT DETAILS

As the economy continues to recover from the COVID-19 pandemic, many companies are dealing with the challenges of rebuilding their workforce, upgrading workers' skills, combating employee disengagement and turnover, and enhancing business growth/expansion. AVCC's employer community has expressed the need for training in the areas of leadership development, change management, communication skills, problem solving, sales skills, Lean Six Sigma principles, and quality management systems.

Only two companies among the core group of participating employers was identified in a prior AVCC contract. In addition, the proposed Curriculum is comprised of new and/or updated topics, so there will be no duplication of training from previous contracts. The core group of participating employers represents at least 80% of the requested funding.

Training Plan

Training will be customized to the specific needs of participating employers and will be delivered via Class/Lab and E-Learning. Approximately 50% of the proposed training will be delivered at employer worksites and the other 50% will be provided in a center-based setting.

Business Skills: Training will be offered to all occupations to help workers improve their skills in the areas of communication, time management, sales, and project management.

Continuous Improvement: Training will be offered to all occupations and will teach trainees how to apply effective techniques to solve problems, improve quality, manage risk, and work more efficiently. This training will also enhance team building and frontline leadership.

Management Skills: Training will be offered to Managers/Supervisors to help them become more effective leaders by improving their communication, motivation, planning, and leadership skills.

Marketing and Support Costs

AVCC markets its program and training opportunities through email campaigns, community outreach, word-of-mouth referrals, and board member networking. AVCC also works cooperatively with participating employers to obtain valuable feedback on training needs based industry trends and technology improvements.

AVCC is requesting and staff recommends 8% Support Costs to assist with program recruitment and training assessment efforts.

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.

Commitment to Training

AVCC indicates that its participating employers do not have the budgetary resources to support the type of structured training outlined in this proposal. ETP funds will not displace the existing financial commitment to training of participating employers. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

AVCC's Chief Executive Officer will oversee administration of this project. The CEO and administrative support team have prior ETP experience, along with an established project management system for training delivery and accurate recordkeeping. Training will be delivered by qualified training vendors identified during the contract term.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0116	Southern California	08/01/17 – 07/31/19	\$474,810	\$422,711 (89%)
ET17-0233	Southern California	10/01/16 – 09/30/18	\$223,820	\$213,180 (95%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Time Management
- Change Management
- Project Management
- Sales Skills
- Communication Skills

CONTINUOUS IMPROVEMENT

- Lean Six Sigma Green Belt
- Lean Six Sigma Yellow Belt
- Lean Six Sigma Black Belt
- Risk Management
- Continual Improvement
- Internal Auditor
- Inventory Management
- Foreign Object Debris Prevention
- Building High Performance Teams
- Problem Solving/Root Cause
- Leadership Training
- Cybersecurity Maturity Model Certification
- Quality Management Systems
 - ISO 9001:2015
 - AS9100D
 - AS9120B
 - AS9110C
 - IATF 16949
 - ISO 22000
 - ISO 14001
 - ISO 13485
 - National Aerospace and Defense Contractors Accreditation Program

MANAGEMENT SKILLS (Managers/Supervisors Only)

- Leadership Development for Managers
- Motivation, Influence, and Persuasion

Note: Reimbursement for retraining is capped at 200 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: Antelope Valley Chambers of Commerce
Reference No: 21-0794

CCG No.: ET22-0111
Page 1 of 5

ALPHABETIZE BY COMPANY NAME

Company: AAA Electric Motors Sales and Service, Inc.

Priority Industry? Yes No

Address: 1346 Venice Blvd.

City, State, Zip: Los Angeles, CA 90006

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 15

Small Business? Yes No

Total # of full-time company employees worldwide: 15

Total # of full-time company employees in California: 15

Company: AJ Levin Company, Inc.

Priority Industry? Yes No

Address: 3108 W. Valhalla Dr.

City, State, Zip: Burbank, CA 91505

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 13

Small Business? Yes No

Total # of full-time company employees worldwide: 13

Total # of full-time company employees in California: 13

Company: Ansett Aircraft Spares & Services

Priority Industry? Yes No

Address: 12675 Encinitas Avenue

City, State, Zip: Sylmar, CA 91342

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 40

Small Business? Yes No

Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 40

Company: Arup

Priority Industry? Yes No

Address: 900 Wilshire Blvd., 19th Floor

City, State, Zip: Los Angeles, CA 90017

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50

Small Business? Yes No

Total # of full-time company employees worldwide: 15,000

Total # of full-time company employees in California: 565

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Antelope Valley Chambers of Commerce
Reference No: 21-0794

CCG No.: ET22-0111
Page 2 of 5

ALPHABETIZE BY COMPANY NAME

Company: ASAP Semiconductors LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 1 Peters Canyon Rd., Suite 100

City, State, Zip: Irvine, CA 92606

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 40	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 40

Company: Burns & McDonnell	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 617 W. Seventh St., Suite 202

City, State, Zip: Los Angeles, CA 90017

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 8,000

Total # of full-time company employees in California: 296

Company: Decron Properties	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Address: 6222 Wilshire Blvd., Suite 400

City, State, Zip: Los Angeles, CA 90048

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Contract: 30	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 163

Total # of full-time company employees in California: 163

Company: Diamond	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 1507 7th Street, #476

City, State, Zip: Santa Monica, CA 90401

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide: 189

Total # of full-time company employees in California: 68

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Antelope Valley Chambers of Commerce
Reference No: 21-0794

CCG No.: ET22-0111
Page 3 of 5

ALPHABETIZE BY COMPANY NAME

Company: Fastener Innovation Technologiy, Inc. (FIT Fasteners)	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--	--

Address: 19300 S. Susana Rd.

City, State, Zip: Compton, CA 90221

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 40	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide: 100

Total # of full-time company employees in California: 100

Company: Fuses Unlimited	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 9248 Eton Avenue

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 17	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--	---

Total # of full-time company employees worldwide: 17

Total # of full-time company employees in California: 17

Company: HNTB Architecture Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 601 W. 5 th Street, Suite 1000

City, State, Zip: Los Angeles, CA 90071

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 5,000

Total # of full-time company employees in California: 475

Company: Infinity Air Group	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 18321 Ventura Blvd., Suite 400

City, State, Zip: Tarzana, CA 91356

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--	---

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Antelope Valley Chambers of Commerce
Reference No: 21-0794

CCG No.: ET22-0111
Page 4 of 5

ALPHABETIZE BY COMPANY NAME

Company: Jalux Americas, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 390 N. Pacific Coast Hwy., Suite 2000

City, State, Zip: El Segundo, CA 90245

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--	---

Total # of full-time company employees worldwide: 50

Total # of full-time company employees in California: 50

Company: LAX Integrated Express Solutions (LINXS)	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 5901 W. Century Blvd., Suite 200

City, State, Zip: Los Angeles, CA 90045

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide: 44

Total # of full-time company employees in California: 42

Company: Pacific Rim Capital, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Address: 525 Technology Dr., Suite 400

City, State, Zip: Irvine, CA 92618

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--	---

Total # of full-time company employees worldwide: 72

Total # of full-time company employees in California: 72

Company: Rubbercraft	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 3701 E. Conant Street

City, State, Zip: Long Beach, CA 90808

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--	---

Total # of full-time company employees worldwide: 100

Total # of full-time company employees in California: 100

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Antelope Valley Chambers of Commerce
Reference No: 21-0794

CCG No.: ET22-0111
Page 5 of 5

ALPHABETIZE BY COMPANY NAME

Company: Vanguard Electronics

Priority Industry? Yes No

Address: 18292 Enterprise Lane

City, State, Zip: Huntington Beach, CA 92648

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50

Small Business? Yes No

Total # of full-time company employees worldwide: 250

Total # of full-time company employees in California: 250

Company: WallyPark

Priority Industry? Yes No

Address: 5777 W. Century Blvd., Suite 1101

City, State, Zip: Los Angeles, CA 90045

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 15

Small Business? Yes No

Total # of full-time company employees worldwide: 91

Total # of full-time company employees in California: 18



RETRAINEE - JOB CREATION

Training Proposal for:

Apex Site Solutions, Inc.

Contract Number: ET22-0119

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: J. Fetsch

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative SB <100 Priority Rate	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 89	U.S.:93	Worldwide: 93
<u>Turnover Rate:</u>	19%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$297,250

Total ETP Funding
\$166,750

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 Priority Rate SB <100	Business Skills, Commerical Skills, Computer Skills, Continous Impr, HazMat, OSHA 10/30, PL- Comm Skills	89	8-200	0-8	\$1,150	\$19.12
				Weighted Avg: 50			
2	Job Creation Initiative Priority Rate SB <100	Business Skills, Commerical Skills, Computer Skills, Continous Impr, HazMat, OSHA 10/30, PL- Comm Skills	40	8-200	0-8	\$1,610	\$16.52
				Weighted Avg: 70			

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

Minimum Wage by County: Job Number 1: \$19.12 per hour in Sacramento County.
Job Number 2: \$15.65 per hour in Sacramento 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
 Up to \$2.50 per hour may be used to meet the Post-Retention Wage in Job Number 1

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Administrative Staff		2
		3
		14
Field Staff		24
		15
		16
Owner		2
Project Manager		7
Supervisor		3
Warehouse Staff		2
		1
Job Number 2		
Administrative Staff		3
		1

Field Staff		20
		10
Project Manager		2
Supervisor		2
Warehouse Staff		2

INTRODUCTION

Founded in 2010 and located in Elk Grove, Apex Site Solutions, Inc. (Apex) (<https://apexsitesolutions.com>) specializes in the construction of wireless telecommunication towers. Apex's customers include property owners, cell phone carriers and cell phone station owners such as Verizon, AT&T, T-Mobile and US Cellular. Training will be delivered at the Company's location in Sacramento County. This will be Apex's first ETP project.

Veterans Program

Apex actively seeks out Veterans for all open occupations. However, there is not a Veterans component in this project.

PROJECT DETAILS

Apex is implementing a company-wide training program that will meet and exceed newly required training certifications for the telecommunication industry. Until recently special training certifications were voluntary unless required by certain employers or jurisdictions, but now wireless carriers are requiring at least 50% of workers on any given project to be certified with the National Wireless Safety Alliance (NWSA) with the goal of at least 75% of the workers by 2022. Apex is working to get ahead of the curve by training all employees to meet these requirements by providing quarterly 4-day training sessions. Trainings include Competent Climber Training and Rigger Training which will provide trainees with certifications required to safely complete jobs.

The Company is also integrating new software and technologies that will require extensive training to master. Apex purchased Spectrum Construction Software to assist with bidding, project management and inventory in the field. Since the rollout of this software affects business procedures in the office and field, training will be delivered to all occupations. In addition, the Company has begun 5G installations which is projected to increase over the next five years. Crew members will be trained on 5G equipment and installation of the new technology.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

Apex is growing at a rapid pace, increasing employees by 40% (from 45 to 86 employees) in the last 12 months and is still growing. The growth is attributed to a gain of market share and expansion into new markets. The Company currently has 21 projects in the Bay Area and is also planning to open a new location in Dublin. The Company will hire 40 new employees (Job Number 2) to accommodate these plans. 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.

Training Plan

Training will be delivered via Classroom/Laboratory, Productive Lab, and Computer-Based Training (CBT). In-house subject-matter experts and vendors may be utilized to deliver training in the following:

Business Skills: Training will be offered to all occupations and will focus on increasing customer service skills. Training topics include Business Communication, Customer Service, Planning and Organization, and Relationship Building.

Commercial Skills: Training will be offered to Project Manager, Supervisors, Field Staff and Warehouse Staff. Training will focus on improving construction related processes. Training topics include Building Systems, Construction Methodologies, Leadership in Energy and Environmental Design (LEED) Building Codes, and Rigging and Signaling.

Computer Skills: Training will be offered to all occupations. Training will focus on new software. Training topics include CAD Software, Plangrid, Spectrum Construction Software, and Timberline Software.

Continuous Improvement: Training will be offered to all occupations. Training will focus on cross-training all staff on proper protocols and procedures. Training topics include Cross Training, Decision Making, Production Operations/Workflow, and Time Management.

Hazardous Materials: Training will be offered to Project Managers, Supervisors, Field Staff, and Warehouse Staff. Training will focus on material handling and cleaning. Training topics include Hazardous Materials Handling, Hazardous Chemical Cleaning/Handling, and Hazardous Waste Cleaning.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. 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.

Productive Laboratory (PL)

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum.

Apex will train Field Staff and Supervisors on Commercial Skills processes. Due to the nature of services, certain training cannot be replicated in a class/lab environment. PL training will allow practical, hands-on experience in a working environment. Equipment to be used during PL includes trade tools, climbing and rigging equipment, electrical and fiber optic cables.

Training will be delivered by subject-matter experts with demonstrated knowledge and expertise in the field. Instructors will monitor trainee competencies before the trainee is deemed competent for each trade skillset. The Company is requesting a trainer-to-trainee ratio of 1:3 due to certain equipment requiring more than one operator. The Company is requesting up to 160 hours of PL for these occupations. Cell Tower construction and repair is dangerous work that cannot be replicated in the classroom setting.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-8 hours of CBT.

Commitment to Training

Apex's annual training budget is approximately \$150,000 for training that includes company procedures, on-boarding and safety training. The Company is committed to improving facility efficiencies and knowledge for all team members. 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**

The Human Resource Manager and Safety Manager will be responsible for program oversight and communication with ETP. The team will oversee all administrative responsibilities, including enrollment, recording, tracking, scheduling training, securing ETP rosters, verifying training and retention completion and ensuring compliance with all ETP requirements.

A third party subcontractor has been retained to assist with the implementation, compliance, reporting and reimbursements for the contract. Training will be provided by in-house experts and vendors as needed.

DEVELOPMENT SERVICES

Carrazco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of \$16,000.

ADMINISTRATIVE SERVICES

Carrazco LLP, Innovative Tax Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Communication
- Business Fundamentals
- Business Writing
- Customer Relationship Management
- Customer Service
- Communication Styles
- Employee Engagement
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Retaining Customers
- Relationship Building
- Strategic Planning
- Time Management

COMMERCIAL SKILLS

- Blue Print Reading
- Building Systems
- Change Order Negotiations
- Concrete Forming
- Confined Space
- Construction Contract Administration
- Construction Cost Awareness and Production
- Construction Job Site Logistics/Sequencing
- Construction Management
- Construction Methodologies (LEAN)
- Construction Quality Management (CQM)
- Construction Team Support
- Contractual Risk Transfer
- Crisis Management
- Engineering Theory/Planning/Design
- Environment Impact Planning
- Estimating
- Foreman's Advantage
- Forklift/Scissor lift
- How to Complete a Work Authorization
- Leadership in Energy and Environmental Design (LEED) Building Codes/Design

- Leadership in Energy and Environmental Design (LEED) building Fundamentals
- Lock Out/Tag Out
- Managing Subcontractors
- Mechanical, Electrical and Plumbing
- Personal Protection Equipment
- Planning and Scheduling
- Product Knowledge
- Project Management
- Rigging and Signaling
- Traffic Control
- Unit Cost Tracking
- Work Order Processing

COMPUTER SKILLS

- Advanced Excel
- CAD Software
- ERP Training
- Intermediate and Advanced Microsoft Office (II & III)
- P6
- Plangrid
- Projections
- Spectrum Construction Software
- Suretrack
- Timberline Software

CONTINUOUS IMPROVEMENT

- Cross Training
- Communication Skills
- Creating a Quality Organization
- Change Management
- Decision Making
- Effective Meetings for Leaders
- How to Coach and Mentor
- Leadership
- Lean Manufacturing
- Meeting Management
- Process Improvement
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Process Capability
- Quality Measurement Systems
- Root Cause Analysis
- Statistical Process Control
- Supervisor Skills
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills

- Time Management
- Visual Controls

HAZARDOUS MATERIALS

- Asbestos Removal
- Hazardous Chemical Cleaning/Handling
- Hazardous Materials Handling
- Hazardous Waste Cleaning

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Safety Training is capped at 10% of a trainee's total training hours.
This cap does not apply to OSHA 10/30.

Computer-Based Training

0-8

COMMERCIAL SKILLS

- Microsoft Office (Intermediate) – 3 hours
- Avoiding Back Injuries – 35 mins
- Eye Protection Safety Training in the Workplace – 25 mins.
- Forklift and Pedestrian Safety – 20 mins.
- Portable Power Tool Safety - 15 mins
- PPE – Foot Protection – 15 mins
- PPE – Hand Protection – 25 mins
- Working Safely Outdoors – 30 mins
- Rigging Safety in the Telecommunications Industry- 30 mins

COMPUTER SKILLS

- Microsoft Office (Intermediate) – 3 hours

Productive Lab

0-160

COMMERCIAL SKILLS (1:3 Trainer-to-Trainee Ratio)

- Blue Print Reading
- Building Systems
- Concrete Forming
- Electric Drills
- Electric Screwdriver
- Fiber Optic Cable
- Forklift/Scissor Lift
- Ladders and Hoist Equipment
- Mechanical, Electrical and Plumbing
- Rigging and Signaling
- Trade Tools
- Traffic Control
- Wireless Equipment

<p>Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.</p>
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Training Proposal for:
California Plumbing & Mechanical Contractors Association

Contract Number: ET22-0126

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 SET	Industry Sector(s):	MEC 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 Southern California Pipe Trades District Council 16		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$179,400		\$12,480 8%		\$191,880

In-Kind Contribution:	50% of Total ETP Funding Required	\$300,000
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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 Priority Rate SET	Business Skills, Commercial Skills, Computer Skills, Cont. Imp.	183	8-200	0	\$984	\$26.08
				Weighted Avg: 40			
2	Retrainee Priority Rate SB <100 SET	Business Skills, Commercial Skills, Computer Skills, Cont. Imp.	12	8-200	0	\$984	\$26.08
				Weighted Avg: 40			

*Post-Retention Wage is the Contractual wage

<p>Minimum Wage by County: SET/Priority Industry wage of \$26.08 per hour</p> <p>Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.</p> <p>Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Participating employers may use health benefits of up to \$0.50 to meet the Post-Retention Wage.</p>

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Project Administrators		38
Administrative Support Staff		61
Engineers		26
Superintendents		12
Journey Level Workers (Plumbers and Pipefitters)		18
Foremen (Plumbers and Pipefitters)		28
Job Number 2		
Project Administrators		2
Administrative Support Staff		2
Engineers		2
Superintendents		2
Journey Level Workers (Plumbers and Pipefitters)		2
Foremen (Plumbers and Pipefitters)		2

INTRODUCTION

The California Plumbing & Mechanical Contractors Association (CPMCA) (www.cpma.org) represents the Mechanical Contracting Industry in Southern California. Founded in 1997, CPMCA has been serving a membership of contract employers engaged in the installation and service of heating, ventilating, air conditioning, plumbing and piping equipment.

CPMCA represents contractors in collective bargaining with the Southern California Pipe Trades District Council (District 16). The Association works to expand union work in the pipe trades industry; and provides training for supervisory and administrative workers in the industry and in related fields. Headquartered in Burbank, CPMCA provides a partnership for progress between labor and management. This will be CPMCA's fifth ETP Contract, and the fourth in the last five years.

Veterans Program

CPMCA does not currently have a specific Veterans recruitment program in place although its participating employers are open to employ Veterans in their companies. However, CPMCA is not requesting specific inclusion of Veterans in this program.

PROJECT DETAILS

The CPMCA membership has expressed a need to train full-time permanent administrative workers, frontline worker project Administrators, Superintendents, Journey Level Workers (Plumbers and Pipefitters), Foremen (Plumbers and Pipefitters), and Engineers to keep pace with construction industry practices and improve success. Furthermore, as construction activity continues to grow, new employees are being hired who often lack formal training in construction practices and systems.

CPMCA's training plan includes a variety of subjects related to project planning and management including estimating, water audits, energy conservation codes, construction documentation, setting priorities, meeting deadlines, and specialized technical skills including anchoring systems in concrete and seismic bracing. Trainees will also learn general business skills such as improved communications, successful negotiation techniques, marketing, leadership and supervision, as well as industry-specific computer software.

Participating employers will be drawn largely from the Association's membership. They will include large and small pipe trades companies serving Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura Counties. There is a "core group" of employers committed to participation, sufficient to earn 100% of requested funding.

Training Plan

Training will be delivered via class/lab at employer worksites or CPMCA facilities in Southern California by in-house experts and vendors in the following:

Business Skills: Training will be offered to all occupations to improve project management, customer service and specific construction administration and management activities.

Commercial Skills: Training will be offered to Project Administrators, Engineers, Superintendents, Journey Level Workers (plumbers and pipefitters) and Foremen (plumbers and pipefitters) to learn specialized technical skills.

Computer Skills: Training will be offered to all occupations to enhance the use of computers in project management and administrative applications.

Continuous Improvement: Training will be offered to all occupations to learn quality and performance improvement concepts and implementation procedures.

Special Employment Training

Under Special Employment Training (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.

For trainees employed in a priority industry, the Panel may modify the Special Employment Training (SET) wage up to 25% below the statewide average hourly wage (from \$34.77 to \$26.08). CPMCA requests this wage modification.

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

CPMCA's Director of Education will oversee the training program. Trainers will collect trainee data and rosters for submission to the Director. Two designated staff will be dedicated to marketing, employer recruitment, needs assessments, scheduling and ETP administration. CPMCA has also retained a third party administrator to assist with administration. Approximately 50% of training will be held at the employer worksites and 50% at facilities in the area. Third-party vendors will deliver 60% of the overall training.

Marketing and Support Costs

CPMCA has provided training for members since 2000. The organization markets to association members through web postings, mailings, and presentations at meetings.

The CPMCA is requesting, and staff recommends, 8% support costs to pay for recruiting employers and assessing their individual training needs. Although the "core" group of employers has been identified, additional employers will be added during the course of the Agreement. ETP staff recommends the 8% additional funding to support CPMCA staff time dedicated to recruitment and the large number of employers potentially eligible to participate in this program.

Curriculum Development and Feedback

As an employer association, the CPMCA receives continuous information regarding training needs from its membership. The curriculum was developed by CPMCA staff and is based on expressed needs of member employers and input from its Board. Curriculum content is refined and revised based on feedback in the form of trainee evaluations for each class and, subsequently, from their employers. This information is used to determine the relevance of training topics and the effectiveness of training delivery.

Electronic Recordkeeping

CPMCA will utilize Cvent software system for electronic recordkeeping to document training. ETP has reviewed and approved the use of CPMCA's electronic record keeping system.

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.

RECOMMENDATION

Staff recommends approval of this proposal.

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
*ET20-0160	\$123,460	11/04/19 - 11/03/21	140	266	266

*ET20-0160: CPMCA has reported 4,012 total valid hours of training in ETP systems, equivalent to 80% potential performance as of July 2021. Contractor projects to earn 100% of the total funding amount by the end of the term of the Contract.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET17-0349	Statewide	12/30/16-12/29/18	\$198,816	\$123,549 (62%)

CPMCA completed more than 100% of the planned training hours, and would have invoiced for 100% of planned retentions, but a number of participants refused to release their Social Security Numbers to CPMCA and to ETP. To prevent this issue in the future, CPMCA installed a new registration system that will only allow employees to participate in the training program if they can provide trainee eligibility information.

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$5,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8 - 200

Trainees may receive any of the following:

BUSINESS SKILLS

- Administering construction contracts
- Building information modeling concepts and applications
- Communications skills
- Cost projection process
- Customer service developing and coaching employees
- Estimating
- Forecasting
- Foreperson development
- Green building and LEED certification
- Interpreting construction documents
- Job budgets
- Legal issues in construction management
- Managing change orders
- Negotiating
- Negotiating construction contracts
- Project management
- Project Management Body of Knowledge system

COMPUTER SKILLS

- Construction applications
- Cost tracking systems
- Estimating applications
- Paperless documentation
- Project management software
- Sharing data
- Using advanced applications in construction

CONTINUOUS IMPROVEMENT

- Advanced foreman training
- Becoming a high performance business
- Conflict resolution
- Creative problem solving
- Dealing with difficult people
- Effective decision making
- Leadership training for the construction industry
- Performance improvement
- Planning, goal setting
- Quality management tools for construction management

COMMERCIAL SKILLS

- Anchoring systems in concrete
- Seismic bracing

Safety Training cannot exceed 10% of total training hours per-trainee

Note: Reimbursement for retraining is capped at 200 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: CA Plumbing & Mechanical Contractors

CCG No.: ET22-0126

Reference No: 21-0681

Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: ACCO Engineered Systems

Priority Industry? Yes No

Address: 888 E. Walnut St.

City, State, Zip: Pasadena, CA 91101

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 20

Small Business? Yes No

Total # of full-time company employees worldwide: 1,400

Total # of full-time company employees in California: 1,400

Company: Jackson & Blanc

Priority Industry? Yes No

Address: 7929 Arjons Dr.

City, State, Zip: San Diego, CA 92126

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 30

Small Business? Yes No

Total # of full-time company employees worldwide: 144

Total # of full-time company employees in California: 144

Company: Murray Company

Priority Industry? Yes No

Address: 18414 Santa Fe Ave.

City, State, Zip: Rancho Dominguez, CA 90221

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 33

Small Business? Yes No

Total # of full-time company employees worldwide: 320

Total # of full-time company employees in California: 320

Company: Pan-Pacific Mechanical

Priority Industry? Yes No

Address: 18250 Euclid Ave.

City, State, Zip: Fountain Valley, CA 92708

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 44

Small Business? Yes No

Total # of full-time company employees worldwide: 1,200

Total # of full-time company employees in California: 950

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: CA Plumbing & Mechanical Contractors

CCG No.: ET22-0126

Reference No: 21-0681

Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: Schultz Industrial Services

Priority Industry? Yes No

Address: Broadwick St.

City, State, Zip: Rancho Dominguez, CA 90220

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 15

Small Business? Yes No

Total # of full-time company employees worldwide: 800

Total # of full-time company employees in California: 800

Company: Southland Industries

Priority Industry? Yes No

Address: 12131 Western Ave.

City, State, Zip: Garden Grove, CA 92841

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 25

Small Business? Yes No

Total # of full-time company employees worldwide: 2,948

Total # of full-time company employees in California: 815

Company: Suttles Plumbing and Mechanical

Priority Industry? Yes No

Address: 2267 Agate Ct.

City, State, Zip: Simi Valley, CA 93065

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 25

Small Business? Yes No

Total # of full-time company employees worldwide: 130

Total # of full-time company employees in California: 130

Company: University Mechanical

Priority Industry? Yes No

Address: 1168 Fesler St.

City, State, Zip: El Cajon, CA 92020

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 25

Small Business? Yes No

Total # of full-time company employees worldwide: 523

Total # of full-time company employees in California: 523

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: CA Plumbing & Mechanical Contractors

CCG No.: ET22-0126

Reference No: 21-0681

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ALPHABETIZE BY COMPANY NAME

Company: Verne's Plumbing Inc.

Priority Industry? Yes No

Address: 8561 Witaker St.

City, State, Zip: Buena Park, CA 90621

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 12

Small Business? Yes No

Total # of full-time company employees worldwide: 65

Total # of full-time company employees in California: 65

Company: Xcel Mechanical Systems

Priority Industry? Yes No

Address: 1710 W. 130th St.

City, State, Zip: Gardena, CA 90249

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Contract: 75

Small Business? Yes No

Total # of full-time company employees worldwide: 125

Total # of full-time company employees in California: 125



Southern California Pipe Trades District Council 16

RODNEY M. COBOS
Business Manager
Financial Secretary/Treasurer

June 10, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the California Plumbing and Mechanical Contractors Association is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 20 journey level workers and 30 foremen.

The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.

By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of August 1, 2021 – July 31, 2023 concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.

Sincerely,

Rodney M. Cobos
Business Manager/Financial Secretary
Southern California Pipe Trades
District Council 16



Training Proposal for:
California Tooling and Machining Apprenticeship Association

Contract Number: ET22-0907

Panel Meeting of: August 20, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate Veterans	Industry Sector(s):	Manufacturing (E) Services (61,71,72,81,92) 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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤0%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$90,288		\$6,270 8%		\$96,558

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	Commercial Skills Computer Skills	35	8-200	0	\$2,541	\$19.12
				Weighted Avg: 132			
2	Retrainee Veterans Apprentice Priority Rate	Commercial Skills Computer Skills	3	8-200	0	\$2,541	\$19.12
				Weighted Avg: 132			

*The Post Retention Wage is the Contractual Wage

Minimum Wage by County: \$20.86 per hours for Alameda, San Mateo, San Francisco, and Marin counties. \$20.79 per hour for Contra Costa County. \$19.77 per hour for Los Angeles County. \$19.12 per hour for Orange, San Diego, and 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 \$2.50 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1 (Apprentice)		
CNC Machinist Technician		2
		2
CNC Machinist		5
		5
		6
Machinist		2
		2
Maintenance Machinist		2
		2
		1
Mold Maker		1
		1
		1
Tool & Die Maker		1

		1
		1
Job Number 2 (Veteran Apprentice)		
CNC Machinist		1
Tool & Die Maker		1
Mold Maker		1

INTRODUCTION

The California Tooling and Machining Apprenticeship Association (CTMAA) (www.calmachinist.com) was founded in 1993. In 2008, CTMAA formed as a stand-alone trade association, doing business in California as a non-profit corporation headquartered in Petaluma. The Company’s primary function is to train the next generation of machinists in California. This is CTMAA’s fourth ETP Contract, the fourth in the last five years.

CTMAA offers multiple four-year apprenticeship programs for five occupations: Machinist, CNC Machinist, Mold Maker, Tool and Die Maker, and Maintenance Machinist. Additionally, CTMAA offers a two-year apprenticeship program for the occupation of CNC Machine Technician. Apprentices from all six occupations will be trained under this proposal.

CTMAA operates as a Unilateral Apprenticeship Committee (UAC) for its member employers. CTMAA is recognized as a “non-traditional” apprenticeship and represents it is approved by the California Division of Apprenticeship Standards (DAS) in 2019 as a hybrid, but at present no participating employers have union-shop (represented) workers being trained in this proposal.

Veterans Program

In this proposal, CTMAA has included a Veterans’ component (Job Number 2) for three veterans to be trained. CTMAA actively recruits veterans, and it also has a hiring preference for veterans. CTMAA is part of the National Helmets to Hard Hats initiative. All veterans’ referrals from National Helmets to Hard Hats are automatically moved to the top of their Qualified Applicants list.

Employer Demand

CTMAA has over 150 manufacturing and logistics companies as members in California. Of those member companies, an estimated 40 have confirmed interest in participating in this proposed project (20 large and 20 small companies). CTMAA represents no collateral agreements exist with participating employers. The retrainees are coming from a variety of sectors including Manufacturing, Medical, Electronics, and Aerospace (priority industry) related fields.

Participating employers have expressed a need for training while sending follow-up emails to verify their intention to send retrainees for training, if approved, because they are struggling to keep up with technology and competitors. These employers have also expressed the need to build employees’ skills to work in a continuously changing environment including adapting to a long trend of academic schools closing “shop classes.”

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. Depending on the type of trade, apprenticeship programs vary in length. In this case the program is two years for CNC Machinist Technicians and four years for CNC Machinist, Machinist, Maintenance Machinist, Mold Maker and Tool and Die Maker.

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. For hybrid models Apprentices are in a non-traditional program. In this instance (where all employers are in the manufacturing industry), the ETP Standard Minimum Wage requirement will apply given the industry sector faces steep out-of-state competition. Per ETP Apprenticeship Guidelines, all UAC's are deemed to meet out-of-state competition.

➤ Hybrid Program

Apprentice programs are typically sponsored by a Joint Apprenticeship Training Committee (JATC) or UAC. A JATC is created through collective bargaining, with an equal number of members appointed by union and management, as compared to a UAC which is created through a trade association. ETP recognizes both types of programs so long as they are approved by DAS. CTMAA was approved as a "hybrid" program with both a UAC and a JATC component by the DAS.

In this proposal, CTMAA's program is determined to be "Group of Employers" with a DAS curriculum by participating LEA's and training centers throughout California. This UAC program is created through a trade association. For the UAC program, the employers are members of the Association and are obligated to pay the cost of RSI through their regular dues.

Depending on the type of trade, apprenticeship programs vary in length typically from 2–6 years. They also vary in size, ranging from less than ten to several hundred apprentices at any given point in time. In this proposal, five of the occupational titles are registered in a four-year program, and one is registered in a two-year California Department Apprenticeship Standards program.

Although first-year apprentices are usually not eligible due to their higher drop-out rates, they may be included on a case-by-case basis when the program is two years or less in length. Here, first years are requested to be included for CNC Machine Technician following fulfillment of a 180-day probation period.

PROJECT DETAILS

CTMAA estimates that 40% of current journey-level machinists will retire in the next five years, creating a strong demand for training the next generation of machinists. CTMAA will continue to provide apprentices with valuable skills to ensure trainees can fill the gap left by retiring journeymen.

Training Plan

Training will be delivered via classroom/laboratory (Class/Lab) and E-Learning methodologies in the following:

Computer Skills: Training will be delivered to all occupations and focus on software programs to produce metal works. Training topics will include Autodesk Inventor, Computer-Aided Design (CAD), Computer Aided Machining (CAM), HAAS CNC Programs, and MasterCam.

Commercial Skills: Training will be delivered to all occupations and will follow the DAS approved curriculum. Trainees will receive a Certificate of Apprenticeship upon completion of the program. Courses include Process Control and Documentation, Pumps, Reaming, Rigging, Rotating Equipment, Safety Training, Secondary Operations, and Shop Maintenance.

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

CTMAA's Apprentice Coordinator (dedicated administrator) will oversee all project administration, while working with an Administrative Assistant to coordinate training and review training rosters to ensure ETP compliance. The Apprentice Coordinator will report the project's performance on a bi-monthly basis to the Chairman of the Recruitment Committee who will oversee the project. CTMAA has also hired a third-party administrator- Sierra Consulting Services who will provide services including enrollment of trainees, tracking of training hours, and navigating ETP systems.

Training Coordinator and Trainer Qualification

RSI will primarily be delivered on-campus at the Petaluma Adult School and Santa Rosa Community College. Instruction may also take place at Chabot College, De Anza College, Laney College, San Joaquin Delta College, Diablo Valley College, and College of Marin. Instructors are 1099 journeyworkers and industry experts. Trainers retained as 1099 vendors are qualified instructors with the education and experience to train in the topics delivered. CTMAA represents any required certifications or licenses required of any training will be maintained as mandated.

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.

Impact/Outcome

Successful completion of the apprenticeship program will result in journey-level status, as certified by DAS. These trainees will also receive National Institute of Metalworking Skills credentials. An estimated number of five to seven apprentices are anticipated to graduate to journeyworker level as a result of the delivered training.

Marketing and Support Costs

CTMAA requests 8% in support costs. The Association engages in outreach and positive recruitment activities with a special focus on increasing the participation in the apprenticeship program. Enrollment is anticipated to increase as CTMAA expands from 46 Northern California and Central California counties to statewide.

CTMAA conducts individual employer assessments to evaluate its machinist-training needs and review its on-the-job training facilities. As a result, CTMAA updates the RSI Curriculum on a regular basis through DAS. In addition, the CTMAA regularly evaluates the performance of each registered apprentice. Staff recommends support costs of 8% for these purposes.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET19-0933	\$121,524	12/17/18 – 12/16/20	41	Pending	Pending

Based on ETP systems, 3,734 reimbursable hours have currently been tracked for potential earnings of \$86,882 (71% of approved amount). Final invoice is still being reviewed as of 6/27/21. The reason for lower performance was due to COVID-19, and CMTAA notes it invested heavily during COVID-related shutdowns to cover private-training contracts to fulfill training plans while community colleges (LEAs) remained closed.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET17-0920	Northern and Central California	12/19/16 – 12/18/18	\$86,086	\$78,492 (91%)
ET16-0902	Northern and Central California	8/3/15 – 8/2/17	\$80,080	\$74,170 (93%)

DEVELOPMENT SERVICES

Sierra Consulting Services in Cameron Park assisted with development for a flat fee of \$2,600.

ADMINISTRATIVE SERVICES

Sierra Consulting Services will also perform administrative services for a fee not to exceed 11% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8–200

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Assembly
- Bearings
- Bench Work
- Blue Print Reading
- Calibration
- Coating
- Composites
- Construction of Molds
- Construction of Tools and Dies
- Coolant Changes
- Coordinate Measuring Machine
- Deburring
- Drilling
- Electrical Discharge Machining
- Electrical Equipment
- Engineering Drawings for Machinist and Industrial Technicians
- Estimating
- Fabrication
- Finishing
- Fit-Up
- Gaskets
- Gearboxes
- Geometric Dimension & Tolerance Interpretation and Application
- Grinding
- Heat Treating
- Hand Tools
- Hydraulics
- Inspections
- Jig Borer
- Job Planning & Preparation
- Lathes
- Lubrication
- Machine Cleaning
- Machine Tool Technology 1
- Machine Tool Technology 2
- Maintenance, Cleaning & Repair
- Manufacturing Materials and Processes
- Material Identification
- Material Testing
- Measurements and Calculations
- Mechanical Seals

- Metallurgy
- Milling
- Packing
- Pipefitting
- Pneumatics
- Power Sources
- Power Tools
- Power Transmission Systems
- Precision Inspection
- Preventative Maintenance
- Process Control & Documentation
- Pumps
- Reaming
- Rigging
- Rotating Equipment
- Safety Training
- Secondary Operations
- Shop Maintenance
- Sketching
- Special Projects / NIMS
- Surface Treatment
- Tapping
- Tool Control / Selection / Application
- Tool Crib
- Tooling
- Turning (Manual and CNC)
- Vibration Analysis
- Vision Inspection Equipment
- Welding
- Writing Inspection Reports

COMPUTER SKILLS

- Autodesk Inventor
- Computer Aided Design (CAD)
- Computer Aided Machining (CAM)
- CNC Programming / Operating
- HAAS CNC Programs
- MasterCam

Safety Training cannot exceed 10% of total-training hours per trainee

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



RETRAINEE - JOB CREATION

Training Proposal for:

Harris & Sloan Management, Inc.

Contract Number: ET22-0116

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SB <100	Industry Sector(s):	Services (G) Professional, Scientific Technology (54) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Contra Costa, Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 76	U.S.: 76	Worldwide: 76
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$266,280

Total ETP Funding
\$115,000

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	Retrainee Priority Rate SB <100	Business Skills, Commercial Skills, Computer Skills, Cont. Improv., HazMat	74	8-200	0-12	\$1,150	\$20.00
				Weighted Avg: 50			
2	Retrainee Priority Rate SB <100 Job Creation Initiative	Business Skills, Commercial Skills, Computer Skills, Cont. Improv., HazMat	20	8-200	0-12	\$1,495	\$20.00
				Weighted Avg: 65			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: **Job Number 1:** \$19.12 per hour for Sacramento County and \$20.79 per hour for Contra Costa County; **Job Number 2:** \$15.65 per hour for Sacramento County and \$17.33 per hour for Contra Costa 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

Up to \$0.79 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1: Retrainee		
Administration		2
		4
Drafters		10
		6
Field Service Representatives		6
Engineers		41
Principals		5
Job Number 2: Retrainee/ Job Creation		
Administration		2
Drafters		4
		2
Field Service Representatives		2
Engineers		10

INTRODUCTION

Founded in 2013 and headquartered in Sacramento, Harris & Sloan Management, Inc. (HSM) (www.harrisandsloan.com) is an engineering company that specializes in Structural, Mechanical, Electrical, and Plumbing engineering projects. The Company also provides consulting to its customer base that ranges from local builders, construction contractors, land developers, private owners and architects. All training will take place at HSM's two locations in Sacramento and Contra Costa County. This is HSM's first ETP Contract.

Veterans Program

HSM actively recruits Veterans and participates in Veteran job fairs to recruit for all open occupations. However, there is not a Veterans component in this project.

PROJECT DETAILS

To remain competitive, HSM has structured its existing training plan to focus on increasing productivity and enhancing customer service. The Company has identified the need to cross-train and develop the skills of its staff on workflow processes including proactive communication to ensure the Company can meet and exceed customer expectations from start to finish. Training will also focus on on-and-off field operations to ensure the delivery of services are made on time and safely. The training plan will address any deficiencies and allow the Company to standardize its processes and training so that it can ensure its clients will receive the highest quality product. Training in Marketing/Sales Techniques & Strategy, HVAC Design, Photovoltaic Analysis and Building Code Implementation will allow HSM to increase staffs knowledge, project efficiency and work quality. All employees must learn new processes, new systems and new equipment which will allow the Company to expand its market, as well as, exceed customer expectations.

In addition, HSM continuously improves all aspects of its business to provide customers with the best service. The Company recently migrated from a 2-Dimensional design process to a 3-Dimensional Building Informational Modeling (BIM) methodology to complete its design processes and operation. Training in Control Systems Design, Energy Analysis and Finite Element Analysis will ensure staff has the tools to handle the growing workload. Training will also be used to assist staff on determining needs for improvement and set up a career path for each trainee. Establishing a career path for trainees will allow HSM to promote internally from a pool of experienced employees.

The Company prefers to promote from within , offering leadership and management courses, such as, Finance for Technical Managers, Interpersonal Communications, and Employee Coaching to employees interested in management and will provide cross training to all employees across the organization. This will allow HSM to increase staffs knowledge, project efficiency, and work quality.

Training Plan

Training will be delivered via Classroom/Laboratory/E-Learning, and Computer Based Training delivery methods. In-house subject matter experts and vendors may be utilized to deliver training in the following:

Business Skills: Training will be offered to all occupations. Training will provide staff with the skills to effectively and efficiently maintain business operations. Training topics include Communication Styles, Cost Control, Employee Engagement, Operational Skills and Product Knowledge.

Commercial Skills: Training will be provided to Engineers, Drafters, Field Service Representatives and Principals. Training will improve commercial service skills. Training topics

include Building Codes Implementation, AutoCad Drafting, HVAC Design, Energy Analysis and Finite Element Analysis.

Computer Skills: Training will be offered to all occupations. Training will improve software skills. Training topics include Building Operational Modeling (BIM), Deltek Vision, PowerPivot, Post Tension Institute (PTI) and California Building Energy Code Compliance (CBECC) Residential and CBECC-Non-Residential.

Continuous Improvement: Training will be provided to all occupations. These courses are intended to eliminate waste and improve processes. Training topics include Document Control, Project Management, Process Capability and Root Cause Analysis.

Hazardous Materials: Training will be provided to Engineers, Drafters, Field Service Representatives and Principals. Training will focus on developing knowledge of proper use, disposal, and cleanup of hazardous materials. Training topics include Hazardous Materials Handling and Asbestos Removal.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-12 hours of CBT. Courses include Advanced Microsoft Excel and California Building Energy Code Compliance (Residential and Non-Residential).

Retrainee – Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

Since the reduction of COVID mandates, HSM's services have expanded back to pre-COVID levels and the Company expects to continue its growth over next couple years. To support this anticipated growth, HSM will hire 20 trainees (Job Number 2) to expand business capacity. Newly hired staff will receive certification training on Control System Design, Energy Analysis, Finite Element Analysis, Plumbing Design and Retaining Wall Design. 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.

Commitment to Training

HSM's annual training budget is approximately \$200,000 per facility for safety and employee improvement. The Company is committed to making sure all staff is up-to-date with the new safety plan and be able to efficiently use operate the new equipment and software.

➤ Training Infrastructure

HSM has a structured training plan in place. The Principal/Chief Financial Officer, Human Resources Manager and Office Coordinator will oversee the ETP project. A third party administrator will assist with administrative duties. Training will be delivered by in-house experts and vendors as needed.

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.

DEVELOPMENT SERVICES

Carrasco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of \$11,500.

ADMINISTRATIVE SERVICES

Carrasco LLP, Innovative Tax Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning/Video Conferencing Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Administration
- Behavior Style Strategies
- Business Communication
- Business Fundamentals
- Business Writing
- Coaching Procedures
- Communication Styles
- Company Culture Development
- Conflict Resolution
- Cost Control
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Dealing with Difficult People
- Decision Making
- Develop Employee Accountability
- Effective Meetings for Leaders
- Employee Coaching
- Employee Engagement
- Essential Skills for New Supervisor
- Finance for Technical Managers
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques & Strategy
- Motivation
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Relationship Building
- Retaining Customers
- Strategic Planning
- Supervisor Skills
- Teambuilding
- Time Management

COMMERCIAL SKILLS

- AutoCAD Drafting
- Building Codes Implementation

- Building Systems
- Constructability Best Practices
- Control Systems Design
- Cost Estimating/Material Takeoff
- Electrical Engineering
- Energy Analysis
- Energy Systems and Design
- Finite Element Analysis
- HVAC Design
- Photovoltaic Analysis
- Plumbing Design
- Retaining Wall Design
- Structural Design – Lateral & Gravity

COMPUTER SKILLS

- Autodesk/AutoCAD
- Building Information Modeling (BIM)
- CBEECC-NonRes (California Building Energy Code Compliance – NonResidential)
- CBEECC-Res (California Building Energy Code Compliance – Residential)
- Computer Coding
- Construction Management Software (Supply Pro, Pro Core)
- Deltek Vision
- Intermediate/Advanced Microsoft Office
- PowerPivot
- PTI Slab (PTI = Post Tension Institute)
- Right-Suite Universal
- RISA ADAPT-Builder (RISA is the software company's name)
- RISA-3D
- SQL Server (Management Studio)

CONTINUOUS IMPROVEMENT

- Change Management
- Communication Skills
- Creating a Quality Organization
- Cross Training
- Decision Making
- Document Control
- How to Coach and Mentor
- Leadership
- Meeting Management
- Problem Solving and Decision Making
- Process Capability
- Process Improvement
- Production Operations/Workflow
- Production Scheduling
- Project Management

- Quality Measurement Systems
- Root Cause Analysis
- Statistical Process Control
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Time Management

HAZARDOUS MATERIALS (HAZMAT)

- Asbestos Removal
- Hazardous Chemical Cleaning/Handling
- Hazardous Materials Handling
- Hazardous Waste Cleaning

Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat or OSHA 10/30)

Computer Based Training Hours

0-12

HAZARDOUS MATERIALS

- Asbestos Awareness – 30 mins

COMPUTER SKILLS

- Advanced Microsoft Excel: Arrays – 24 mins
- Advanced Microsoft Excel: Auditing And Troubleshooting Formulas – 22 mins
- Advanced Microsoft Excel: Custom Views – 15 mins
- Advanced Microsoft Excel: Functions For Manipulating Text – 47 mins
- Advanced Microsoft Excel: Further Mathematical Functions – 44 mins
- Advanced Microsoft Excel: Goal Seek and Solver – 15 mins
- Advanced Microsoft Excel: IF Functionality – 35 mins
- Advanced Microsoft Excel: Macros – 15 mins
- Advanced Microsoft Excel: Performing Data Lookups – 37 mins
- Advanced Microsoft Excel: Pivot Charts – 29 mins
- Advanced Microsoft Excel: Pivot Tables – 1 Hour 31 mins
- Advanced Microsoft Excel: Scenarios – 22 mins
- Advanced Microsoft Excel: Some Other Useful Functions – 34 mins
- Advanced Microsoft Excel: Sparklines – 18 mins
- Advanced Microsoft Excel: Useful Data Functions – 24 mins
- Advanced Microsoft Excel: Using Mathematical Functions – 32 mins
- CBECC 1 (California Building Energy Code Compliance) – 1 hour

- CBECC 2 (California Building Energy Code Compliance) –
1 hour

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



RETRAINEE - JOB CREATION

Training Proposal for:

K.W. Emerson, Inc.

Contract Number: ET22-0118

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: J. Fetsch

PROJECT PROFILE

Contract Attributes:	SET Priority Rate SB <100 Retrainee Job Creation Initiative	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Calaveras	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 1245		
Number of Employees in:	CA: 59	U.S.: 59	Worldwide: 59
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$103,880

Total ETP Funding
\$85,330

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 SB <100 Priority Rate	Business Skills, Commercial Skills, Computer Skills, Continuous Improvement, Hazardous Materials, Hazwoper, OSHA 10/30, PL- Commercial Skills	55	8-200	0-4	\$1,150	\$26.08
				Weighted Avg: 50			
2	Job Creation Initiative SET SB<100 Priority Rate	Business Skills, Commercial Skills, Computer Skills, Continuous Improvement, Hazardous Materials, Hazwoper, OSHA 10/30, PL- Commercial Skills	12	8-200	0-4	\$1,840	\$17.00
				Weighted Avg: 80			

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

Minimum Wage by County: Job Number 1: \$26.08 per hour in Calaveras County. **Job Number 2:** \$15.65 per hour in Calaveras 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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage in Job Number 1.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Administrative Support		1
		2
Field Staff		3
		2
Underground Foreman		8
Line Equipment Operator		4
		10
Groundman		10

		7
Project Oversight		1
		3
Owner		2
Maintenance Worker		1
		1
Job Number 2		
Administrative Support		1
		1
Field Staff		4
		2
		1
Project Oversight		2
Maintenance Worker		1

INTRODUCTION

Founded in 1964 and located in San Andreas, K.W. Emerson, Inc. (Emerson) (<https://kwemerson.com/>) is a General Engineering Contractor that specializes in excavation, site work, underground utilities, pipe bursting, and mine reclamation. The Company has worked with many local, state, and federal agencies including: San Andreas Sanitary District, Calaveras Utility District, Sacramento Municipal District, Pacific Gas and Electric, Caltrans, and the US Forest Service. Training will be delivered at the Company's headquarters in Calaveras County. This Emerson's first ETP Project.

Veterans Program

Emerson actively recruits Veterans for all open occupations. However, there is not a Veterans component in this project.

Union Support

Underground Foreman, Line Equipment Operator, and Groundman are represented by International Brotherhood of Electrical Workers (IBEW) Local Union 1245. The union has submitted a letter of support for this training project.

PROJECT DETAILS

Emerson has developed a training plan focused on a new services division specializing in the installation and upgrading of gas pipelines. The Company is currently working with both Pacific Gas and Electric (PG&E) and Sacramento Municipal Utility District (SMUD) to prevent wildfires through the clearing of vegetation and trees from utility lines and the underground trenching and drilling for gas lines. Due to the high demand and nature of this work, it requires a set of occupational qualifications that the Company will need to provide training to for all occupations. Training will improve the overall service due to a higher concentration of staff having knowledge of these new services and procedures.

Due to the inherently dangerous work environment, Emerson is constantly training on safety and is requesting for the 10% safety cap to be increased to 50%. Safety is embedded in Emerson's culture. Problems can occur in this dangerous work environment and if someone doesn't follow safety protocols they can injure the general public, themselves or even cause fatalities. Due to high voltage electricity and natural gas pipelines, staff requires a lot of safety training to be confident in the field. In addition to electrical cable and gas pipelines, other utility obstacles include fiber optic and other communications cables, sewage pipes and water main pipes. Training is not only needed for safety but for the sake of the community.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

Emerson will be expanding business capacity by hiring new employees. The Company has agreed to assist in rebuilding the city of Paradise, due to the scale of this project it anticipates to hire additional workers to handle the workload. The Company will hire 12 new employees (Job Number 2). 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.

Training Plan

Training will be delivered via Classroom/Laboratory, Computer-Based Training (CBT), and Productive Lab methods. In-house subject matter experts and external training vendors may be utilized to deliver training in the following:

Business Skills: Training will be offered to all occupations and will focus on increasing customer service skills. Training topics include Business Communication, Communication Styles, Planning and Organization, Product Knowledge and Customer Service.

Commercial Skills: Training will be offered to Field Staff, Maintenance Workers, and Project Oversight. Training will focus on improving construction related processes. Training topics include Excavating, Gas Installation Training Qualifications, Trenching, and Equipment Maintenance and Repair.

Computer Skills: Training will be offered to all occupations. Training will focus on existing software. Training topics include Autodesk/AutoCAD, Crystal Reports, Heavy Bid HCSS, and Docuware.

Continuous Improvement: Training will be offered to all occupations. Training will focus on cross-training all staff on proper protocols and procedures. Training topics include Cross Training, Production Scheduling, and Time Management.

Hazardous Materials: Training will be offered to Field Staff, Maintenance Workers, and Project Oversight. Training will focus on safely handling materials. Training topics include Hazardous Materials Handling, Hazardous Chemical Cleaning/Handling, and Hazardous Waste Cleaning.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. 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.

2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Trainees will not receive 40 hours unless they work full time onsite at the clean-up location.

Productive Laboratory (PL)

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum.

Emerson will train Field Staff, Underground Foreman, Line Equipment Operator, and Groundman on Commercial Skills processes. Due to the nature of services, certain training cannot be replicated in a class/lab environment. PL training will allow practical, hands-on experience in a working environment. Equipment to be used during PL includes Asphalt Grinder, Trenchers, Jackhammers, and Pavers.

Training will be taught by subject-matter experts with demonstrated knowledge and expertise in the field. Instructors will monitor trainee competencies before the trainee is deemed competent for each trade skillset. The Company is requesting a trainer-to-trainee ratio of 1:3 due to certain equipment requiring more than one operator. Staff will be trained up to 40 hours of PL.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-4 hours of CBT.

Special Employment Training

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

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$34.77 to \$26.08). The Company requests this modification for Job Number 1.

Commitment to Training

Emerson's annual training budget is approximately \$50,000 for training that includes compliance, performance management, and company procedures. The Company is committed to improving facility efficiencies and knowledge for all team members. 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

The Company Superintendent and Human Resources Administrator will be responsible for program oversight and communication with ETP. The team will oversee all administrative responsibilities, including enrollment, recording, tracking, scheduling training, securing ETP rosters, verify training and retention completion and ensure compliance with all ETP requirements.

A third party administrator will assist with the implementation, compliance, reporting and reimbursements for the contract. Training will be provided by in-house experts and vendors as needed.

DEVELOPMENT SERVICES

Carrasco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of \$5,888.

ADMINISTRATIVE SERVICES

Carrasco LLP, Innovative Tax Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/ E-Learning Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Behavior Style Strategies
- Business Communication
- Business Fundamentals
- Communication Styles
- Company Culture Development
- Conflict Resolution
- Cost Control
- Customer Relationship Management
- Customer Service
- Develop Employee Accountability
- Employee Coaching
- Essential Skills for New Supervisor
- Financial Analysis
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Relationship Building
- Strategic Planning
- Time Management

COMMERCIAL SKILLS

- Asphalt Grinding
- Backfill
- Change Order Management
- Compacting
- Competent Person/Confined Space
- Compliance With Customer Safety Programs
- Electrofusion
- Equipment Maintenance/Repair
- Estimating
- Excavating
- Fall Protection
- Forklift
- Gas Installation Training Qualifications
- Hand Tools
- Heat Iron Butt Fusion
- Heat Iron Saddle Fusion

- Heat Iron Socket Fusion
- Heavy Equipment Operation
- How to Deal With Public (Public Relations/Homeowners)
- Lock Out/Tag Out
- Mechanical Fitting
- Obtaining and Processing Permits
- Offsite Spoils Disposal
- Onsite Spoils Management
- Paving
- Pipe Installation
- Production Reporting
- Project Documentation
- Purchasing Procedures
- Resource Scheduling
- Potholing Operations
- Traffic Control and Flagging Operations
- Trenching
- Work Orders

COMPUTER SKILLS

- Autodesk/AutoCAD
- BIM
- Crystal Reports
- Dispatcher by Heavy Construction System Software (HCSS)
- Docuware
- Equipment 360 HCSS
- Financial Management System (Vista by Viewpoint)
- Heavy Bid HCSS
- Safety by HCSS
- SQL Server (Management Studio)
- Telematics (GPS)
- Work Max

CONTINUOUS IMPROVEMENT

- Change Management
- Communication Skills
- Creating a Quality Organization
- Cross Training
- How to Coach and Mentor
- Leadership
- Process Improvement
- Production Operations/Workflow
- Production Scheduling
- Project Management
- Quality Measurement Systems
- Root Cause Analysis
- Team Building
- Time Management

HAZARDOUS MATERIALS

- Asbestos Removal
- Hazardous Chemical Cleaning/Handling
- Hazardous Materials Handling
- Hazardous Waste Cleaning

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

HAZWOPER

- HAZWOPER 40

Safety Training is capped at 50% of a trainee's total training hours.
This cap does not apply to OSHA 10/30 and HAZWOPER

Computer-Based Training

0-4

COMMERCIAL SKILLS

- Basic Helicopter Safety – 30 minutes
- Contractor General Safety – 30 minutes
- Electrical Operations – 30 minutes
- Environmental Awareness – 30 minutes
- Fire Danger – 30 minutes
- Habitat Conservation – 30 minutes
- Vegetation Management – 30 minutes

Productive Lab (1:3 Ratio)

0-40

COMMERCIAL SKILLS

- Asphalt Grinding
- Backfilling
- Compacting
- Directional Drilling
- Electrofusion
- Equipment Maintenance/Repair
- Excavating
- Forklift
- Gas Installation Training Qualifications
- Hand Tools
- Heat Iron Butt Fusion
- Heat Iron Saddle Fusion
- Heat Iron Socket Fusion
- Heavy Equipment Operation
- Hydrovac
- Mechanical Fitting

- Offsite Spoils Disposal
- Paving
- Pipe Installation
- Safe Excavations Techniques
- Safe Potholing Operations
- Safe Traffic Control and Flagging Operations
- Trenching

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

IBEW Local Union 1245
30 Orange Tree Circle
Vacaville, CA 95687
Telephone: (707) 452-2700
Fax: (707) 452-2701
www.ibew1245.com



IBEW1245

THE POWER IS IN OUR HANDS

BOB DEAN, BUSINESS MANAGER
CECELIA DE LA TORRE, PRESIDEN

June 10, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand KW Emerson is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: approximately 39 of three different occupations.

Exhibit E

The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.

By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.

Sincerely,

A handwritten signature in black ink, appearing to read "Ralph M. Armstrong", is written over a horizontal blue line.

Ralph M Armstrong
Senior Assistant Business Manager
IBEW Local Union 1245



RETRAINEE - JOB CREATION

Training Proposal for:

North State Electrical Contractors, Inc.

Contract Number: ET22-0122

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento	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: 172	U.S.: 172	Worldwide: 172
<u>Turnover Rate:</u>	15%		
<u>Managers/Supervisors:</u> (% of total trainees)	14%		

FUNDING DETAIL

In-Kind Contribution
\$213,000

Total ETP Funding
\$188,600

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 Priority Rate	Business Skills, Commercial Skills, Computer Skills, Continuous Imprv, Mgmt Skills, OSHA 10/30, PL-Commercial Skills	169	8-200	0-1	\$920	\$19.12
				Weighted Avg: 40			
2	Retrainee Priority Rate Job Creation Initiative	Business Skills, Commercial Skills, Computer Skills, Continuous Imprv, Mgmt Skills, OSHA 10/30, PL-Commercial Skills	18	8-200	0-1	\$1,840	\$16.00
				Weighted Avg: 80			

Minimum Wage by County: Job Number 1: \$19.12 per hour for Sacramento County.

Job Number 2: \$15.65 per hour for Sacramento 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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1 (Retrainees)		
Administrative Support		2
		2
Estimating Staff		5
Project Oversight		9
Field Crew		40
		55
		53
Accounting		2
		1
Job Number 2 (Job Creation)		
Administrative Support		1
		1

Estimating Staff		1
Project Oversight		2
Field Crew		8
		4
Accounting		1

INTRODUCTION

Founded in 2006 and headquartered in Rancho Cordova, North State Electrical Contractors, Inc. (North State) (www.northstate-eci.com) provides electrical, telecommunications and audio/visual contracting services to general contractors and property management developers. Training under this proposal will be for the Company's location in Rancho Cordova. This is North State's second ETP Project and the second in the last five years.

Veterans Program

North State does not actively recruit specifically to Veterans outside of its general recruiting efforts.

PROJECT DETAILS

In previous project, North State's training focused on telecommunication systems. In this project, the Company will continue training on telecommunications systems as well as new services in fire alarm installation and building access control systems installation. These new services will require staff to receive extensive training due to the complexity of these systems. The Company has also implemented a new construction software called LaborChart which will allow staff to know how much labor is needed for each project. Training under this proposal will allow the Company to successfully integrate these new services and improve efficiencies. Although training topics are similar to those provided in the prior project, trainees will not repeat the same training courses previously received.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

North State is expanding its service area to outside of Sacramento into Vacaville, Chico and San Jose and offering a wider scope of services. To meet demands the Company will hire 18 new employees (Job Number 2) including Administrative Support, Estimating Staff, Project Oversights, Field Crew, and Accounting. 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.

Training Plan

Training will be delivered via Class/Lab, E-Learning, Videoconferencing, Computer-Based Training (CBT) and Productive Lab (PL) methods. Training will be delivered by in-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations. Training will focus on time management and customer service. Training topics include Business Communication, Customer Relationship Management, and Time Management.

Commercial Skills: Training will be offered to Estimating Staff, Project Oversights, and Field Crew. Training will focus on electrical installation. Training topics include Electricity Overview, Equipment Operation, and Switches.

Computer Skills: Training will be offered to all occupations. Training will focus on the Company's software. Training topics include Autodesk/AutoCAD, Bluebeam Software, and Estimating Software.

Continuous Improvement: Training will be offered to all occupations. Training will focus on process improvement. Training topics include Cross Training, Change Management, and Production Scheduling.

Management Skills: Training will be offered to Project Oversights. Training will focus on improving supervising skills. Training topics include Decision Making, Leadership, and Teambuilding.

OSHA 10/30 This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. 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.

Productive Laboratory (PL)

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

North State will train Field Crew on electrical, telecommunications, and audio visual installations. Since equipment cannot be reproduced in a classroom setting, PL-Commercial Skills training is necessary to ensure safety standards are met. This training will be provided at a much slower pace than regular production with significantly higher defects as trainees gain proficiency. A subject matter expert will conduct training. The trainer will demonstrate how to use the equipment, then supervise trainees' use of the equipment. A department supervisor will certify trainee competency once training is completed. Training will be under constant supervision.

The Company is requesting a trainer-to-trainee ratio of 1:3 as trainees typically work in groups of three to ensure safety precautions are met.

Trainees may receive up to 140 hours of hands-on training due to complexity of electrical installation and repairs.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive 1 hour of CBT.

Commitment to Training

North State invests \$150,000 annually on training including new hire orientation and 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**

The Company's CFO and HR Manager will oversee all aspects of the training project including enrolling trainees and tracking hours. Additionally, the Company has retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

PRIOR PROJECTS

The following table summarizes Contractor's performance by North State Electrical Contractors, Inc. under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0167	Rancho Cordova	08/06/2018- 08/05/2020	\$153,400	\$153,400 (100%)

DEVELOPMENT SERVICES

Carrazco LLP, Innovative Tax Solutions in Sacramento assisted with development of this proposal for a flat fee of \$18,000.

ADMINISTRATIVE SERVICES

Carrazco LLP, Innovative Tax Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Menu Curriculum: Exhibit B

Class/Lab/ELearning/Videoconferencing Hours

8 - 200 Trainees may receive any of the following:

BUSINESS SKILLS

- + Business Communication
- + Business Fundamentals
- + Business Writing
- + Behavior Style Strategies
- + Conflict Resolution
- + Creative Marketing
- + Customer Relationship Management
- + Customer Service
- + Communication styles
- + Company Culture Development
- + Cost Control
- + Dealing with Difficult People
- + Develop Employee Accountability
- + Employee Coaching
- + Employee Engagement
- + Essential Skills for New Supervisor
- + Financial Analysis
- + Financial Forecasting & Budgeting
- + Interpersonal Communications
- + Leadership
- + Marketing/Sales Techniques & Strategy
- + Negotiating
- + Operational Skills
- + Organizational Structure Development
- + Planning and Organization
- + Product Knowledge
- + Project Management and Methodology
- + Project Requirements Analysis and Specifications
- + Property and Resource Management Skills
- + Retaining Customers
- + Relationship Building
- + Strategic Planning
- + Time Management

COMMERCIAL SKILLS

- + Audio Visual
- + Building Systems
- + Construction Overview
- + Construction: Job Site Preparation
- + Construction: Job Site Sequencing
- + Construction: Methodologies
- + Dimmers
- + Electricity Overview
- + Electrical Equipment
- + Electrical Programming
- + Electrical Installation
- + Energy & Environmental Design for Green Building

- + Engineering Theory/Planning/Design
- + Environment Impact Planning
- + Equipment Operation
- + Equipment Safety
- + LED systems
- + Lighting
- + Switches
- + Telecommunication Overview
- + Telecommunication Equipment
- + Work Order Processing

COMPUTER SKILLS

- + Autodesk/AutoCAD
- + Bluebeam Software
- + Click Safety Software
- + Customer Relationship Management (CRM) Software
- + Dexter+Chaney/Viewpoint Software
- + Estimating Software
- + Intermediate/Advanced Microsoft Office
- + LaborChart
- + McCormick Software
- + PlanGrid Software

CONTINUOUS IMPROVEMENT

- + Cross Training
- + Communication Skills
- + Creating a Quality Organization
- + Change Management
- + Decision Making
- + How to Coach and Mentor
- + Kaizen
- + Leadership
- + Meeting Management
- + Process Improvement
- + Production Scheduling
- + Production Operations/Workflow
- + Project Management
- + Problem Solving and Decision Making
- + Process Capability
- + Quality Measurement Systems
- + Systems Failure Analysis
- + Team Building
- + Time Management
- + Visual Controls

MANAGEMENT SKILLS (management trainees only)

- + Administration
- + Coaching Procedures
- + Decision Making
- + Effective Meetings for Leaders
- + Finance for Technical Managers
- + Leadership
- + Motivation

- + Supervisor Skills
- + Teambuilding

OSHA 10/30 (OSHA Certified Instructor)

- + OSHA 10
- + OSHA 30

Safety Training will be limited to 10% of total training hours per-trainee.
This cap does not apply to OSHA 10/30.

CBT Hours

0 - 1

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Safety Overview – Equipment Usage, Ladder, and Heat Exhaustion (45 Minutes)

Productive Lab Hours

0 - 140

Trainees may receive any of the following:

COMMERCIAL SKILLS (trainer-to-trainee ratio 1:3)

- + Audio Visual
- + Building Systems
- + Building Access Systems
- + Construction Overview
- + Construction: Job site preparation
- + Construction: Job site sequencing
- + Construction: Methodologies
- + Dimmers
- + Electricity Overview
- + Electrical Equipment
- + Electrical Programming
- + Electrical Installation
- + Energy & Environmental Design for Green Building
- + Engineering Theory/Planning/Design
- + Environment Impact Planning
- + Equipment Operation
- + Equipment Safety
- + Fire Alarm Systems
- + LED systems
- + Lighting
- + Switches
- + Telecommunication Overview
- + Telecommunication Equipment
- + Work Order Processing

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



RETRAINEE - JOB CREATION

Training Proposal for:

PASCO Scientific

Contract Number: ET22-0102

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SB <100 Veterans	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Placer	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 98	U.S.: 116	Worldwide: 116
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	18%		

FUNDING DETAIL

In-Kind Contribution
\$259,740

Total ETP Funding
\$125,810

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 Priority Rate SB <100	Business Skills, Computer Skills, Cont Imp, HazMat, Mgmt Skills, Mfg Skills, PL-Mfg Skills	89	8-200	0-3	\$1,150	\$19.12
				Weighted Avg: 50			
2	Retrainee Priority Rate SB <100 Veterans	Business Skills, Computer Skills, Cont Imp, HazMat, Mgmt Skills, Mfg Skills, PL-Mfg Skills	6	8-200	0-3	\$1,150	\$20.01
				Weighted Avg: 50			
3	Retrainee Priority Rate SB <100 Job Creation	Business Skills, Computer Skills, Cont Imp, HazMat, Mfg Skills, PL-Mfg Skills	12	8-200	0-3	\$1,380	\$16.80
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Numbers 1 & 2: \$19.12 per hour for Placer County
 Job Number 3 (Job Creation): \$15.00 per hour for Placer 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

Up to \$2.32 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Administrative Staff		1
		2
		3
Management		17
Operatives		6
		4
		3
Professional Staff		42
Sales		10

Technicians		1
Job Number 2		
Management		3
Operatives		1
Professional Staff		1
Technicians		1
Job Number 3		
Administrative Staff		2
		1
Operatives		1
Professional Staff		6
Sales		1
Technicians		1

INTRODUCTION

Founded in 1964 and located in Roseville, PASCO Scientific (PASCO) (www.pasco.com) produces award-winning, hands-on science tools and data logging solutions that connect students directly to science. The Company also offers STEM concepts with classroom technology such as sensors, interfaces, data collection and analysis software. In addition, PASCO designs and manufactures high quality lab equipment for physics and engineering courses and offers curriculum solutions (textbooks, e-books, and integrated lab technology) for physics, chemistry, biology, environmental science, and engineering courses for all grade levels. Customers include K-8 schools, High Schools, and Colleges. Training will take place at the Company's single location in Roseville. This will be the Company's first ETP Contract.

Veterans Program

In this proposal, PASCO will include six Veterans (Job Number 2) to participate in training. PASCO actively recruits Veterans through Tech Services, US Military Pipeline, Veteran's employment and Training, and Workplace Diversity Network.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

With schools and universities scheduled to open to full-time in person learning in the Fall, PASCO is experiencing an increase in demand for their products. PASCO expects revenue to grow 10% - 15% in the next year and will hire 12 new employees (Job Number 3) to help meet the increase in demand. 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.

PROJECT DETAILS

PASCO has seen an increase in demand for its services, which includes the release of over 15 new products, in the last two years. Due to this demand, PASCO will provide training to ensure staff acquire and maintain all the necessary skills to handle customer demands. Training will focus on new software such as Sugar Customer Relationship Management software, Concur SAP (Systems, Applications, and Products), and Quality Assurance Development Enterprise Resource Planning software to assist with sales processes, project management and finances. In addition, all staff will receive training on each new products including the ME-1247 Smart Cart Motor and SE-3607 UV-VIS Spectrometer. Training will ensure staff has the tools and knowledge to handle the growing workload.

Sales staff training will focus on new and current product marketing and selling as well as remote sales. Training ensures Sales staff is proficient with all company products. Remote sales training will provide the Sales staff with knowledge of digital marketing, accessing the catalog remotely, and holding remote training sessions with educators allowing for PASCO to expand nationwide.

The Company also prefers to promote from within so it offers leadership and management courses to employees interested in management and provides cross-training to all employees. This will allow PASCO to increase staffs knowledge, project efficiency and work quality.

Training Plan

Training will be delivered via Class/Lab, E-Learning, Computer-Based Training, and Productive Lab delivery methods by in-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations to effectively and efficiently maintain business operations. Training topics include Customer Service, Operational Skills, and Strategic Planning.

Computer Skills: Training will be offered to all occupations to improve software skills. Training topics include ActOn Automated Marketing and Concur SAP (Systems, Applications and Products).

Continuous Improvement: Training will be provided to all occupations. These courses will eliminate waste and improve processes. Training topics include Cross Training, Process Improvement and Root Cause Analysis.

Hazardous Materials: Training will be offered to Operatives to develop knowledge of proper use, disposal and cleanup of hazardous materials. Training topics include Hazardous Materials Handling.

Management Skills: Training will be provided to Managers to become effective leaders. Training topics include Effective Meetings for Leaders and Administration.

Manufacturing Skills: Training will be provided to Operatives and Technicians and include Assembly Procedures, Equipment Operation and Site Assessment Team.

Computer-Based Training (CBT)

Up to three hours of CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training.

Productive Laboratory

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

Since factory equipment cannot be reproduced in a classroom setting, PL training is necessary to ensure safety and production standards are being met. This training will be at a much slower pace than regular production and will produce significantly higher defects as trainees gain proficiency. A subject matter expert will conduct training. The trainer will first demonstrate how to use the equipment and then supervise trainees using the equipment. The trainer will attest to the trainee's competency once training is completed. The competency list will be kept in the employee's human resources folder.

PASCO is requesting 100 hours for PL-Manufacturing Skills training due to the in-depth training it provides trainees. The Company produces sophisticated scientific instruments and class/lab experiments that are very technical in nature. Some instruments involve lasers and mirrors which need to be calibrated for accuracy and must be manufactured within very tight tolerances. In addition, staff must test for quality control to make sure the data is correctly measured. For different experiments and measurements, PASCO's products use a variety of materials and parts such as chemicals, light sources, electrical currents (AC/DC), weights and measures, and physical properties (plastics, metals, etc.) that all must be produced with exacting standards and made with precise cuts.

Training will be delivered to Operatives and Technicians under constant supervision with a 1:1 trainer-to-trainee ratio.

Commitment to Training

PASCO's annual training budget is approximately \$200,000 and includes safety and software training, job orientation and hazardous materials. 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

The Human Resources Manager will oversee the ETP Contract. A Human Resources Representative will help with scheduling the training and obtaining the completed rosters. In addition, PASCO has retained the services of a third party administrative subcontractor to assist with administrative requirements.

Temporary to Permanent Hiring

The Company will train six workers under Panel guidelines for the Temporary-to-Permanent program (Job Number 3). The Company has retained these employees on a temporary basis, with the intention of hiring them into full-time, permanent positions after training. The average time for "converting" temporary workers into full-time permanent employment is 520 hours. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums while on temporary status, and upon hire into full-time permanent employment.

Under Panel guidelines for the Temporary to Permanent program, these trainees must be eligible to participate in ETP-funded training pursuant to Unemployment Insurance Code Section 10201(c). Trainees cannot be enrolled until after they have been hired by the Company into full-time, permanent employment. Until they are hired, retention and post-retention wage requirements cannot be met, and the Company will not receive progress payments.

DEVELOPMENT SERVICES

Carrasco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Carrasco LLP, Innovative Tax Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Communication
- Business Fundamentals
- Business Writing
- Behavior Style Strategies
- Conflict Resolution
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication Styles
- Company Culture Development
- Cost Control
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Coaching
- Employee Engagement
- Financial Analysis
- Interpersonal Communications
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Retaining Customers
- Relationship Building
- Remote Sales
- Strategic Planning
- Time Management

COMPUTER SKILLS

- ActOn Automated Marketing
- Automatic Data Processing Human Resources Management System
- Concur Systems, Applications, and Products
- Intermediate/Advanced Microsoft Office
- Mitel Phone Client Software
- Network, Systems and Web Security Software
- Office 365
- Quality Assurance Division Enterprise Resource Planning
- Remote Computer Control Software
- Sugar Customer Relationship Management
- Web Development Software

CONTINUOUS IMPROVEMENT

- Cross-Training
- Communication Skills
- Creating a Quality Organization
- Change Management
- Decision Making
- How to Coach and Mentor
- Lean Manufacturing
- Meeting Management
- Process Improvement
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Process Capability
- Quality Measurement Systems
- Root Cause Analysis
- Statistical Process Control
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Time Management

HAZARDOUS MATERIALS

- Hazardous Chemical Cleaning/Handling
- Hazardous Materials Handling
- Hazardous Waste Cleaning

MANAGEMENT SKILLS (Managers Only)

- Administration
- Effective Meetings for Leaders
- Essential Skills for New Supervisor
- Finance for Technical Managers
- Leadership
- Supervisor Skills

MANUFACTURING SKILLS

- Assembly Procedures
- Assembly Process Control
- Bending/Lifting/Carrying
- Changeover Procedures
- Cross-Training in Production Equipment/Skills
- Electrical and Electronics
- Equipment Operation
- Forklift/Pallet Jack
- Inventory Control
- Manufacturing Practices
- Parts and Products Manufacture

- Production Operations
- Site Assessment Team
- Troubleshooting
- Warehousing

Productive Lab Hours

0-100

MANUFACTURING SKILLS (1:1 trainer-to-trainee ratio)

- Assembly Process
- Electrical and Electronics
- Equipment Operation
- Forklift/Pallet Jack
- Hand Tools
- Maintenance
- Parts and Products Manufacture
- Production Operations
- Warehousing

CBT Hours

0-3

COMPUTER SKILLS

- Microsoft Excel Intermediate (1 hour)
- Microsoft Outlook Intermediate (30 minutes)
- Microsoft PowerPoint Intermediate (30 minutes)
- Microsoft Word Intermediate (1 hour)

Safety Training cannot exceed 10% of total training hours per-trainee.

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



RETRAINEE - JOB CREATION

Training Proposal for:

School Innovations & Achievement

Contract Number: ET22-0115

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: J. Fetsch

PROJECT PROFILE

Contract Attributes:	SB <100 Retrainee Priority Rate Job Creation Initiative	Industry Sector(s):	Manufacturing (E)
			Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	El Dorado, Shasta, Los Angeles	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: 61	U.S.:68	Worldwide: 68
<u>Turnover Rate:</u>	9%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$127,050

Total ETP Funding
\$87,768

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	SB <100 Priority Rate	Business Skills, Computer Skills, Continous Impr, Management Skills	58	8-200	0	\$1,196	\$19.12
				Weighted Avg: 52			
2	Job Creation Initiative SB<100 Priority Rate	Business Skills, Computer Skills, Continous Impr, Management Skills	10	8-200	0	\$1,840	\$16.62
				Weighted Avg: 80			

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

Minimum Wage by County: Job Number 1: \$19.12 per hour in Shasta and El Dorado Counties; \$19.77 per hour in Los Angeles County. **Job Number 2:** \$15.65 per hour in Shasta and El Dorado Counties; \$16.48 per hour in Los Angeles 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
 Up to \$2.50 per hour may be used to meet the Post-Retention Wage in Job Number 1.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Administrative Staff		3
Customer Service		7
		8
Executive Staff		4
IT Staff		13
Owner		1
Manager		11
Processing Staff		2
		1
Program Advisor		7
Sales Staff		1
Job Number 2		
Administrative Staff		1
Customer Service		1
IT Staff		3
Manager		2
Processing Staff		1
Program Advisor		1
Sales Staff		1

INTRODUCTION

Founded in 2003 and headquartered in El Dorado Hills, School Innovations & Achievement (SIA) (www.sia-us.com) is a software developer that provides custom software solutions for schools. SIA has grown from a small back office facilitator for most California's school districts and county offices of education into what it is today, a creator of software solutions. The Company's most notable software is Attention2Attendance designed to decrease school absenteeism for school districts. Training will be delivered at SIA's locations in El Dorado Hills, Redding and Pasadena. This will be SIA's fourth ETP Contract; the third in the last five years.

Veterans Program

SIA does not actively recruit Veterans.

PROJECT DETAILS

Training in SIA's prior Contract focused on its mobile platform Appcelerator Cross-Platform as well as product enhancements revolving around its Behavior Alert and Risk Management products. Under this proposal, training will focus on software improvements as a result of the COVID-19 pandemic. Text and email notifications, Student Improvement Indicator, and Intervention Impact Reports are all new features that all employees will receive extensive training on in order to understand the new products that are being delivered to clients throughout 2021-2022.

Training also includes new products and product enhancements including hybrid and split-day software models such as Attention2Attendance and Behavior Alert Notification System. These products allow SIA to stay current with changes that school districts made during the pandemic. These new products will require hands on training to stay current with the ever-changing environment of the schools. Although course topics are similar to prior Contracts, in no case will a trainee repeat the same training previously delivered.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

SIA will be expanding business capacity by hiring new employees due to an increase in demand for products as schools are reopening. Additionally, the Company plans to expand to new states. The Company will hire 10 new employees (Job Number 2). 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.

Training Plan

Training will be delivered via Class/Lab, Videoconference and E-Learning by in-house subject matter experts in the following:

Business Skills: Training will be offered to all occupations. Training will focus on customer service skills as the Company expands to new markets. Training topics include Creative Marketing, Customer Relationship Management, Marketing/Sales Techniques, and Product Knowledge.

Computer Skills: Training will be offered to all occupations. Training will focus on improving IT development and support. Training topics include Microsoft Office (Intermediate and Advanced),

Computer Programming, Crystal Reports, Software Applications and Equipment, and Network & Database Admin Software.

Continuous Improvement: Training will be offered to all occupations. Staff will receive cross-training on procedures as well as leadership and development skills. Training topics include Cross Training, Leadership/Coaching, Project Management and Train-the-Trainer.

Management Skills: Training will be offered to Managers. Training will focus on leadership skills, decision-making, and increasing productivity. Training topics include Decision Making, Supervisor Skills, and Coaching Procedures.

Commitment to Training

SIA's annual training budget is approximately \$130,000 per facility for general safety, on-boarding and product updates. The Company is committed to improving facility efficiencies and knowledge for all team members. 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

SIA has a structured training plan in place and is ready to start training upon project approval. The Project Manager will oversee project administration with the HR Manager who will handle training rosters and tracking performance. A third party vendor will assist with administration. Training will be provided by in-house experts and vendors as needed.

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	
				\$	%
ET19-0335	El Dorado, Pasadena, Redding	12/17/2018- 3/16/2021	\$104,780	\$104,780 (100%) (In Progress)*	
ET17-0460	El Dorado, Pasadena, Redding	3/9/2017- 3/8/2019	\$98,436	\$98,436 (100%)	

*Closeout invoice is currently in review; with the Company expecting 100% performance.

DEVELOPMENT SERVICES

Sierra Consulting Services in Cameron Park assisted with development for a flat fee of \$8,700.

ADMINISTRATIVE SERVICES

Sierra Consulting Services will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting
- Business Fundamentals
- Business Performance
- Business Writing
- Behavior Style Strategies
- Conflict Resolution
- Contract Preparation
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication Skills
- Dealing with Difficult People
- Employee Coaching
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques
- Negotiating
- Operational Skills
- Planning and Organization
- Presentation Skills
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Retaining Customers
- Relationship Building
- Sales
- Strategic Planning
- Successful Selling Techniques/Sales
- Time Management

COMPUTER SKILLS

- Adobe Acrobat
- Adobe CS Indesign
- Appcelerator's Cross-Platform Model
- Autodesk/AutoCAD
- Client Relationship Management Software
- Computer Networking
- Computer Programming
- Conferencing Mobile Application (iOS & Android)
- Crystal Reports
- Development Software
- Digital Entertainment and Multimedia
- Financial Management System
- Inspire Content Letter Management System
- IT Support Tracking System

- Marketing & Sales Tracking Software
- Microsoft Office (Intermediate and Advanced only)
- Microsoft Visual Studio (Team Foundation System)
- Network & Database Admin Software
- Quickbooks
- Software Applications and Equipment
- SQL Server (Management Studio)
- WIX Website Management Application

CONTINUOUS IMPROVEMENT

- Cross Training
- Communication Skills
- Creating a Quality Organization
- Change Management
- Decision Making
- How to Coach and Mentor
- IT Support Technician Skills
- Leadership Skills for Frontline Workers
- Leadership/Coaching
- Meeting Management
- Product Management
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Quality Measurement Systems
- Quality Management
- Statistical Process Control
- Systems Failure Analysis
- Strategic Planning
- Team Building
- Teamwork Development Skills
- Time Management
- Train-the-Trainer
- Visual Controls

MANAGEMENT SKILLS (Managers and Supervisors only)

- Administration
- Coaching Procedures
- Decision Making
- Effective Meetings for Leaders
- Essential Skills for the New Supervisor
- Finance for Technical Managers
- Leadership
- Motivation
- Supervisor Skills
- Teambuilding

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



RETRAINEE - JOB CREATION

Training Proposal for:

AppFolio, Inc.

Contract Number: ET22-0110

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative	Industry Sector(s):	Services (G) Professional, Scientific Technology (54) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Barbara, San Diego, Los Angeles	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: 950	U.S.:1470	Worldwide: 1470
<u>Turnover Rate:</u>	17%		
<u>Managers/Supervisors:</u> (% of total trainees)	13%		

FUNDING DETAIL

In-Kind Contribution
\$924,000

Total ETP Funding
\$429,410

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 Priority Rate	Business Skills; Computer Skills; Management Skills	702	8-200	0	\$345	\$20.00
				Weighted Avg: 15			
2	Retrainee Priority Rate Job Creation Initiative	Business Skills; Computer Skills; Management Skills	370	8-200	0	\$506	\$20.00
				Weighted Avg: 22			

Minimum Wage by County: Job Number 1: \$19.12 per hour for Santa Barbara County and San Diego County and \$19.77 per hour for Los Angeles County.
 Job Number 2 (Job Creation): \$15.65 per hour for Santa Barbara County, \$15.81 per hour for San Diego County and \$16.48 per hour for Los Angeles 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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Customer Support Staff		40
		50
		40
Finance Staff		15
		20
		13
Engineer		8
		8
		12
IT/ Business Systems Staff		32
		40
		23
Sales & Marketing Staff		20
		60
		40

Product Development Staff		30
		32
		25
Administrative and Compliance Staff		35
		35
		30
Manager		40
		36
		20
JOB Number 2		
Customer Support Staff		25
		30
		20
Finance Staff		10
		10
		10
Engineer		5
		10
		5
IT/Business Systems Staff		15
		15
		10
Sales & Marketing Staff		20
		25
		15
Product Development Staff		5
		8
		7
Administrative & Compliance Staff		30
		30
		25
Manager		10
		20
		10

INTRODUCTION

Founded in 2006, Headquartered in Goleta, AppFolio, Inc. (AppFolio) (www.appfolioinc.com) designs and develops cloud-based software solutions for the real estate and legal markets. AppFolio's products and services address the unique requirements of property management companies which manage single and multi-family residences, commercial properties, community associations, student housing, as well as solo legal practitioners and small law firms. AppFolio's software solutions are built using a modern cloud-based architecture, and are designed for use across multiple devices and operating systems. The Company focuses on revolutionizing businesses by providing easy-to-use software and services which help customers automate business processes, streamline operations, and save time to grow their businesses.

The Company has three facilities in California (Goleta, San Diego and Venice), and a facility in Texas and Massachusetts. The Goleta, San Diego and Venice facilities will participate in this proposal. This will be AppFolio's second ETP Agreement.

Veterans Program

AppFolio strides to find the best team members to join the Company, including Veterans. However, the Company is not requesting a separate Veterans Job Number in this project.

PROJECT DETAILS

AppFolio is operating in a highly competitive technology industry. As a software company, it is continually striving to meet customers' expectations and demands by delivering the best software solutions and services.

AppFolio faces various challenges that drive the need for training:

- Expanding the research and product development department to grow its platform capabilities for the development of more enhanced software solutions and create new products with innovative core functionality;
- Marketing new products and services and improving existing offerings;
- Meeting customer demands by aligning products and services to satisfy specific customer market segment needs;
- Integrating and supporting new product offerings such as Utility Management and WegoWise, which provides property managers with timely, insightful information to help manage energy and water usage, understand, track and improve building efficiency;
- Keeping up with technological advances and changes in industry requirements;
- Expansion of existing facilities, including leasing and building out of additional office space (current lease expires by February 2032 with the projection to extended two additional 5-year terms).

The Company's goal is to provide workers with the necessary business and technical skills required to develop and market new products and services, ensure high-quality customer service and support, maintain and expand operations, adapt to new technology, and support growth. AppFolio must continue to train its workforce to operate, maintain, and support the Company's newly developed products that involve complex systems and sophisticated technology. Training will enhance job security, provide employees with the necessary tools to be successful in their jobs and contribute to the Company's success.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

AppFolio has demonstrated continued growth in market-base and company size since 2006. The Company has increased its size by 40% since 2018 and expects an additional 20% growth by 2022 with its ongoing expansion. The Company expects to hire at least 370 new employees (Job Number 2) at its Goleta, San Diego and Venice locations. 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. AppFolio’s steady growth in business, new product offerings, and expansion of facilities require retraining of existing employees, combined with the hiring and training of new employees to keep up with the demand of its products and services. In addition, despite the effect of the Covid-19 pandemic to the workforce and workplace, the Company has already started the hiring process and has hired 30 new employees in California since May 2021.

Training Plan

Classroom/Laboratory and Videoconference training will be provided in the following:

Business Skills: Training will be offered to all occupations. Trainees will gain broader understanding of the business process, general financial and accounting knowledge, and specifics of the SaaS (Software as a Service) industry and the subscription-based business model which are essential to succeed in the technical industry. Training in these areas will ensure they have the skills needed to perform their job effectively and proficiently.

Computer Skills: Training will be offered to all occupations. Trainees will receive highly technical skills to effectively use the Company’s hardware and software programs as well as operation systems (Utility Management and WegoWise) to provide efficient and effective customer service. Trainees will gain proficiency in navigating specialized functional systems (Salesforce, Google Docs and Workday) that are also utilized by the Company. These skillset will ensure that employees are able to stay employed and grow.

Management Skills: Training will be offered to Managers. Career growth for many knowledgeable workers takes the form of promotion into management roles. Training employees on management and leadership skills will ensure they have future opportunities for employment in management roles.

Commitment to Training

AppFolio has an annual training budget of approximately \$1.5M for all California facilities. Training consists of new hire orientation, mandated training, extensive and basic computer skills, leadership and product knowledge. Training is delivered via class/lab and GoToMeeting, and all training is both job specific and Company-wide.

ETP funds will not displace the existing financial commitment to training. After the completion of the ETP training, the Company will continue to provide its workforce the skillsets they need to develop and grow within the Company. Enhancing employee’s skills will create additional sales, increase profits and business growth. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Training will begin upon Panel approval. The Sr. People Development Manager will oversee all project administration. AppFolio has designed a team that includes a Director of Learning & Development, a Learning & Development Specialist and a Learning & Development Coordinator at each location to oversee ETP training and administrative responsibilities. The Company has also retained a third party vendor to assist with administrative duties. Training will be delivered by in-house experts and vendors as needed.

Green/Clean Operations

AppFolio is committed to company growth, while also implementing Green/Clean technology. The Company offers software and solutions to help customers manage energy and water usage to save resources, time and money.

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 \$ %
ET19-0345	Goleta	12/10/18 – 12/09/20	\$273,832	\$273,832 (100%)

AppFolio earned 100% percent of the \$273,832 funding requested in its first ETP contract. Training was completed within 14 months of the term of the Agreement and placed 737 trainees.

DEVELOPMENT SERVICES

AppFolio retained Aescher Consulting in Pasadena to assisted with development of this proposal at no charge.

ADMINISTRATIVE SERVICES

Aescher Consulting will also perform administrative services in connection with this proposal for a fee not to exceed 12% of payment earned.

TRAINING VENDORS

To Be Determined

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

8 – 200

Trainees may receive any of the following:

BUSINESS SKILLS

- Agile Processes
- Ally Skills
- Authentic Leadership
- Business Acumen
- Business Book Club
- Business Development
- Business Initiatives
- Business Systems
- Career Development
- Change Management
- Client Services
- Coaching Skills
- Collaboration
- Communication Skills
- Communication Styles
- Company Updates
- Conflict Management
- Contact Center Operations
- Continuous Improvement
- Culture & Traditions
- Customer Care
- Customer Experience
- Customer Success
- Delegation
- Design Thinking
- Difficult Conversations
- Diversity, Equity & Inclusion (DEI)
- Effective One-on-Ones
- Email & Phone Etiquette
- Emotional Intelligence
- Employee Engagement & Action Planning
- Engineering & Product Training
- Engineering & Product Onboarding
- Engineering Academy
- Entrepreneurship
- Facilities Operations
- Feedback Skills
- Financial Acumen
- Financial Tools
- Focus & Prioritization
- Goal-Setting
- Growth & Partnerships
- HR Operations

- Implementation 101
- Influence & Persuasion
- Industry Trends
- Innovation
- Interviewing Skills
- Leadership Styles
- Leading Teams
- Market Validation
- Marketing Operations
- Marketing Skills
- Meeting Management
- Mindfulness at Work
- Mindsets
- Negotiation
- Networking
- Net Promoter Score
- New Hire Onboarding
- Organizational Acumen
- Personal Productivity
- Presentation Skills
- Product Management Skills
- Product Training
- Productive Interactions
- Project Management
- Quality Assurance
- SaaS Business
- Sales Operations
- Sales Skills
- Security Operations
- Strategic Planning
- StrengthsFinder
- Survey Design
- Team Strengths
- Technical Security
- Time Management
- User Experience
- Value Added Services
- Vision and Values
- Web Operations
- Wellness

COMPUTER SKILLS

- Accessing Remote Servers
- Administrative Software
- Adobe Suite
- ADP
- Apple Software
- APM Software
- Architecture
- Automated Testing

- Billing and Internal Apps
- Business Systems
- Convercent
- Coupa
- CSS
- Customer Experience Software
- Customer Success Software
- Expensify
- Facilities Software
- Finance Software
- General Computer Skills
- Git
- Google Suite
- How to Release APM
- HTTP and Web Authentication
- Human Resources Software
- Hyperion
- IT Software
- JavaScript
- Jhana
- Jira
- Jobvite
- KnowBe4
- Learning Management Systems
- MacOS Basics
- Marketing Systems & Software
- Marketo
- Mobile Devices
- Modern Health
- New Tools: Software Updates
- NewRelic
- Okta
- Owner Transactions
- Peakon
- React
- Reporting Framework
- Ruby and Command Line Basics
- Ruby on Rails
- Rubymine
- Sales Software
- Salesforce
- Selenium & Page Objects
- Slack
- Skilljar
- SQL
- Teamcity
- Tenant Transactions
- TripActions
- Veelo
- Vendor Transactions

- Workday
- Zoom

MANAGEMENT SKILLS (Managers only)

- Engineering Management
- General Management
- Leadership Series
- Managing@AppFolio
- Manager Workshop Series
- Next Level Leadership
- Performance Management
- Sales & Marketing Management

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



**Training Proposal for:
College Hospital, Inc.**

Contract Number: ET22-0106

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Job Creation Initiative	Industry Sector(s):	Services (G)
	Priority Rate		Healthcare (62)
	Retrainee		Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	SET		
Counties Served:	Los Angeles, Orange	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 561	U.S.: 561	Worldwide: 2,475
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$503,000

Total ETP Funding
\$442,520

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 Medical Skills Training Priority Rate SET	Continuous Improvement, Business Skills, Computer Skills, MS Didactic, MS Clinical W/Preceptor	476	8-200	0	\$920	\$26.08
				Weighted Avg: 40			
2	Job Creation Initiative SET Medical Skills Training Priority Rate	Continuous Improvement, Business Skills, Computer Skills, MS Didactic, MS Clinical W/Preceptor	5	8-200	0	\$920	\$15.93
				Weighted Avg: 40			

*Post-Retention Wage is the Contractual Wage.

**It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: Job 1(SET) \$26.08/Hour SET Statewide Priority Average. Job 2: \$15.93/Hour for Orange County, \$16.48/Hour for Los Angeles County (Retrainee - Job Creation)
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 \$2.48 per hour for Job 1, and up to \$0.88 per hour for Job 2 may be used to meet the Post-Retention Wage.

Wage Range by Occupation (Job 1)		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Administrative Staff		25 10
Licensed Vocational Nurse		20
Mental Health Worker		200 101
Registered Nurse		30
Social Worker		25 10
Technical Staff		15 10
Therapist		20 10

Wage Range by Occupation (Job 2)		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Administrative Staff		1
Licensed Vocational Nurse		1
Mental Health Worker		1
Social Worker		1
Technical Staff		1

INTRODUCTION

Founded in 1973, College Hospital, Inc. (College Hospital) operates as a full-service for-profit, community based acute psychiatric hospital. The hospital is headquartered in Cerritos with five satellite locations in Alhambra, Anaheim, Santa Ana, Signal Hill, and Santa Fe Springs. Four of these are outpatient services, and one provides administrative support. College Hospital is accredited by the joint commissions on Accreditation of Healthcare organizations. The hospital offers acute psychiatric services in a hospital setting which generally caters to geriatric, adolescent, and pediatric patients.

Its patient's primarily come from the nearby communities of Cerritos, Alhambra, Anaheim, Santa Ana and Long Beach. These patients typically have a need for psychiatric behavioral attention and behavioral disorders.

Due to the COVID 19 Pandemic, significant changes have occurred throughout the healthcare industry which impacts the way caregivers interact with patients. This training project will address those changes, and provide the necessary skills training to meet the new industry changes. College Hospital has determined that it needs to improve behavioral care quality, make healthcare more accessible to the surrounding communities, and elevate the level of knowledge and skills needed to provide better patient care for mental health problems.

The COVID 19 pandemic has increased the number of people seeking psychiatric care. During the pandemic, College Hospital experienced an increase in demand for its services. Due to the extended lockdowns, social distancing guidelines, and general social isolation, there have been significant increases in drug abuse, behavioral abuse, and drug overdoses. To address these concerns, College Hospital must not only adjust to new COVID 19 policies and procedures to ensure safety for staff and patients, but meet the new demand while maintaining and improving the overall quality of care and patient outcome.

College Hospital is working to adapt to the increase in psychiatric problems due to the COVID 19 pandemic. It will increase the quality of care, reduce costs, improve program integrity and make its healthcare system more effective, simple, and accessible to all who need it.

Veterans Program

Although the Company does hire veterans, they are not requesting a separate veteran's component. The Company also currently employs veterans however they do not specifically track this statistic as part of a hiring quota or metric.

Special Employment Training

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

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$34.77 to \$26.08). The Company requests this modification.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

The Company has committed to hiring and training 5 new employees under this project (Job Number 2). 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.

Due to the COVID 19 pandemic, the hospital is expanding its psychiatric behavioral medicine support unit. Patient demand for psychiatric care has increased nearly two-fold and College Hospital is committed to hire additional staff to ensure that proper levels of care and attention are administered to all patients.

It expects to hire at least one new employee for each of the following occupations to help support the entire unit in their increased workload and increase in patients and patient demand: Administrative staff; licensed vocational nurse; mental health worker; social worker; and technical staff.

PROJECT DETAILS

The proposed training will allow College Hospital, Inc. to keep up with the new industry processes and procedures and help keep up to par with the mental healthcare industry. The hospital will be better equipped and prepared to meet patient needs and remain in compliance with changing regulatory standards.

Medical workers and mental health workers will be properly trained to improve patient care and this training will improve the skills in all areas of mental healthcare for patients to ensure they minimize any chance for patient's ability to relapse.

Training Plan

Continuous Improvement: training will be provided to all employees. Training will improve worker performance, resulting in quality improvements in care. Training will encourage independent thinking with courses such as quality control, service excellence, standard operating procedures, and team building. The result of this training will be reduced patient costs, improved efficiency, and care, and ultimately, improved patient outcome.

Business Skills: this training will be provided to all Administrative Staff, Supervisors, and Managers. Trainees will receive training on accounting skills, budget analysis, and strategic planning. These skills will improve patient satisfaction and operating efficiency.

Computer Skills: this training will be provided to all employees. There is an increased use of technology in the healthcare system across all occupations. Trainees will receive training on computer and internet applications, computerized reports, cybersecurity tools, medical record keeping and patient billing systems. This will result in faster access to medical record and services, security of sensitive patient information, and ultimately reduced costs.

Medical Skills - Didactic: this training will be offered to all medical and mental health occupations. Training will cover a broad range of topics including assaultive patient care, behavioral health treatment, infection control practices, sanitation, screening patients, and visitor restrictions. The result of this training will be to improve patient care and enhance treatment outcomes.

Medical Skills – Preceptor: this training will be offered to all medical and mental health occupations. Training will cover topics such as addiction treatment, anxiety, depression, Bipolar treatment, case management, conflict resolution skills, COVID 19 procedures, crisis stabilization, culturally appropriate care, medical documentation, mental health assistance, patient centered care, and substance abuse treatment. The outcome will result in improved patient care and improved treatment processes.

Commitment to Training

College Hospital currently spends \$275,000 annually on training across all its facilities. The hospital provides regular training on occupation specific training, standard on-boarding training, OSHA mandated training, safety and regulation, and sexual harassment prevention training.

As a leading healthcare provider, College Hospital aims to provide high quality, compassionate and cost-effective services that continually meet and exceed our patients' needs. ETP funds will enable the hospital to improve the type of training that is provided to staff. The medical industry is constantly evolving, and this training project will increase the accuracy and efficiency of mental health services and in turn will allow the hospital to exceed patient expectations.

College Hospital will continue to provide training as part of new hire on boarding, annual compliance, core skills competency, computerized medical records, and safety and sexual harassment prevention.

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

Training will be administered and overseen by the director of human resources, the training coordinator, and select management and supervisors who are deemed as subject matter experts.

ETP training will take place at all six locations. The main campus will schedule classes and serve as the administrative site for the project. The Director of Human Resources will oversee the project from the main campus. The training coordinator will be in contact with other training coordinators at the remote sites and management and supervisors will provide training and collect rosters. Copies of the training rosters will then be emailed to a third party administrator for processing and then uploaded to ETP's systems.

Training will be provided by in-house subject matter experts. These experts are typically the most senior personnel in our facilities who have the most extensive knowledge on processes and procedures for the training being delivered.

Impact/Outcome

This training will provide enhanced training to further develop the skills of all employees. The goal is that every occupation will be more knowledgeable on how to handle a variety of situations and patients. The dynamics and interactions within a mental healthcare facility can change drastically and suddenly and staff needs to be well trained and prepared to handle whatever may arise. Along with the industry changes, methods, and procedures being incorporated between patients and staff, this training will ensure that staff are adequately prepared for whatever changes may come.

This training project will also help College Hospital keep pace with changing clinical protocols. With enhanced training, the hospital will ultimately improve patients' outcomes. The organization will reduce errors by standardizing patient care and increase time spent delivering direct patient care. The overall results will be better mental health care at a reduced cost.

DEVELOPMENT SERVICES

The Company retained National Training Company in Irvine to assist with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

National Training Company will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- Quality Control
- Service Excellence
- Standard Operating Procedures
- Team Building

BUSINESS SKILLS

- Accounting Skills
- Budget Analysis
- Strategic Planning

COMPUTER SKILLS

- Computer/Internet Applications
- Computerized Reports
- Cybersecurity Tools
- Database administration
- Electronic medical records
- Electronic prescriptions
- Medical recordkeeping system
- MS Office (intermediate and advanced)
- Order entry
- Patient billing

MEDICAL SKILLS – DIDACTIC

- Assaultive patient care
- Behavioral health treatment
- Disinfecting equipment and supplies
- Educating the patient & family
- HIPPA
- Infection control practices
- Modes of transmission of infection
- Patient assessment & care
- Patient safety
- Precautions and isolation protocols
- Preventing virus spread
- Problem solving
- Protocol and procedure review
- Safety leadership
- Sanitation
- Screening patients
- Sign of coronavirus
- Visitor restrictions

MEDICAL SKILLS – PRECEPTOR

- Addiction treatment
- Anxiety, depression, Bipolar treatment
- Case management
- Communication skills
- Conflict resolution skills
- Covid-19 procedures
- Crisis stabilization
- Culturally appropriate care
- Evidence-based treatment
- Laboratory testing procedures
- Medical documentation
- Medication administration and management
- Mental health assistance
- Patient-centered care
- Standard operating procedures
- Substance abuse treatment

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



**Training Proposal for:
Encompass Health Corporation**

Contract Number: ET22-0100

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: M. Niquet

PROJECT PROFILE

Contract Attributes:	Priority SET Medical Skills Training HUA	Industry Sector(s):	Services (G) Healthcare (62) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Kern, Stanislaus, Orange, Riverside	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: 565	U.S.: 35,878	Worldwide: 35,878
<u>Turnover Rate:</u>	17%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$894,066

Total ETP Funding
\$409,584

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	Priority Rate SET Medical Skills Training	Cont. Imp., MS-Didactic, MS-Preceptor	318	2-200	0-57	\$1,288	\$26.08
				Weighted Avg: 56			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: SET/Statewide (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
 Up to \$2.50 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Registered Nurses		183
Licensed Vocational Nurse		8 26
Nurse Supervisor/Manager		5
Case Manager		5
Occupational Therapist		51
Pharmacy Staff		2 2
Physical Therapist		6 10
Respiratory Therapist		9
Speech/Language Therapist		5
Technicians		6

INTRODUCTION

Founded in 1984 and headquartered in Birmingham, Alabama, Encompass Health Corporation (EHC) (www.encompasshealth.com), is the parent corporation of multiple subsidiaries that include four California facilities: Encompass Health Rehabilitation Hospitals of Bakersfield; Modesto; Tustin and Murrieta. All four California facilities are included in this proposal. These facilities offer inpatient physical rehabilitation services for post-acute patients recovering from neurological issues, stroke, orthopedic conditions, lower extremity fractures, debility, brain injury, knee/hip replacement, cardiac conditions and spinal cord conditions.

This proposal was originally presented at the June Panel meeting. After discussion by the Panel on the prior performance reported and schedule to expire the five year reporting period in less than 30 days, a motion was made to table it till the next panel meeting.

Veterans Program

Encompass Health does not have a formal program in place for the recruitment of Veterans; however, the Company does employ Veterans through its normal hiring practices.

PROJECT DETAILS

This will be EHC's fourth ETP Contract, and the first in the last five years. Under this proposal, EHC's goals are to broaden its Hospital's training program across four facilities and expand training delivery to clinical staff beyond its Registered Nurses.

In order for EHC to keep up with evolving medical techniques and the latest medical technologies, all clinical staff need continuous training to ensure their skills and knowledge are current with established best practices in their respective fields.

Rehabilitation is a highly specialized field which requires intensive training in order to provide the highest quality patient care. Encompass Health Rehabilitation Hospital of Bakersfield and Tustin are certified in Stroke Rehabilitation by the Joint Commission. This certification requires ongoing staff education in the care and treatment of stroke survivors. Both facilities provide monthly training for staff to enhance their ability to care for this specialized patient population.

The Bakersfield facility recently purchased a Portable Gantry Moliift device, which will also require onsite training. In addition, the Tustin facility is in the process of adding a ReWalk robotic walking device for the Stroke program which will also require training on this new device. The two facilities are also in the process of developing a spinal cord injury program and will be pursuing Joint Commission certification of this program requiring intensive education and development of nursing and therapy teams.

The Murrieta facility recently opened in March 2020 and has received its license to administer dialysis services and are in the process of obtaining its stroke certification. As the facility starts to add additional services and continues to see an increase in utilization, it will need to hire new staff which will require onboarding training as well as medical and preceptor training. The Modesto facility is also currently pursuing the Stroke certification.

Training Plan

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

Continuous Improvement: Training will be offered to all occupations to improve frontline leadership skills, charge nurse skills, support performance and quality improvement.

Medical Skills (Preceptor - Clinical and Didactic): This training will be offered to all Medical Professionals including 183 Registered Nurses. Training is based on the complexity of patient care responsibilities. Trainees will gain a greater understanding of advanced clinical processes to ensure competency, maximize patient satisfaction and safety, and knowledge of new equipment and specialized care and treatment.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive up to 57 hours of CBT.

Special Employment Training

Under Special Employment Training (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 Modification

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$34.77 to \$26.08). The Company requests this modification.

High Unemployment Area

Although the Bakersfield facility is located in a high unemployment area (HUA), EHC is not requesting a HUA wage modification for trainees at this location.

Frontline Managers/Supervisors

EHC's Nurse Supervisors/Managers do not hire, fire or make company policy. Therefore, based on the nature and scope of their job duties, these trainees meet the Panel's definition of frontline workers.

COVID Waivers

EHC requests the following waiver due to the of the COVID-19 pandemic:

- Minimum Training Hours Reduced from 8 hours to 2 hours: In an effort to try and limit large group gatherings, some employees may not receive 8 hours of training; and
- EHC will use alternative recordkeeping for E-Learning approved by ETP as permitted by ETP's Response to COVID-19.

Commitment to Training

The Company spends approximately \$1,200,000 - \$2,000,000 annually for training. This training includes annual re-orientation of procedures and discipline-specific annual competency testing given to all clinicians. Therapists and Nurses also receive Functional Independence Measure training and Clinicians receive Safe Patient Mobility 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

The CEO at each hospital will oversee all administration at their respective location with the assistance of the Hospital Educators in Bakersfield and Murrieta; Nurse Manager in Modesto and the Director of Quality in Tustin. The Company has also retained an administrative subcontractor

to ensure that all training records meet ETP compliance. Training is scheduled to begin upon Panel approval and will be delivered on-site by in-house experts and vendors, as needed.

DEVELOPMENT SERVICES

Altus Group in Hunt Valley, MD assisted with development of this proposal for a flat fee of \$28,670.

ADMINISTRATIVE SERVICES

Altus Group will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To be Determined

Exhibit B: Menu Curriculum

Class/Lab/Videoconferencing/E-Learning Hours

2-200

Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- ✦ Advanced Cardiac Life Support for Respiratory Therapists
- ✦ Basic Life Support
- ✦ Body Mechanics Charge
- ✦ Nurse Training
- ✦ Communication Skills
- ✦ Culturally Appropriate Care
- ✦ Critical Thinking

MEDICAL SKILLS-PRECEPTOR (Limited Ratio 1:1)

- ✦ Rehabilitation Services Unit Training Case Management
- ✦ Medical Management
- ✦ Oxygen Administration
- ✦ Pain Management
- ✦ Psychosocial Screening & Risk Identification
- ✦ Rehabilitation Nursing Skills
- ✦ Specialized Patient Care
- ✦ Physical Therapy Modalities and Techniques
- ✦ Speech Therapy Modalities and Techniques
- ✦ Respiratory Care of Rehabilitation Patients

MEDICAL SKILLS-DIDACTIC

- ✦ Advanced Cardiac Life Support
- ✦ Amputee Patient Care
- ✦ Basic Life Support
- ✦ Burn Patient Care
- ✦ Brain Injury Care
- ✦ Cardiac Care
- ✦ Care & Management of Neurological Patients
- ✦ Care of Multiple Trauma Patients
- ✦ Case Management
- ✦ Diabetes Care & Management
- ✦ Dialysis Patient Care
- ✦ Medication Management
- ✦ Morbid Obesity Patient Management & Care
- ✦ Neuro-IFRAH Mobility Training
- ✦ Orthopedic & Musculoskeletal Care
- ✦ Oxygen Administration
- ✦ Psychosocial Screening & Risk Identification
- ✦ Pulmonary Rehabilitation
- ✦ Rehabilitation Nursing Skills
- ✦ Specialized Equipment Skills
- ✦ Spinal Cord Injury Care
- ✦ STOP Training

- ✦ Stroke Patient Care
- ✦ Wound & Skin Care Management

CBT Hours

0 - 57

CONTINUOUS IMPROVEMENT

- ✦ Talent Works Educational Training (60min)
- ✦ Ace-IT Training (2 hr)
- ✦ Health Stream Educational Training (60 min)
- ✦ Krames Patient Education Program (60 min)
- ✦ Intermediate Microsoft Office Skills (60 min)
- ✦ PatCom Training (60 min)
- ✦ New Electronic Patient Scheduling Software(60 min)
- ✦ Compliance Orientation (60 min)
- ✦ Patient Education Module (60 min)
- ✦ International Dysphagia Diet Standardization Initiative (60 min)
- ✦ Diet Order Restructure (60 min)
- ✦ Success through Inclusion (60 min)

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



RETRAINEE - JOB CREATION

Training Proposal for:

Infineon Technologies Americas Corp.

dba Hexfet America

Contract Number: ET22-0105

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: M. Niquet

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Los Angeles, Riverside, Santa Clara	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: 1,450	U.S.: 3,500	Worldwide: 34,000
<u>Turnover Rate:</u>	3%		
<u>Managers/Supervisors:</u> (% of total trainees)	13%		

FUNDING DETAIL

In-Kind Contribution
\$511,000

Total ETP Funding
\$443,716

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 Priority Rate	Business Skills, Computer Skills, Cont. Imp., Mfg. Skills, PL-Mfg. Skills	516	8-200	0-50	\$851	\$19.12
				Weighted Avg: 37			
2	Retrainee Job Creation Priority Rate	Business Skills, Computer Skills, Cont. Imp., Mfg. Skills, PL-Mfg. Skills	5	8-200	0-50	\$920	\$15.65
				Weighted Avg: 40			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$20.86/hr in Alameda and Santa Clara counties; \$19.77/hour Los Angeles County; \$19.12/hour Riverside County

Job Number 2 (Job Creation): \$16.48/hour Los Angeles County; and \$15.65/hour Riverside 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

Up to \$2.47 per hour may be used to meet the Post-Retention Wage for Job Number 1 and up to \$0.40 per hour for Job Number 2.

Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Administrative Staff		15
		10
Customer Service Staff		15
		5
Engineer		90
Information Technology Staff		50
Production Staff		131
		30
Technical Support Staff		20
		45
		20
		10
Manager/Supervisor		5
		70

Job Number 2		
Administrative Staff		1
Engineer		1
Production Staff		1
Technical Support Staff		1
Manager/Supervisor		1

INTRODUCTION

Founded in 1947 and headquartered in El Segundo, Infineon Technologies Americas Corp. dba Hexfet America (Infineon) (www.infineon.com) designs and manufactures analog, digital and mixed signal integrated circuit boards, semiconductor and system solutions and other advanced power management component products. The products enable high performance computing and energy savings in business and consumer applications. Infineon has five other California locations (Hayward, Milpitas, Morgan Hill and Temecula) participating in this Contract.

Veterans Program

Infineon does not have a formal program in place for the recruitment of Veterans; however, the Company does employ Veterans through its normal hiring practices.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

In order to help meet demand for services and product production, Infineon will expand its existing business capacity by hiring five new employees (Job Number 2) at its El Segundo and Temecula locations. 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. Turnover Rate penalty is not assessed for job creation.

PROJECT DETAILS

This proposal will be Infineon’s third within the last five years. Training in the previous contract, (18CS-0076) focused on production and engineering related topics that allowed production workers and support staff to increase production and quality standards. As a result of its purchase of International Rectifier (HiRel) in 2015, training under (ET16-0104) concentrated on moving and integrating HiRel employees to Infineon's standardized business practices: marketing, sales, operations and manufacturing. Training allowed for the two companies to merge more efficiently.

The main focus of this Contract will be to cross-train Engineers, Production and Technical Support Staff as they respond to computer chips shortages by increasing design and production capacity. Covid-19 pushed demand beyond levels projected by chipmakers and the stay-at-home era caused manufacturers to underestimate how quickly sales would rebound and need chips. Therefore, to meet increased product demand, Infineon must train employees. Training will allow the Company to meet the newly increased production demand as well as increase design and production capacity. The goal is to increase production by 5% and training will allow Infineon to generate more products to meet increased customer demand.

Training Plan

Training will be delivered via Class/Lab, E-Learning, Computer-Based Training (CBT) and Productive Lab (PL) methods at the employer's sites. Training will be delivered by in-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations and include Business Processes, Communication Skills, Marketing Strategies, Product and Service knowledge, Project Management and Technical Product Specifications. Training will increase customer satisfaction and sales.

Computer Skills: Training will be offered to all occupations and include Cyber Security, Data Management, Digital Marketing, Engineering Software Applications, Project Management Software, SAP Software Applications, Statistical Analysis and Software Installation and Maintenance. Training will reduce errors, generate more on-time deliveries, and reduce operating costs.

Continuous Improvement: Training will be offered to all occupations and focus on Change Management, Increasing Productivity, Inspection Procedures, Operating Procedures, Setup Reduction, and Team Problem Solving. Training will improve operating efficiency and reduce costs.

Manufacturing Skills: Training will be offered to Production and Technical Support Staff and focus on Assembly Procedures and Methods, Board Bring Ups, Digital Multiphase Controllers, Electrical Systems, Engineering & Design Procedures, Inspection Procedures, Manufacturing Operating Procedures, and Product Audit, Power Systems. Increased manufacturing volume will increase sales and grow profits.

Productive Laboratory

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

Infineon will provide approximately 45 hours of PL-Manufacturing Skills training to 50 Production and Technical Support Staff. Some equipment to be used are Assembly, Electrical, Inspection, Repair and Test.

Classroom instruction is not an ideal means of training delivery because trainees must learn how to safely operate proprietary equipment that requires hands on experience. The equipment is too large to bring into a classroom. Trainees who are proficient on one type of equipment will be cross-trained on new equipment. This training will be provided at a much slower pace than regular production with significantly higher defects as trainees gain proficiency. A subject matter expert will conduct training. The trainer will demonstrate how to use the equipment, then supervise trainees' use of the equipment. A department supervisor will certify trainee competency once training is completed. Training will be under constant supervision.

Most PL training will have a trainer-to trainee ratio of 1:1. There may be cases when instructors are not available to provide 1:1 training. Rather than delay the training, Infineon is requesting a trainer-to-trainee ratio of 1:3 as this will allow the Company to maintain production volume while workers are being trained.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0- 50 hours of CBT.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

Commitment to Training

Infineon currently spends approximately \$593,000 annually among its California locations and includes new-hire orientation, OSHA mandated training, sexual harassment prevention and first aid training. The Company has an on-the-job training program for manufacturing skills. MS Office (Basic level) is provided on an as-needed basis.

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

The Senior Manager of Learning and Development will administer and oversee all project administration with the assistance of the Executive Assistant at each company location. Appointed Managers and Supervisors at each location will also assist in the process. Infineon has also retained the services of a third party vendor to provide administrative services for this project.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
18CS-0076	El Segundo, Torrance, Hayward, Milpitas, Morgan Hill, San Jose, Temecula,	10/2/17- 10/1/19	\$568,248	\$449,647 (79%)
ET16-0104	El Segundo, Torrance, Hayward, Milpitas, Morgan Hill, San Jose, Temecula,	7/1/15 6/20/17	\$402,886	\$358,383 (89%)

DEVELOPMENT SERVICES

National Training Company Inc. in Irvine assisted with development for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

National Training Company Inc. will also perform administrative services for a fee of not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- ✦ Business Presentation Skills
- ✦ Business Processes
- ✦ Communication Skills
- ✦ Conflict Management
- ✦ Cultural Awareness Skills
- ✦ Influencing Others
- ✦ Internal Customer Service Skills
- ✦ Marketing Strategies
- ✦ Product and Service Knowledge
- ✦ Project Management
- ✦ Technical Product Specifications

COMPUTER SKILLS

- ✦ Compliance Training
- ✦ Computerized Reports
- ✦ Cyber Security
- ✦ Data Management
- ✦ Digital Marketing
- ✦ Engineering Software Applications
- ✦ Inventory Management Software
- ✦ Manufacturing Resource Planning Software
- ✦ MS Office (Intermediate and Advanced)
- ✦ Project Management Software
- ✦ SAP Software Applications
- ✦ Social Media
- ✦ Software Business Processes
- ✦ Software Installation and Maintenance
- ✦ Statistical Analysis

CONTINUOUS IMPROVEMENT

- ✦ Change Management
- ✦ Coaching Techniques
- ✦ Increasing Productivity
- ✦ Inspection Procedures
- ✦ Lean Manufacturing
- ✦ Operating Procedures
- ✦ Root Cause Analysis
- ✦ Setup Reduction
- ✦ Standard Work Instructions
- ✦ Team Problem Solving

MANUFACTURING SKILLS

- # Assembly Procedures and Methods
- # Board Bring Ups
- # Covid-19 Procedures
- # Cross-Functional Production Equipment Training
- # Design Standards and Processes
- # Digital Multiphase Controllers
- # Electrical Systems
- # Engineering & Design Procedures
- # Equipment Maintenance
- # Failure Analysis
- # Forklift Procedures
- # Inspection Procedures
- # Layout Reviews
- # Lot Traceability
- # Manufacturing Operating Procedures
- # Manufacturing Technologies
- # Power Systems
- # Product Audit
- # Product Design & Development
- # Quality Control
- # Reading Technical Specifications
- # Resolving Production Problems
- # Schematics
- # Tools & Processes

Productive Lab Hours

0 – 45

MANUFACTURING SKILLS (Limited Ratio 1:3)

- # Assembly Equipment
- # Cleaning Equipment
- # Electrical Equipment
- # Inspection Equipment
- # Repair Equipment
- # Standard Operating Procedures
- # Test Equipment

CBT Hours

0 – 50

BUSINESS SKILLS

- # Addressing Poor Performance (4 hrs)
- # Building Trust (4 hrs)
- # Conflict Resolution Principles (1.5 hrs)
- # Essentials of Communication (1.5 hrs)
- # Intro to Managerial Accounting (1.5 hrs)
- # Running Effective Teams (2 hrs)

COMPUTER SKILLS

- ✚ Excel-Data Formatting (1hr)
- ✚ Excel-Pivot Tables (1 hr)
- ✚ Introduction to Project Management (1hr)
- ✚ PowerPoint-Visual Presentations (1hr)

CONTINUOUS IMPROVEMENT

- ✚ Communicating Proactively (2 hrs)
- ✚ Lean Manufacturing (2 hrs)
- ✚ Problem Solving: 5 Steps (2 hrs)
- ✚ Quality and Customer Service (1.5 hrs)
- ✚ Quality Improvement (2 hrs)

Safety Training is capped at 10% of a trainee's total training hours

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



RETRAINEE - JOB CREATION

Training Proposal for:

Trojan Battery Company, LLC

Contract Number: ET22-0108

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: M. Paccereilli

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative HUA	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input 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		
Number of Employees in:	CA: 428	U.S.: 1,500	Worldwide: 2,500
<u>Turnover Rate:</u>	12%		
<u>Managers/Supervisors:</u> (% of total trainees)	9%		

FUNDING DETAIL

In-Kind Contribution
\$662,695

Total ETP Funding
\$444,360

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 Priority Rate	Busines Skills, Computer Skills, Continuous Imp., Literacy Skills, Mfg. Skills, HAZMAT, HAZWOPER, OSHA 10/30	383	8-200	100	\$920	\$19.77
				Weighted Avg: 40			
2	Retrainee Job Creation Priority Rate	Busines Skills, Computer Skills, Continuous Imp., Literacy Skills, Mfg. Skills, HAZMAT, HAZWOPER, OSHA 10/30	100	8-200	100	\$920	\$16.48
				Weighted Avg: 40			

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

Minimum Wage by County: Job Number 1: \$19.77 per hour for Los Angeles County;
Job Number 2 (Job Creation): \$16.48 per hour for Los Angeles 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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage in Job Number 1.

Up to \$0.48 per hour may be used to meet the Post-Retention Wage in Job Number 2.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Operations/Machinist Staff		110
		73
		18
Maintenance Technician		7
		25
Operations Support		2
		2
		2
Environmental, Health & Safety Staff		17
		2
		5

Supply Chain Staff		4
Quality Staff		2
		6
Customer Service Staff		3
		2
Warehouse/Drivers		3
Engineering		12
Financing & Accounting Staff		1
		3
		11
Commercial Staff (Sales & Marketing)		2
Information Technology (IT) Staff		8
Human Resources Staff		5
Leads		8
		13
Manager/Supervisor		37
Job Number 2		
Operations/Machinist Staff		50
Maintenance Technician		3
		2
Operations Support		5
Environmental, Health & Safety Staff		4
Quality Staff		2
Customer Service Staff		2
Supply Chain Staff		3
Warehouse/Drivers		1
Engineering		6
Financing & Accounting Staff		4
Commercial Staff (Sales & Marketing)		5
Information Technology (IT) Staff		2
Human Resources Staff		3
Leads		3
Manager/Supervisor		5

INTRODUCTION

Founded in 1925, Trojan Battery Company, LLC (Trojan) (www.trojanbattery.com) manufactures deep-cycle batteries, deep-cycle AGM, and gel batteries. With the invention of the golf car battery for the Autoette vehicle in 1952, Trojan pioneered the development of deep-cycle battery technology for the golf industry; successfully introducing mobilization to the game of golf. Additional products have since developed with battery advances in renewable energy, transportation, floor machines, aerial work platforms, and marine and recreational vehicles.

Trojan's products focus on core market segments including access/lift platform equipment, floor cleaning machines, golf cars, marine, material handling, renewable energy, and telecom. Customer base includes Sol-Ark (Portable Solar), Tesla, Comcast, T-Mobile, Icon EV, and Clarios. The Company currently has two locations in Santa Fe Springs with a third facility opening in August 2021.

Veterans Program

Trojan employs a number of Veterans at its California sites. The Company does not have a formal Veterans outreach program; however, all qualified Veteran candidates are encouraged to apply for positions through the normal company hiring policy.

PROJECT DETAILS

This will be Trojan's second ETP Contract; the second within the last five years. The first ETP contract focused on the Company's new equipment which includes artificial intelligence with robots and dual max technology as well as courses addressing the elimination of lead dust accumulated from manufacturing lead batteries. In this proposal, training will focus on the operation of a new facility as well as new processes.

The new facility in Santa Fe Springs will house a new lithium battery manufacturing line with two eight-hour shifts. This new line will allow the Company to enter the lithium market and expand its product portfolio. Getting into the lithium space will not only allow the Company to grow and expand into new technology and new product line offerings, but also to help the environment as the lithium line will eliminate lead.

Additionally, as the Company continues to expand its operations, all trainees need to be trained in processes to improve trainee efficiency and increase productivity to meet production demands. With Trojan's \$2M capital investment in California including a \$500k equipment transfer cost from its out-of-state facility to California, Trojan anticipates an increase in production from 6,500 to 8,000 batteries per year. Training will help the Company stay competitive with the rapidly growing technology and keep worker skills current.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Trainees will be subject to a lower post-retention wage.

Trojan is expanding business capacity through the opening of the new facility. The Company expects to hire 100 new employees in all occupations (Job Number 2). These new employees will be hired to staff the new California facility. Trainees will receive job-specific training to ensure workers can operate the new facility and day-to-day tasks in an efficient manner. 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.

Training Plan

Class/lab, E-Learning and Computer-Based Training (CBT) will be provided in the following:

Business Skills: Training will be offered to all occupations to improve business operations and processes. Training topics will include course topics on product knowledge, inventory control, merchandising, customer relations, business administration, and business planning.

Computer Skills: Training will be offered to all occupations to increase employee skills and introduce staff to upgrades with internal computer software programs and systems such as New Workday software modules, Flex software, robotics, database management and storage, and programmable logic controller.

Continuous Improvement: Training will be offered to all occupations focusing on the philosophy of Lean Green business to increase efficiencies and productivity. Courses will include training in process improvement, statistical process control, strategic planning, team building, and production operations/workflow.

Manufacturing Skills: Training will be offered to all occupations in production focusing on manufacturing processes and cross-training to allow them to operate multiple machinery on the production floor. Courses will include assembly procedures, equipment operation, sophisticated computer-oriented machinery, and manufacturing resource planning.

Literacy Skills: Training will be offered to all occupations who speak English as a second language and need to improve use of the English language. Training delivered will improve staff ability to communicate, and execute job duties on a daily basis.

Hazardous Materials: Training will be offered to all occupations in production to ensure safe practices when handling hazardous materials. Batteries contain dangerous materials, so this training will ensure safety precautions are taken and reduce the number of accidents.

Certified Safety Training

- **OSHA 10/30** This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours or 30 hours of classroom or CBT training. The coursework to be provided in this proposal is geared for 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.
- **Hazardous Waste Operations and Emergency Response Standard (HAZWOPER)** This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Trainees will not receive 40 hours unless they work full time onsite at the clean-up location.

Commitment to Training

Trojan spends approximately \$750,000 for staff training and development annually in new hire orientation training, policy updates, safety training (as needed), and on-the-job training.

➤ Training Infrastructure

Trojan’s Senior Human Resources Director will be responsible for overseeing all aspects of the contract and will lead a team of four staff members who will manage internal administration. The three facilities are within the same complex and interact with each other regularly. Trainers are instructed to submit all training records to Human Resources which will be the

central point for the administration of this contract. Trojan has a detailed training schedule in place and is ready to begin training following Panel approval. Training will be delivered by in-house staff who are subject matter experts. Certified training such as OSHA 10/30 and HAZWOPER will be provided by certified trainers. An outside administrative consultant has also been retained to ensure that all training records meet ETP compliance.

Temporary to Permanent Hiring

The Company expects to train 20 workers under Panel guidelines for the Temporary-to-Permanent program (Job Number 2). The Company's hiring practice for some positions is to start them on a full time, temporary basis, and train them to become familiar with the company processes. Once they are determined to be a good fit for the job within 90 days, they are hired into full-time, permanent positions.

The average time for "converting" temporary workers into full-time permanent employment is 90 days. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums while on temporary status, and upon hire into full-time permanent employment.

Under Panel guidelines for the Temporary to Permanent program, these trainees must be eligible to participate in ETP-funded training pursuant to Unemployment Insurance Code Section 10201(c). Trainees cannot be enrolled until after they have been hired by the Company into full-time, permanent employment. Until they are hired, retention and post-retention wage requirements cannot be met, and the Company will not receive progress payments.

High Unemployment Area

Trainees in Job Numbers 1 and 2 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in Santa Fe Springs (Los Angeles County) are in an HUA. However, the Company is not requesting a wage or retention modification.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0177	Santa Fe Springs	08/06/18 - 08/05/20	\$247,000	\$247,000 (100%)

DEVELOPMENT SERVICES

The Company retained Judith Training Services (JTS) in Los Angeles to assist with development of this proposal for a flat fee of \$44,991 (9% of the proposed contract amount).

ADMINISTRATIVE SERVICES

JTS will also perform administrative services for a fee not to exceed 11% of payment earned.

TRAINING VENDORS

N/A

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

8 – 200 Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting
- Business Administration
- Business Planning
- Business report writing and editing
- Coaching Procedures
- Customer Needs
- Customer Relations
- Decision making
- Financial Strategy
- Interpersonal Skills
- Inventory Control
- Leadership skills
- Payroll
- Product Knowledge
- Marketing
- Merchandising
- Monitoring
- Motivation
- Negotiating
- Product Knowledge
- Refunds, Exchanges, Voiding Transactions

COMPUTER SKILLS

- Artificial Intelligence (AI)
- Automation
- Auxiliary Hardware
- Certified Novell Assistance (CNA)
- Certified Network Engineer (CNE)
- Computer Assisted Drafting/Manufacturing (CAD/CAM)
- Computer Programming Languages (Visual Basic, C++)
- Database Management and Storage
- Designing & Developing Software and Applications
- Electrostatic discharge (ESD)
- Flex Software
- Graphic Representation
- Human Machine Interface (HMI)
- Human Assist (Robots)
- Isometric Drawings 2&3
- JAVA, Cold Fusion, Active Server Pages
- Lead Placer Robots
- Local Area Networks (LAN)
- Oracle
- Plotter Use
- Photoshop
- Programmable Logic Controller (PLC)
- Robotics
- Robot Technology & Communications

- Printed Circuit Design
- Metropolitan (MAN)
- Microsoft Office (Advanced & Intermediate)
- New Workday Modules
- Network Management
- Skill Soft Training
- Wide (WAN)
- World Wide Web (WWW) & Web Design

CONTINUOUS IMPROVEMENT

- Fishbone Diagrams
- Focus 6
- Green Road
- Histogram
- Interpreting Charts and graphs
- ISO – 9000-9005
- Just In Time process (JIT)
- Kerri Performance Indications (KPI)
- Lean Green
- Think Smarter Not Harder (TSNH) Operation Procedure
- Pareto
- Problem Solving
- Process Improvement
- Production Scheduling
- Production Operations/workflow
- Project Management
- Quality Concepts
- Statistical Analysis
- Statistical Process Control
- Strategic Planning
- Team Building
- Total Quality Management

MANUFACTURING SKILLS

- Assembly Procedures
- Computer Numeric Control Machining (CNC)
 - ✚ CNC Machine Operations
 - ✚ Drills
 - ✚ Lathes
 - ✚ Milling Machines
 - ✚ Grinders and other CNC Machines
 - ✚ CNC Programming
- Cross Training in Production Equipment/Skills
- Curing Chamber Training
- Equipment Operation
- Engineering Processing Specifications (EPS)
- Forklift Training
- Manufacturing Practices and Procedures
- Manufacturing Resource Planning MRP/ERP/SAP/ORACLE
 - ✚ Integrated Material Management
 - ✚ Accounting Systems
 - ✚ Computerized Scheduling
 - ✚ Sales Forecasting

- ✚ Material Resource Planning
- ✚ Inventory Control
- ✚ Purchase Order Tracking
- ✚ Engineering/document Control
- Personnel
- Parts and Products Manufacturing
- Production Operation
- Sophisticated Computer-Operated Machinery – Auto/Robot Stacker
- Warehousing

HAZARDOUS MATERIALS

- Environmental Training – Dust Hazard/bath houses
- Hazardous waste handling (material handling, chemical cleaning)

HAZWOPER - by Certified Instructor

- Certified Hazardous Waste Operations and Emergency Response

OSHA 10/30 - by Certified Instructor

- OSHA 10
- OSHA 30

LITERACY SKILLS

- Vocational English as a second language (VESL)

Literacy Training cannot exceed 45% of total training hours per-trainee

Computer-Based Training

0-100 Trainees may receive any of the following:

BUSINESS SKILLS

- Administrator (1.33 hours)
- Business Communication (1.17 hours)
- Business Continuity Planning Bootcamp (3.03 hours)
- Business Planning & Analysis (1.3 hours)
- Business Strategy (1.35 hours)
- Corporate Communications (1.27 hours)
- Customer Service Concepts/Methods (1.77 hours)
- Customer Success (1.77 hours)
- Human Resources (2.33 hours)
- Level 3 – Certified Business Analysis Professional (CBAP) (1.30 hours)
- Leadership Essentials (3.15 hours)
- Mainstage Keynotes (1.05 hours)
- Management Essentials (2.23 hours)
- Process Improvement (1.85 hours)
- Selling Skills (1.78 hours)
- Team Management (2.18 hours)

COMPUTER SKILLS

- Additional Professional – CompTIA (1 hour)
- Associate – CISCO Certified Network (1.98 hours)
- Associate – MTA Microsoft Technology Associate (1.42 hours)

- Cloud Practitioner (3.40 hours)
- Cloud Security (1.35 hours)
- Cloud Services Bootcamps (3.40 hours)
- Core - CompTIA (2.73 hours)
- Data Bootcamps (2.97 hours)
- Data Science (2.62 hours)
- Data Visualization & Reporting (2.97 hours)
- Design (1.65 hours)
- Developer Tools (1.65 hours)
- Digital Experiences (1.60 hours)
- Essentials of Digital Transformation (2.77 hours)
- Foundation – IT Infrastructure Library (ITIL) (1.17 hours)
- Information Security (3.03 hours)
- Infrastructure (1.52 hours)
- IT Services (1.17 hours)
- Microsoft Office Specialist (MOS) (1.80 hours)
- Security Bootcamps (3.67 hours)
- Software Dev Practices (3.45 hours)
- Successful Digital Transformation (1.57 hours)
- TOSA (Test on Software Applications) Desktop (1.65 hours)

CONTINUOUS IMPROVEMENT

- Advancing Women in the Workplace (1.05 hours)
- Art of Great Consulting (2.98 hours)
- Collaboration (1.32 hours)
- Core Process & Procedure (2.73 hours) –
- Diversity, Equity, and Inclusion (1.20 hours)
- Individual Professional Performance (3.07 hours)
- 🚩 Adapting to change, critical thinking, decision-making
- In Pursuit of Re-engagement (1 hour)
- Leading Human Resources (1.03 hours)
- Leading the Business (1.70 hours)
- Leading in the New Normal (1.5 hours)
- Leading Your Team (1.92 hours)
- Leading Yourself (1.17 hours)
- Mayo Clinic on Covid Management (1.88 hours)
- Personal Accountability (2.15 hours)
- Personal Productivity (1.87 hours)
- Productivity Tools (1.93 hours)
- Project Management Bootcamps (4.25 hours)
- Project Management Core Concepts (1 hour)
- Project Management Methods (1.42 hours)
- Project Management (4.25 hours)
- Six Sigma Certification (1.85 hours)
- Talent Development and Transformation (1.5 hours)
- Volatile, Uncertainty, Complexity & Ambiguity (Transformative Leadership)(1.5 hrs.)
- Working/Learning Together From Home (1.42 hours)

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



Training Proposal for:
Cal Creative Solutions, Inc. dba CCS Global Tech
Contract Number: ET22-0112

Panel Meeting of: August 20, 2021

ETP Regional Office: San Diego

Analyst: S. Bailey

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Services (G) Information / Multi Media (51) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	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: 150	U.S.:279	Worldwide: 500
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	13%		

FUNDING DETAIL

In-Kind Contribution
\$355,000

Total ETP Funding
\$253,000

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	Retrainee Priority Rate	Business Skills, Computer Skills, Continuous Impr PL-Business Skills	110	8-200	0	\$2,300	\$19.12
				Weighted Avg: 100			

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

Minimum Wage by County: \$19.12/hr. in San Diego 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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Administrative Staff		4
		1
Managers/ Supervisors		4
		11
Software Engineering Staff		75
Technical Staff		10
		5

INTRODUCTION

Founded in 1997 and headquartered in San Diego, California Creative Solutions, Inc. dba CCS Global Tech (CCS) (www.ccsglobaltech.com) is a Microsoft-certified consulting firm with locations in New York, Philadelphia, Australia, India, Singapore, Malaysia and San Francisco. CCS is primarily engaged in providing computer programming services, computer software design, mobile application development, and cloud-based IT services. The Company specializes in Microsoft Business Intelligence (Microsoft BI) and customized software/application development to retrieve, analyze, transform and report computer data, making data more accessible and relevant to the end-user. Examples of Microsoft BI are word processors, spreadsheets, accounting applications, web browsers, and creative platforms that have evolved into cloud-based systems that end users can now access from their desktop, laptop or mobile devices.

Customers are from educational institutions, finance/banking, healthcare, manufacturing, and government agencies including Chapman University, Capital Insurance Group, Thomson Reuters, TEKsystems, and San Mateo County

Veterans Program

While the Company doesn't have a formal targeted Veterans program, CCS encourages veterans to apply. Further, Veterans are given special consideration when they apply for jobs.

PROJECT DETAILS

In its previous contract, trainees did an average of 166 hours of training over a two year period. ETP funds were used to increase staff competence in specific Microsoft platforms necessary to be certified in BI Products. The funding in this proposal will enable CCS to provide its trainees with more in-depth training that will allow staff to become more efficient at responding to unique customer demands. These demands include responses to ransomware threats as cyber security has become a top priority for CCS's current client base.

CCS's customer base and market growth has increased significantly in the last year due to high demand of design, development, and implementation of Microsoft BI products. Consequently, staff must be proficient in the newest software/application platforms, such as Microsoft BI Products, to design, develop, and implement customized application software and bridge the gap between different software/application platforms. This is especially true in light of COVID-19 as companies have accelerated the use of advanced data analytics such as those offered by CCS. The proposed training plan will increase employee knowledge of sophisticated software and ensure IT investments can be integrated with both new and old computer systems.

Training Plan

This training project is focused on furthering Microsoft BI training to Software Engineering Staff. Each Software Engineer requires at least 200 hours of technical training to become Microsoft Certified on BI requirements for Microsoft Business Intelligence Services, Microsoft Business Intelligence Suite, Computer Programming/Software Development, Database Development, System Architecture/Design, and Tableau. CCS is requesting funding support for 100 hours of training.

A senior level Software Engineer will provide training. The course will be conducted in a classroom environment along with a software-simulated, hands-on lab and E-Learning. Training will assist the Company to better meet its customers' needs.

Business Skills: Training will be provided to all occupations focused on Business Processes, Communication Skills, Conflict Management, Internal Customer Service Skills, Product and Service Knowledge, Project Management and Team Building. All employees will need to learn new business processes that are being implemented as a result of changes in the business.

Computer Skills: Training will be provided to all occupations focused on Application Support, Business Intelligence Software, Cyber Security, Cloud Management, Database Development, Data Quality Management, Data Warehousing, Internet Applications, Microsoft Office Applications, Production Standard Operating Procedures, Project Management Software, Ransomware, Server Programming and Administration, Social Media, Software and Hardware Systems, Software Development, System Design, and Tableau to meet the business demands of clients.

Continuous Improvement: Training will be provided to all occupations focused on Change Management, Coaching Techniques, COVID-19 Procedures, Increased Productivity, Lean Software Applications, Operating Procedures, Root Cause Analysis, and Testing Procedures. Improvements in these areas will help to reduce costs and improve software production

Productive Lab – Business Skills:

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum.

PL training is necessary for trainees to learn to create and build customized system unique to each client. These unique jobs require interaction with the systems in a live setting. The occupations to be trained via PL include Managers/Supervisors and Software Engineers. PL will focus on Business Intelligence Software, Cyber Security, Cloud Migration, Internet Applications, Software Development and Standard Operating Procedures. This training will provide the Company with a flexible workforce necessary to compete for project bids as well as create customized solutions for customers. With additional workers who are able to provide services, the Company will be able to meet project deadlines more efficiently while minimizing costs to customers. This will result in increased flexibility companywide. The PL hours per trainee will not exceed 40 hours at a trainer-to-trainee ratio of 1:1.

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. ETP Funding will allow CCS to deliver new training topics and provide more training in a safe manner to all of its employees.

➤ Training Infrastructure

Training will be delivered by CCS's in-house trainers and vendors, as needed, for advanced technical software training. The project will be managed by the Chief Financial Officer with assistance from the Human Resources department. An Administrative Coordinator will manage training efforts and ensure proper record keeping procedures are in place. CCS also retained National Training Company, Inc. to help with project administration.

Impact/Outcome

ETP training will help CCS provide staff with the skills necessary to customize services to its clients. Further, through the proposed training, staff will acquire the skills necessary to adapt and respond to unique customer demands.

Record Keeping

Due to COVID-19, CCS is requesting to use an approved alternative recordkeeping process.

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
ET19-0333	\$280,800	12/17/2018-9/14/2021	56	56	*27

Based on ETP Systems, 9,300 reimbursable hours have been tracked for potential earnings of \$241,800 (86% of approved amount), of which *\$114,504 (40%) has been earned. The Contractor projects final earnings of \$241,800 (86%) based on training currently committed to by employers and in progress through September 2021.

DEVELOPMENT SERVICES

The Company retained National Training Company, Inc. in Irvine to assist with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

The Company also retained National Training Company, Inc. to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Processes
- Communication Skills
- Conflict Management
- Internal Customer Service Skills
- Team Building
- Product and Service Knowledge
- Time Management

COMPUTER SKILLS

- Application Support
- Business Intelligence Software
- Cyber Security
- Cloud Migration
- Database Development
- Data Quality Management
- Data Warehousing
- Internet Applications
- Microsoft Office Applications (Intermediate/Advanced)
- Project Management Software
- Ransomware
- Server Programming
- Social Media
- Software Development
- System Design
- Tableau

CONTINUOUS IMPROVEMENT

- Change Management
- Coaching Techniques
- COVID-19 Procedures
- Increasing Productivity
- Lean Software Applications
- Operating Procedures
- Root Cause Analysis
- Testing Procedures

PL Hours

0-40 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Intelligence Software
- Cyber Security
- Cloud Migration
- Internet Applications
- Software Development
- Standard Operating Procedures

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



Training Proposal for:

CHCM Inc.

Contract Number: ET22-0125

Panel Meeting of: August 20, 2021

ETP Regional Office: San Diego

Analyst: C. Clady

PROJECT PROFILE

Contract Attributes:	Retrainee SET Medical Skills Training	Industry Sector(s):	Services (G) Healthcare (62) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	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: 543	U.S. 543	Worldwide: 2,475
<u>Turnover Rate:</u>	3%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$537,000

Total ETP Funding
\$476,928

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 Medical Skills Training	Cont. Improv., Business Skills, Computer Skills, MS Didactic, MS Preceptor	384	8-200	0	\$1,242	\$26.08
				Weighted Avg: 54			

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

<p>Minimum Wage by County: Statewide average \$26.08</p> <p>Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.</p> <p>Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Up to \$2.50 per hour may be used to meet the Post-Retention Wage.</p>
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Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Administrative Staff		15
Case Manager		15
Certified Nursing Assistant		30
Licensed Vocational Nurse		20
Medical Health Workers		220
Registered Nurse		40
Technical Staff		30
Therapist		10
		4

INTRODUCTION

Founded in 1987, College Hospital Costa Mesa, Inc. (CHCM), offers medical/surgical services as well as a full spectrum of psychiatric services dedicated to the treatment of adult and adolescent patients. The hospital has designated psychiatric beds as well detoxification and partial hospitalization services.

Patients come from nearby communities of Costa Mesa, Fountain Valley, Santa Ana, and Garden Grove. The proposed training plan will target workers at the CHCM facility located in Costa Mesa.

This is the second ETP project, the second in the past five years for CHCM. The current project CHCM Inc. ET21-0300 is a COVID pilot project and focuses on new hires only.

Veterans Program

CHCM doesn't have a formal Veterans hiring program. However, Veterans are encouraged to apply for jobs with the hospital and are given priority for career advancement. The Company also encourages existing employees to contact Veterans who may be interested in opportunities at the hospital.

PROJECT DETAILS

The impact of Covid-19 has presented the healthcare industry with many challenges. The hospital is seeing a surge in the number of patients needing psychiatric behavioral assistance due to Covid-19 related causes. There has been an influx of Covid-19 patients and patients with acute psychiatric problems.

CHCM has opened two new units; a Crisis Stabilization Unit which opened November 2020 supporting patients who show acute psychiatric behavioral symptoms, and the Covid-19 Unit which opened January 2020. The Covid-19 Unit is designed to support patients with Covid-19 related medical problems.

In this proposal CHCM training program will focus on incumbent workers. However, there will be Job Creation Trainees from the COVID pilot participating in this project after completion of 4 hours of training and 90 day retention before being enrolled as incumbent trainees. Training will provide employees with the skills they need to handle psychiatric behavioral problems and Covid-19 related issues. Trainees will learn new processes and procedures that will help the hospital function more efficiently.

Training Plan

The delivery method listed in curriculum will be Class/Lab, and E-Learning when delivering training. Training will be delivered in the following:

Continuous Improvement:

All company employees will participate in the Continuous Improvement effort. The impact of Covid-19 has forced the company to change its operating procedures and processes. Employees will receive training in Care Planning, Case Management, Clinical Services Systems Management, Communication Skills, Covid-19 Processes, Quality Control, Service Excellence, and Team Building.

Business Skills:

Business Skills training will be offered to the Administrative Staff. Training will include Administration, Budget Analysis, Business Processes, Covid-19 Requirements, Patient Billing, and Utilization Review. Improved Business Skills will reduce Patient Billing errors and reduce operating costs.

Computer Skills:

All company employees will receive Computer Skills training. Due to HIPPA requirements, the hospital is required to keep patient information confidential. Employees will be trained on Cyber Security Tools, MS Office, and Patient Billing.

Improved cyber security will decrease the threat of Ransomware and increase the security of patient information.

Medical Skills-Didactic:

Due to the effects of Covid-19, patient volume has increased. All occupations with the exception of Technical Staff will receive training on: Acute Psychiatric Skills, Assaultive Patient Care, Behavioral Health Nursing Skills, Laboratory Skills, Mental Health Management, Protocol and Procedure Review, and Substance Abuse.

Workers will be trained on Covid-19 and how to support psychiatric patients in a COVID environment. This training will result in reduced exposure to Covid-19 for workers and patients. Patients will be treated in a safer medical environment and have improved psychiatric clinical outcomes.

Medical Skills-Preceptor:

Medical professionals need to improve their clinical knowledge. All occupations with the exception of Technical Staff will receive training on Covid-19 Procedures, Infection Control, Pain Management, Patient Assessment and Care, and Treatment Plans for Special Populations.

Workers will be trained how to treat psychiatric patients in a Covid-19 environment. This training will result in reduced exposure to Covid-19. Patients will be treated in a safer Medical environment and have improved

Special Employment Training

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

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$34.77 to \$26.08). The Company requests this modification.

Commitment to Training

Currently, CHCM provides a new-hire orientation, OSHA mandated training, sexual harassment prevention training, and first aid training. The Company has an on-the-job training program for medical skills. MS Office (Basic level) is provided on an as-needed basis. CHCM spends \$350,000 annually for 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

Impact/Outcome

The mission of CHCM is to provide the highest quality psychiatric care possible, with the best possible outcomes.

➤ Training Infrastructure

The Director of Human Resources and an HR Generalist will be responsible for the training program. The HR Generalist will schedule classes, maintain rosters, and track data. There are 10 managers and supervisors who will provide the training and the HR Generalist will collect rosters.

An administrative contractor has been retained to assist with the administration. CHCM will scan Class/Lab/E-Learning rosters and send them to the sub-administrative contractor who will validate data and upload it into the Cal-E-Force system.

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
ET21-0300	\$196,000	5/17/2021-5/16/2023	98	0	0

ET21-0300 COVID pilot was approved at the May 2021 Panel meeting. 24 trainees started training on 6/11/21. However, to date CHCM has not reported any hours of training. CHCM reports that it is collecting information to enroll trainees in the system. Therefore, there is no potential performance reported.

DEVELOPMENT SERVICES

CHCM retained National Training Company in Irvine to assist with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

National Training Company Inc will also perform administrative services in connection with this proposal for a fee of not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- Care Planning
- Case Management
- Clinical Services System Management
- Communication Skills
- Conflict Resolution Skills
- Covid-19 Processes
- Critical Thinking Skills
- Inspection Procedures
- Interdisciplinary Teams
- Quality Control
- Service Excellence
- Standard Operating Procedures
- Team Building
- Team Problem Solving

BUSINESS SKILLS

- Administration
- Budget Analysis
- Business Processes
- Covid-19 Requirements
- Patient Billing
- Utilization Review

COMPUTER SKILLS

- Computer/Internet Applications
- Computerized Reports
- Cyber Security Tools
- MS Office (Intermediate and Advanced)
- Patient Billing

MEDICAL SKILLS-DIDACTIC

- Acute Psychiatric Skills
- Assaultive Patient Care
- Behavioral Health Nursing Skills
- Care of Pediatric and Adolescent Psychiatric Patients
- Case Management
- Culturally-Appropriate Care

- Educating the Patient & Family
- HIPPA
- Laboratory Skills
- Medical Terminology
- Mental Health Management
- Moderate Sedation
- Nutrition
- Patient and Family Centered Care
- Patient Crisis Stabilization
- Professional Nursing
- Protocol and Procedure Review
- Substance Abuse

MEDICAL SKILLS-PRECEPTOR

- Covid-19 Procedures
- Infection Control
- Laboratory Testing Procedures
- Pain Management
- Patient Assessment and Care
- Treatment Plans for Special Populations

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



RETRAINEE - JOB CREATION

Training Proposal for:

O’Neill Beverages Co. LLC dba O’Neill Vintners & Distillers

Contract Number: ET22-0101

Panel Meeting of: August 20, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: K. Lappen

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, San Luis Obispo, Marin	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: 330	U.S.: 330	Worldwide: 330
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	18%		

FUNDING DETAIL

In-Kind Contribution
\$320,000

Total ETP Funding
\$281,106

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 Priority Rate	Business Skills, Computer Skills, Literacy Skills, Continuous Impr, Manufacturing Skills, Management Skills, OSHA 10/30, HAZMAT, PL- Mfg Skills	211	8-200	0-2	\$966	\$19.12
				Weighted Avg: 42			
2	Job Creation Initiative Retrainee Priority Rate	Business Skills, Computer Skills, Literacy Skills, Continuous Impr, Manufacturing Skills, Management Skills, OSHA 10/30, HAZMAT, PL- Mfg Skills	40	8-200	0-2	\$1,932	\$16.75
				Weighted Avg: 84			

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

Minimum Wage by County: Job Number 1: \$20.86 per hour for Marin County and \$19.12 per hour for San Luis Obispo and Fresno counties. Job Number 2: \$17.39 per hour for Marin County and \$15.65 per hour for San Luis Obispo and Fresno 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 \$2.37 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1: Retrainee		
Production Staff		55
		27
		12
Maintenance Staff		2
		4
		10
Operations Staff		25
		12
		15

Administration Staff		9
		8
		23
Sales Staff		9
Job Number 2: Job Creation		
Production Staff		20
		3
		3
Maintenance Staff		1
		1
		1
Operations Staff		2
		1
		1
Administration Staff		1
		1
		3
Sales Staff		2

INTRODUCTION

Founded in 2004 and headquartered in Larkspur, O'Neill Beverages Co. LLC dba O'Neill Vintners & Distillers (O'Neill Beverages) (www.oneillwine.com) is a family-owned and operated winery and distillery specializing in the production and distribution of bulk wine, brandy, and spirits. O'Neill Beverages is the 7th largest winery in California with approximately 7,000 acres of vineyard throughout the Central Valley. The Company also contracts with another 15,000 acres of vineyards throughout the state. Its customer base includes retailers and restaurants throughout the United States. ETP training will be conducted at its locations in Larkspur, Parlier, and Paso Robles.

Veterans Program

Even though this proposal does not include a Veteran's Job Number component. Veterans are included as part of recruitment process.

PROJECT DETAILS

This will be O'Neill Beverages' second ETP Contract; the second in the last five years. The previous ETP training focused on upskilling and retaining employees. During that time, the Company grew from 242 to 330 employees. In this proposal, the Company will train newly-hired and incumbent employees on new equipment.

Due to an increase in demand of its product, O'Neill Beverages is expecting to see a 21% growth in the next two years. To facilitate this growth, the Company has added new machinery and processes and will be expanding the workforce population while also expanding its facilities, adding a new 75,000 square-foot warehouse. The Company recently spent \$13 million on a new

Spritzer/Seltzer canning line, four new palletizers, and a new Enterprise Resource Planning (ERP) computer software system. Although some curriculum topics will be the same, they have been updated and modified. This training will not repeat training on any products or services that were part of its prior ETP Contract.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

In this proposal, O'Neill Beverages will expand business capacity by adding a new warehouse and new equipment. The Company will hire 40 net-new employees (Job Number 2). 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.

Training Plan

The following training will be delivered via Class/Lab, Productive Lab (PL), and E-Learning:

Business Skills: Training will be provided to all occupations on training topics that include Customer Service, Cost Control, Financial Forecasting & Budgeting, Leadership, Marketing/Sales Techniques & Strategy, and Negotiating to promote administrative efficiency and provide staff with the knowledge and skills to run the business effectively.

Continuous Improvement: Training will be offered to all occupations on course topics including Cross Training, Decision Making, Meeting Management, Process Improvement, Project Management, and Problem Solving and Decision Making to create a more effective and efficient workforce.

Computer Skills: Training will be provided to all occupations on course topics that include Advance Microsoft Office, Customer Relationship Management (CRM) Software, and Financial Management System Software to improve knowledge of production software and increase employee proficiency in various business-software systems.

Literacy Skills: Training will be offered to select Production Staff, Operation Staff, and Maintenance Staff. The training is for staff whose language skills have been deemed a barrier to job advancement. The training will help staff increase their skills and promotional opportunities.

Manufacturing Skills: Training will be offered to Production Staff, Operation Staff, and Maintenance Staff on course topics like Kaizen Training, Process Capability, Quality Measurement, Systems, Lean Manufacturing, Materials Handling, Process Improvement, Production Scheduling, and Production Operations/Workflow. Training will focus on new production techniques and Lean processes to ensure efficient production.

Management Skills: Training will be provided to only managers on training topics that include Administration, Coaching Procedures, Decision Making, Effective Meetings for Leaders, Finance for Technical Managers, Leadership and provide staff with the knowledge and skills to run the business effectively.

Hazardous Materials: Training will be offered to Production Staff, Operation Staff and Maintenance Staff on course topics like Hazardous Materials Handling, Hazardous Chemical Cleaning/Handling, and Hazardous Waste Cleaning to ensure safe handling of hazardous materials.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. 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.

Productive Laboratory

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum.

PL- Manufacturing Skills training will be delivered to Production Staff, Operation Staff, and Maintenance Staff. The Company requests up to 40 hours (per trainee) using a 1:3 trainer-to-trainee ratio. The PL training will be delivered to 195 Production Staff, Operation Staff, and Maintenance Staff to reach competency in the following equipment: CNC machines, grape crushers, wine-production equipment, bottling equipment, canning equipment, storage tanks and their electronic controls, and forklifts. PL trainers are at the supervisor level or higher with hands-on experience and competency in the subject matters. PL training will be closely supervised by the trainer.

Commitment to Training

O'Neill Beverages spends \$350,000 per year on training in California. The Company provides new hire orientation, safety training, California labor laws and regulations, basic computer skills, violence in the workplace prevention, and sexual harassment prevention. 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

The Director of Human Resources (dedicated administrator) will oversee this project. A Division Manager and Operations Manager at each facility will also be responsible for administration at their particular facility. The Company also retained a third-party administrator- Sierra Consulting Services to assist with ETP administrative requirements. ETP training will be delivered by in-house (subject-matter) experts and vendors with expertise on its equipment, products, systems, and processes. Other trainers will be identified as they are retained.

Computer-Based Training (CBT)

CBT will be provided to supplement Class/Lab, which is a more convenient means of delivering basic training. Trainees will receive between 0–2 hours of CBT.

Impact/Outcome

ETP funds will develop skilled employees to increase output, while maintaining job skills and competencies. ETP-funded training will culminate in trainees obtaining certification and accreditation including, Hazard Analysis & Critical Control Points (HACCP) and British Retail Consortium (BRC) for food safety; California Sustainable Vineyard & Winery and California Certified Organic Farms (CCOF) for sustainability. The certifications will increase safety and productivity, which will help companies grow and provide workforce stability.

Recordkeeping

Alternative recordkeeping method approved under the COVID-19 Response Plan.

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 \$ %
ET19-0202	Larkspur, Parlier, Paso Robles	9/3/2018 – 9/2/2020	\$241,150	\$238,221 (98%)

DEVELOPMENT SERVICES

O'Neill Beverages retained Sierra Consulting Services, Inc. in Cameron Park to assist with development of this proposal for a flat fee of \$19,000.

ADMINISTRATIVE SERVICES

The Company also retained Sierra Consulting Services, Inc. to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Communication
- Business Fundamentals
- Business Writing
- Behavior Style Strategies
- Conflict Resolution
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication styles
- Company Culture Development
- Cost Control
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Coaching
- Employee Engagement
- Essential Skills for New Supervisor
- Financial Analysis
- Financial Forecasting & Budgeting
- Interpersonal Communications
- Leadership
- Marketing / Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Retaining Customers
- Relationship Building
- Strategic Planning
- Time Management

COMPUTER SKILLS

- Intermediate / Advanced Microsoft Office
- Customer Relationship Management
- Crystal Reports
- Enterprise Resource Management (ERP)
- Financial Management System
- Office 365
- SQL Server (Management Studio)
- Vintners Advantage

CONTINUOUS IMPROVEMENT

- 5S
- Cross Training
- Communication Skills
- Creating a Quality Organization
- Change Management
- Decision Making
- How to Coach and Mentor
- Kaizen
- Leadership
- Lean Manufacturing
- Meeting Management
- Process Improvement
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Process Capability
- Quality Measurement Systems
- Root Cause Analysis
- Team Building
- Teamwork Development Skills
- Time Management

HAZARDOUS MATERIALS

- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling
- Hazardous Waste Cleaning

OSHA 10/30 (OSHA-Certified Trainer) (1:40 ratio)

- OSHA 10
- OSHA 30

MANAGEMENT SKILLS (management trainees only)

- Administration
- Coaching Procedures
- Decision Making
- Effective Meetings for Leaders
- Finance for Technical Managers
- Leadership
- Motivation
- Supervisor Skills
- Teambuilding

MANUFACTURING SKILLS

- Bottling Production
- Cross-Training in Production Equipment/Skills
- Crush Equipment
- Changeover Procedures

- Computer Numeric Control (CNC) Machining
- Electrical and Electronics
- Environment Impact Planning
- Equipment Operation
- Fermentation Tanks
- Forklift
- Hydraulics
- Inventory Control
- Juice/Wine Transfer Operations
- Lab Analysis Equipment
- Logistics & Shipping
- Machine Operation
- Machine Maintenance
- Manufacturing Practices
- Pneumatics
- Production Operations
- Parts and Products Manufacture
- Sanitation
- Scheduling
- Storage Tanks
- Troubleshooting
- Warehousing
- Winery Production
- Work Order Processing

Safety Training is capped at 10% of a trainee's total-training hours

LITERACY SKILLS

- Vocational English as a Second Language (VESL)

Must be job related and hours are capped at 45% of a trainee's total-training hours

PL Hours

0-40

MANUFACTURING SKILLS (1:3 trainer-to-trainee ratio)

- Manufacturing Skills
- Bottling Production Equipment Operation
- Crush Equipment Operation
- Changeover Procedures
- Computer Numeric Control (CNC) Machining
- Electrical and Electronics
- Equipment Operation
- Fermentation Tank Operation
- Forklift
- Hydraulics
- Juice/Wine Transfer Operations
- Lab Analysis Equipment
- Machine Operation
- Machine Maintenance
- Manufacturing Practices

- Pneumatics
- Production Operations
- Parts and Products Manufacture
- Sanitation
- Storage Tank Operation
- Troubleshooting
- Winery Production
- Work Order Processing

CBT Hours

0-2

COMPUTER SKILLS

- Office 365 – Microsoft Teams (2.0 hours)

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



RETRAINEE - JOB CREATION

Training Proposal for:

Airco Mechanical, Inc.

Contract Number: ET22-0103

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative SET	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento, Alameda	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Plumbers and Pipefitters Local Union 447; United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry Local Union 442; and International Association of Sheet Metal, Air, Rail and Transportation Workers, Sheet Metal Workers' Local Union No. 104		
Number of Employees in:	CA: 194	U.S.:194	Worldwide: 194
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$403,325

Total ETP Funding
\$219,305

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 Priority Rate SET	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, HazMat, OSHA 10/30, PL-Comm Skills	157	8-200	0-36	\$1,265	\$26.08
				Weighted Avg: 55			
2	Retrainee Job Creation Priority Rate SET	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, HazMat, OSHA 10/30, PL-Comm Skills	15	8-200	0-36	\$1,380	\$16.62
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$26.08 per hour;
Job Number 2 (SET/Job Creation): \$15.65 per hour in Sacramento County and \$17.39 per hour in 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

Up to \$2.39 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Up to \$0.77 per hour may be used to meet the Post-Retention Wage for Job Number 2.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1 – Retrainee		
Administration Staff		2
		3
Project Managers		10
Field Crew		132
Estimators		4
Purchasing Staff		1
Engineers		5
Job Number 2 – Job Creation/Retrainee		
Administration Staff		1
Project Managers		1
Field Crew		10
Estimators		1
Purchasing Staff		1
Engineers		1

INTRODUCTION

Founded in 1974 and headquartered in Sacramento, Airco Mechanical, Inc. (Airco) (www.aircomech.com) designs and installs state-of-the-art mechanical systems in commercial buildings throughout Northern California. Airco specializes in heating, ventilation and air conditioning systems, plumbing systems, process piping, and environmental control systems. Customers include general contractors, hospitals, commercial offices and utility plants. Training will take place at Airco's locations in Sacramento and Alameda County. This will be Airco's second ETP Contract; the second in the last five years.

Veterans Program

The Company does not actively recruit for Veterans, however, there are Veterans on staff.

Union Support

Field Crew are represented by United Association of Plumbers and Pipefitters Local Union 447; United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry Local Union 442; and International Association of Sheet Metal, Air, Rail and Transportation Workers, Sheet Metal Workers' Local Union No. 104. The unions have submitted letters of support for this training project.

PROJECT DETAILS

In the previous ETP Contract, Airco had invested in a new ERP system (Vista by Viewpoint). This system had a total of 20 modules that required extensive training. The training plan was on schedule; however, due to the onset of COVID, training in some of the modules were delayed for other more important topics.

In this proposal, the Company will continue to train on processes including the remaining modules, and a new Field Management module that allows Field Crew to assess available inventory to assist in completing projects. This module will improve efficiency by providing timely and accurate data for all projects. The Company will also deliver training to Estimators, Field Crew and Project Managers on upgraded equipment, as well as new equipment such as the TigerStop Pipe Server saw which will increase production and minimize waste.

Airco will also focus training on day-to-day operations to develop new strategies, increase short-term cost-saving opportunities, and improve performance to ensure operation infrastructures are aligned with quality customer service. The Company is developing adaptive and interactive platforms to manage costs and measure consumer needs and expectations. Training will ensure all regulatory changes are met while improving quality processes, outcomes and measures. In addition, enhancing employee skills will enable Airco to remain competitive within the industry and offer higher workplace promotional opportunities.

Retrainee – Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

Airco's products and services are in high demand, and the Company lacks sufficient staff to timely process client orders. Since the reduction of COVID mandates, the Company has expanded back to pre-COVID levels and expects to grow by 15% over next couple years. As a part of this growth, Airco will hire 15 trainees (Job Number 2) to expand business capacity. Newly hired staff will receive certification training on High Heat Training, Rigging and Signaling, Global Harmonized

System and Scissor Lift. 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.

Training Plan

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

Business Skills: Training will be delivered to all occupations and focus on Business Fundamentals, Conflict Resolution, Develop Employee Accountability, Interpersonal Communications, Organizational Structure Development, Strategic Planning and Time Management.

Computer Skills: Training will be delivered to all occupations and focus on keeping staff up-to-date on all ERP modules. Training includes Autodesk/AutoCAD, Building Information Management (BIM) Software, Customer Relationship Management (CRM) Software, Crystal Reports, Vista by Viewpoint (ERP) and Spreadsheet Server.

Commercial Skills: Training will be delivered to Project Managers, Field Crew, Estimators and Purchasing Staff. HVAC training will not mirror Apprenticeship training. Training will focus on Boom Lift, Confined Space Entry, Ducting Overview & Install, Electricity Overview, Equipment Operation, Global Harmonized System, High Heat Training, Product Knowledge, Rigging and Signaling, and Scissor Lift.

Continuous Improvement: Training will be delivered to all occupations on Communication Skills, Change Management, Kaizen, Production Scheduling, Project Management, Process Capability, Root Cause Analysis and Statistical Process Control.

Hazardous Materials: Training will be delivered to Field Crew and Project Managers. Training will allow staff to operate appropriately when handling hazardous materials and conditions. Topics include Asbestos, Blood Borne Pathogen and Hazardous Chemical Handling/Cleaning.

Certified Safety Training

OSHA 10/30: Training will be delivered to Field Crew and Project Managers. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for Frontline Supervisors. 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.

Productive Laboratory

Trainees may produce goods for profit as part of the PL-Commercial training in the courses identified in the Curriculum.

Training will be delivered to the Field Crew. The trainer will demonstrate step-by-step instructions and then observe trainees perform these tasks. Training will be provided on A/C Systems, Boom Lift, Ducting Overview & Install, Electricity Overview, Equipment Operation, Forklift, HVAC Systems, Piping Systems, Scissor Lift and Mechanical Systems. Training will provide staff with the tools they need to complete their job duties and repairs on products they did not install. Trainees will also be knowledgeable in many skill sets that will assist them at the different job sites. Production will be impacted because an experienced staff member will be used to train and observe trainees.

The Company's equipment is complex and has numerous components that varies with the different types of buildings. Staff is required to read very technical engineering plans on where to install heating and air conditioning equipment. Field Crew also needs to connect equipment to electrical panels which can be dangerous if executed incorrectly. Due to these equipment complexities, the machinery requires multiple workers to operate. Airco is requesting a 1:3 trainer-to-trainee ratio. Additionally, Airco is requesting up to 200 hours of PL training.

Computer-Based Training

Computer-Based Training (CBT) will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-36 hours of CBT. Courses include Scaffolds, Fire Protection and Prevention and Health Hazards.

Special Employment Training

Under Special Employment Training (SET), the participating employer is not required to demonstrate out-of-state competition. SET trainees must be earning at least the statewide average hourly wage of \$34.77 at the end of the retention period. For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage to \$26.08. The Company is requesting this modification.

Commitment to Training

Airco's annual training budget is approximately \$200,000 per facility for safety and employee improvement. The Company is committed to making sure all staff is up-to-date with the new safety plan and able to efficiently operate the new equipment and software. 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

Airco has a structured training plan in place. The Chief Financial Officer, Accounting Manager and Safety Manager will oversee the ETP project. Sierra Consulting Services will assist with administrative duties. Training will be delivered by in-house experts and vendors as needed.

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 \$ %
ET19-0342	Sacramento, Emeryville	12/17/2018– 12/16/2020	\$180,128	\$180,128 (100%)

DEVELOPMENT SERVICES

Sierra Consulting Services in El Dorado Hills assisted with development for a flat fee of \$19,000.

ADMINISTRATIVE SERVICES

Sierra Consulting Services will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Behavior Style Strategies
- Business Communication
- Business Fundamentals
- Business Writing
- Communication styles
- Company Culture Development
- Conflict Resolution
- Cost Control
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Engagement
- Financial Analysis
- Interpersonal Communications
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational skills
- Organizational Structure Development
- Planning and Organization
- Relationship Building
- Retaining Customers
- Strategic Planning
- Time Management

COMMERCIAL SKILLS

- A/C Systems
- Boom lift
- Building Systems
- Confined Space Entry
- Construction: job site preparation
- Construction: job site sequencing
- Construction: methodologies
- Control Panels
- Defensive/Distracted Driver Training
- Ducting Overview & Install
- Electricity Overview
- Engineering Theory/Planning/Design
- Environment Impact Planning
- Equipment Operation
- Fall Prevention
- Forklift
- Global Harmonized System

- High Heat Training
- HVAC Systems
- Infection Control and Aseptic Practices
- Lock out/Tag out
- Mechanical Systems
- NFPA 70E Arc Flash Safety
- Piping systems
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Rigging and Signaling
- Scissor Lift
- Work Order Processing

COMPUTER SKILLS

- Autodesk/AutoCAD
- BIM (Building Information Management) Software
- CRM (Customer Relationship Management) Software
- Crystal Reports
- Intermediate/Advanced Microsoft Office
- Rivet
- Spreadsheet Server (Financial Management System)
- Vista by Viewpoint (ERP)

CONTINUOUS IMPROVEMENT

- Change Management
- Communication Skills
- Creating a Quality Organization
- Cross Training
- Decision Making
- How to Coach and Mentor
- Kaizen
- Meeting Management
- Problem Solving and Decision Making
- Process Capability
- Process Improvement
- Production Operations/Workflow
- Production Scheduling
- Project Management
- Quality Measurement Systems
- Root Cause Analysis
- Statistical Process Control
- Team Building
- Teamwork Development Skills
- Time Management

HAZARDOUS MATERIALS

- Asbestos
- Blood Borne Pathogen
- Hazardous Chemical Cleaning/Handling

- Hazardous Materials Handling
- Hazardous Waste Cleaning

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat or OSHA 10/30)

Productive Lab Hours

0-200

COMMERCIAL SKILLS (1:3 Ratio)

- A/C Systems
- Boom Lift
- Building Systems
- Construction: Job Site Preparation
- Construction: Job Site Sequencing
- Construction: methodologies
- Control Panels
- Ducting Overview & Install
- Environment Impact Planning
- Electricity Overview
- Engineering Theory/Planning/Design
- Equipment Operation
- Forklift
- HVAC Systems
- Mechanical Systems
- Piping Systems
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Scissor Lift
- Work Order Processing

Computer Based Training Hours

0-36

OSHA 10 (CBT) – 9 Hours

- Caught In or Between – 30 Minutes
- Cranes, Derricks, Hoists, Elevators & Conveyors – 30 minutes
- Electrocutation – 1 hour
- Excavations – 30 minutes
- Falls – 1.5 hours
- Health Hazards in Construction – 30 minutes
- Introduction to OSHA – 1 hour
- Materials Handling, Storage, Use and Disposal – 30 minutes

- Personal Protective and Lifesaving Equipment – 30 minutes
- Scaffolds – 30 minutes
- Stairways and Ladders – 30 minutes
- Struck-By – 1 hour
- Tools – Hand and Power – 30 minutes

OHSA 30 (CBT) – 27 hours

- Asbestos Awareness: 30 minutes
- Asbestos for Supervisors: 2 hours
- Caught-in or Between – 1.5 hours
- Confined Spaces – 30 minutes
- Cranes, Derricks, Hoists, Elevators and Conveyors – 30 minutes
- Electrical Safety – 2 hours
- Ergonomics – 30 minutes
- Excavations – 30 minutes
- Fall Prevention – 1.5 hours
- Fire Protection and Prevention – 30 minutes
- Foundations for Safety Leadership – 2.5 hours
- Hand and Power Tool Safety – 1 hour
- Hazard Communication – 30 minutes
- Hazardous Materials – 30 minutes
- Health Hazards in Construction – 2 hours
- Introduction to OSHA – 1 hour
- Lead Awareness: 30 minutes
- Lead Exposure – 30 minutes
- Managing Safety and Health – 2 hours
- Materials Handling, Use and Disposal – 30 minutes
- Motor Vehicles – 30 minutes
- Personal Protective Equipment – 2 hours
- Rollover Protective Structures, Signs, Signals and Barricades – 30 minutes
- Safety and Health Programs – 30 minutes
- Scaffolds – 30 minutes
- Silica Exposure – 30 minutes
- Stairways and Ladders – 1 hour
- Steel Erection – 30 minutes
- Struck-by- 1 hour

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

U. A. Local Union 447

5841 Newman Court
Sacramento, CA 95819
Tel (916) 457-6595
Fax (916) 454-6151



Richard D. Bertacchi

President

Todd A. Schiavo

*Financial Secretary &
Business Manager*

July 2, 2021

Employment Training Panel
1100 – J Street
Sacramento, California 95814

Dear Panel Members,

It is acknowledged by UA Plumbers and Pipefitters Local 447, that Airco Mechanical Incorporated is requesting ETP Funding. UA Local 447 supports the proposed training scope for the approximate number of 147 employees from Plumbing, Pipefitting, and Sheetmetal, which is inclusive of Journeypersons and Foreman.

UA Local 447 has received the Notice of Intent to Train Collective Bargaining Agreement represented workers. Per ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization, the opportunity to participate in the agreement's development, and the effective date of the application.

This letter of support and the undersigned is an official, authorized labor representative of the mentioned covered union workers during the period of training described above and further is consistent with the proposal and includes the specified training and the covered members in the training plan under review. Any restrictions to the support provided, which are outside of the specifics of the training program approved by the panel shall remain between the contractor and the union as a condition of continued support.

If there are questions or concerns, please feel free to reach out to UA Local 447 Business Manager Todd Schiavo.

Sincerely,

Todd A. Schiavo
Business Manager &
Financial Secretary



UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

Mark McManus
General President

Patrick H. Kellett
General Secretary-Treasurer

Michael A. Pleasant
Assistant General President

UA Local Union: 442

4842 Nutcracker Ln.
Modesto, CA 95356

Subject:

July 1, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Re: Airco Mechanical

Dear Panel Members,

We understand Airco Mechanical, Inc. is requesting ETP funding. The Plumbers & Pipefitters Local Union 442 has received a Notice of Intent to train collective bargaining agreement represented workers. The proposed training plan for the specified members has our support. The approximate number of 130 trainees from the following occupations will be participating in this project is Field Crew which includes Plumbers and Pipefitters both Journeyman and Foreman. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.

By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.

In closing UA Plumbers & Pipefitters Local Union 442 fully supports Airco Mechanical's efforts to obtain this grant to further train our members presently employed through them.

If you have any questions, please do not hesitate to reach out to Plumbers & Pipefitters Local Union 442 Business Representative, Luis Montalbo, (209) 338-0751.

Sincerely,

Luis Montalbo
Business Agent
LM/pt
aflcio/opeiu29



Rick Werner
PRESIDENT/BUSINESS MANAGER

July 1, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the Airco Mechanical, Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of 147 trainees from the following occupations will be participating in this project is: Field Crew which includes Sheet Metal, Plumbing, Journeymen, and Foremen.

The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.

By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.

Should you have any questions, please do not hesitate to contact Local Union No. 104, District 2 Business Representative Robert Kuks at (916) 922-1133, or RobertK@smw104.org.

Sincerely,

A handwritten signature in blue ink, appearing to read "Rick Werner", is written over a horizontal line.

Rick Werner
President/ Business Manager

rw:jm opeiu #29

c: Sal Rotolo, Assistant Business Manager, SMW Local No. 104, District 2 (via electronic mail)
Robert Kuks, Business Representative, SMW Local Union No. 104, District 2 (via electronic mail)
Joann Hillenbrand, Airco Mechanical (via electronic mail)



Training Proposal for:
Gallo Cattle Company LP dba Joseph Gallo Farms
Contract Number: ET22-0120

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee HUA	Industry Sector(s):	Manufacturing (E) Agriculture (11) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Merced	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: 235	U.S.:235	Worldwide: 235
<u>Turnover Rate:</u>	21%	See Project Details Section	
<u>Managers/Supervisors:</u> (% of total trainees)	14%		

FUNDING DETAIL

In-Kind Contribution
\$550,000

Total ETP Funding
\$349,416

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 Priority Rate HUA	Computer Skills, Continuous Impr, Manufacturing Skills	211	8 - 200	0	\$1,656	\$15.00
				Weighted Avg: 72			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$14.34 per hour in Merced 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
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Administrative Staff		3
		7
		19
Operational Staff		79
		47
		22
Supervising Staff		34

INTRODUCTION

Founded in 1980 and located in Atwater, Gallo Cattle Company LP dba Joseph Gallo Farms (Gallo Cattle) (www.josephfarms.com) manufactures natural cheese and whey protein. The Company has its own milking herd, and grows its own feed, giving it control over its products. Customers include local grocery stores, food service distributors, and large retail chains nationwide and in Mexico, such as Walmart and Costco. Training will take place at their Atwater location.

Need For Training

This is Gallo Cattle's third ETP Contract; the third in the last five years. The previous training focused on implementing new standards by becoming Safe Quality Food certified as well as increasing skills and cross-training staff in various topics. In this Contract, Gallo Cattle will provide training on new processes, product lines and equipment.

To remain competitive domestically and in a growing international market, Gallo Cattle is expanding production with new product lines including new types of shredded cheeses and cheese flavor varieties. The Company is also expanding its production plants in order to utilize animal protein and feed in new products such as fitness shakes, protein bars, and supplements. New product lines will require training on processes and equipment such as Smart Lifts and Automated Palletizers to increase efficiency and speed of the manufacturing process.

Some training topics may be repeated from prior projects and some trainees in this project also participated in the previous contract. However, there will be no duplication of training in any course. In addition, Gallo Cattle utilizes a wage progression system based on training completion as an incentive to learn new skills and gain cross-departmental knowledge.

Veterans Program

Gallo Cattle actively recruits Veterans and participates in Veteran job fairs to recruit for all open occupations. However, there is not a Veterans component in this project.

PROJECT DETAILS

Training Plan

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

Computer Skills: Training will be offered to all occupations to improve competencies in software used daily. Training topics include Programing, JET Reporting and Ignition.

Continuous Improvement: Training will be offered to all occupations on Employee Health Pandemic Solutions and Productivity Improvement for Teams.

Manufacturing Skills: Training will be offered to Operational Staff and Supervising Staff. Staff will receive training on how to work effectively in workgroups, farming and warehousing principles. Training will focus on Recall Procedures, Whey Processing, Cheese Making System and Line Equipment Practices.

High Unemployment Area

Trainees work in Merced County, a High Unemployment Area (HUA) with unemployment exceeding the state average by at least 25%. Trainees in an HUA qualify with the ETP Standard Minimum Wage of \$19.12 per hour in Merced County.

➤ Wage Modification

Additionally, for these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. Gallo Cattle is requesting a wage modification of about 23%, from \$19.12 per hour to \$15.00 per hour.

Turnover Rate

As a result of COVID, Gallo Cattle experienced a significant reduction in Food Service Business. This caused a reduction in work hours for staff in the Production and Packaging Departments, which also impacted areas such as Quality, Customer Service, Sales and Procurement. Due to this, Gallo Cattle had a larger than usual turnover rate of employees in 2020. Prior to this, the turnover rate during 2019 was 16%. Currently, the turnover rate to date for 2021 has improved significantly to 6% and Gallo Cattle is experiencing an increase in production. Although the ETP turnover rate exceeds 20% annually as included in ETP's Regulations Section 4417, this proposal does not impose a turnover penalty, as the turnover rate here was primarily due to the pandemic.

Commitment to Training

Gallo Cattle's annual training budget is approximately \$100,000 for safety and employee improvement. The Company is committed to making sure all staff are able to efficiently operate new equipment. 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**

Gallo Cattle has a structured training plan in place. The VP of Human Resources and Risk Management, a Training Supervisor, and a Human Resources Clerk will oversee the ETP project. A subcontractor has been retained to assist with the implementation, compliance, reporting and reimbursements for the contract. Training will be delivered by in-house experts and vendors as needed.

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 \$ %
ET19-0287	Atwater	11/5/2018– 11/4/2020	\$525,824	\$525,824 (100%)
ET17-0236	Atwater	10/03/2016- 10/02/2018	\$374,760	\$374,760 (100%)

DEVELOPMENT SERVICES

BLI Co. in Lubbock, TX assisted with development of this proposal for a flat fee of \$6,000.

ADMINISTRATIVE SERVICES

BLI Co. will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8 -200 Trainees may receive any of the following:

COMPUTER SKILLS

- ERP (Enterprise Resource Planning)
- HRIS Human Resource for Employees (Human Resources Information Systems)
- Ignition
- JET Reporting
- Microsoft 365
- Programming

CONTINUOUS IMPROVEMENT

- Conflict Resolution
- Employee Health Pandemic Solutions
- Leadership for Beginners
- Lean Manufacturing – Phase II
- Problem Solving Across Multiple Teams
- Problem Solving to Root Cause
- Productivity Improvement for Teams
- Team Building & Development

MANUFACTURING SKILLS

- Automated Palletizer Practices
- Cheese Making System
- Compliance & Set Up
- Computer Analytical
- Electrical Basic and Intermediate
- Equipment Operations
- Lab Analysis
- Line Equipment Practices
- Machine & Maintenance Set-up and Tear Down
- Management Review
- Production Operations
- Recall Procedures
- Recall Processes
- Sampling Procedures
- Sanitation
- Smart Lifts
- SQF (Safe Quality Foods)
- Sustained Quality Assurance
- Warehouse Practices
- Whey Processing

Safety Training is capped at 10% of a trainee's total training hours

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



RETRAINEE - JOB CREATION

Training Proposal for:

JLS Environmental Services, Inc.

Contract Number: ET22-0121

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative SB <100	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Madera, Placer	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: 94	U.S.: 94	Worldwide: 94
<u>Turnover Rate:</u>	9%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$311,360

Total ETP Funding
\$213,440

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 Priority Rate SB <100	Business Skills, Commer'l. Skills Computer Skills, Cont. Imp., HazMat, HazWoper, Literacy Skills, Mgmt. Skills, OSHA 10/30, PL-Commer'l. Skills	71	8-200	0-6	\$1,840	\$19.12
				Weighted Avg: 80			
2	Retrainee Priority Rate SB <100 Job Creation	Business Skills, Commer'l. Skills Computer Skills, Cont. Imp., HazMat, HazWoper, Literacy Skills, Mgmt. Skills, OSHA 10/30, PL-Commer'l. Skills	40	8-200	0-6	\$2,070	\$17.00
				Weighted Avg: 90			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$19.12 per hour for Madera and Placer Counties
Job Number 2 (Job Creation): \$15.00 per hour for Madera and Placer 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 \$2.12 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Accounting		1
		2
Estimators		5
Lead Technicians		16
Operators		1
		3
Project Managers		6
Technicians		5
		20
		12

Job Number 2		
Accounting		1
		1
Estimators		2
Lead Technicians		2
Operators		1
		1
Project Managers		2
Technicians		5
		20
		5

INTRODUCTION

Founded in 2002 and located in Loomis, JLS Environmental Services, Inc. (JLS) (www.jlsinc.com) is a full restoration contractor that provides remediation, destructive testing, concrete preparation, construction and restoration; and energy retrofitting services for residential, commercial, and civic properties. Training under this proposal will provide training for the Loomis location and its satellite location in Madera.

Veterans Program

JLS does not actively recruit Veterans.

PROJECT DETAILS

This is JLS' fifth ETP Contract, and the third in the last five years. Previous training included new software and new coating and waterproofing procedures. The Company also became a member of the Lionsbridge Contractor Group (LCG) which required training for all staff on the requirements and processes of LCG. For this proposal, JLS will focus training on new Company expansions including asbestos and lead removal, building demolition, insurance claims, and new software.

JLS recently received certification in asbestos and lead paint removal which allows the Company to provide complete services to its customers on structures built before 1978. JLS will provide asbestos and lead paint removal training to all Estimators, Project Managers, Lead Technicians and Technicians. The initial asbestos training is 40 hours per trainee and the annual recertification course is eight hours per trainee. Lead paint removal takes another 32 hours per trainee with an eight hour annual refresher course. In addition, JLS is investing in new equipment used for asbestos removal including Negative Air Machines, floor scrapers, and High Efficiency Particulate Air vacuums.

Asbestos certification has opened up JLS to the remodeling market, which typically starts with demolition. In order to meet remodeling market demands, the Company has established a building demolition division. JLS will provide training to Project Managers, Lead Technicians, and Technicians to learn the proper techniques and skills to successfully demolish entire buildings and houses. Staff will receive basic to advanced in-depth training via classroom and on the job training to become a well skilled team.

JLS is also expanding their insurance claims department due to their new asbestos and lead paint certifications. Now that the Company is a full service operation they are beginning to receive more insurance referrals. This requires staff to be trained in multiple areas including proper documentation, time management, scheduling, claims forms, and three new insurance software systems including Lionsbridge, Sedgwick/Nexxus, and Contractor Connection. JLS will work with multiple insurance companies so all occupations will need to learn the requirements of each insurance company.

In addition, JLS recently purchased a new ERP system, Foundation, and will train all occupations on how to create workflows, document projects, upload photos, project management, create standard operating procedures, and how to maintain and troubleshoot the system.

Although there are training topics included in the curriculum that are similar to topics from the previous Contract, trainees will not receive duplicate training.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

JLS is expanding its business capacity by hiring new employees to its new asbestos, lead, and demolition service teams. In the last two years, the Company has seen an average of 18% growth per year. JLS projects another 25% growth in the next two years. The Company will hire 40 new employees (Job Number 2). Employees will be cross-trained to perform multiple trades. The Company will hire Accounting, Estimators, Lead Technicians, Operations, Project Managers, and Technicians. 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.

Training Plan

Training will be delivered via Class/Lab, E-Learning, Computer-Based Training (CBT), and Productive Lab methods. Training will be delivered by In-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations and will focus on strengthening customer service skills and improving workflow processes. Training topics include Communication Skills, Project Requirements Analysis and Specifications and Scheduling.

Commercial Skills: Training will be offered to all occupations and focus on cross-training new and incumbent staff on multiple trades. Training topics include Asbestos Removal, Demolition Residential, Drywall Repair and Installation and Stucco Repairs.

Computer Skills: Training will be offered to all occupations. Training will provide all staff with the ability to operate new software and devices accordingly. Training topics include Xactimate/Xactware, MICA-Moisture Mapping Software and Application and Contractor Connection.

Continuous Improvement: Training will be offered to all occupations and focus on improving production operations and lean procedures. Training topics include Process Improvement, Strategic Planning, and Quality Management.

Hazardous Materials: Training will be delivered to Project Manager, Lead Technicians and Technicians. Training will allow staff to operate in an appropriate manner when handling hazardous materials and conditions. Topics include Hazardous Material Cleaning/Handling and Lead Base Paint Removal.

Literacy Skills: Training will be offered to Technicians and will focus on staff members that require improvement with the understanding of the English language as it pertains to their specific job duties. Training topics include Vocational English as a Second Language.

Management Skills: Training will be offered to the Project Managers and focus on improving management skills. The Project Manager typically manages worksites and having the responsibility of overseeing a jobsite will require training to improve those management skills. Training topics include Administration, Leadership, and How to Coach and Mentor.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. 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.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Trainees will not receive 40 hours unless they work full time onsite at the clean-up location.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-6 hours of CBT.

Productive Laboratory (PL)

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

Due to the nature of its services, certain training cannot be replicated in a class/lab environment. PL training will allow practical, hands-on experience in a working environment to develop the skillsets for trainees to be able to perform the multiple trades such as Drywall, Stucco, Asbestos Removal and Water Damage Repair.

JLS is requesting PL-Commercial Skills training for its Technicians and Lead Technicians. Training will be taught by subject matter-experts with demonstrated knowledge and expertise in the field. JLS is also requesting a trainer-to-trainee ratio of 1:6. Due to specific tasks for asbestos and lead paint removal, it can take up to six employees to complete one task. Instructors will monitor trainee competencies before the trainee is deemed competent for each trade skillset. Due

to the amount of on-the-job training for Technicians and Lead Technicians, PL will be capped at 140 hours per trainee.

Commitment to Training

JLS training budget is approximately \$180,000 annually for both locations and includes state-mandated training, legal compliance training, and new-hire orientation. 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

JLS has a structured training plan in place. The Office Manager and Dispatch Coordinator will oversee project administration. In addition, the Lead Technicians and Project Managers have been assigned to handle training rosters and tracking performance. A third party administrator will assist with administrative duties.

Temporary to Permanent Hiring

The Company will train two workers under Panel guidelines for the Temporary-to-Permanent program (Job Number 2). JLS will retain these employees on a temporary basis, with the intention of hiring them into full-time, permanent positions after training. The average time for “converting” temporary workers into full-time permanent employment is 18 weeks. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums while on temporary status, and upon hire into full-time permanent employment.

Under Panel guidelines for the Temporary to Permanent program, these trainees must be eligible to participate in ETP-funded training pursuant to Unemployment Insurance Code Section 10201(c). Trainees cannot be enrolled until after they have been hired by the Company into full-time, permanent employment. Until they are hired, retention and post-retention wage requirements cannot be met, and the Company will not receive progress payments.

PRIOR PROJECTS

The following table summarizes Contractor’s performance under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET19-0348	Loomis, Madera	12/17/18 – 12/16/20	\$174,252	\$167,521	(96%)
ET17-0345	Loomis, Madera	12/19/16 – 12/18/18	\$249,180	244,184	(98%)

DEVELOPMENT SERVICES

Sierra Consulting Services, Inc. in El Dorado Hills assisted with development for a flat fee of \$11,600.

ADMINISTRATIVE SERVICES

Sierra Consulting Services, Inc. will also perform administrative services in connection with this proposal not to exceed 7% of payment earned.

TRAINING VENDORS

To Be Determined

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

8 - 200

Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting
- Budgeting
- Customer Service
- Communication Skills
- Cost Control
- Dealing with Difficult People
- Essential Skills for the New Supervisor
- Estimating
- Insurance Processing
- Leadership
- Negotiating
- Operational Skills
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Retaining Customers
- Relationship Building
- Scheduling

COMMERCIAL SKILLS

- Applied Microbial Remediation
- Asbestos Containment
- Asbestos Removal
- Asbestos Reports and Tracking
- Baseboard & Trim Installation
- Blue Print Reading and Application
- Cabinet Repair & Installation
- Contents Prep and Packaging
- Contents Reports and Tracking
- Demolition Commercial
- Demolition Multiple Story Structures
- Demolition Residential
- Destructive Testing – Investigation
- Destructive Testing – Report
- Drywall Repair & Installation
- Dry Out Procedures
- Emergency Service
- Equipment Placement for Drying
- Equipment Operation
- Fire & Smoke Damage Repair
- Finish Carpentry Repair
- Insurance Job Preparation
- Insurance Job Site Sequencing
- Insurance Support to Field and Project Managers
- Insurance Team Support

- Lath/Shear Repair
- Lead Base Paint Removal
- Lead Removal Demolition Projects
- Lead Reporting and Tracking
- Maintenance
- Metal Stud Framing
- Moisture Mapping
- Observation Report and Recommendation
- Odor Control Application
- Remediation Assessment
- Rough Carpentry Repair
- Setting Containments
- Setting Protection
- Stucco Repairs
- Tile Repair Techniques
- Troubleshooting
- Warehousing
- Water Damage Repair
- Water Test
- Waterproofing Systems
- Wood Framing Repairs
- Work Order Processing

COMPUTER SKILLS

- Adobe App
- AlacNet Software
- Content Track Software
- Contractor Connection
- Foundation Software and Application
- Lionsbridge Software
- Matterport
- MICA - Moisture Mapping Software and Application
- Microsoft Office Intermediate and Advanced
- Net Vendor Suite
- Paylocity Payroll Software
- Sedgwick/Nexus
- Xactanalysis Application
- Xactimate/Xactware

CONTINUOUS IMPROVEMENT

- Change Management
- Communication Skills
- Cross Training
- Decision Making
- Estimating Process Improvement
- Hazard Communication
- Insurance Scheduling
- Jobsite Hazards
- Leadership Skills for Frontline Workers
- Lean Procedures Practices

- Meeting Management
- Problem Solving and Decision Making
- Process Improvement
- Production Operations/Workflow
- Production Scheduling
- Project Management
- Quality Management
- Standard Operating Procedures
- Strategic Planning
- Team Building
- Time Management

HAZARDOUS MATERIALS

- Asbestos
- Fire and Smoke Restoration
- Handling Chemicals
- Hazardous Materials Handling
- Hazardous Waste Cleaning
- Lead Base Paint Removal
- Lead Materials Removal
- Odor Control
- Restoration/Remediation – Mold

LITERACY SKILLS

- Vocational English
- Vocational English as a Second Language

MANAGEMENT SKILLS (Managers/Supervisors Only)

- Administration
- Cost Tracking Procedures
- Effective Meetings for Leaders
- How to Coach and Mentor
- Leadership
- Motivation
- Supervisor Skills

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

HAZWOPER 40

- Hazwoper 40

PL Hours

0 - 140

COMMERCIAL SKILLS (limited ratio 1:6)

- Applied Microbial Remediation
- Asbestos Containment
- Asbestos Removal
- Baseboard & Trim Installation

- Cabinet Repair & Installation
- Contents Prep and Packaging
- Demolition Commercial
- Demolition Multiple Story Structures
- Demolition Residential
- Destructive Testing – Investigation
- Drywall Repair & Installation
- Dry Out Procedures
- Emergency Service
- Equipment Placement for Drying
- Equipment Operation
- Fire & Smoke Damage Repair
- Finish Carpentry Repair
- Lath/Shear Repair
- Lead Base Paint Removal
- Lead Removal Demolition Projects
- Maintenance
- Metal Stud Framing
- Moisture Mapping
- Odor Control Application
- Rough Carpentry Repair
- Setting Containments
- Setting Protection
- Stucco Repairs
- Tile Repair Techniques
- Troubleshooting
- Warehousing
- Water Damage Repair
- Water Test
- Waterproofing Systems
- Wood Framing Repairs

CBT Hours

0 - 6

COMMERCIAL SKILLS

- | | |
|---|---------|
| • Back Safety Basics & Update | 31 mins |
| • Confined Space For Construction | 27 mins |
| • Driving Safety: The Basics | 20 mins |
| • Eye Safety in Construction Environments & Update | 29 mins |
| • Hand and Power Tool Safety – Advanced Training | 40 mins |
| • Hand and Power Tool Safety in Construction Environments | 18 mins |
| • Handle with Care- Forklift Safety Training | 21 mins |
| • Heat Stress | 13 mins |
| • Housekeeping and Accident Prevention | 14 mins |
| • Ladder Safety & Update | 23 mins |
| • Lessons Learned from Hand Injuries – Graphic | 19 mins |
| • Lockout/Tagout Training | 18 mins |
| • Machine Guarding & Operator Safety | 18 mins |
| • Personal Protective Equipment in Construction | |

- | | |
|--|---------|
| Environments | 17 mins |
| • Safety Bob's Comprehensive Safety Orientation | 24 mins |
| • Surviving The Fall – The Proper Use of Your
Personal Fall Arrest System | 20 mins |

Safety Training cannot exceed 10% of total training hours per-trainee.
(This cap does not apply to OSHA 10/30 or HAZWOPER)
Literacy Training cannot exceed 45% of total training hours per-trainee.

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



**Training Proposal for:
Finishing Trades Institute DC 36 - Slauson, LLC**

Contract Number: ET22-0904

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, Imperial, Kern, Mono, Inyo, San Diego, San Luis Obispo, Santa Barbara, Ventura	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 Painters and Allied Trades, District Council 36		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$559,800		\$38,880 8%		\$598,680

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 Journeyworker	Commercial Skills, Computer Skills, OSHA 10/30	60	8-200	0	\$738	\$29.38
				Weighted Avg: 30			
2	Retrainee Apprentice	Commercial Skills, OSHA 10/30	200	8-210	0	\$2,772	\$17.78
				Weighted Avg: 144			

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

Minimum Wage by County: Job Number 1: \$26.08 per hour statewide;
Job Number 2: \$17.78 per hour (collective bargaining agreement wage)
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
Job Number 1		
Journeyworker Painter		60
Job Number 2		
Apprentice Painter		100
		50
		50

INTRODUCTION

Finishing Trades Institute DC 36 – Slauson, LLC (FTI) (www.dc36.org) provides training for workers represented by local unions that make up the Painters and Allied Trades District Council 36, which represents approximately 11,000 members. Prior to 2013, FTI was known as the Southern California Painting and Drywall Industries Apprenticeship Training Trust Fund. Bargaining for the signatory employers is conducted by two trade associations: Los Angeles Painting & Finishing Contractors Association, and the Western Wall & Ceiling Contractors Association.

The signatory employers are painting, drywall and glazing contractors. For this proposal only the painters will be participating. Class/Lab training is provided at five training centers operated by FTI in Los Angeles, San Diego, San Luis Obispo and Kern Counties. This will be FTI’s tenth ETP Agreement, and the sixth in the last five years.

Veterans Program

FTI actively recruits veterans into its program, and works with various outreach and pre-apprenticeship programs in the community. FTI also partners with Helmets to Hardhats, a national

joint labor-management program that recognizes the link between skills acquired in military service and the building trades. FTI currently has 15 veterans enrolled as apprentices. In previous contracts, FTI provided a separate job number for veteran apprentices. However, for administrative simplicity, a veteran job number is not being requested for this proposal.

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 program is four years. The curriculum is developed with input from DAS and the designated Local Educational Agency, Los Angeles Unified School District (LAUSD).

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

In the current economy, it is more important than ever for workers to be trained to the highest possible skill levels so union contractors can win bids for projects and maintain employment for apprentices and journey level workers. Current projects include Century City Towers, The Grand, Entertainment Plaza at SoFi Stadium, and the Lucas Museum of Narrative Art.

ETP funding will help FTI provide the highest quality training for journeyworkers and apprentices for various projects in Southern California. Contractors in the industry need highly-trained, highly-skilled Apprentices with the ability to work in specialized commercial and industrial jobs. Specialty work includes new finishes and advanced industrial painting and coating systems. In addition, employers need workers trained as safety superintendents and managers. Employers also need employees and journeyworkers with basic computer skills to complete reports and send e-mails. Some work requires industry certifications and all work must be performed at high levels of efficiency.

Training Plan

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

Journeyworkers:

Commercial Skills: This training will be offered to Journeyworkers to increase worker knowledge and capabilities in the Painting industry. Trainees will learn new methodologies and skills that include blast cleaning equipment, new finishes, mixing, and commercial painting. Courses include Lead Paint Removal, Use of Dry Abrasive and Portable Centrifugal Blast Cleaning Equipment, Proper use of Spraying Systems including Airless Spray, Equipment Setup, Mixing, Spraying, Troubleshooting, and Maintaining High Efficiency Ratings, and Use of Plural Component Spray Equipment for applying protective coatings on steel.

Computer Skills: This training will be offered to Journeyworkers to receive computer skills training to learn basic computer operations in a building trades setting. Courses include Operating Systems, Generating Reports, Performing Calculations and Entering Data.

Apprentices:

Commercial Skills: This training will be offered to Apprentices and includes use of an innovative VirtualPaint Training System. The system is a virtual reality training system that provides immediate and detailed feedback to trainees on the efficiency of their spraying technique using a variety of materials under a variety of environmental circumstances. The trainee holds an actual paint spray setup, but instead of paint, the spray gun shoots a laser beam on a large screen. Sensors document the trainee's efficiency. The system, built by the University of Northern Iowa in cooperation with the Department of Defense, trains in the basics of spray operation, set-up, planning and other fundamentals of the trade. Trainees receive instantaneous feedback on their spray pattern and overall application, ounces of paint sprayed, transfer efficiency, overspray and elapsed time.

Certified Safety Training—Journeyworkers & Apprentices

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work and 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.

Learning Management System

Staff has reviewed and approved FTI's use of a Learning Management System for recordkeeping.

Marketing and Support Costs

Employers are notified of FTI training programs through association web sites, mailings, and presentations. Employers are also members of the joint committee that operates the Institute and assist in developing training curriculum that will meet industry needs. Although many of the participating employers have already been recruited, additional marketing will take place to complete the project and replace any employer whose training needs have changed since the initial start of project development.

In addition, staff gathers feedback from participating employers in an effort to improve training and ensure the program meets industry requirements to produce high quality craftsmen. Feedback is also received from trainees, contractors, and union representatives. To maintain recruitment efforts, FTI requests and staff recommends 8% support costs.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Employers will continue to make contributions for every hour worked by covered employees. Safety training is provided by the participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Training will be overseen by FTI's Director of Training. Project administration will be performed in a partnership of FTI, LAUSD, and a third party administrator. FTI will handle class scheduling and

completion of training rosters. The two dedicated administration vendors will assist with employer liaison, documentation of work hours, uploading training and enrollment data, ETP reporting, and related activities, including maintaining LMS data.

Trainer Qualifications

All trainers are qualified journey level workers with extensive practical and training experience in the commercial and industrial painting industry.

Impact/Outcome

Journeyworkers will receive certifications from the Society for Protective Coatings.

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 FTI under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0924	\$428,130	10/26/2020– 10/25/2022	186	TBD	TBD

Based on ETP systems, 35,748 reimbursable hours have been tracked for potential earnings of \$715,862 (167% of the approved amount). The Contractor projects final earnings of 100% based on training delivered to date and in progress through contract closeout.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0901	Commerce	07/01/19 – 06/30/21	\$749,145	\$749,145 (100%)
ET18-0916	Commerce	11/01/17 – 10/31/19	\$949,595	\$949,595 (100%)
ET17-0905	Commerce	09/01/16 – 08/31/18	\$765,376	\$742,761 (97%)
ET15-0922	Commerce	02/21/15 – 02/20/17	\$649,650	\$597,805 (92%)

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento to assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories and the Los Angeles Unified School District in Los Angeles will perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

COMMERICAL SKILLS**Applicator Training**

- Corrosion
- Surface preparation
- Abrasive materials
- Coating materials
- Application methods of protective coatings
- Process control
- Safety

Lead Paint Removal

- Lead and Other Toxic Metals
- Regulatory Overview
- Worker Protection from Lead and Other Toxic Metals
- Compliance with Air, Soil, Water/Sediment, and Dust Regulations
- Management of Solid and Hazardous Waste
- Sources of Lead Exposure
- Control of Environmental Releases
- Specifications and Site-Specific Compliance Plans
- Work site Preparation
- Insurance and Bonding Issues
- Other Safety and Health Hazards

Abrasive Blasting

- Principles of Surface Preparation
- Primary Components of an Abrasive Blasting System
- Abrasives
- Nozzle Equipment Operations Hands-On Session
- Portable Centrifugal (Wheel) Blast Equipment Operations Hands-On Session

Spray

- Airless Spray Equipment Operational Systems
- Set-up and planning
- Equipment settings, including pressure, fan size, partial triggering
- Proper Mixing Techniques
- Proper Spray Techniques
- Troubleshooting
- Simulation experience
- Making adjustments
- Recognizing and eliminating waste of material
- Efficiency ratings

- Environmental safety
- Process control

Marine Plural Component

- Plural Component Equipment Operational Systems
- Troubleshooting
- Characteristics of Plural Component Coatings
- Use of two-part high solids epoxy
- Mixing components
- Meeting specifications
- Methods of mixing: manual, at the gun, before the manifold, after the manifold

Marine Coatings

- Elements of marine corrosion
- Coating fundamentals
- Marine coating systems
- Antifouling coatings
- Surface preparation
- Coating application
- Quality management
- Coating failures
- Safety and environmental issues

Safe working conditions (All training supplements required safety training)

- Foreman responsibility
- Worker responsibility
- Scaffolding
- Fall protection
- Electrical safety
- Falling objects
- Working in confined spaces
- Working around pipelines
- Managing safety at the worksite

T-Lock system

- Material and tool selection
- Applying coating
- Troubleshooting

Leadership skills

- Goal setting
- Coaching
- Motivation
- Team building

Advanced materials and systems

- Paints
- Coatings
- Conventional spray
- Reducing overspray

Advanced finishes

- Venetian plaster
- Glaze
- Metallic finishes

Welding

- Types of welds
- Welding theory and practice
- Welding machines
- Electrodes
- What makes a “good” weld
- Welding technique
- Inspection
- Discontinuities
- Striking and maintaining an arc
- Running a bead
- Reading the “puddle”
- Welding in all positions

Total Station Instrumentation

- Setting control points
- Taking readings
- Calibration
- Entering and retrieving data
- Transferring data to a computer
- Comparing structures with plans
- Identifying problem areas
- Documentation
- Advanced Blueprint Reading

Construction Site Project Management

- Foreman responsibility for communication, documentation & reporting
- Worker responsibility for documentation & reporting
- Emergency response planning

COMPUTER SKILLSBasic Computer Skills for Construction

- Operating system
- Entering data
- Creating reports
- Using e-mail
- Performing calculations

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Apprentice Training

Class/Lab/E-Learning Hours

8-210

COMMERCIAL SKILLS

Industrial Painting Course 1

- Know the basics of industrial painting
- Learn the role of regulatory agencies in enforcing their standards in the industrial painting trade
- Understand the responsibilities of employees and employers in the industrial painting trade
- Know the prevention and, when necessary, reporting of sexual harassment
- Learn the requirements for an American Red Cross certification in First Aid Training
- Understand the requirements for an American Red Cross certification in CPR
- Know the appropriate use and care of personal protective equipment and devices in industrial painting
- Learn the appropriate use and care of specialized respiratory equipment for industrial Painting
- Understand the basic tools used in industrial painting
- Know the appropriate use and care of industrial painting equipment
- Understand the materials used for industrial coating
- Know how atmospheric conditions affect performance and application
- Learn to prepare surfaces for industrial painting

Industrial Painting Course 2

- Know how to obtain and interpret work permits and document work procedures in the industrial Painting trade
- Learn the OSHA and Center for Protection of Workers Rights (CPWR) standards for working in confined spaces.
- Understand the OSHA and CPWR standards in dealing with hazards in confined spaces.
- Know how to recognize and reduce confined space hazards as prescribed by the LSHA and CPWR
- Learn the appropriate use of personal protective equipment gear in industrial painting.
- Understand the methods of fire prevention and practice standby and rescue procedures
- Know basic rigging practices
- Learn various types of ropes, cables and hardware used in industrial painting
- Understand the practical application of knots, bends and hitches in industrial painting
- Know the appropriate use and application of suspended work platforms in industrial painting
- Learn the appropriate use of ladders in industrial painting

- Understand the types of uses of scaffolds in industrial painting
- Know the standards and specifications of surface preparation in industrial Painting
- Learn the appropriate application of primers and coatings in industrial painting
- Understand the appropriate use of solvents and the cleaning procedures for hand and power tools in industrial painting

Industrial Painting Course 3

- Know the health hazards associated with the industrial painting trade
- Learn both the employer's and employee's responsibilities pertaining to medical monitoring and personal hygiene
- Understand the different environmental considerations in industrial painting
- Review how atmospheric conditions affect performance and application
- Know the personal and environmental protective measures necessary for those in industrial painting
- Understand the basics of project planning and preparation
- Know the items on the procedure checklist
- Learn the methods used for lead testing, chemical testing and air sampling
- Understand the lead-based paint abatement methods used in the interior of a structure
- Know the appropriate methods of abatement for exterior area and soil abatement
- Learn the requirements of industrial large scale abatement
- Understand the differences between pressure washing and hydro blast cleaning

Industrial Painting Course 4

- Review the safe and proper use of equipment in industrial coatings
- Understand the different environmental considerations in industrial painting
- Know the personal and environmental protective measures
- Understand the parts, supplies and machinery used in air blast equipment
- Know the different systems used in abrasive blast cleaning
- Learn the various types, sizes and configurations of blast machines and their corresponding functions and procedures
- Know the different types and applications of metallic coatings
- Understand the difference between the three main categories of non-metallic coatings

Industrial Painting Course 5

- Know the OSHA regulations pertaining to spray painting in the industrial painting trade
- Review the environmental and health impacts of the materials, equipment and procedures used in surface preparation and coating application
- Review safety precautions through hands-on exercises

- Understand the different types of solvents and thinners, their chemical compositions and interactions and their appropriate application in industrial painting
- Learn the factors affecting atomization and the four basic forms of atomization
- Know the use of compressed air in spray painting
- Understand the spray gun as the key element in conventional material delivery systems
- Know the use of conventional air, airless and electrostatic spray guns on different applications
- Understand the high volume low pressure system of atomization
- Understand the use of high pressure in airless spray painting systems
- Know the operation of the airless spray guns
- Know the purpose of plural component spraying
- Learn the operation of electrostatic spray painting systems
- Know the three types of wire flame spray processes
- Understand the different coating materials used in flame spray operations
- Learn the use and care of flame spray equipment

Industrial Painting Course 6

- Review how atmospheric conditions affect performance and application
- Understand the use of Nordson Gauge
- Know the use and application of fiberglass reinforced plastic (FRP)
- Learn the proper handling of FRP
- Learn the use of fire retardant resins of fiber reinforced compositions (FRC)
- Understand the effects of curing on polyester resins
- Understand the different processing methods of FRP
- Know the basics of reinforcement practices.
- Know the basic repairs that can be made to FRP
- Know the uses of epoxy as an architectural coating
- Learn the composition and use of epoxy polyester
- Understand the use of polyurethane coatings
- Know the use of a Taylor profile comparator

Industrial Painting Course 7

- Know safe working practices and eliminate potential hazards in industrial painting
- Learn the details of job specifications
- Know the standards for use of a profile comparator
- Understand industry standards for surface preparation in obtaining bond strength
- Know the standards for sprayed metal application
- Learn the standards for metalizing spray painting
- Understand the industry standards for use of the Nordson gauge
- Learn the standards on products that deal with atmospheric conditions
- Understand the standards in dealing with the common coating defects and failures in industrial painting

Industrial Painting Course 8

- Know the importance of safety measures in the workplace
- Learn the role and functions of the foreman and how to become a leader
- Know how to keep time records, understand how to charge off labor and materials for jobs and keep accurate accounting records
- Know the characteristics, barriers and how to overcome barriers to effective communication and how to plan, organize and estimate the needs of the job

Commercial Painting Course 1

- Know the basics of the painting trade
- Learn workplace safety procedures
- Understand the prevention and, when necessary, the reporting of sexual harassment
- Know the trade applications of whole numbers
- Learn the trade applications of decimals and fractions
- Understand the trade applications of various measurements and the difference between the base-10 system and the metric system
- Know the appropriate use and care of the basic painting and wall covering tools
- Know the appropriate use and care of residential and commercial painting ladders and scaffolds
- Understand the materials used for painting
- Know how to prepare surfaces for painting and wall covering including basic taping techniques
- Learn the impact of environmental factors on the painting process

Commercial Painting Course 2

- Know the importance of OSHA in the workplace
- Review the different tools, equipment and materials used in painting
- Understand how mathematical proportions are applied to practical painting problems
- Know how to measure for mixing
- Learn the principles of color identification in residential and commercial applications
- Understand the painting applications of color harmony
- Know color combination techniques
- Learn how to achieve artistry in work
- Understand how to prepare a surface for painting
- Know the natural and synthetic finishes and special items
- Learn the differences between wood graining tools and marbleizing tools
- Understand wood graining and marbleizing technique
- Know the impact of environmental factors in faux finishing
- Learn faux finishing materials and their uses
- Understand the proper use, care and maintenance of faux finishing equipment
- Know the basics of customer service and public relations

Commercial Painting Course 3

- Know the importance of safety measures in the workplace
- Learn the differences between traditional/conventional and modern spray equipment
- Understand the painting materials and their use
- Know the appropriate use, care and maintenance of equipment
- Learn the impact of environmental factor on spray painting
- Understand spray painting techniques
- Know how to resolve technical and interpersonal job site problems
- Review the basics of customer service and public relations

Commercial Painting Course 4

- Review the trade applications of whole numbers
- Review the trade applications of decimals and fractions
- Review the trade applications of various measurements and the differences between the base 10 system and the metric system
- Know different abrasive materials and their uses
- Learn the proper use, care, and maintenance of abrasive and water blasting equipment
- Understand the impact of environmental factors on abrasive and water blasting
- Know the abrasive blasting techniques
- Review job site problem resolutions

Commercial Painting Course 5

- Know the different types, applications methods and uses of joint compound materials
- Learn the appropriate use and care of special coatings equipment
- Review the trade applications of ratios and proportions
- Review the measurements for mixing
- Understand the impact of environmental factors on substrates
- Know the methods used in surface preparation
- Learn how to adhere to manufacturer's data during the application and curing of coatings
- Understand the hand-rubbed finishing techniques
- Know the various methods of surface cleaning
- Learn the installation of sheets and weld seams to Ameron specifications

Commercial Painting Course 6

- Review the importance of safety measures in the workplace
- Review the trade applications of whole numbers
- Review the trade applications of decimals and fractions
- Review the trade applications of various measurements and the differences between the base 10 system and the metric system
- Know the basics of drywall construction and finishing
- Know the cost calculation of materials and labor
- Understand the characteristics and appropriate use of wall covering materials
- Know the various wall covering application techniques
- Learn the cost estimation of wall covering

- Understand how to determine the amount of paint needed in every project
- Review technical and interpersonal job site problem resolutions
- Review the basics of customer service and public relations

Commercial Painting Course 7

- Review safe working practices to eliminate potential hazards
- Know the appropriate use and care of respiratory equipment used for painting
- Learn how to recognize and reduce confined space hazards as prescribed by OSHA and the Center to Protect Workers' Rights (CPWR)
- Understand the different types and functions of scaffolds used in industrial painting
- Know the different types and applications of metallic coatings
- Learn the contents and applications of OSHA 30
- Understand the basic information necessary to pursue National Association of Corrosion Engineers certifications.

Commercial Painting Course 8

- Review the importance of safety measures in the workplace
- Learn the role and function of the foreman and how to become a leader
- Know how to keep time records, understand how to charge off labor and materials for jobs and keep accurate accounting records
- Know the characteristics, barriers and how to overcome barriers to effective communication and how to plan, organize and estimate the needs of the job

Glazier Apprentice Training

- Construction math
- Rigging and hoisting basics
- Hand signals
- Scaffolding basics
- Codes and regulations
- Solvents and glazing materials
- Power tools
- Using transit and leveling instruments
- Hand tools
- Man lifting devices
- Adder use and safety
- Glass cutting and fabrication
- Mirrors: job layout and measurement
- Mirrors: mounting methods
- Plastic glazing material
- Glass replacement and putty glazing
- Insulated and high performance glazing
- Security glazing
- Spandrel and architectural panel systems
- Solar collectors and skylights
- Art glass

- Auto glass
- Door and window accessories and hardware
- Anodized and painted finishes
- Setting blocks, spacers, tapes and gaskets
- Aluminum entrances
- Revolving doors.
- Sealants
- Structural glazing
- Ribbon window systems
- Curtain wall layout
- Pressure wall
- Suspended glazing
- Architectural and shop drawings
- Welding

Drywall Finishing Course 1

- Know workplace and apprentice responsibilities
- Learn principles of effective interpersonal skills
- Understand workplace safety issues
- Know history and organizational structure of the trade
- Learn the working relationship between drywall finishing and associated trades
- Understand the different types of safe use of hand tools in the trade

Drywall Finishing Course 2

- Review and implement good safety practices
- Learn the importance of strong academic skills, critical think, and problem solving skills in the workplace.
- Know the different types of drywall finishing equipment
- Learn the characteristics and applications of major drywall finishing materials.

Drywall Finishing Course 3

- Understand program goals and develop personal skills
- Understand principles of effective communication
- Understand how to prepare a surface for painting and paperhanging using taping compound and tape
- Understand how to apply tape and taping compound to drywall joints
- Understand specific job standards in drywall finishing related to fire walls, elevator shafts, garages, stairwells, residential, commercial and industrial buildings

Drywall Finishing Course 4

- Understand program goals and develop personal skills
- Develop and demonstrate basic math skills required of a drywall finisher
- Understand how to estimate the cost of a specified job from plans
- Understand career paths and strategies for obtaining employment
- Understand and adapt to changing technology
- Demonstrate necessary practical skills of a drywall finisher

Drywall Finishing Course 5

- Know the requirements for American Red Cross certifications in first aid and CPR
- Understand how to read basic fundamentals of blueprints and prepare a materials list
- Know the procedures for preventive maintenance and care for drywall finishing tools and equipment
- Learn how to differentiate and apply exterior insulation and finish systems
- Understand OSHA 30 part 1

Drywall Finishing Course 6

- Understand OSHA 30 part 2
- Learn the role of the supervisor
- Know the common elements of human motivation
- Learn the art and science of team building
- Understand the effective communication strategies with the crew
- Understand the effective features and function of schedules and bar charts
- Learn the current federal and state laws that pertain to the construction industry
- Know the importance of written communication and documentation
- Understand effective tool and material management strategies
- Learn the basics of production management
- Now the features and functions of a contract as a management tool
- Know the importance of estimating, cost accounting, budgeting, cost reporting, and cost control
- Understand how to estimate the cost of a specified job from plans
- Review all drywall finisher skills

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Safety training cannot exceed 10% of total training hours per trainee. This cap does not apply to OSHA 10/30 training,

Note: Reimbursement for retraining is capped at 200 total training hours for Job Number 1 and 210 total training hours for Job Number 2 per trainee, regardless of the method of delivery.
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Training Proposal for:
International Union of Elevator Constructors Local No. 18
Contract Number: ET22-0906

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	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 Elevator Constructors Local 18		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$559,440		\$38,850 8%		\$598,290

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	Commerical Skills OSHA 10	259	8-210	0	\$2,310	\$32.63
				Weighted Avg: 120			

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

Minimum Wage by County: SET Priority/Modified Wage \$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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Apprentice Elevator Constructor		259

INTRODUCTION

Established in 2001, the International Union of Elevator Constructors Local No. 18 (IUEC) serves over 600 Apprentices and 1,300 Journey level Elevator Constructors. Workers are represented by the International Union of Elevator Constructors Local 18. Employers are represented by the National Elevator Bargaining Association and the Elevator Contractors of America.

Elevator Constructors specialize in installation, maintenance, modernization or repair work of elevators. Maintenance and repair workers require extensive knowledge of electronics, hydraulics, and electricity because a large part of maintenance and repair work involves troubleshooting. Most elevators today have computerized control systems that are more complex and require a higher level of troubleshooting than in the past.

After an elevator is installed, workers must regularly maintain and service it to keep it working properly. Preventive maintenance is performed, such as oiling and greasing moving parts, replacing worn parts, and adjusting equipment for optimal performance. They also troubleshoot and perform emergency repairs. Workers that specialize in elevator maintenance must be able to handle major repairs such as replacing cables, elevator doors, and machine bearings. These tasks require the use of cutting torches or rigging equipment. Repair crews also perform major modernization and alteration work such as replacing electric motors, hydraulic pumps and control panels.

IUEC is committed to providing career pathways for women in the elevator industry and actively recruits women into the program. IUEC coordinates its efforts with local high schools as well as attending job fairs to help bring new women to the trades.

Veterans Program

Although there is not a separate Job Number, IUEC actively recruits Veterans and regularly participates in Helmets to Hardhats. To incentivize veterans to the elevator trades, IUEC provides expedited and priority admission for Veterans who apply to the program. However, while Veterans do get accelerated admission into the program, they do not skip the Apprenticeship probationary period. This is due to the majority of safety training occurring in the probationary period and the need for safety training imperative to all those entering the trade. This ensures all Veterans learn and understand critical elevator safety skills. In order to provide administrative simplicity for this proposal, a separate Veteran job number will not be requested at this time.

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. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency, Los Angeles Unified School District.

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

This will be IUEC's fourth ETP Contract and the fourth in the last five years. The request for funding is driven by the growing volume of new construction and need to train members to install, service and maintain increasingly complex computer systems that control elevators today. Mechanics generally require greater knowledge of electronics, hydraulics and electricity because a large part of maintenance and repair work is troubleshooting. In addition to elevators, workers in this trade build and repair escalators, chairlifts, moving walkways and similar equipment in buildings.

The demand for elevator construction, long-term service and repair of equipment continues to grow at a rapid rate. As a result, the number of elevator apprentices increased by 80% in three years. ETP funds will help employers manage the growing volume of work in Southern California by providing workers with the skills required to meet industry demand.

In addition, the funding will also help IUEC transition its program to include more hands-on competency testing, and expand the use of virtual elevator and escalator training devices. These virtual, three-dimensional computer programs help trainees improve their installation and troubleshooting skills.

Training Plan

Training will be provided in the following:

Commercial Skills: Training will be offered to Apprentices and include basic and advanced instruction in theory and practical application of skills needed by Elevator Constructors. Training will provide workers with the skills to read and interpret drawings/blueprints, assemble elevator cars, connect electrical wiring to control panels and motors, test newly installed equipment, troubleshoot malfunctions, dismantle elevator and/or escalator units, repair and/or replace faulty components, conduct preventive maintenance, and maintain service records.

Certified Safety Training

- **OSHA 10:** This training consists of 10 hours of classroom or e-learning training 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.

Apprentice trainees will receive up to 200 hours of class/lab and e-learning in Commercial Skills and an additional 10 hours for OSHA 10 training.

Electronic Recordkeeping

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

Marketing and Support Costs

Participating employers are notified of training via websites, mailings, and program presentations. IUEC is requesting 8% support costs to assist with recruitment, employer outreach, and assessment of employer-specific job requirements. Although many of the participating employers have already been notified, additional outreach and needs assessments will take place throughout the contract term.

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

The IUEC's Chairman will oversee the implementation of the proposed training with four in-house staff members managing the internal project administration. Two administration vendors have been retained to assist in documenting the work hours, uploading training and enrollment data, ETP reporting, and to ensure that IUEC is in compliance with ETP requirements. Training will be delivered at IUEC's California training facilities.

Trainer Qualifications

All trainers are qualified journey level workers with extensive practical and training experience in the elevator industry.

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
ET21-0922	\$427,350	10/26/20 – 10/25/22	185	428	0

Based on ETP Systems, 21,764 reimbursable hours have been tracked for potential earnings of \$418,957 (98% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through September 2021 of final training.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0947	Multiple Locations	02/03/20 - 02/02/22	\$374,112	\$374,112 (100%)
ET19-0936	Multiple Locations	12/10/18 - 12/09/20	\$832,590	\$832,590 (100%)

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories and the Los Angeles Unified School District in Los Angeles will perform administrative services for a combined fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8 – 210

Trainees may receive any of the following:

COMMERCIAL SKILLS

Trade Skills

- Introduction to Safety
- Safety During Construction and Modernization
- Safety During Maintenance and Repairs
- Alcohol and Other Drugs
- Introduction to OSHA
- Hazard Communication
- Personal Protective Equipment
- Materials Handling
- Electrical Safety
- Tool Safety
- Fall Protection
- Stairways and Ladders
- Confined Spaces
- Motor Vehicle Safety
- Ergonomics
- Fire Safety
- Scaffold Safety
- Competent Person Training for Framed Scaffolds
- Training Program for Suspended Scaffolds
- Diversity and Success
- Case Studies
- Customer Relations
- Labor History and IUEC History
- Basic Mathematic Concepts
- Measurement
- Introduction to Installation Drawings
- Detail Drawings and Material Specifications

Hoistway Structures

- Tools and Material Handling
- Rigging and Hoisting
- Crosby Fasteners
- Pit Structure
- Introduction to Guide Rails
- Installation of Guide Rails
- Machine and Sheave Installation
- Elevator Control Equipment Installation
- Car and Counterweight Assembly and Roping
- Elevator Rope and Roping

- Reroping
- Elevator Cab Modernization, Refinishing and Floor Covering

Electrical Fundamentals

- Signed Numbers and Powers of 10
- The Metric System
- Equations and Formulas
- Ratio and Proportion
- Electrical Safety
- Basic Electricity Orientation
- Understanding the Relationship Between Voltage, Current and Resistance
- Basic Electrical Circuit Components
- Series and Parallel DC Resistive Circuits
- Alternating Current Theory
- Magnetism and Electromagnetism

Electrical Theory & Application

- Introduction to Analog and Digital Meters
- Transformers
- DC Generator and Motor Theory
- Components of DC Motors and Generators
- Types of DC Motors and Generators
- Maintenance and Service
- AC Motors

Installation

- Planning, Piping and Wiring
- Piping and Wiring the Machine Room and Hoistway
- Piping and Wiring the Car
- Start-Up Procedures
- Passenger Elevator Door and Entrance Installation
- Elevator Cab Assembly and Door Operators
- Freight Elevator Doors and Gates
- Freight Door Operators
- Dumbwaiters
- Machine Room Maintenance
- Hoistway Maintenance
- Asbestos Awareness

Solid State

- Mathematics for Ohm's Law
- Basic Components and Series and Parallel Resistance
- Magnetism, Electromagnetism, AC Theory and Transformers
- Capacitors and Capacitance
- Inductors and Inductance
- Diodes
- Transistors and Thyristors

- Analog Integrated Circuits
- Digital Integrated Circuits

Power & Logic

- Introduction to Circuit Tracing
- Relays and Timers
- Power and Power Control
- Logic Controls
- Constant Pressure Push Button Systems & Single Automatic Push Button Systems
- Collective Systems, Hydraulic Controller Theory & Troubleshooting
- Variable Voltage Selective Collective Systems

Advanced Topics in Elevators

- Installing and Servicing the Jack
- Piping and Temporary Operation
- Basic Hydraulic Theory
- Hydraulic Elevator Maintenance
- Escalator Components and Installation Process
- Moving Walk Components and Installation Procedures
- Service Maintenance and Repair
- Residential and Limited Use/Limited Acquisition Elevators
- Residential and Limited Use/Limited Acquisition Platforms and Chair Lists
- Rack and Pinion Hoists

OSHA 10 (OSHA Certified Instructor)

- OSHA 10

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

Note: Reimbursement is capped at 210 total hours per trainee, regardless of the method of delivery.



**Training Proposal for:
Kern Community College District**

Contract Number: ET22-0109

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 SET HUA Multiple Barriers New Hire	Industry Sector(s):	MEC (H) Agriculture (11) Mining, Oil Gas (21) Aerospace Related Healthcare Manufacturing 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 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
\$557,800		\$39,300 8% and 12%		\$597,100

In-Kind Contribution:	50% of Total ETP Funding Required	\$795,190
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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 Priority	Business Skills, Comm Skills, Computer Skills, Continuous Impr., Haz. Materials, Hazwoper, Literacy Skills, Mfg. Skills, OSHA 10/30	400	8-200	0	\$738	\$19.12
				Weighted Avg: 30			
2	Retrainee	Business Skills, Comm Skills, Computer Skills, Continuous Impr., Haz. Materials, Hazwoper, Literacy Skills, Mfg. Skills, OSHA 10/30	20	8-200	0	\$641	\$19.12
				Weighted Avg: 30			
3	Retrainee Priority Rate HUA	Business Skills, Comm Skills, Computer Skills, Continuous Impr., Haz. Materials, Hazwoper, Literacy Skills, Mfg. Skills, OSHA 10/30	150	8-200	0	\$738	**\$14.34
				Weighted Avg: 30			
4	Retrainee HUA	Business Skills, Comm Skills, Computer Skills, Continuous Impr., Haz. Materials, Hazwoper, Literacy Skills, Mfg. Skills, OSHA 10/30	20	8-200	0	\$641	**\$14.34
				Weighted Avg: 30			
5	Retrainee SET HUA	Business Skills, Comm Skills, Computer Skills, Continuous Impr., Haz. Materials, Hazwoper, Literacy Skills, Mfg. Skills, OSHA 10/30	100	8-200	0	\$641	**\$14.34
				Weighted Avg: 30			
6	Retrainee SET HUA Medical Skills Training	MS Didactic	50	8-200	0	\$1,230	**\$14.34
				Weighted Avg: 50			

7	Retrainee SB<100 SET HUA	Business Skills, Comm Skills, Computer Skills, Continuous Impr., Haz. Materials, Hazwoper, Literacy Skills, Mfg. Skills, OSHA 10/30	20	8-200	0	\$738	**\$14.34
				Weighted Avg: 30			
8	New Hire SET HUA Multiple Barriers	Business Skills, Comm Skills, Computer Skills, Continuous Impr., Haz. Materials, Hazwoper, Literacy Skills, Mfg. Skills, OSHA 10	10	8-260	0	\$2,520	**\$14.00
				Weighted Avg: 100			

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

**It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: Job Numbers 1 & 2 (ETP Standard Wages): \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara and San Francisco counties; \$20.79 per hour for Contra Costa County; \$19.77 per hour for Los Angeles County; and \$19.12 per hour for all other Counties.

Job Numbers 3 & 4 (HUA Wages) and Job Numbers 5-7 (SET HUA Wage): \$15.65 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$15.59 per hour for Contra Costa County; \$14.83 per hour for Los Angeles County; and \$14.34 per hour for all other Counties.

Job Number 8 (SET-HUA MB New-Hire Wages): \$14.00 per hour for all 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
Participating employers may use health benefits up to \$2.50 per hour for Job Numbers 1 & 2 to meet the Post-Retention Wage. No Health Benefits needed for Job Numbers 3-8.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Clerical/Administrative Staff		100
		30
Computer Support Staff		15
		5
		5
Engineer		10
Laborer		20
		20
Lead/Operator		15
		5
		5

Maintenance		20
		5
		5
Manager		10
Frontline Manager		10
Production Staff		140
		75
		60
Safety Professional		10
		3
		2
Sales Staff		5
		3
		2
Shipping Clerk		10
		5
Supervisor		10
Frontline Supervisor		10
Technician/Mechanic		80
		10
		5
Certified Nurse Assistant (Job Number 6 only)		30
		10
		10
Small Business Owner (Job Number 7 only)		10

INTRODUCTION

Founded in 1968 and headquartered in Bakersfield, Kern Community College District (KCCD) (www.kccd.edu) strives to provide outstanding educational programs and services responsive to its diverse students and communities. KCCD includes Bakersfield College, Cerro Coso College, and Porterville College. KCCD is eligible to contract with ETP as a Training Agency/Community College under Title 22, California Code of Regulations (CCR), Section 4426(a)(1).

KCCD serves Kern, Tulare, Inyo, Mono, and San Bernardino Counties, making it one of the largest districts in the United States. In addition to classes held on campus, KCCD offers instruction through educational centers in Delano, Bakersfield, Bishop, Mammoth Lakes, Lake Isabella, and Edwards Air Force Base to local companies and throughout the state and distance learning through the Internet, satellite programming, and cable television. KCCD is also committed to providing training opportunities to small companies located in rural areas that typically do not have the funding available to provide needed training to their employees.

The District's Workplace Learning Resource Center and the 21st Century Energy Center will administer the ETP program. These Centers are part of a California Community Colleges Chancellor's Office initiative to provide a foundation for a long-term, sustained relationship with business and labor across districts. The Centers provide high quality, innovative and affordable education, and in-depth training solutions to meet the needs of business and industry. It conducts

outreach to employers in manufacturing, health care, food processing, Veteran groups, logistics, construction, energy (solar, turbine, biofuel) and alternative energy construction.

KCCD is also focused on helping unemployed or underserved individuals and has been effectively providing placement services for these individuals (including job search, interview skills, resume preparation, and job fairs), education, skills training, work experience and job placement services for the past several years. Additionally, KCCD designed and implemented a logistic/distribution training program to provide these individuals skills related to warehouse procedures, redistribution of products, workflow, inventory control, and time management. The District works closely with One-Stop Centers, Workforce Investment Board (WIB), HireUP, the Kern County Homeless Collaborative, and the Employment Development Department (EDD).

Veterans Program

Although there is not a veteran's component, KCCD's participating employers actively recruit veterans for training.

PROJECT DETAILS

This is KCCD's fifth ETP Contract; the fifth in the last five years. KCCD proposes to retrain incumbent and new hire workers. KCCD has experienced a recent increase in employer demand, with an overwhelming response for training due to a shortage of healthcare workers, new technological advances, and a need for best practices for job creation and retention. Also due to the COVID-19 pandemic and the road to recovery from the COVID-19 economic crises, training is necessary to be competitive in a transformed economy. According to KCCD, many of the participating employers are located in a high unemployment area, and KCCD is committed to providing responsive training to improve and increase businesses while lowering the unemployment rate.

ETP-funded training will provide participating employers the opportunity to sustain their competitiveness, upgrade the skills of their workforce, grow their businesses, meet customer demand, create new job opportunities, increase wages and retention, remain current with rapidly changing technology, and adapt to the new business environment resulting from the COVID-19 pandemic.

Training Plan/Employer Demand

The training outlined in this proposal will be customized, based on employer needs assessments and training objectives. KCCD conducts interviews with employers, workers, and multiple training experts to maintain a comprehensive curriculum that is relevant and responsive to employer needs. In addition, participating employers are encouraged to complete course evaluations. This feedback is used by KCCD to gauge the effectiveness of training and identify how certain modules can be improved.

The core group of employers consist of twelve large companies and four small businesses, which represents over 100% of requested funding for this proposal, and have made firm commitments to participate upon Panel approval. The proposed training will be offered to employers statewide. KCDD anticipates 85% of training will be conducted at participating employer worksites; the remainder will be conducted at KCCD facilities. KCCD confirms that no trainees from previous participating employers will receive duplicate training in any subject matters in this proposal.

Training will be provided via Class/Lab, Video Conference and E-Learning in the following:

Business Skills: This training will be offered to all occupations to improve communication, customer relations, business operations and leadership skills.

Commercial Skills: This training will be offered to Computer Support Staff, Engineers, Laborers, Leads/Operators, Maintenance, Managers, Production Staff, Safety Professionals, Shipping Clerks, Supervisors, Technicians/Mechanics and Small Business Owners. Training will focus on comprehension, terminology, power system services and practical techniques in maintenance equipment services and repair.

Computer Skills: This training will be offered to all occupations. Training will allow all trainees to effectively use software applications that run and support business operations to keep up with current technology and teach them to work more efficiently and effectively in all functions.

Continuous Improvement: This training will be offered to all occupations and will equip trainees with the skills to achieve company goals through increased productivity, quality improvements, and warehouse procedures. Training is also designed to enhance teamwork, problem solving, and decision making. Lean manufacturing will improve internal processes, workflow, and waste reduction.

Hazardous Materials: Training will be offered to Laborers, Leads/Operators, Maintenance, Managers, Production Staff, Safety Professionals, Shipping Clerks, Supervisors, Technicians/Mechanics and Small Business Owners. Trainees will learn the proper techniques and knowledge for handling chemical and waste cleaning.

Literacy Skills: This training will be offered to Laborers, Maintenance, Production Staff, Shipping Clerks and Technicians/Mechanics. This training will enable employees with limited English skills to increase their speaking, listening and comprehension skills in the workplace.

Manufacturing Skills: This training will be offered to Laborers, Leads/Operators, Maintenance, Managers, Production Staff, Safety Professionals, Shipping Clerks, Supervisors, Technicians/Mechanics and Small Business Owners.

Medical Skills (Didactic): This training will be offered to Certified Nurse Assistants and will equip trainees with the skills needed to improve and meet patient care. Trainees will gain skills and experience needed for optimal job performance and career advancement.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. 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. OSHA 10 will be provided to Laborers, Leads/Operators, Maintenance, Production Staff, Safety Professionals, Shipping Clerks, Technicians/Mechanics and Small Business Owners. OSHA 30 will be provided to Supervisors and Managers to ensure a safe work environment.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a

certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Training will be provided to Laborers, Leads/Operators, Maintenance, Production Staff, Safety Professionals, Shipping Clerks, Technicians/Mechanics, Small Business Owners and 30 hours for Frontline Managers/Frontline Supervisors.

E-Learning/Alternate Recordkeeping

KCCD will use alternative recordkeeping for E-Learning approved by ETP as permitted by ETP's Response to COVID-19.

Frontline Worker

KCCD will train frontline Managers and Supervisors (Job Numbers 5 & 7). These employees communicate and interact with customers and members, and are available to provide services at all times. These individuals spend 100% of their time performing frontline work and do not hire, fire or make company policy. Based on the nature and scope of their job duties, these trainees meet the Panel's definition of frontline workers. As frontline workers, these trainees qualify for SET funding.

Commitment to Training

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

Most of the participating employers lack the resources and funding to conduct formal and structured training; whereas, many small rural companies have limited or no training budget. Some companies may have a training budget, but still need ETP funding to help them economically to expand training and realize their goals, especially after recent economic downturns and period of financial instability. Access to ETP funds will help these companies meet current workforce training needs, grow, and potentially create new jobs. Although some participating employers may have received ETP training in the past, employers will include trainees who will be new participants to ETP-funded training. Trainees that have benefited from past ETP-funded training will be trained in new areas that will further skills development and contribute to company growth.

➤ Training Infrastructure

Training will begin upon Panel approval. KCCD has designate the Executive Director and three Department Assistants to oversee ETP training and administrative responsibilities including marketing, recruitment, assessment, scheduling training, enrollment, recording and tracking, securing rosters, verifying training and retention completion and ensuring compliance with all ETP requirements.

Training will be provided by KCCD's in-house technical faculty and training experts at various campuses. Outside professional experts may be used if specific technical skills are required and unavailable internally.

High Unemployment Area

All trainees in Job Numbers 3 & 4 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. These companies are located in

Kern, Los Angeles, Riverside, San Bernardino, Fresno, and Ventura Counties (Bakersfield, Compton, Inglewood, Perris City, Hesperia City, Fresno City, and Oak View CDP).

➤ Wage Modification

For these trainees in Job Numbers 3 & 4, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. KCCD is requesting a wage modification from the ETP Standard Minimum Wage to the Reduced Standard HUA Minimum Wage (from \$20.86-\$19.12 to \$15.65-\$14.34 per hour statewide).

Special Employment Training/High Unemployment Area

Under Special Employment Training (SET), a participating employer is not required to demonstrate out-of-state competition, and trainees are not required to meet eligibility standards for retraining (Job Numbers 5-8).

➤ HUA

Additionally, trainees in Job Numbers 5-8 work in High Unemployment Areas (HUA), with unemployment exceeding the state average by at least 25%. These companies are located in Kern, Los Angeles, Riverside, San Bernardino, Fresno, and Ventura Counties (Bakersfield, Compton, Inglewood, Perris City, Hesperia City, Fresno City, and Oak View CDP). Under SET, trainees must meet the Statewide Average Minimum Wage. However, HUA trainees in Job Numbers 5-8 qualify with the ETP Standard Minimum Wage.

➤ Wage Modification

The Panel may further modify the ETP Standard Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. KCCD is requesting this wage modification from the ETP Standard Minimum Wage to the ETP Reduced HUA Minimum Wage (from \$20.86-\$19.12 to \$15.65-\$14.34 per hour statewide) for all trainees in Job Numbers 5-7 and from the ETP Standard New Hire Minimum Wage to the ETP Reduced HUA New Hire Minimum Wage (from \$17.39-\$15.39 to \$14.00 per hour statewide) for all trainees in Job Number 8.

➤ Multiple Barriers

Trainees in Job Number 8 (New Hire) work in an HUA and must be hard-to-serve individuals with multiple barriers to employment. Trainees will have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills).

➤ Retention Modification

The Panel may also modify the retention period for the trainees in Job Number 8 from 90 consecutive days to 90 out of 120 consecutive days with up to three employers. This is allowed based on HUA guidelines. KCCD requests this retention modification for Job Number 8.

Marketing and Support Costs

KCCD works closely with regional economic development partners and industry associations. The Workplace Learning Resource Center and the 21st Century Energy Center maintain a database of companies and mail marketing materials to advertise upcoming events. Staff networks closely with past clients, using employer and employee evaluations to determine future training needs and establish ongoing, long-term relationships. Many clients expand their initial training with in-depth, customized training after participation in short-term workshops. Staff also

provides outreach to new businesses using updated brochures and marketing software to reach targeted customers in its service areas.

KCCD is a strategic partner with the Kern Economic Development Council (KEDC), local Workforce Investment Boards (WIBs), and the Kern Building Trades Council (KBTC). The KEDC is a public-private partnership whose mission is to stimulate a diversified and strong economic climate in the service area. KCCD, KEDC, local WIBs, and the union are all represented on the Council.

KCCD seeks full Support Costs of 8% to fund extensive marketing efforts to recruit additional participating employers and assessment activities of employers. Without this additional funding, KCCD would not be able to dedicate the time and effort necessary to sustain a successful ETP project. Staff believes 8% Support Costs for Job Numbers 1 to 7 and 12% Support Costs for Job Number 8 (New Hire/Multiple Barriers), are justified in this proposal for the reasons set forth above.

Trainer Qualifications

Training will be provided by KCCD's in-house technical faculty and training experts at various campuses. Outside professional experts may be used only if specific technical skills are required and unavailable internally. KCCD anticipates that 90% of the training will be held at employer worksites, while 10% will be center-based.

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
ET21-0207 (COVID)	\$200,000	12/14/20 – 12/13/22	100	TBD	TBD
ET20-0149	\$678,514	11/14/19 – 11/03/21	860	1,563	TBD

ET21-0207 (COVID): KCCD has an active contract with ETP under the COVID Rapid Reemployment and Retraining Pilot. Of an estimated 100 trainees, 38 have been enrolled and 38 started training. To date, the ETP Systems show 152 reimbursable hours have been tracked for potential earnings of \$76,000 (38% of approved amount). KCCD anticipates and projects final earnings of 100% based on training currently committed to by employers and in progress through September 14, 2022.

ET20-0149: Based on ETP Systems, 22,327 reimbursable hours have been tracked for potential earnings of \$539,999 (80% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through August 5, 2021.

PRIOR PROJECTS

The following table summarizes Contractor's performances by KCCD under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0139	Statewide	10/30/17 – 10/29/19	\$581,344	\$557,694 (96%)
*ET16-0232	Statewide	10/26/15 - 10/25/17	\$947,826	\$605,536 (64%)

*ET16-0232 - The low performance was due to commitment from two large participating employers that did not materialize and there was not enough time in the contract to recruit new employers. In addition, there were staffing issues which failed to provide adequate oversight in the administration of this contract. KCCD has since taken corrective action by designating a team to closely monitor the ETP contracts, including employer recruitment. KCCD has shown good performance in succeeding ETP contracts.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8-200 (Job Numbers 1-5 & 7)
8-260 (Job Number 8)

Trainees may receive any of the following:

BUSINESS SKILLS

- Achieve Global Services
- Achieving Stellar Service Experience Series
- Advanced Supervisor Development
- Advertising: Achieving Scale with the Reach Objective
- Advertising: Ad Auction and Delivery Overview
- Advertising: Ad Policies for Content
- Advertising: Ads Manager
- Advertising: Audience Insight
- Advertising: Boost Your Posts
- Advertising: Brand Awareness
- Advertising: Business Manager
- Advertising: Campaign Structure
- Advertising: Create Ads
- Advertising: Drive Store Visits/Store Visits Objectives
- Advertising: Edit and Manage Ads
- Advertising: Measure Campaign Performance with Ads
- Advertising: Offers – Attract, Convert, and Reward
- Advertising: Plan, Reach, and Frequency Campaigns
- Advertising: Targeting Core Audiences
- Advertising: Targeting Custom Audiences
- Advertising: Targeting Lookalike Audiences
- Basic Accounting Practices and Framework
- Being an Effective Team Member
- Brewing History – Customer Experience
- Building/Developing Trust with Teams
- Business Coaching: Conducting Coaching Sessions
- Business Fundamentals
- Business Presentations
- Change Management
- Coaching: Fundamentals of Feedback
- Coaching: Giving Positive Feedback
- Coaching Series
- Collaboration
- Communicating for Leadership Success
- Communication Skills
- Conflict Management
- Conflict Resolution
- Conflict: Choosing a Conflict Resolution Tactic
- Conflict: Mediating a Conflict

- Conflicts of Interest in the Workplace
- Core Brands
- COVID Safety Training
- Customer Service and Sales Academy
- Customer Service Fundamentals: Building Rapport in Customer Relationships
- Decision Making: The Fundamentals
- Delegating
- Development Dimension International Series
- Developing Yourself and Others
- Driving Change
- Effectively Managing Challenging People
- Emotional Intelligence
- Employee Engagement
- Employee Relations
- Engaging and Retraining Talent
- Facilitating with Impact
- Fostering Innovation
- Generating Creative and Innovative Ideas
- Integrating new members in to the team
- Intrapersonal Communication
- Leadership
- Leadership Essentials: Building Influence
- Leadership Essentials: Motivating Employees
- Logistics
- Making Meetings Work
- Managing Change: Building Positive Support
- Managing Difficult Behaviors and Conversations
- Marketing Meetings Work
- Marketing / Sales Techniques
- Multi-tasking for Excellence
- Paperless Payroll
- Performance Management
- Personal, Organizing, and Goal Setting
- Persuasive Sales Training
- Planning and Managing Resources
- Problem Solving: The Fundamentals
- Product Knowledge
- Productive Interactions
- Project Management Fundamentals
- Project Requirements Analysis and Specifications
- Risk Management/Disaster Preparation
- Root Cause Analysis
- Sales Techniques
- Scheduling and Planning
- Setting Job Goals
- Standard Office Procedures

- Strategic Planning
- Supervisor Development Series
- Talent Management: Basics
- Team Concepts
- Team Leader and Supervisor Readiness
- Time and Priority Management
- Time Management
- Training for Intervention Procedures (TIPS)
- Working Productively with Challenging People

COMMERCIAL SKILLS

- Basic Electronics
- Cold Laser
- Commercial and Residential Arborist: Chain Saw, Chipper, Ground Operations
- Construction Fundamentals
- Construction Management
- Construction Skills
- Control Ladder Logic
- Drone Management
- Drone Technology
- Ground Operations
- Heavy equipment Repair and Service
- Introduction to Electrical Control Wiring
- Introduction to Programmable Controllers
- Photovoltaic and Solar Panel Applications
- Programmable Logic Control Motor Control
- Repair and Service
- Rigging
- Module 1: Introduction to Utility Line Clearance Arborist
- Module 2: Utility Line Clearance Arborist Job Site, Herbicides, Aerial Rescue Techniques
- Module 3: Utility Line Clearance Arborist Portable Tools, Hand Tools and Ladders
- Module 4: Utility Line Clearance Arborist: Job Briefings and Minimum Approach Distances and Drop Zone
- Module 5: Utility Line Clearance Arborist: Mobile Equipment Use
- Module 6: Utility Line Clearance Arborist: Pruning, Use of Ropes, Rigging
- Module 7: Utility Line Clearance Arborist: Tree Climbing and Fall Protection
- Module 8: Utility Line Clearance Arborist: Job Site Communication
- Aerial Specialist Training
- ANZI 133 (American National Standard for Arboricultural Operations)

- Certified Arborist Training
- Certified Tree Care Safety Professional Training
- Climber Bucket Operations
- EHAP (Electrical Hazards Awareness Program)
- Job Site Communication
- Mobile Equipment
- Pruning and Trimming
- Safety Fundamentals – Tool Box Talk
- Tree Climbing
- Tree Risk Assessment Qualifications Training
- Utility Specialist Training
- Utility Procedures
- Industrial Skills
- Warehouse Fundamentals
- Landscape Maintenance
- Food Safety

COMPUTER SKILLS

- Accounts Payable/Accounts Receivable
- Adobe Applications
- ASP.net
- C# Programming
- Certified Scrum Training
- Company Specific ERP Systems
- Computer Networking
- Computer-Aided Drafting & CAM
- Computerized Scheduling
- Cost Tracking and Analysis
- Cyber Security
- Database Mgmt.
- Document Control
- Electronic Health Record (HER/EMR) Software Training
- Google Analytics
- Inventory Control
- Managing Email
- Material Resource Planning
- Microsoft Excel (Beginning, Intermediate & Advanced)
- Microsoft Office Suite (Beginning, Intermediate & Advanced)
- QuickBooks (Beginning, Intermediate & Advanced)
- Patient Management Software (PMS) Training
- Personnel/Payroll Processing
- Purchase Order Tracking
- Salesforce
- Savant Warehouse Management System (WMS) Overview

- Savant WMS System Overview Part II
- Search Engine Optimization (SEO)
- Shipping Solutions and Related Logistic Software
- Social Media for Business
- Software Applications
- SQL Server
- Web Page Design/Editing
- World-Wide Web

CONTINUOUS IMPROVEMENT

- A3/Plan-Do-Check-Act (PDCA): Problem Solving Practices
- Business Process Mapping
- Capacity Planning
- Change Over
- Construction Management Skills
- Decision Making
- Equipment Inspection and Management
- Global Food Safety Initiative (GFSI)
- Good Agricultural Practices (GAP)
- Good Manufacturing Practices (GMP)
- Hazard Analysis & Critical Control Points
- Internal Auditor
- ISO 9000 Lean Enterprise
- ISO Auditor Training
- Kaizen/ 7S
- Kanban
- Kata Coaching
- Leadership for Frontline Workers
- Lean Manufacturing
- Lean Principles & Waste Identification
- Managing the Metrics
- Marketing, Website Training
- Maximizing Team Performance
- Operations and Workflow
- Preventive Controls for Human Food
- Preventive Maintenance
- Process Improvement
- Process Improvement: Safety Incident Interview
- Production Scheduling
- Quality Systems Program Monitoring
- Safety Fundamentals
- Shift Management: Schedule Forecasting and Planning
- Six Sigma
- SQF Quality Systems
- Standardized Work

- Statistical Process Control
- Strategic Planning
- Teambuilding
- Time Management
- Total Quality Management
- Training Within Industry (TWI)
- Value Stream Mapping
- Visual Management/Workplace Organization

HAZARDOUS MATERIALS

- Hazardous Materials Handling
- Hazardous Chemical Cleaning
- Hazardous Waste Cleaning

HAZWOPER (Certified OSHA Instructor)

- Hazwoper: Hazardous Waste Operations and Emergency Response

MANUFACTURING SKILLS

- Assembly Procedures
- Automation Systems
- Basic Tool Usage
- Blueprint Reading
- Computer Integrated Manufacturing (CIM) Cell
- Computer Pneumatic Control Machine Operation
- Electrical
- Electronics
- Equipment Operations
- Fluid Power
- Food Processing
- Geometric Dimensions and Tolerance
- HVAC
- Hydraulics
- Inventory Control
- Laser Equipment
- Lubrication
- Machining
- Manufacturing Basics
- Manufacturing Job Breakdown and Instruction
- Materials
- Measurements
- Mechanical
- Mechatronics
- Metals in the Plant
- Operations
- Packaging

- Parts and Product Manufacturing
- Pneumatics
- Power Transmission
- Process Control
- Programmable Logic Control (PLC)
- Process Control
- Production Operations
- Pumps
- Quality Assurance
- Robotics
- Safety Fundamentals
- Smart Technologies
- Shop Math, Measurements, Percentages & Fractions
- SolidWorks and GCode
- Warehousing
- Welding

LITERACY SKILLS

- Vocation English as a Second Language
- Basic Workplace Terminology
- Introduction of Process Terminology
- Understanding Manuals and Reports
- Written Communications
- Basic Math

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10 hours
- OSHA 30 hours

Class/Lab Hours

8-200 (Job Number 6)

MEDICAL SKILLS – DIDACTIC

- CNA Module 1: Introduction to CNA
- CNA Module 2: Patients' Rights
- CNA Module 3: Communication/Interpersonal Skills
- CNA Module 4: Prevention and Management of Catastrophe and Unusual Occurrences
- CNA Module 5: Body Mechanics
- CNA Module 6: Medical and Surgical Asepsis
- CNA Module 7: Weights and Measures
- CNA Module 8: Patient Care Skills
- CNA Module 9: Patient Care Procedures
- CNA Module 10: Vital Signs
- CNA Module 11: Nutrition
- CNA Module 12: Emergency Procedures
- CNA Module 13: Long Term Care Patient

- CNA Module 14: Rehabilitative Nursing
- CNA Module 15: Observation and Charting
- CNA Module 16: Death and Dying
- CNA Module 17: Patient/Resident Abuse
- Abuse Prevention
- Activities of Daily Living
- Acute Care Nurse Assistant Responsibilities
- Annual Skills Updates
- Basic Life Support (BLS)
- Biofeedback
- Body Mechanics
- Brain Injury Rehabilitation
- Cleaning and Care Tasks in the Home
- Communication – Documentation
- Conditioning Protocol for Therapy Patients
- Coordination of Care
- COVID Safety Training
- Medical Computer Skills
- Dementia Care
- Discharge Planning
- Emergency Procedures
- Equipment Skills
- Home Health
- Hyperbaric Oxygen
- Infection Control
- Interpersonal Skills
- Long-Term Patient
- Observation and Charting
- Occupational Therapy Skills
- Parkinson's' Disease Care
- Patient Assessment
- Patient Care Procedures
- Patient Care Skills
- Patient Rights
- Personal Care Services and Nursing Procedures
- Physical Therapy Skills
- Post-Traumatic Stress Disorder Care
- Preceptor Skills
- Prevention and Management of Catastrophe and Unusual Circumstances
- Rehabilitative Skills
- Role and Responsibilities of the Certified Nurse Assistant (CNA)
- Safe Patient Handling
- Safe, Secure Environment

- Special Needs Patients
- Speech & Language Pathology Skills
- Splint Assessments & Measurements
- Telemedicine
- Ventilator & Tracheotomy Care
- Vital Signs
- Wheelchair Assessment
- Wound Care

Literacy Training cannot exceed 45% of total training hours per-trainee
Safety Training cannot exceed 10% of total training hours per-trainee

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery. Reimbursement for new hire training is capped at 260 total training hours per trainee.

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District
Reference No: 21-0686

CCG No.: ET22-0109
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ALPHABETIZE BY COMPANY NAME

Company: 5 C Holdings Priority Industry? Yes No

Address: 9530 Hageman Road, Suite B-368

City, State, Zip: Bakersfield, CA 93312

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 6 Small Business? Yes No

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

Company: Aera Energy LLC Priority Industry? Yes No

Address: 10000 Ming Ave.

City, State, Zip: Bakersfield, CA 93311

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 200 Small Business? Yes No

Total # of full-time company employees worldwide: 1050

Total # of full-time company employees in California: 1050

Company: Bakersfield Family Medical Group Priority Industry? Yes No

Address: 4560 California Ave.

City, State, Zip: Bakersfield, CA 93309

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 120 Small Business? Yes No

Total # of full-time company employees worldwide: 360

Total # of full-time company employees in California: 360

Company: Berry Petroleum Company LLC Priority Industry? Yes No

Address: 5201 Truxtun Ave

City, State, Zip: Bakersfield, CA 93309

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 50 Small Business? Yes No

Total # of full-time company employees worldwide: 220

Total # of full-time company employees in California: 220

ALPHABETIZE BY COMPANY NAME

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District	CCG No.: ET22-0109
Reference No: 21-0686	Page 2 of 4

Company: Bolthouse Farms	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 7200 E. Brundage Lane	
City, State, Zip: Bakersfield, CA 93207	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 125	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 3000	
Total # of full-time company employees in California: 2819	

Company: Braun Electric Company, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 300 E. Belle Terrace	
City, State, Zip: Bakersfield, CA 93301	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 125	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 283	
Total # of full-time company employees in California: 283	

Company: Hall Ambulance Service	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1001 21 st Street	
City, State, Zip: Bakersfield, CA 93301	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 460	
Total # of full-time company employees in California: 460	

Company: Mojave Foods	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6200 E. Slauson Ave.	
City, State, Zip: Commerce, CA 90040	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 170	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 257	
Total # of full-time company employees in California: 257	

ALPHABETIZE BY COMPANY NAME

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District

CCG No.: ET22-0109

Reference No: 21-0686

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Company: Nestle / Dreyer's Grand Ice Cream

Priority Industry? Yes No

Address: 7301 District Blvd.

City, State, Zip: Bakersfield, CA 93312

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 250

Small Business? Yes No

Total # of full-time company employees worldwide: 336,000

Total # of full-time company employees in California: 7,500

Company: Oasis Air and Solar

Priority Industry? Yes No

Address: 1000 East Truxtun

City, State, Zip: Bakersfield, CA 93305

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: South Valley Companies, Inc.

Priority Industry? Yes No

Address: 19325 Flightpath Way

City, State, Zip: Bakersfield, CA 93308

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 20

Small Business? Yes No

Total # of full-time company employees worldwide: 60

Total # of full-time company employees in California: 60

Company: Tasteful Selections LLC.

Priority Industry? Yes No

Address: 13003 Di Gorgio Road

City, State, Zip: Arvin, CA 93203

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 95

Small Business? Yes No

Total # of full-time company employees worldwide: 279

Total # of full-time company employees in California: 189

ALPHABETIZE BY COMPANY NAME

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District	CCG No.: ET22-0109
Reference No: 21-0686	Page 4 of 4

Company: The Garlic Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 18602 Zerker Road	
City, State, Zip: Shafter, CA 93263	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 156	
Total # of full-time company employees in California: 154	

Company: Waterstone, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 41180 Raintree Court	
City, State, Zip: Murrieta, CA 92562	
Collective Bargaining Agreement(s): No	
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: 131	
Total # of full-time company employees in California: 128	

Company: Wonderful Orchards	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6801 Lerdo Highway	
City, State, Zip: Shafter, CA 93262	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 200	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 850	
Total # of full-time company employees in California: 800	

Company: World Wind and Solar	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 228 W. Tehachapi Road	
City, State, Zip: Tehachapi, CA 93561	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 120	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 490	
Total # of full-time company employees in California: 297	



**Training Proposal for:
Studio Arts, Ltd.**

Contract Number: ET22-0107

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB<100	Industry Sector(s):	MEC (H) Multimedia/Entertainment (51+) 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 Motion Picture Editors Guild IATSE Local 700 , The Animation Guild IATSE Local 839 and Script Supervisors/Continuity, Coordinators, Accounts & Allied Production Specialists Guild IATSE Local 871		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$552,000		\$38,400 8%		\$590,400

In-Kind Contribution:	50% of Total ETP Funding Required	\$1,544,904
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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 Priority Rate	Computer Skills	600	8-200	0	\$984	\$19.12
				Weighted Avg: 40			

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

Minimum Wage by County: \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara and San Francisco counties; \$20.79 per hour for Contra Costa County; \$19.77 per hour for Los Angeles County; and \$19.12 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

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

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Motion Pictures Professionals and Technicians, Television & Interactive Digital Media Production Support		30
		50
		520

INTRODUCTION

Founded in 2001 and located in Los Angeles, Studio Arts, Ltd. (Studio Arts) (www.studioarts.com) is a private company that provides high-tech, software and hardware workforce training for the motion picture, television and post-production industries. The school provides training in motion picture and television production, visual effects, game, production design, mobile entertainment, educational entertainment and online gaming, as well as set design and prop-making for theatrical, theme parks, and model-making companies throughout California. Studio Arts is eligible to contract with ETP as a Repeat Training Agency under Title 22, California Code of Regulations (CCR), Section 4426 and 4445(c). This will be Studio Arts’ fourth ETP proposal; the fourth in the last five years.

Veterans Program

Although there is no Veterans training component in this proposal, participating employers actively hire Veterans, and Veterans are included in the trainee population.

Union Support

Included in the core group of employers are trainees represented by 3 collective bargaining units. ETP has received letters of support from all collective bargaining units (See Page 1).

PROJECT DETAILS

As a result of Pandemic effects on the production industries, Studio Arts is experiencing an increase in employer demand for training. In addition, the industry is extremely competitive, with increasing local and new out-of-state competitors. To remain competitive, participating employers must update employee skills to keep up with new technology and establish new ways to operate businesses. ETP-funded training will provide participating employers the opportunity to sustain their competitiveness, provide workers with the necessary technical skills required to integrate new services and products, create new job opportunities, remain current with rapidly changing technology, and adapt to the new business environment resulting from the COVID-19 pandemic. Training will equip workers with the most marketable skills available in a highly competitive and technically sophisticated industry. Studio Arts is focused on providing opportunities to companies that do not have the resources available to provide needed training to their employees and helping them bring innovative processes and new technology to the workforce.

In addition, the entertainment industry is also facing ongoing new technology challenges and a critical shift in business. More companies are becoming web-based, using the internet and associated mobile media delivery systems to provide consumer content. As such, most productions now have shorter production times and are often developed, shot and assembled at multiple locations including production by artists remotely. Many companies are also shifting to providing content thru Virtual Production and Virtual Reality, which involves creating virtual scenes versus physical sets, backgrounds and environments. Virtual Production and Virtual Reality requires the use of games or environmental “engines” such as Unreal Engine and Unity to perform and manage these tasks. Artists and technicians throughout the industry are now having to use these engines and other virtual production software to do their jobs, from pre-visualization to actual production to post-production. These new technologies are becoming an increasingly important source of entertainment, bringing new standards and complexities to productions.

Training Plan/Employer Demand

The curriculum has been designed to meet rigorous industry and employer-specific needs for production companies, guilds, and unions of the motion picture, television, and post-production industries. Studio Arts holds trade advisory meetings attended by visiting company representatives and industry experts who help develop curriculum to address immediate, short- and long-term needs. Email surveys, interviews, and consultations are held with production management and potential trainees to determine course content. Studio Arts routinely employs assessment forms completed by students at the end of every class, and maintains close relationships with employers, unions, and trade organizations to ensure that training is relevant and effective.

The core group of participating employers consist of 17 large and 17 small production businesses, consistent with the Panel’s priorities. This core group of employers represents 100% of the requested funding for this proposal and have made firm commitments to participate upon Panel approval. The proposed training will be offered to employers statewide. Some core employers may have participated in at least one of Studio Art’s previous Contracts, and several topics from the proposed Curriculum are similar from prior ETP Contracts. However, course content has been updated and no trainees that participated in prior ETP projects will receive duplicative training in this proposed Contract. Studio Arts anticipates 75% of training will be conducted at its facilities in Los Angeles, and the remainder 25% will be at participating employer locations.

Training will be provided via Class/Lab, Video Conference and E-Learning in the following:

Computer Skills: This training will be offered to all occupations. Training will focus on the latest in techniques, software applications and production workflow trends. Trainees will learn various aspects of animation, computer graphics, digital television, feature film production, visual effects and post-production focusing specifically on digital art and technology as it relates to character design and animation, set design and construction, motion capture, green/blue screen technology, digital storyboarding, lighting, graphics, and special effects.

E-Learning/Alternate Recordkeeping

Studio Arts will use alternative recordkeeping for E-Learning approved by ETP as permitted by ETP's Response to COVID-19.

Retention Modification

Under standard Panel retention requirements, trainees must be employed with one employer at least 35 hours a week for at least 90 days. However, these are employees in the entertainment industry hired for short-term jobs; therefore, retention may also be satisfied by employment of at least 500 hours within 272 days, with more than one employer.

Commitment to Training

Core participating employers have stated that they occasionally provide employer orientation and some basic training on their own, but lack the necessary operational overhead, space, equipment, software, and expert instructors to effectively train their workers.

Employers have shown their ongoing commitment to training by contributing staff time to organize training, providing on-the-job reinforcement, providing technical upgrades, and allowing some trainees to take classes during work time. Studio Arts continually endeavors to have employers increase their own financial commitment to continued training efforts.

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

Training is scheduled to begin upon Panel approval. The President will oversee the project with two staff members (General Manager and E-Learning Specialist) to coordinate administration and ensure compliance with all ETP requirements.

Marketing and Support Costs

Studio Arts markets its training to employers via informational meetings and seminars, conferences, trade magazine advertising, posters, website, social media and mailing brochures, as well as the internet and e-mail. The Company has established relationships with Workforce Investment Boards, Human Resources departments and staff and collaborative networks of businesses.

There are currently three dedicated staff members who conduct employer marketing, recruitment, and assessment and provide project administration and tracking. Studio Arts recruits from a very large labor market. Due to rapid technological changes, it must spend a significant amount of time matching employer needs to the curriculum. Studio Arts is requesting 8% support for

employer recruitment and needs assessments activities that will be ongoing throughout the term of the contract. Staff recommends an 8% support costs.

Professional Employer Organization

Studio Arts represents that two participating employers, Bento Box and Nickelodeon Studios, currently use the services of Professional Employer Organizations (PEO), Entertainment Partners and Cast and Crew, respectively. However, funding eligibility is based on the Contractor's and Participating Employer's qualifications, and Studio Arts will be held solely responsible for performance under the ETP Contract. This Proposal has been reviewed by ETP staff to ensure compliance with all applicable guidelines, and Studio Arts has been informed about the duty to make certain PEO representations in the ETP Contract; including, without limitation, that the applicable PEO Agreement clearly establishes the PEO as the party responsible for withholding and reporting Unemployment Insurance taxes and that Bento Box and Nickelodeon retain the exclusive right to direct and control the work performed by trainees and set the amount of their wages.

Studio Arts will advise ETP of any additional PE's added to the Contract after approval who are using a PEO. Additionally, Studio Arts agrees to provide ETP with any information requested to ensure eligibility prior to the start of the PE's ETP funded training.

Trainer Qualifications

Training will be provided by Studio Arts faculty who have at least ten years of experience and are considered subject matter experts. Trainers have advanced educational degrees and/or are certified to teach the software/systems outlined in the curriculum.

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).

Studio Arts is eligible as a training agency based on the following:

- BPPE licensure valid until June 15, 2021 (Studio Arts submitted a renewal on April 29, 2021 and pending for review and approval);
- Successful past performance with ETP (see Prior Project table)

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
ET20-0233	\$749,316	12/14/19 – 12/13/21	729	659	*TBD

Performance Status

There are a reported 659 trainees enrolled and started training. Based on ETP Systems, 29,755.75 reimbursable hours have been tracked for potential earnings of \$684,620 (91% of approved amount). However, as a result of the ETP Monitoring of this Contract, Monitoring Report dated 8/5/21, there are outstanding Corrective Actions regarding documentation of training. ETP provided Studio Arts with a deadline of 8/18/21 to comply with the Corrective Actions. In addition, during the processing of invoices submitted for Final Payment, there are outstanding questions regarding reported training hours and participating employer documentation.

*As of the writing of this proposal, Studio Arts has been paid \$520,751, of which \$41,891 has been earned. Studio Arts has submitted final payment invoices for \$659,009 for completed training and retention (in earned approval process). However, based on the findings related to Training Documentation/Recordkeeping and Final Payment Invoices, ETP placed a 30-day temporary hold (as of 8/5/21) on payments to allow Studio Arts time to provide ETP with the information requested to resolve the issues outlined in the report, as well as assist in avoiding a potential overpayment.

PRIOR PROJECTS

The following table summarizes Contractor's performance by Studio Arts under an ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0158	Los Angeles, Orange	01/25/2018 – 01/24/2020	\$1,199,899	\$1,034,837 (86%)
ET17-0405	Los Angeles	01/28/2017– 01/27/2019	\$899,712	\$819,564 (91%)
ET16-0151	Los Angeles	8/29/2015 – 08/28/2017	\$899,608	\$854,973 (95%)
ET15-0248	Los Angeles	08/24/2014 – 08/23/2016	\$749,749	\$741,050 (99%)

Reported Audits

Due to the pending Corrective Action items above and the items addressed during the monitoring of ET18-0158, staff has provided a summary of ETP Audit's findings for contracts audited in the past five years:

ET13-0359 (March 30, 2017) – unearned costs = \$6,186

The disallowed costs were a result of the following Trainee information:

- Did not meet post-training retention requirements.
- Unsupported and/or ineligible training hours.
- Wage rates were inaccurately reported to ETP.

ET16-0151 (September 9, 2020) – unearned costs = \$44,635

The disallowed costs were a result of the following Trainee information:

- Ineligible training hours due to concurrent enrollment.
- Ineligible for enrollment in ETP training.
- Did not meet minimum wage requirements.
- Did not meet post-training retention requirements.
- Ineligible training hours.

All unearned costs have been satisfied and off-set from subsequent contracts to ET16-0151 and ET18-0158.

ET18-0158 – has been selected for an ETP audit for fiscal year 2021/2022.

During the term of this Agreement the following was discovered during monitoring:

- Rosters illustrated trainees with overlapping training times for different training same day.
- Rosters/tracking system, illustrated trainees receiving training in excess of 8 hours in a day.
- Rosters illustrate training times that were inconsistent with tracked time for training session.
- Rosters illustrated start and end time for class training, but not for lab.
- Rosters illustrated trainer to trainee ratio exceeds one to ten.
- Rosters included trainer's initials, but no signatures.
- Rosters Include trainer's signature, but no initials.
- Trainee received training in overlapping Contracts without completing 90-day retention.

As a result of the above findings, training hours were either adjusted or removed from the ETP Tracking system. Also, Studio Arts project staff provided an outline of various adjustments made to the initial training data reviewed, with comments addressing the issues as outlined in the above bullet points.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200

Trainees may receive any of the following:

COMPUTER SKILLS:

- Animation and Motion Graphics
- Character Design and Development
- Compositing and Visual Effects
- Computer Animation
- Digital Drawing and Illustration
- Editing and Postproduction
- Game Design
- Graphic Design
- Production Design
- Story and Script Development
- Virtual Production and Visualization

Note: Reimbursement for retraining is capped at 200 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: Studio Arts, Ltd.

CCG No.: ET22-0107

Reference No: 21-0724

Page 1 of 9

ALPHABETIZE BY COMPANY NAME

Company: A/V Squad - 512110

Priority Industry? Yes No

Address: 7750 W. Sunset Blvd.

City, State, Zip: Los Angeles, CA 90046

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 12

Small Business? Yes No

Total # of full-time company employees worldwide: 119

Total # of full-time company employees in California: 119

Company: Adirondack Studios - 541430

Priority Industry? Yes No

Address: 300 S. Raymond Ave.

City, State, Zip: Pasadena, CA 91105

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 5

Small Business? Yes No

Total # of full-time company employees worldwide: 200

Total # of full-time company employees in California: 30

Company: Age of Learning - 519130

Priority Industry? Yes No

Address: 101 N. Brand Blvd. 8TH FLOOR

City, State, Zip: Glendale, CA. 91203

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 61

Small Business? Yes No

Total # of full-time company employees worldwide: 609

Total # of full-time company employees in California: 560

Company: Alpine Training Services - DBA The ATS Team - 512110

Priority Industry? Yes No

Address: 10260 Norris Ave.

City, State, Zip: Pacoima, CA. 91331

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 45

Total # of full-time company employees in California: 40

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Studio Arts, Ltd.

CCG No.: ET22-0107

Reference No: 21-0724

Page 2 of 9

ALPHABETIZE BY COMPANY NAME

Company: Ayzenberg Group Inc. - 541430

Priority Industry? Yes No

Address: 49 E. Walnut St.

City, State, Zip: Pasadena, CA. 91103

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 166

Total # of full-time company employees in California: 166

Company: Bento Box Entertainment - 512110

Priority Industry? Yes No

Address: 5161 Lankershim Blvd

City, State, Zip: North Hollywood, CA 91601

Collective Bargaining Agreement(s): Yes - IATSE Local 839 - The Animation Guild

Estimated # of employees to be retrained under this Contract: 47

Small Business? Yes No

Total # of full-time company employees worldwide: 493

Total # of full-time company employees in California: 493

Company: Digital Film Tree - 512100

Priority Industry? Yes No

Address: 3475 Cahuenga Blvd W

City, State, Zip: Los Angeles, CA 90068

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: Framestore - 512110

Priority Industry? Yes No

Address: 8616 National Blvd

City, State, Zip: Culver City, CA 90232

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 7

Small Business? Yes No

Total # of full-time company employees worldwide: 1793

Total # of full-time company employees in California: 92

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Studio Arts, Ltd.

CCG No.: ET22-0107

Reference No: 21-0724

Page 3 of 9

ALPHABETIZE BY COMPANY NAME

Company: Fuse FX Inc. - 512191

Priority Industry? Yes No

Address: 14823 Califa St.

City, State, Zip: Van Nuys, CA 91411

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 37

Small Business? Yes No

Total # of full-time company employees worldwide: 246

Total # of full-time company employees in California: 246

Company: Gentle Giant Studios - 512110

Priority Industry? Yes No

Address: 7511 N. San Fernando Rd.

City, State, Zip: Burbank, CA 91505

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 5

Small Business? Yes No

Total # of full-time company employees worldwide: 35

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

Company: Home Brew Agency - 541430

Priority Industry? Yes No

Address: 2550 N. Hollywood Way STE 600

City, State, Zip: Burbank, CA 91505

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 75

Total # of full-time company employees in California: 75

Company: Ingenuity Studios - 512191

Priority Industry? Yes No

Address: 941 N. Highland Ave.

City, State, Zip: Los Angeles, CA 90038

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 7

Small Business? Yes No

Total # of full-time company employees worldwide: 120

Total # of full-time company employees in California: 80

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Studio Arts, Ltd.
Reference No: 21-0724

CCG No.: ET22-0107
Page 4 of 9

ALPHABETIZE BY COMPANY NAME

Company: Inhance Digital Corporation - 541512

Priority Industry? Yes No

Address: 8057 Beverly Blvd

City, State, Zip: Los Angeles, CA 90048

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 5

Small Business? Yes No

Total # of full-time company employees worldwide: 28

Total # of full-time company employees in California: 25

Company: Jakks Pacific Inc. - 339930

Priority Industry? Yes No

Address: 2951 28th St.

City, State, Zip: Santa Monica, CA. 90405

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 13

Small Business? Yes No

Total # of full-time company employees worldwide: 200

Total # of full-time company employees in California: 200

Company: Jam City - 519130

Priority Industry? Yes No

Address: 3562 Eastham Drive

City, State, Zip: Culver City, CA 90232

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 63

Small Business? Yes No

Total # of full-time company employees worldwide: 778

Total # of full-time company employees in California: 468

Company: Laundry Design, LLC - 541430

Priority Industry? Yes No

Address: 932 Wilson St.

City, State, Zip: Los Angeles, CA 90021

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 7

Small Business? Yes No

Total # of full-time company employees worldwide: 24

Total # of full-time company employees in California: 23

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Studio Arts, Ltd.

CCG No.: ET22-0107

Reference No: 21-0724

Page 5 of 9

ALPHABETIZE BY COMPANY NAME

Company: Mattel, Inc. - 339930

Priority Industry? Yes No

Address: 333 Continental Blvd.

City, State, Zip: El Segundo, CA. 90245

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 43

Small Business? Yes No

Total # of full-time company employees worldwide: 954

Total # of full-time company employees in California: 954

Company: Method / Company 3 Inc. - 512110

Priority Industry? Yes No

Address: 3401 Exposition Blvd.

City, State, Zip: Santa Monica, CA 90404

Collective Bargaining Agreement(s): Yes - IATSE Local 700 - Motion Picture Editor's Guild

Estimated # of employees to be retrained under this Contract: 84

Small Business? Yes No

Total # of full-time company employees worldwide: 1001

Total # of full-time company employees in California: 1001

Company: MGA Entertainment Inc. - 423920

Priority Industry? Yes No

Address: 16300 Roscoe Blvd

City, State, Zip: Van Nuys, CA 91304

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 35

Small Business? Yes No

Total # of full-time company employees worldwide: 346

Total # of full-time company employees in California: 346

Company: Natural Hair Productions - 512110

Priority Industry? Yes No

Address: 6255 Sunset Blvd Ste 750

City, State, Zip: Hollywood, CA 90028

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 2

Small Business? Yes No

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Studio Arts, Ltd.

CCG No.: ET22-0107

Reference No: 21-0724

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ALPHABETIZE BY COMPANY NAME

Company: Nickelodeon Animation Studios - 512110

Priority Industry? Yes No

Address: 231 W. Olive Ave.

City, State, Zip: Burbank, CA 91502

Collective Bargaining Agreement(s): Yes IATSE Local 839 - Animation Guild / IATSE Local 871 - Supervisors61

Estimated # of employees to be retrained under this Contract: 24

Small Business? Yes No

Total # of full-time company employees worldwide: 110

Total # of full-time company employees in California: 110

Company: PH-TWO (Picture Shop) - 512191

Priority Industry? Yes No

Address: 3900 W. Alameda

City, State, Zip: Burbank, CA 91505

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 16

Small Business? Yes No

Total # of full-time company employees worldwide: 208

Total # of full-time company employees in California: 208

Company: Pixelogic Media - 512191

Priority Industry? Yes No

Address: 3539 Motor Avenue

City, State, Zip: Culver City, CA 90034

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 17

Small Business? Yes No

Total # of full-time company employees worldwide: 440

Total # of full-time company employees in California: 440

Company: Pixomondo - 512191

Priority Industry? Yes No

Address: 2055 S. Barrington Ave.

City, State, Zip: Los Angeles, CA 90025

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 17

Small Business? Yes No

Total # of full-time company employees worldwide: 500

Total # of full-time company employees in California: 60

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Studio Arts, Ltd.

CCG No.: ET22-0107

Reference No: 21-0724

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ALPHABETIZE BY COMPANY NAME

Company: Pixwel LLC - 512110

Priority Industry? Yes No

Address: 5340 Cangas Drive

City, State, Zip: Calabasas, CA 91301

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 5

Small Business? Yes No

Total # of full-time company employees worldwide: 17

Total # of full-time company employees in California: 17

Company: Pound Sand LLC - 541511

Priority Industry? Yes No

Address: 2121 Park Place Suite 100

City, State, Zip: El Segundo, CA 90245

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 54

Total # of full-time company employees in California: 54

Company: Pretty in Plastic, Inc. - 541430

Priority Industry? Yes No

Address: 6818 Vineland Ave.

City, State, Zip: North Hollywood, CA 91605

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 2

Small Business? Yes No

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

Company: Proof, Inc. - 512110

Priority Industry? Yes No

Address: 5150 Wilshire Blvd.

City, State, Zip: Los Angeles, CA 90036

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 3

Small Business? Yes No

Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 40

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Studio Arts, Ltd.

CCG No.: ET22-0107

Reference No: 21-0724

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ALPHABETIZE BY COMPANY NAME

Company: Quantum Creation FX, Inc. - 711510

Priority Industry? Yes No

Address: 3210 Valhalla Dr.

City, State, Zip: Burbank, CA 91505

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 2

Small Business? Yes No

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

Company: Renegade Animation - 512110

Priority Industry? Yes No

Address: 111 E. Broadway

City, State, Zip: Glendale, CA 91205

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 3

Small Business? Yes No

Total # of full-time company employees worldwide: 44

Total # of full-time company employees in California: 40

Company: Stoopid Buddy Stoodios - 512110

Priority Industry? Yes No

Address: 200 S. Flower St.

City, State, Zip: Burbank, CA 91502

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 19

Small Business? Yes No

Total # of full-time company employees worldwide: 230

Total # of full-time company employees in California: 230

Company: The Jim Henson Company - 512110

Priority Industry? Yes No

Address: 1416 N. La Brea Ave.

City, State, Zip: Los Angeles, CA 90028

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 90

Total # of full-time company employees in California: 80

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Studio Arts, Ltd.

CCG No.: ET22-0107

Reference No: 21-0724

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ALPHABETIZE BY COMPANY NAME

Company: The Third Floor - 541430

Priority Industry? Yes No

Address: 5700 Wilshire Blvd

City, State, Zip: Los Angeles, CA 90036

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 12

Small Business? Yes No

Total # of full-time company employees worldwide: 300

Total # of full-time company employees in California: 200

Company: VVDFX - Vincent Van Dyke Effects, Inc. - 512110

Priority Industry? Yes No

Address: 4706 Magnolia Blvd.

City, State, Zip: Burbank, CA. 91505

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 3

Small Business? Yes No

Total # of full-time company employees worldwide: 13

Total # of full-time company employees in California: 13

MOTION PICTURE EDITORS GUILD

June 9, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

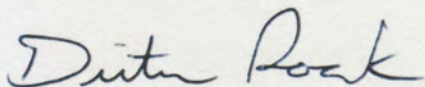
We understand Studio Arts is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project is 10, and will include Animation Editors, Apprentice Editors, Assistant Editors, Colorists, Editors, Story Analysts and Technical Directors.

Exhibit E

The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.

By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.

Sincerely,



Dieter Rozek
Training Coordinator
Motion Picture Editors Guild Local 700 IATSE



June 9, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Studio Arts is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project is 75 and that number includes Animators, Assistant Animators, Storyboard Artists and Revisionists, CG Animators, Sheet Timers, Background Artists and others represented by our local.

Exhibit E

The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.

By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.

Sincerely,

Steve Kaplan



IATSE LOCAL 839

1105 North Hollywood Way
Burbank, CA 91505-2528
T 818 845.7500 F 818 845.0300

www.animationguild.org

Business Representative



IATSE LOCAL 871

Script Supervisors/Continuity, Coordinators,
Accountants & Allied Production Specialists Guild

4011 W. Magnolia Blvd., Burbank, CA 91505-2833

Tel: (818) 509-7871 • Fax: (818) 506-1555
office@ialocal871.org • www.ialocal871.org

Business Representative: Patric Abaravich
Email: Patric@ialocal871.org

June 10, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Studio Arts is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project is 20, and will include Art Department Coordinators, Assistant Production Coordinators, Continuity Coordinators, Production Coordinators, Script Supervisors and other, represented members.

Exhibit E

The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.

By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.

Sincerely,

Patric Abaravich
Business Representative
IATSE Local 871



**Training Proposal for:
San Diego Electrical Training Trust**

Contract Number: ET22-0908

Panel Meeting of: August 20, 2021

ETP Regional Office: San Diego

Analyst: J. Lima

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Veterans Priority Rate	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Imperial	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 569		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$555,420		\$41,452 Jobs 1 & 2 - 8% Job 3 - 20%		\$596,872

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 Priority Rate Journeyworker	Comm'l. Skills, Computer Skills, OSHA 30	73	8-200	0	\$590	\$35.95
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Comm'l. Skills, Computer Skills, OSHA 30	329	8-210	0	\$1,578	\$23.86
				Weighted Avg: 82			
3	Retrainee Priority Rate Apprentice Veterans	Comm'l. Skills, Computer Skills, OSHA 30	20	8-210	0	\$1,732	\$23.86
				Weighted Avg: 82			

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

Minimum Wage by County: Job Number 1(Journeyworker): \$35.95 per hour per CBA
Job Numbers 2 & 3 (Apprentice): \$23.86 per hour per CBA

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	Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Sound Technician		14
Journeyworker Inside Wireman		59
Job Number 2		
Apprentice Sound Technician		65
Apprentice Inside Wireman		53
		211
Job Number 3		
Veteran Apprentice Sound Technician		4
Veteran Apprentice Inside Wireman		3
		13

INTRODUCTION

Since 1944, the San Diego Electrical Training Trust (SDETT or Trust) (www.etiedu.org) has provided industry skills training and securing job opportunities for its members in the San Diego and Imperial counties. SDETT trains electrical workers to install power, lighting, controls, sound and communication controls, and other electrical equipment in commercial, industrial, and residential facilities. ETP training will be delivered at SDETT's training centers, which include a 32,000 square-foot training center in San Diego and a 5,000 square-foot satellite facility in Imperial County. This is SDETT's seventh ETP Contract, and fifth in the last five years.

The Trust is governed by a Board of Trustees comprised of labor and management representatives, and it is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 569 and the National Electrical Contractors Association. The 422 planned retrainees included in this proposal are all members of IBEW Local 569 and covered by separate CBAs for two occupational titles: Inside Electrical Wiremen and Sound Technicians.

Veterans Program

SDETT is committed to train Veterans and to supporting job-related training that helps Veterans transition into the California workforce. It recruits Veterans in cooperation with Helmets to Hardhats. Veterans who apply for the apprenticed program can skip the first stage of the application process which is a written assessment and go immediately to the second stage of an interview. The Trust is also an active participant in the Veteran Electrical Entry Program (VEEP). The VEEP is a national program in which Veterans take a 7-week Pre-Apprentice electrical program. After the program, they are eligible for direct entry into Apprentice Programs. Under this proposal SDETT has committed to training at least 20 Veterans under Job 3 of the training plan.

SDETT is committed to recruiting under-represented groups. Its staff attend job fairs and other community events to market the program and host tours and events at the training centers.

COVID Response

During COVID, SDETT is providing 50% of the training in-person at its training centers and 50% via E-Learning. The Trust reduced in-person class sizes to no more than 12 people and increased the number of instructors to adjust for the reduced class size. All trainees, trainers and staff must follow a protection plan implemented to reduce exposure and infection.

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. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Palomar College, but all training happens at the SDETT sites).

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

ETP funding will allow SDETT to expand and upgrade its training to meet the needs of local employers. A significant number of retiring workers and the recent upswing in construction means the demand for Apprentices has been accelerating in San Diego County. Inside Wiremen install and maintain all the various types of electrical and conduit systems found in commercial and industrial facilities. Participating employers and union representatives have identified the following additional reasons for training: energy-efficiency regulations, increasing out-of-state competition, non-union competition, retiring workforce, costs, quality standards, and complexity of construction projects. The proposed training program would also help employers meet the challenges of staying competitive by giving younger workers the skills to stay employed in the industry as construction projects get funded.

Work has been steady throughout the pandemic and employers anticipate an increase in workload over the next 12-15 months. Trainees in this project will be working on new construction and project renovations including: installing power, lighting, sound and communications energy saving controls and other electrical equipment on large solar farms and in commercial, industrial and residential buildings.

Training Plan

Training will be provided via Class/Lab and E-Learning methodologies by in-house experts. These trainers are former or current members of the trade, and some have received Master Certification status by the National Joint Apprenticeship Training Committee.

Journeyworker Commercial Skills: Energy efficiency training is expected to be the centerpiece of the program because of the large demand for energy efficient construction methods and technologies by the participating employers and property owners. Training will cover energy-efficient technologies and products such as green building materials, solar photovoltaic panels, solar energy storage, motor controls, advanced welding, green materials testing and audit equipment. Energy efficiency classes that will be taught are: Energy Storage & Micro-Grid Training & Certification, California Advanced Lighting Controls Training Program, Photovoltaic Systems & Installations and Electric Vehicle Infrastructure Training Program.

Apprenticeship Commercial Skills: Apprentice Inside Wiremen and Sound Technicians will learn to install, maintain, and repair various types of electronics equipment in commercial, industrial and residential establishments. Trainees will also learn to install, connect, and test electrical-wiring systems for lighting, heating, air conditioning, and sound and communication systems for any building or structure.

All Trainees

Computer Skills: Training will include scheduling, planning and modeling software. AutoCAD and Job Tracking applications will provide trainees with the tools to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings and adjust computerized-control systems.

Certified Safety Training

OSHA 30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 30 hours for frontline supervisors. 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. Journeyworkers and Apprentices will receive 30 hours of classroom training.

Marketing and Support Costs

SDETT is requesting, and staff recommends, 8% support costs for Job Numbers 1 & 2; and 20% for Job Number 3 trainees to fund recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training. Recruitment includes: direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and SDETT’s website. Class information will be disseminated throughout the year to all Apprentice and Journeyworker Electricians within San Diego County as well as to the electrical contractors who employ them to attract attendees. SDETT reports that projected budget costs for personnel alone will exceed the ETP support-cost funding. SDETT will cover additional costs beyond the ETP-funded support costs.

Commitment to Training

Signatory employers will continue to contribute to the training trust for every hour worked by Apprentices and Journeyworkers. 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

SDETT’s Training Director will oversee the project and 16 Administrative Staff members will assist with ETP administration including scheduling classes, marketing, recruitment, and employer needs assessments. A third-party administrator has also been hired to assist with administration services.

Green/Clean Operations

Training will provide electrical workers with skills in emerging technologies including renewable energy and high-efficiency electrical-control systems. California Code of Regulations Title 24 requires substantial increases in building efficiency. Thus, many electricians find work retrofitting local commercial buildings with green technology to reduce the use of energy in older buildings. The equipment rooms in older buildings often contain energized equipment configured and connected to the communications network that serves the building. Electricians must have finely honed skills to update while not completely interrupting service to the building.

Impact/Outcome

The proposed training includes the following certifications: OSHA 30, Rigging and Lifting, Fiber Optic Association (FOA) Copper Structured Cabling Technician, FOA Fiber Optic Cabling Technician, Hilti Fire Stopping, Hilti Powder Actuated Tools, Electric Vehicle Infrastructure Training Program, and California Advanced Lighting Control Training Program Acceptance Technician.

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 active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0919	\$381,068	09/02/20 – 09/01/22	284	0	10
ET20-0926	\$749,880	09/03/19- 09/02/21	298	89	89

ET21-0919: Based on ETP Systems, SDETT reimbursable hours have been tracked for potential earnings of \$15,049 (4% of approved amount). However, SDETT projects 100% performance based on hours committed. The hours committed by SDETT are reported to not be up-to-date within the Cal-E-Force (CEF) system due to CEF uploading issues that ETP is working to help resolve with SDETT.

ET20-0926: To date eligible hours tracked are equivalent to \$749,880 (100% of approved amount) of which \$156,987 (21% of approved amount) has been earned. The Contractor projects final earnings of 100% based on training currently completed.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0907	San Diego & Imperial	08/28/17 – 08/27/19	\$677,650	\$677,650 (100%)
ET15-0927	San Diego & Imperial	06/30/15 – 06/29/17	\$356,362	\$356,362 (100%)

DEVELOPMENT SERVICES

California Labor Federation in Oakland and Strategy Workplace Communications in Alameda assisted with development at no fee.

ADMINISTRATIVE SERVICES

Strategy Workplace Communication will also perform administrative services for a fee 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:

COMMERCIAL SKILLS

- AC Theory
- Audio Components and Systems
- Basic Estimating
- Basic Foremanship
- Blueprint Reading
- Building Systems
- California Advanced Lighting Control Program (CALCTP) Technician & Acceptance Testing Code Calculations
- Conduit Bending
- Confined Space Entry Hazard Awareness
- Copper Structured Cabling
- DC Theory
- Electrical Certification State Exam Prep
- Electrical Requirements for Healthcare Facilities
- Electrical Review
- Energy Storage & Micro-Grid Training & Certification (ESAM-TAC)
- Electric Vehicle Infrastructure Training (EVIT) Program
- Fiber Optic Networks and Installations
- Fire Alarm Systems and Installations
- Fire Life Safety Certification Prep
- Grounding and Bonding of Electrical Systems
- Instrumentation: Level I and II
- Make up Class: National Electric Code
- Meter Use and Safety
- Motor Controls
- NFPA 70E and 70B
- Photovoltaic Installations (Solar)
- Residential Audio/Video
- Rigging
- Silica Safety Training
- Transformer Operation, Installation and Meggering
- Voice-Data-Video Certification Prep
- Welding I and II

COMPUTER SKILLS

- Bluebeam Revu
- Importing Files
- Scaling and Mapping
- Markup and Referencing
- Layering
- Design Reviews
- Drawing Management

- Microsoft Word & Excel
- File Management Skills and Tips
- Document Creation and Layout
- Formatting
- Formulas and Calculations

OSHA 30 (Certified OSHA Instructor)

- OSHA 30

Class/Lab/E-learning Hours

8 – 210 (Job Numbers 2 & 3)

Trainees may receive any of the following:

COMMERCIAL SKILLS

Sound Apprentices:

Second Year- 3rd Period APSC103

- Electronics/Structured Cabling for Fiber Optics (FOA Certification)
- Soldering Skills & Circuit Assembly
- Test Instrument Use and Practice
- Blueprint/Schematic Reading
- Fiber Optic Termination and Safety
- Fiber Optic Fusion Splicing
- Optical Test Instrument Use and Practice

Second Year- 4th Period APSC104

- Blueprints, Code, & Grounding/IP Addressing, Basic Networking, IP Phone Systems, Telephony, Word & Excel
- Blueprint Reading and Analysis
- Grounding and Bonding
- NEC Study and Practice
- Telephony
- IPv4 Addressing
- Introduction to Networking

Third Year- 5th Period APSC105

- Audio Systems, Video Systems, CCTV, CATV, Intrusion Detection, Access Control Systems, Nurse Call Systems
- Soldering Skills for Audio/Video Connections
- Security Camera Installation
- Card Reader and Electrified Lock Installation
- Nurse Call Operation, Install and Programming
- Speaker Installation and Tuning
- Intrusion Detection Sensor Installation

Third Year- 6th Period APSC106

- Fire Life Safety Systems Installation
- Understanding Fire Life Safety Codes and Practices
- Understanding the NFPA 70 and 72
- Initiation Device Installation and Testing
- Notification Appliance Installation and Testing
- IDC Monitoring Circuit Connections and Testing
- Fire Alarm Panel Programming

Fourth Year- 7th Period APSC107

- State Certification Prep/Advanced Networking
- Extensive Study of the NFPA 70
- Extensive Study of the NFPA 72
- IPv4 Addressing and Subnet Masking
- IPv6 Addressing and Subnet Masking
- Advanced Networking Connections and Portals

Fourth Year- 8th Period APSC108

- Systems Integration
- Advanced Fire Alarm Wiring and Installation
- Advanced Relay Logic and Problem Solving
- Access Control/Security Interconnections
- Lightning Controls and Networked Connections
- EM-385 Safety Training and Protocols

COMMERCIAL SKILLS

Inside Wireman:

Second Year- 3rd Period APIW103

- AC Electrical Theory/Lab/Code & Practice II
- DC Combination Circuits
- Electromagnetic Induction
- Capacitance and Discharge Safety
- Motors, Generators & Transformers
- Conduit Bending Skills, Level 1
- Safe Wiring Practices, Level 1

Second Year- 4th Period APIW104

- Codeology
- Navigating the National Electrical Code
- Codebook Strategies
- Blueprints, Level 1
- Conduit Bending, Level 2
- Safe Wiring Practices, Level 2

Third Year- 5th Period APIW105

- Motor Controls/Transformers
- Transformer Meggering
- Motor Control Diagrams and Schematics
- Relays and Start/Stop Wiring
- Advanced Conduit Bending
- Advanced Wiring Practices and Safety

Third Year- 6th Period APIW106

- Low Voltage Systems/EVITP
- Copper Structured Cabling Systems
- Fiber Optic Networks
- EVITP
- Fire Alarm Systems
- Networking and IP Addressing
- Advanced Conduit Bending

Fourth Year- 7th Period APIW107

- Solar/ESAM-TAC Battery Storage/BIM & CAD
- Photovoltaic Systems & Installation
- Energy Storage & Micro-Grid Training
- Bluebeam Revu
- Building Information Modeling

Fourth Year- 8th Period APIW108

- Electrical Certification Prep
- Advanced Navigation of the NEC
- Testing Strategies and Practices
- NFPA 70E & 70B
- State Certification Application Processes

Fifth Year- 9th Period APIW109

- Project Supervision/Test Equipment
- Test Equipment Use and maintenance
- Advanced Blueprint Reading
- Industry Perspectives from Industry Professionals
- Project Management Skills
- Foremanship Skills

Fifth Year- 10th Period APIW110

- CALCTP Technician Course (Safety and Lighting Controls)
- EM-385 Military Safety Training
- California Advanced Lighting Controls Training
- CALCTP Certification
- All about Lighting Controls Curriculum

All Trades**COMMERCIAL SKILLS**

- ESAM-TAC
- HVAC Controls
- IPv6 Internet Addressing
- CPR/AED First Aid Training and Certification
- Make Up Class: National Electric Code

COMPUTER SKILLS

- Bluebeam Revu

OSHA 30 (Certified OSHA Instructor)

- OSHA 30

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

Note: Reimbursement for Job Number 1 (Journeyworkers) training is capped at 200 total training hours per trainee; and 210 for Job Numbers 2 & 3 (Apprentices) per trainee, regardless of method.



Training Proposal for:

**Southern California Resilient Floor & Decorative Covering Crafts
JATC**

Contract Number: ET22-0903

Panel Meeting of: August 20, 2021

ETP Regional Office: San Diego

Analyst: K. Hernandez

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction (C) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Multi Counties	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Painters and Allied Trades District Council No. 36 of the International Union of Painters and Allied Trades AFL-CIO Resilient Floor and Decorative Covering Local Union No. 1247		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$458,400		\$31,800 8%		\$490,200

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 Priority Rate Journeyworker	Commercial Skills, OSHA 10/30	100	8-200	0	\$590	\$38.75
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	160	8-210	0	\$2,695	\$26.08
				Weighted Avg: 140			

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

Minimum Wage by County: Job Number 1: \$38.75/hr. Job Number 2: \$26.08/hr.
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 \$4.77 per hour may be used to meet the Post-Retention Wage for Job Number 2. 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		
Resilient Floor and Decorative Covering Journeyworkers		100
Job Number 2		
Resilient Floor and Decorative Covering Apprentices		90
		70

INTRODUCTION

Founded in 1953, Southern California Resilient Floor & Decorative Covering Crafts JATC (Southern California Flooring JATC) (www.dc36apprenticeships.org) was created in accordance with the collective bargaining agreement between Painters and Allied Trades District Council No. 36 of The International Union of Painters and Allied Trades AFL-CIO Resilient Floor and Decorative Covering Local Union No. 1247, and the Floor Covering Association of Southern California, Inc. It is a joint labor-management committee representing the floor covering industry throughout Southern California, administered by a Board of Trustees made up of four labor and four management members. Southern California Flooring JATC serves approximately 250

Apprentices and 400 Journeyworkers to provide job opportunities and up-to-date skills through training.

Southern California Flooring JATC's headquarters and training center are located in Commerce. The training facilities that will participate in this project are located in Los Angeles & San Diego Counties. It serves both large and small companies and workers in Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura Counties. All trainees are represented by Local Union No. 1247. Southern California Flooring JATC recruits underrepresented groups including women into the trades by partnering with Women in Non Traditional Roles to provide an orientation to women who may be interested in the Apprenticeship program. This will be Southern California Flooring JATC's seventh contract with ETP; fourth in the last five years.

Veterans Program

Southern California Flooring JATC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Currently, there are four Veterans in the program and working to recruit more. For ease of administration, it is not requesting a separate Job Number for Veterans.

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 program is four years.

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.

PROJECT DETAILS

Southern California Flooring JATC continues to expand its training programs, adding new curriculum topics that will help their contractors earn more business and hire more workers. These new training topics focus on new products introduced into the industry including laminate flooring, hardwood flooring, synthetic turf and Mondo Sport Floor. Likewise, trainees must be able to install and maintain a variety of new flooring materials and systems so they can continue competing with other companies outside of California. Industry leading manufacturers now require Apprentices and Journeyworkers to be trained and certified in specific skills before they can work on products sold to their customers. Acquiring these new skills require training focused on the application of new glues and adhesives for attaching flooring material, heat welds for various products, how to properly complete rollups on the cove, use of the correct trowel, and recognizing correct drying times. In addition, industry leading manufacturers are pushing the cost of warranty work to

installation contractors, requiring workers be more skilled in an effort to avoid the extra expenses of warranty work.

Training will give Apprentices and Journeyworkers the skills needed to meet new industry needs and prepare them to work on projects in the Southern California region. These include work on the following projects: Loma Linda Hospital, San Manuel Casino, New Century Plaza Hotel, The Grand LA, and California State University Long Beach Housing.

Training Plan

All training sessions are delivered in person. The program is following all COVID-19 guidelines, including temperature checks before entering the building, reduced class sizes to no more than 10 trainees and mandated social distancing practices. Masks are required at all times and frequent hand washing is encouraged. Further, all tools and work stations are sanitized before and after class.

Training will be delivered via class/lab in the following:

Commercial Skills: Training will be offered to all Apprentices and Journeyworkers and focuses on techniques for various floor coverings including Carpet Seaming, Blueprint reading, Conventional Carpet, Sheet Vinyl Seaming Techniques, Advanced Carpet Installation, Green Floor Covering Installation, Synthetic Turf. In addition, Armstrong Certification Training will cover work with new water-based adhesives, which completely alters the installation process.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom training and 30 hours for frontline supervisors. 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.

Learning Management System

Staff has reviewed and approved Southern California Flooring JATC use of a Learning Management System for recordkeeping.

Marketing and Support Costs

Employers are notified of Southern California Flooring JATC training through association websites, mailings, and presentations conducted throughout Southern California. Southern California Flooring JATC also promotes training at labor-management meetings and industry assemblies. Application announcements for union Apprentice programs are sent to government agencies, local high schools, community colleges, and community-based classes.

Southern California Flooring JATC is requesting 8% support costs to market Journeyworkers training to employers, to recruit and place Apprentices, and to conduct ongoing assessments of employer-specific job requirements. While many participating employers are on board, outreach activities will also be ongoing. Staff recommends the 8% 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

Southern California Flooring JATC's Training Director, Coordinator and three other employees, will oversee training. A third party administrator and the Los Angeles Unified School District will assist with the administrative services for the ETP Contract.

Trainer Qualifications

All training will be provided by experienced Journeyworkers in the industry. No outside vendors will be used.

Impact/Outcome

This training program will assist Apprentices and Journeyworkers to earn certifications such as: OSHA 10, OSHA 30, Armstrong Certification, Industry Certifications, and Manufacturer Certifications.

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
ET21-0932	\$278,800	12/14/2020 - 12/13/2022	156	0	0*
ET20-0920	\$391,100	09/01/2019- 08/31/2021	250	216	0**

* ET21-0932 Based on ETP Systems, 0 reimbursable hours have been tracked for potential earnings of \$0.00 (0% of approved amount). The Contractor projects final earnings of 100% based on training hours that have been delivered and scheduled. The Southern California Flooring JATC's normal administration processes have been delayed by the migration of contracts to Cal-E-Force. In addition, although training has been delivered, the contract representative reports that enrollment and subsequent tracking of hours for this project will not occur until after the placement (retention) of trainees participating in the prior Agreement (ET20-0920) has processed.

** ET20-0920 Based on ETP Systems, 22,464 reimbursable hours have been tracked for potential earnings of \$391,100 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently delivered.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0919	Statewide	08/27/2018- 08/26/2020	\$350,830	\$350,830 (100%)
ET17-0909	Statewide	09/26/2016- 09/25/2018	\$229,840	\$229,840 (100%)

DEVELOPMENT SERVICES

Steve Duscha Advisories, in Sacramento, assisted with development of this proposal for a flat fee of \$7,500.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories and the Los Angeles Unified School District, in Los Angeles, will perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Journeyworker Curriculum

Class/Lab Hours

08-200 (Job Number 1)

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Advanced Carpet Installation
- Advanced Installation (other than carpet, by product & location)
- Armstrong Certification
- Carpet Installation Testing
- Forbo
- Glues and Adhesives
- Green Floor Covering Installation
- Hard Surface Installation Testing
- Heat Welding
- Laminates
- Linoleum Installation Training
- Materials review
- Mondo Rubber
- Nora Rubber
- Self-Leveling
- Sheet Goods Installation
- Synthetic Turf
- Tandus Centiva
- Tarkett
- Tools review
- Trade Math
- Types of flooring
- Understanding customer needs
- Vinyl Backed Carpet Installation

OSHA 10/30 (OSHA Certified Trainer)

- OSHA 10
- OSHA 30

Class/Lab Hours

08-210 (Job Number 2)

Trainees may receive any of the following:

COMMERCIAL SKILLS

Course 1

- Introduction to employment as a floor coverer
- Tools and processes
- Workplace procedures
- Load and unload
- Surface Preparation
- Wall base
- Evaluation

Course 2

- Free hand flat lay
- Scribe fit flat lay
- Carpet seaming
- Tools and processes
- Workplace procedures
- Blueprint reading
- Evaluation

Course 3

- Safety review
- Underlayment
- Resilient sheet goods
- Glue down carpet
- Peel and stick carpet
- Tools and processes
- Workplace procedures
- Conventional carpet
- Yardage
- Vinyl back carpet
- Evaluation

Course 4

- Safety Review
- Cove Sheet Goods
- Glue down borders
- Sheet vinyl seaming techniques
- Tools and processes
- Workplace procedures
- Evaluation

Course 5

- Safety review
- Hand sewing
- Carpet stair installation
- Conventional borders
- Carpet banding
- Skirts, treads and risers
- Tools and processes
- Workplace procedures
- Evaluation

Course 6

- Safety review
- Hand sewing
- Vinyl composite tile
- Cove sheet vinyl
- Conventional carpet
- Glue down carpet
- Tools and processes
- Workplace procedures
- Evaluation

Course 7

- Safety review
- Linoleum sheet installation
- Foreman training
- Self-leveling
- Heat seam welding
- Cove sheet vinyl
- Conventional carpet
- Glue down carpet
- Vinyl composite tile
- Tools and processes
- Workplace procedures
- Evaluation

Course 8

- Tools review
- Surface preparation review
- Carpet seaming review
- Blueprint reading review
- Underlayment review
- Tools and processes
- Resilient sheet goods review
- Glue down, peel and stack and conventional carpet review
- Cove sheet goods review
- Sheet vinyl seaming techniques review
- Carpet stair installation review
- Vinyl composite tile review
- Journey level test

OSHA 10/30 (OSHA Certified Trainer)

- OSHA 10
- OSHA 30

Note: Reimbursement for retraining is capped at 200 total training hours per trainee for Job Number 1, and 210 total training Hours per trainee for Job Number 2, regardless of the method of delivery.



Training Proposal for:
Brick Masons' Apprenticeship and Training Trust Fund

Contract Number: ET22-0909

Panel Meeting of: August 20, 2021

ETP Regional Office: North Hollywood

Analyst: E. Wadzinski

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Diego, Imperial, Riverside, San Bernardino, Inyo, Mono, Tulare, Kern, Ventura, San Luis Obispo, Santa Barbara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworkers Local # 4		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$214,560		\$14,880 8%		\$229,440

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 Priority Rate Apprentice	Comm'l. Skills	70	8-200	0	\$2,772	\$26.08
				Weighted Avg: 144			
2	Retrainee Priority Rate Journeyworker	Comm'l Skills, OSHA 10/30	60	8-200	0	\$590	\$37.19
				Weighted Avg: 24			

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

Minimum Wage by County: Job Numbers 1 and 2 (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

Up to \$2.31 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Brick Mason		20
		50
Job Number 2		
Journeyworker Brick Mason		60

INTRODUCTION

Brick Masons' Apprenticeship and Training Trust Fund (Brick Masons) (www.bac4ca.org), located in the City of La Verne, represents brick tile, marble, stone, refractory, and terrazzo workers. Training is provided to Apprentice and Journeyworkers in the Brick Mason trade under this project. Brick Masons is currently training approximately 480 Journeyworkers and 100 Apprentices. Those who successfully complete the program become bricklayers, craft workers, stone and marble masons, cement masons, plasters, tile setters, terrazzo and mosaic workers, cleaners/caulkers and pointers. This will be Brick Masons' fifth ETP Contract, and the fifth within the last five years. Training will be provided at the Brick Masons' facility in La Verne.

Veterans Program

Although Brick Masons is not including a separate job number for Veterans, the Trust works with Helmets to Hardhats and actively recruits Veterans. Helmets to Hardhats provides them with a

list of newly discharged soldiers from all branches of the military who have shown interest in the masonry industry.

Brick Masons works with “Women in Non-Traditional Employment Roles” to talk to women about opportunities and the benefits of starting a career in the mason industry. Brick Masons also offers an open house to tour the training center and actively recruit women into the program.

PROJECT DETAILS

Employers in the masonry trade continue to face an on-going challenge to increase worker skills in order to meet higher standards and also make efforts to provide quality work at reduced costs. Apprentice and Journeyworkers are expected to deliver quality work that meets standards in order for the employer to remain competitive and acquire contract work (bidding). Brick Masons’ curriculum provides skills to increase brick mason skills and provide hands-on experience for those who are new to the trade. New projects under this contract include the Century City Hotel, Del Sol High School, Santa Paula Detention Center, CONRAC at LAX, the Apple Store at the Grove and Kaiser Hospital in San Diego.

Training will introduce Apprentices to the basics of the brick mason trade. Curriculum topics include safe working conditions and procedures, the use of concrete in masonry construction, materials, brick laying, and skills required to build walls and special structures. Trainees will receive certifications as they complete masonry thresholds in the training program. Following completion, workers are provided continued education throughout their career to learn new techniques and skills in the masonry industry.

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. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

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.

Training Plan

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

Commercial Skills: Training will be offered to all occupations to develop high skill levels in the masonry industry. Training topics will include content on residential masonry, brick paving techniques, glass blocks, and construction of roof anchors, hearths and pilasters.

Certified Safety Training - Journeyworkers

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. 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

Participating Employers are notified of training provided by the Brick Masons’ via websites, mailings, and presentations. Employers participate as members of the joint committee that operates the trust. Although a majority of participating employers that participate in training have been recruited, marketing efforts will remain on-going for the JAC to promote the Brick Mason training program, and recruit additional Employers. As a result, the Brick mason is requesting 8% in support costs to continue marketing/recruitment efforts.

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 Apprenticeship Director. Administration will be performed in a partnership between the applicant, the Los Angeles Unified School District and Steve Duscha. Class scheduling and completion of training rosters will be the role of the applicant. The two administration vendors will assist in employer liaison, documentation of work hours, uploading training and enrollment data to ETP, ETP reporting and related activities. In addition, the Brick Masons’ have three staff persons who will coordinate the scheduling of training sessions, and documentation of training being delivered.

Trainer Qualifications

Training will be delivered by qualified Journeyworkers with extensive practical and training experience who are employed by the Trust.

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 Brick Mason’s performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0949	\$229,440	02/03/20 – 02/02/22	130	TBD	0

Based on ETP Systems, 8,424 reimbursable hours have been tracked for potential earnings of \$162,162 (71% of approved amount). The Contractor projects final earnings of 100%.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0902	La Verne	07/01/18-06/30/20	\$230,725	\$218,522 (95%)
ET17-0930	Arcadia	03/01/17-02/28/19	\$151,140	\$134,520 (89%)
ET16-0919	Arcadia	02/01/16-01/31/18	\$98,098	\$98,098 (100%)

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$5,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories and Los Angeles Unified School District will perform administrative services not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

Apprentices**COMMERCIAL SKILLS**

- ✚ Advanced blueprint reading
- ✚ Apply the elements of parging in masonry construction
- ✚ Brick-paving techniques
- ✚ Bricklaying terminology
- ✚ Building codes pertaining to reinforced grouted masonry
- ✚ Code requirements for construction of a fireplace
- ✚ Communications skills required of a job supervisor
- ✚ Construction of fireplaces, kilns, and furnaces by using refractory or fire brick
- ✚ Construction of jambs
- ✚ Construction of pilasters
- ✚ Construct a firebox
- ✚ Construct a fireplace flue
- ✚ Construct a fireplace throat
- ✚ Construct fireplace and footings
- ✚ Construct hearths
- ✚ Construct roof anchors
- ✚ Different types of arches
- ✚ Different types of arches in a hands-on project
- ✚ Different types of job layouts
- ✚ Duties of a foreman and his/her career advancement possibilities
- ✚ Hands-on projects in custom residential work
- ✚ Interpret and use blueprints
- ✚ Interpret trade math
- ✚ Masonry wall
- ✚ Materials used in residential masonry design
- ✚ Materials used in veneer construction
- ✚ Patterns used in bonded masonry
- ✚ Planning and construction of custom masonry
- ✚ Recognize journeyman duties
- ✚ Recognize safety, health and employment rules and procedures
- ✚ Recognize scaffolding safety practices
- ✚ Recognize shop safety rules and procedures
- ✚ Recognize shop safety rules for operating tools and equipment
- ✚ Recognize steps related to layout.
- ✚ Recognize various cement blocks and bricks
- ✚ Responsibilities of a job supervisor
- ✚ Solve problems in masonry mathematics
- ✚ Techniques for setting and laying bricks
- ✚ Terms used with reinforced grouted masonry
- ✚ The use of concrete in masonry units
- ✚ The uses of components and shell bricks
- ✚ The use of constructing trigs for building a straight wall
- ✚ Use stick-on veneer
- ✚ Various types of veneer applied to a fireplace

- ✚ Work with glass blocks
- ✚ Work with glazed tiles
- ✚ Work with stones

Journeyworkers

Class/Lab Hours

8-200 Trainees may receive any of the following:

COMMERCIAL SKILLS

- ✚ Advanced materials
- ✚ Safe working procedures and practices
- ✚ Scaffold safety

OSHA 10/30 (OSHA Certified Instructor)

- ✚ OSHA 10
- ✚ OSHA 30

Safety Training cannot exceed 10% of total training hour's per-trainee.
(This cap does not apply to OSHA 10/30.)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee for Job Numbers 1 & 2, regardless of the method of delivery.



Training Proposal for:

Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry

Contract Number: ET22-0901

Panel Meeting of: August 20, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obsispo, Santa Barbara, Ventura	Repeat Contractor :	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$559,440		\$38,850 8%		\$598,290

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 Priority Rate Apprentice	Commercial Skills	259	8-200	0	\$2,310	\$26.58
				Weighted Avg: 120			

***Post-Retention Wage is Contractural Wage**

Minimum Wage by County: SET / Priority Industry \$26.08 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
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Apprentice Plumber/Pipefitter		259

INTRODUCTION

Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry (A&J Training Trust) (www.ajtraining.org) is a Joint Labor-Management Committee founded in 1959. It operates nine training centers in Southern California for the plumbing and pipefitting industry and serves 2,200 apprentices and 4,200 journeymen. The A&J Training Trust provides training for apprentices and journeymen in the plumbing and pipefitting industry who work in a variety of settings doing new construction and maintenance, air conditioning, heating, refrigeration, and plumbing service work.

As a member of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Southern California Pipe Trades District Council 16 represents 14 local unions in Southern California. Multiple JATCs act as program sponsors for District Council 16. District Council 16 sponsors several DAS approved programs for occupations in the following industries: service and repair, sewer and storm drain, and landscape irrigation piping. ETP training will be provided for the following JATCs:

- Glendale, Burbank, San Fernando Valley & Antelope Valley Plumber & Steamfitter JATC
- Pomona and San Gabriel Valleys Plumber & Steamfitter JAC
- Kern, Inyo, & Mono Counties Plumbing, Pipefitter & Refrigeration/Air Conditioning Mechanic JATC
- Orange County Plumber & Steamfitters JATC
- Landscape/Irrigation, Sewer & Storm, Underground Specialty Piping JATC

- Los Angeles & Vicinity Steamfitters & Industrial Pipefitters JATC
- San Bernardino & Riverside Counties Plumbing & Steamfitter JAC
- Santa Barbara County Pipe Trades JAC
- San Luis Obispo County Plumbing JAC
- San Diego & Imperial Counties Pipe Trades JAC
- Ventura County Plumbing & Pipefitting JAC

Veterans Program

A&J Training Trust serves veterans and participates in veteran outreach and hiring activities, including Helmets to Hardhats. In addition, it has a program to connect with Marines at Camp Pendleton who are completing their military service. The training takes place at Camp Pendleton during the Marines' last 18 weeks of service. Once completed, trainees are entered as second-year apprentices into the trade. Some of these veterans are placed in jobs outside of California and may not be eligible for ETP funding. Therefore, a separate Veteran's Job Number is not requested.

Employer Demand

ETP funding will expand and upgrade the A&J Training Trust's program. Apprentice trainees will learn to lay out, fabricate, assemble, install, maintain, and repair piping systems which transport all types of fluids, slurries, and gases in the commercial, hospital, and industrial sectors. They will learn to plan, design, and install low pressure and high pressure steam systems in diverse environments including geothermal plants, manufacturing plants, pharmaceutical plants, semiconductor plants, solar plants, oil refineries, and breweries. The A&J Training Trust reports that the following projects are driving employer demand:

- Los Angeles (LA) Clippers Arena
- The Grand (downtown LA residential high-rise project)
- California Hospital Medical Center Foundation (new patient tower in LA)
- 3240 Wilshire (LA high-rise project)
- 960 W 7th Street (downtown LA residential high-rise project)
- LAX (multiple airport projects)

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 program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

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 \$25.01 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

ETP training will assist apprentices learn to install, repair, maintain, and service piping and plumbing systems and equipment used for drinking water distribution, sanitary storm water systems, and waste disposal. Further, they work on technical installations for in-floor heating, medical gas, heat pumps, solar panels, cross-connection control, and many other systems. Welding is a key skill for many jobs and apprentices are trained in all welding processes.

Training Plan

ETP training will be delivered via Class/Lab and E-Learning methodologies in the following:

Commercial Skills: Training will be offered to all Apprentices on course topics that include Material Handling, Rigging in the Piping Trades, Drainage Systems, Water Treatment, and Building Water Systems to increase worker skill sets in the piping and plumbing industry.

Marketing and Support Costs

Employers are notified of the A&J Training Trust's training through the association web sites, mailings, and presentations. Employers participate as members of the joint committee that operates the A&J Training Trust. Training is designed around employer needs and the general needs of the industry.

Although many participating employers have been recruited, additional recruitment will occur as needed to complete the project and replace any employers whose training needs may change throughout the project. Assessment of employer-specific job requirements will take place during the term of the Contract.

A&J Training Trust conducts assessments at the conclusion of each class. In addition, trainees provide feedback, through their union representatives on the joint apprenticeship committee and directly to the training centers, regarding their experience in the program and how the program helped to prepare them for work in their industry. Likewise, contractors provide feedback, through their representatives on the joint apprenticeship committee and directly to the training centers, regarding skills needed in their business and on the effectiveness of the training centers in meeting their needs. As a result, A&J Training Trust requests, and staff supports, the 8% support costs.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeymen. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The CEO of A&J Training Trust (dedicated administrator) will oversee project administration. The Los Angeles Unified School District, and Steve Duscha Advisories will partner to perform project administration. A&J Training Trust will schedule classes and complete training rosters. In-house subject-matter experts from A&J Training Trust will provide all training, and these trainers are

experienced journey-level workers. The Los Angeles Unified School District and Steve Duscha advisories will assist with employer liaison, documentation of work hours, and uploading of training and enrollment data.

Learning Management System (LMS)

Staff has reviewed and approved the A&J Training Trust's use of a LMS for recordkeeping.

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.

Impact/Outcome

New technology and production demands continuously bring change to the plumbing and piping industry. These changes require those working in the industry to constantly broaden their knowledge and skills. Furthermore, increasing demand for workers with national certifications in plumbing, pipefitting, medical gas, and welding requires training programs to meet the demand. These certifications ensure employers hire properly trained industry professionals with the skillsets needed to complete complex construction jobs. The following will result from this proposals funding:

- Training provided through this project will prepare workers to successfully gain certifications such as (National Inspection Testing Certification) Medical Gas Installer, (United Association) Industrial Rigging, Valve Repair Technician, Welding, Crane Signal Person, and Instrumentation Technician.
- Wage progression resulting from advanced skill levels/ promotions in correspondence to CBA's

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
ET21-0906	\$427,350	9/1/20 – 8/31/22	185	386	386

Based on ETP systems, 22,207 hours tracked and \$427,350 has been approved as earned (100% of approved amount).

PRIOR PROJECTS

The following table summarizes Contractor's performance by A&J Training Trust under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET19-0901	Van Nuys	7/1/18 – 6/30/20	\$949,428	\$949,428	(100%)
ET18-0901	Van Nuys	7/1/17- 6/30/19	\$949,088	\$949,088	(100%)
ET17-0900	Van Nuys	7/1/16- 6/30/18	\$949,221	\$949,221	(100%)
ET15-0919	Van Nuys	3/2/15- 3/1/17	\$649,905	\$649,905	(100%)
ET20-0905	Van Nuys	7/1/19- 6/30/21	\$748,440	\$748,440	(100%)

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories and the Los Angeles Unified School District in Los Angeles will perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

8–200

Trainees may receive any of the following:

Commercial Skills

- Safe Working Conditions
- Hazard Communication
- Personal Protective Equipment
- Material Handling
- Electrical Safety
- Tool Safety
- Scaffold Safety
- Fall Protection
- Stairways and Ladders
- Confined Spaces
- Mathematics used in the Piping Trades
- Units of Measurement
- Rigging in the Piping Trades
- Materials, Hardware and Tools Associated with Rigging
- Use of Copper and Acetylene Torches
- Gas Distribution Systems and their Components
- UPC and other Administrative Authorities
- Fittings, Pipes, Appliances and Materials
- Drainage Systems and their Components
- Water Treatment
- Water Treatment & Water Sizing
- Water Mains & Water Sizing
- Water Mains & Services
- Building Water Systems
- Hot Water Supply & Water Sizing
- Introduction to Basic Drawing Tools, Measuring Tools and Lettering Skills
- Three View, Plan View and Elevation View Drawings
- Graphic Symbols for Pipe Fittings and Valves
- Interpretation of Technical Diagrams and Piping Drawings
- Interpretation of Isometric Drawings
- Service & Repair Fixtures & Controls
- Basic Electricity, Pneumatics, Hydraulics
- Servicing of Gas and Electrical Appliances
- Failure Analysis
- Advanced Drawing
- Isometric Drawings
- Drawing Structural Backgrounds
- Drawing Sleeves on Structural Backgrounds
- Drawing Sleeves without Dimensions
- Review other Trades Drawings
- Design & Layout

- Isometric Drawing of Water, Water Gas, Waste and Vent Systems
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Material Take Off List for Installation
- Laying Out Trenches, Figure Grade and Backfill
- Ordering Material for the Job Site and Maintain an Inventory
- Using the Uniform Plumbing Code
- Maintaining Standardization and Safety Mind
- Fundamentals of Welding
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Flat, Vertical and Overhead Positions with 6 and 8 Welding Rod on Plate
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Flame Cut and Bevel Pipe
- Proper use of Grinders for Welding Preparation
- Welding Techniques for Plate and Pipe
- Weld Rod Designations, AMP Settings and Polarity
- Creating Models and Estimating
- Qualities and Role of a Leader
- Using Computer Based Technologies to Manipulate, Create, Store, Retrieve Data
- Medical Gas Installer & Brazing
- Refinery Safety: Working in High Hazard Facilities

Safety Training cannot exceed 10% of total-training hours per trainee

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



Training Proposal for:

**Pipe Trades Joint Apprenticeship and Training Committee of
Santa Clara and San Benito**

Contract Number: ET22-0902

Panel Meeting of: August 20, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: K. Lappen

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:	San Benito, Santa Clara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA Local 393)		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$555,120		\$42,040 Jobs 1 & 2: 8% Job 3: 20%		\$597,160

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 Priority Rate Journeyworker	Commer'l. Skills, Computer Skills, OSHA 10/30	15	8-200	0	\$590	\$66.66
				Weighted Avg: 24			
2	Retrainee Apprentice Priority Rate	Commer'l. Skills, Computer Skills, OSHA 10/30	230	8-210	0	\$2,387	\$34.04
				Weighted Avg: 124			
3	Retrainee Veterans Apprentice Priority Rate	Commer'l. Skills, Computer Skills, OSHA 10/3030	15	8-210	0	\$2,620	\$34.04
				Weighted Avg: 124			

*Post-Retention Wage is the Contractual wage

Minimum Wage by County: Job Numbers 1-3 (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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Pipefitter		15
Job Number 2		
Apprentice Pipefitter		230
Job Number 3		
Veteran Apprentice Pipefitter		15

INTRODUCTION

The Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties (Pipe Trades JATC) (www.pipetradestraining.org) opened the Lloyd E. Williams Pipe Trades Training Center in 1961 in San Jose. The training center is a modern, 100,000 square-foot facility with 48 classrooms and with welding and computer laboratories and serves 2,200 union members represented by the Plumbers, United Association Local Union 393. The JATC was created in collective bargaining between Local 393 and management represented by the

South Bay Piping Industry and the Santa Clara Valley Contractors Association. This will be Pipe Trades JATC's eighth ETP Contract, and the sixth in the last five years.

Pipe Trades JATC provides Apprentice and Journeyworker training to all the pipe trades involved in commercial, industrial and residential plumbing. Courses are designed to provide Commercial Skills, Computer Skills, and OSHA 10/30 training with an emphasis on green technology.

Veterans Program

In this proposal, Pipe Trades JATC is committed to supporting job-related training that helps Veterans transition into California's workforce and anticipates to train 15 Veterans (Job Number 3). Pipe Trades recruits Veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

In addition, the Veterans in Piping (VIP) program offered by the United Association (UA) of Journeyworker and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave military service. The VIP program consists of 18 weeks of highly specialized, intensive training in marketable skills such as welding, heating, ventilating, air conditioning and refrigeration, and sprinkler fitting. The UA provides Veterans with additional skills' training opportunities after they complete this program by connecting them to established apprenticeship-training programs.

A portion of the Veteran population participating in this project may include transitioning active duty veterans who are within one year prior to their anticipated separation date from service.

Employer Demand

ETP funding will expand and upgrade the Pipe Trades JATC's program. Demand for Apprentices has continued to climb over the past few years with 383 Apprentices currently registered. Graduates of this program work in construction and repair for industries that include: semiconductor, energy, biopharmaceutical, healthcare, aerospace, education, housing, water treatment, and technology industries. There is currently a high demand for welders in the area. The Pipe Trades JATC reports that the following projects are driving employer demand:

- San Jose Airport Terminal (expansion project)
- Mt. View El Camino Hospital (new bed buildings and mental-health facility)
- High-density residential and commercial projects planned in Cupertino and Sunnyvale near and around the new Apple Campus

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. Apprenticeship programs vary in length. In this project, the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency - Foothill Community College.

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

ETP funding will help workers prepare for the new projects in the Santa Clara and San Benito county areas, as well as backfill the jobs created by retiring Journeyworkers. Training will be provided in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial interest and demand to develop, retrofit, and maintain greener energy and water flow into and out of buildings. Equipment not used correctly can lead to energy inefficiencies, breakdowns, expensive re-work, and delays in schedules. Trainees will learn to work more efficiently with the materials, reducing scrap and re-work.

Training Plan

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

Journeyworker Training

Commercial Skills: Training will be offered to Journeyworkers on new construction, service and repair techniques, and equipment. Advanced skills' training will expand the availability of employer-driven certification classes such as welding and will also focus on new materials and the modernization of the industry, including the shift to green materials. Because plumbing, pipefitting, and refrigeration work revolves around energy management, many commercial and industrial businesses are seeking LEED certification.

Computer Skills: Training will be offered to Journeyworkers on scheduling, planning, and modeling software. AutoCAD and Job Tracking applications will provide trainees with tools to modify blueprints, look-up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized-control systems.

Apprentice Training

Commercial Skills: Training will be offered to Apprentices and Veteran Apprentices on topics such as Trade Math, Blueprint Reading, and all plumbing and mechanical systems in use. In addition, basic skills required across all pipe trades will be delivered. Training will help apprentices gain the skills needed to work safely and productively across industries. Training will also cover courses in green construction compliance, practices, and materials, new equipment, welding and industry certifications, and safety competency and awareness. Because this JATC operates in a highly competitive construction and service market, all training must meet the demands of Silicon Valley's construction industry.

Computer Skills: Training will be offered to Apprentices and Veteran Apprentices on courses like Computer-Aided Design and 3-D software applications. Training will provide trainees with needed skills to stay up-to-date in their field.

Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 or 30 hours of classroom for Apprentices and Journeyworkers. 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

Employers will continue to make contributions to the training trust for every hour worked by Apprentices. 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

The Training Coordinator (dedicated administrator) will oversee ETP Contract administration along with two coordinators. The Pipe Trades JATC has five administrative assistants who will also be responsible for marketing, recruiting, conducting needs’ assessments, and scheduling the training. Pipe Trades JATC has approximately 70 part-time instructors with first-rate credentials and vast field experience to deliver training. The JATC has also retained Strategy Workplace Communications to assist with training administration and ETP systems.

Impact/Outcome

Certifications earned for the Journeyworkers and Apprentices’ training may include: OSHA 10, OSHA 30, Medical Gas Installer, Medical Gas Brazier, Foreman’s Certification, Industrial Rigging, Signalperson, National Environmental Balancing Bureau Commissioning, Backflow, Blueprints, Star Review, and various welding certifications.

Marketing and Support Costs

Pipe Trades JATC conducts marketing through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. The Pipe Trades JATC will disseminate class information throughout the year to all apprentice and journey-level plumber, pipe, and refrigeration fitters within the local’s jurisdictions as well as to the plumber, pipe, and refrigeration fitter contractors who employ them. The Pipe Trades JATC is also active in the local workforce investment board (NOVA) by serving as a board member, executive board member and youth subcommittee committee chairperson and NOVA Youth Foundation board member.

As such, Pipe Trades JATC is requesting 8% support costs for Job Numbers 1 & 2 (Journeyworker and Apprentice) and 20% support costs for Job Number 3 (Veterans) to fund its staff in recruiting and qualifying additional participating employers for this program. Staff recommends approval of these support costs.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0925**	\$363,462	9/21/20-9/20/22	99	0	0
ET20-0923*	\$749,470	9/3/19 - 9/2/21	217	217	0

**ET21-0925: Based on the Cal-E-Force (CEF) system, 0 reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers.

*ET20-0923: Based on the CEF system, 20,784 reimbursable hours have been tracked for potential earnings of \$ 400,118 (53% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers.

PRIOR PROJECTS

The following table summarizes Contractor's performance by Pipe Trades JATC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0915	San Jose	8/6/18 - 8/5/20	\$949,244	\$949,244 (100%)
ET17-0917	San Jose	11/7/16 – 11/6/18	\$538,900	\$538,900 (100%)
ET16-0901	San Jose	8/8/15 – 8/7/17	\$642,410	\$557,535 (87%)

DEVELOPMENT SERVICES

Strategy Workplace Communications of Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% payment earned.

TRAINING VENDORS

N/A

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

8–200

Journeyworkers

Trainees may receive any of the following:

COMMERCIAL SKILLS

- AutoCad – Tricks and Tools of Fabrication
- BACnet Programming
- Bluebeam/BIM 360
- Boilers
- Brazing
- Certifications:
 - Backflow
 - Blueprints
 - Foreman
 - Industrial Rigging
 - Medical Gas -- Installation, System Testing, Maintenance, Repair, Standards and Brazing
 - National Environmental Balancing Bureau Commissioning (Certification for Heating & Cooling Systems)
 - Orbital Welding
 - Signalperson
 - Star Review
- Construction Technology Credential:
 - Computer Skills
 - PlanGrid
 - Comprehensive Layout and Design Test Out
 - NavisWorks/BIM360
 - Robotic Total Station
 - Bluebeam
 - UA Foreman Training
- Compressor Overhaul
- Daikin VRV IV Installation and Commissioning
- Daikin VRV Installation and Commissioning
- Daikin VRV Service and Troubleshooting
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Energy Audit
- EPRI Rigging
- Green Compliance:
 - Energy Efficiency in Existing Equipment and Materials
 - Design and Installation of New Energy Efficient Equipment and Materials
 - LEED Standards
- HVAC Control Basics
- Intro to Virtual Technology
- Johnson Controls Courses

- Johnson DX9100 (Brand of Digital Controller)
- Math for Residential Plumbers
- MedGas Installer Refresher Course
- Mitsubishi VRF Training
- PEX Piping
- Orbital Welding
- Project Management
- Plumbing Service
- R78 Brazing
- Residential Plumbing
- Residential Drainage/Water System
- Residential Plumbing Code
- Residential Waste, Water, Gas Systems
- Residential Blueprint Reading & Drawing
- Residential Fixtures/Layout Robotic Total Station
- Safe Working Conditions (All training supplements Cal-OSHA required safety training):
 - Foreman and Worker Responsibility
 - Scaffolding
 - Fall Protection
 - Electrical Safety
 - Falling Objects
 - Working in Confined Spaces
 - Working Around Pipelines
- Solar Installations
- Specialty Seminars for Service Work
- STAR Certification HVACR
- Start Test and Balance
- Title 24:
 - Start, Test & Balance
 - GPro Certification
 - STAR Certification
 - Energy Audit Certification
 - Title 24 MATT Certification
- Title 24 Requirements
- UA Foreman
- Vertiv DSE Thermal Management
- Virtual Design and Technology
- VFD Training (Variable Frequency Drive)
- Welding

COMPUTER SKILLS

- Computer-Aided Drafting
- 3-D Drawings Software

OSHA 10/30 (OSHA-Certified Instructor)

- OSHA 10
- OSHA 30

Class/Lab/E-Learning Hours

8–210

Apprentices

Trainees may receive any of the following:

COMMERCIAL SKILLS**Plumbing:**2nd Year

- Beginning Drawing and Design
- Industrial Safety
- Rigging; Lay-Out

3rd Year

- Advanced Trade Math for Plumbers
- Plumbing Codes
- Plumbing Fixtures

4th Year

- Advanced Draw & Blueprint Read
- Applied Welding
- Water Systems

5th Year

- Industry Install
- Med Gas Install
- Review & Turnout
- Special Topics

Steamfitters:2nd Year

- Industrial Safety
- Steamfitter Science; Elect & Air Cond
- Steamfitting, Cutting & Welding

3rd Year

- Advanced Trade Math for Steamfitters
- Steam Technology

4th Year

- Advanced Drawing & Blueprint Read
- Hydronic Systems
- Industrial Rigging

5th Year

- Indust Install
- Med Gas Install
- Review & Turnout
- Special Topics

Refrigeration2nd Year

- Electrical Controls Fundamentals
- Mechanical Systems

3rd Year

- Advanced Electric Controls
- HVAC Pneumatic & Elect Control Systems

4th Year

- Advanced Refrigeration & Chillers
- Industrial Refrig & Air-Cond Service

5th Year

- Review & Turnout
- Special Topics
- Start, Test & Balance; HVAC Systems

All Trades

- Autocad – Tricks and Tools of Fabrication
- Backflow Certification
- Bluebeam/BIM 360
- Blueprint Reading
- Compressor Overhaul
- Construction Technology Credential
 - Computer Skills
 - PlanGrid
 - Comprehensive Layout and Design Test Out
 - NavisWorks/BIM360
 - Robotic Total Station
 - Bluebeam
 - UA Foreman Training
- Cutting
- Daikin VRV Installation and Commissioning
- Daikin VRV IV Installation and Commissioning
- Daikin VRV Service and Troubleshooting
- Direct Digital Controls
- Drawing
- Energy Audit
- EPRI Rigging
- Foreman Certification
- HVAC Control Basics
- Industrial Install
- Industrial Safety
- Industry Math
- Intro to Virtual Technology
- Math for Residential Plumbers
- MedGas Installer Refresher Course
- Medical Gas Install
- Mitsubishi VRF Training
- PEX Piping
- Plumbing Service
- Project Management
- R78 Brazing
- Residential Blueprint Reading & Drawing
- Residential Drainage/Water System
- Residential Fixtures/Layout
- Residential Plumbing
- Residential Plumbing Code
- Residential Waste, Water, Gas Systems

- Rigging
- Rigging Certification
- STAR Certification HVACR
- Title 24:
 - Start, Test & Balance
 - GPro Certification
 - STAR Certification
 - Energy Audit Certification
 - Title 24 MATT Certification
- Title 24 Requirements
- Trade Math
- UA Foreman
- Vertiv DSE Thermal Management
- Variable Frequency Drive Training
- Virtual Design and Technology
- Welding

COMPUTER SKILLS (All Trades)

- Computer-Aided Drafting
- 3-D Drawings Software

OSHA 10/30 (OSHA Certified Instructor) (All Trades)

- OSHA 10
- OSHA 30

Safety Training cannot exceed 10% of total-training hours per trainee.
This cap does not apply to OSHA 10/30.

Note: Reimbursement for Job Number 1 (Journeyworker) training is capped at 200 total-training hours per trainee; Job Numbers 2 & 3 (Apprentice) training is capped at 210 total-training hours per trainee regardless of the method of training delivery.



Training Proposal for:

San Mateo County Electrical Apprenticeship and Training Trust

Contract Number: ET22-0905

Panel Meeting of: August 20, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Mateo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 617		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$554,154		\$45,229 Job Numbers 1-2: 8% Job Number 3: 20 %		\$599,383

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 Priority Rate Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	20	8-200	0	\$590	\$70.00
				Weighted Avg: 24			
2	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	186	8-210	0	\$2,753	\$31.50
				Weighted Avg: 143			
3	Retrainee Veterans Apprentice	Commercial Skills, OSHA 10/30	25	8-210	0	\$3,021	\$31.50
				Weighted Avg: 143			

***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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1: Retrainee Journeyworker		
Journeyworker Electrician / Inside Wireman		20
Job Number 2: Apprentice		
Apprentice Electrician / Inside Wireman		186
Job Number 3: Veteran Apprentice		
Veteran Electrician / Inside Wireman		25

INTRODUCTION

Founded in 1947, the San Mateo County Electrical Apprenticeship and Training Trust (SMJATC) (www.smjatic617.org) is located in San Carlos. SMJATC is governed by a Board of Trustees comprised of four labor and four management representatives, and it is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 617 and the National Electrical Contractors Association (NECA). Training will be delivered to trainees at its facility in San Carlos.

This will be SMJATC's ninth ETP Contract; the seventh in the last five years. ETP funding will be used to train Journeyworkers, Apprentices, and Veteran Apprentices of whom are all members of IBEW Local 617. The union currently represents over 1,500 Electricians in San Mateo County. The JATC is dedicated to providing up-to-date industry skills training, while securing long-term, high-wage job opportunities for its members. ETP funding will allow SMJATC to expand and upgrade its training to meet the needs of local employers and property owners.

Veterans Program

SMJATC is committed to supporting job-related training that helps veterans transition into California's workforce, and it anticipates to train 25 Veteran Apprentices (Job Number 3) in this proposal. SMJATT recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and link them to skills and careers in the building trades.

The veteran-training curriculum in this proposal will be the same as apprenticeship training. These trainees are in a separate Job Number to better track performance toward ETP's goal of improved outreach for veterans. To incentivize and recruit veterans, SMJATC allows veterans who apply for the apprenticeship program to receive accelerated opportunities to join. Veteran applicants who apply for the Apprentice program can skip the first stage (the written assessment) and go directly to the second stage (the interview).

Green/Clean Operations

In the past 15 years, California has gone from two LEED-certified buildings in 2003 to over 250+ in 2020. San Mateo employers and their electricians are playing a role in getting the number of LEED-certified buildings up. Training will provide electrical workers with skills in emerging technologies including renewable energy and high efficiency electrical control systems. Many electricians find work retrofitting local commercial buildings with green technology to reduce the use of energy in older buildings. The equipment rooms in older buildings often contain energized equipment configured and connected to the communications network that serves the building. Electricians must have finely honed skills to update while not completely interrupting service to the building. The SMJATC is also active in building, setting up, and maintaining new electrical charging stations for electric vehicles. These new charging stations will play an important role in helping California meet its green goals.

Apprenticeship Program

Apprentice training may not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). As such, ETP funding supplements the cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Depending on the type of trade, apprenticeship programs vary in length. In this proposal, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Mateo Community College).

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 hour. Journeyworker training is reimbursed at the priority industry retraining rate of \$26 per hour. The ETP wage for all trainees is no less than \$26.08 per hour, tracking the statewide Special Employment Training wage as modified for priority industries. The actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

Training will offer hands-on classroom/laboratory (Class/Lab) sessions in advanced lighting technology, fire alarm installations, data/voice installations and energy efficiency technology installations. Apprentice Electricians work directly under the supervision of a qualified journey-level electrician in installing or maintaining a variety of approved wiring methods.

Employer Demand

Electrician/Inside Wiremen install and maintain all of the various types of electrical and conduit systems found in commercial and industrial facilities. The proposed training program will help employers meet the challenges of staying competitive. Participating employers and union representatives have identified the following additional reasons for training: new energy efficiency regulations as well as increasing out-of-state competition, need to reduce costs, and higher quality standards and increasing complexity of construction projects which are all combined with a retiring workforce. The SMJATC reports that the following projects are driving employer demand:

- Baggage handling refurbishment at San Francisco Airport
- CalTrans level separation
- Electrification of CalTrains
- Facebook
- Four building in Burlingame at old drive-in locations
- Millbrae BART complex
- Oyster Point Biotech Expansion
- Re-construction of Stanford Linear Accelerator
- San Carlos East Site Project (includes offices, biotech, and hotel)
- Terminal 1 at San Francisco Airport
- YouTube

All training will provide skills needed to work on any electrical-related function at these construction sites.

Training Plan

Journeyworkers and Apprentices will have separate curriculums. Training will be delivered to all occupations via Class/Lab or E-Learning in the following:

Journeyworker Training

Business Skills: Training will include topics such as Green Awareness Training and Green Certifications, Customer Service Skills, Conflict Resolution, and Project Management. This training will give workers the tools to plan, organize, and manage construction projects. Training will also include team-building and leadership skills to lead teams in an effective and efficient manner.

Commercial Skills: Training will include course topics such as Analog/Digital Circuit (AC/DC) Principles, Grounding, and Industry Specific Skills. This training will also cover energy-efficient technologies for new and existing buildings and products such as green building materials, while also covering solar photovoltaic panels.

Computer Skills: Training will include scheduling, planning, and modeling software. Courses like AutoCAD and Job Tracking applications will provide trainees with the tools to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized-control systems.

Apprenticeship Training

Commercial Skills: Apprentices and Veteran Apprentices will learn to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial, and residential establishments. Training will also include how to install, connect, and test electrical-wiring systems for lighting, heating, air conditioning, and communications in any building or structure.

Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 or 30 hours of classroom for Apprentices and Journeyworkers. 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.

Curriculum Development

SMJATC, with input from both labor and management representatives, has developed and customized the national electrical curriculum to address local needs. The national program, or National Joint Apprenticeship and Training Committee’s (NJATC) curriculum, was developed for the exclusive use of IBEW-NECA JATC’S. NJATC works directly with equipment manufacturers and technology developers on a variety of tools, equipment and supplies, searching for the most up-to-date information available. Once a new training need has been identified, the NJATC designs an appropriate training course, provides instructor training, and distributes new training materials to local JATCs.

In addition, the local hiring demands of San Mateo County have shaped the curriculum, such as the need for electricians with the ability to work with green materials and on more technically advanced construction projects.

Impact/Outcome

Certifications earned for the journeyworker and apprentice training may include: OSHA 10, OSHA 30, Rigging and Lifting, Arc Flash Safety Awareness, Code of Excellence, Building Automation Systems, Green Audits, California Advanced Lighting Control Program (CALCTP) Installer and Lighting Acceptance Testing, and Title 24 Lighting Installation.

Commitment to Training

Signatory employers will continue to contribute to the training trust for every hour worked by Apprentices and Journeyworkers. General safety training is, and will continue to be, provided by participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

SMJATC’s Training Director (dedicated administrator) and three staff persons at the SMJATC office will assist with ETP administration including marketing, recruitment, and employer needs assessments. SMJATC staff will also coordinate the scheduling of training. SMJATC has 12 part-time trainers assisting with the training, and these trainers are former or current members of the trade and some have received Master Certification status by the NJATC. Additionally, SMJATC has retained Strategy Workplace Communications to assist with ETP administration and systems.

Marketing and Support Costs

While many participating employers have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training. Recruitment includes: direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and SMJATC's website. Class information will be disseminated throughout the year to all apprentice and journeyworker electricians within San Mateo County as well as to the electrical contractors who employ them to attract attendees.

SMJATC is requesting 8% in support costs for Journeyworkers and Apprentices for Job Numbers 1 and 2 to promote training opportunities, and 20% in support costs for Veteran Apprentices in Job Number 3 to attract and recruit veterans. Staff recommends the request for support costs.

Tuition Reimbursement

SMJATC represents that 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
ET21-0931	\$362,425	8/24/2020– 8/23/2022	220	0	0
ET20-0925	\$742,110	8/26/2019– 8/25/2021	254	0	0

ET21-0931 - Based on ETP systems, 9,615 reimbursable hours have been tracked for potential earnings of \$186,758.19 (52% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through May 2022.

ET20-0925 - Based on ETP systems, 34,535 reimbursable hours have been tracked for potential earnings of \$626,070 (84% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and through May 2021.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET19-0922	San Carlos	9/3/18 – 9/2/20	\$905,955	\$901,469 (99%)	
ET17-0935	San Carlos	6/30/17 – 6/29/19	\$490,158	\$490,158 (100%)	

ET16-0910	San Carlos	10/5/15 – 10/4/17	\$423,160	\$423,160 (100%)
ET15-0907	San Carlos	9/2/14 – 9/1/16	\$257,994	\$257,994 (100%)

DEVELOPMENT SERVICES

California Labor Federation in Sacramento, in conjunction with Strategy Workplace Communications in Oakland, assisted with development of this proposal at no charge.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee 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:

BUSINESS SKILLS

- Advanced Time Management
- Code of Excellence
- Conflict Resolution
- 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

COMMERCIAL SKILLS

- Analog / Digital Circuit (AC / DC) Principles
 - Generators
 - Inductance / Reactance
 - Math for Electricians
 - Ohm's Law
 - Series / Parallel Circuits
- 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
- CALCTP Acceptance Testing
- Codeology
 - Arc Flash
 - National Electrical Code
 - Other Recognized Standards (Installation Changes)
 - Plan, Build, and Use
 - Related Standards (Mandatory and Permissive Rules)
 - Special Occupancies and Equipment
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Design
 - 3 and 4-Way Switching
 - Design of Electrical Circuits
 - LonWorks and Building Automation
 - Magnetic Motor Control and the Code
 - Transformers and the Code

- Fire Alarm Systems and Installations
 - Definitions and Systems
 - Initiating Devices and Notification Systems
 - National Electrical Code and Installation Requirements
 - National Fire Protection Act, 1972 (NFPA 72)
 - Programming Panels
 - Start Up and Check Out Procedures
- 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
- 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
- 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
- Industry Specific Skills
 - Advanced Instrumentation and Motor Controls
 - Advanced Welding
 - Architecture Designs and Advanced Plan Reading
 - Blueprints and Schematics
 - Building Automation Systems
 - Conduit Bending
 - Confined Space Entry
 - Firestop Installation
 - Management and Monitoring of Materials
 - PlanGrid
 - Programmable Logic Controllers
 - Proper Equipment Set-Up (Green Training)
 - Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
 - Rigging and Lifting
 - Safe Working Practices
 - Solar Panel Installation
 - Solar Photovoltaics
 - 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)
- VDI for Bluebeam, Revit and AutoDesk (Virtual Desktop Interface)
- Work Flow and Resources
- 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
- Voice, Data, and Video
 - Audio Distribution
 - CCTV Security Surveillance
 - Computer Networking
 - Fiber Optics
 - Telephonic Interconnect

COMPUTER SKILLS

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

OSHA 10/30 (OSHA-CERTIFIED INSTRUCTOR)

- OSHA 10
- OSHA 30

Class/Lab/E-Learning Hours

8–210 (Job Numbers 2 & 3)

COMMERCIAL SKILLS

2nd Year

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

3rd Year

- AC Theory
- Blueprints
- Cad-Welding
- Code and Practices

- COMET
- Conduit Bending: Rigid & EMT, Chicago & 555
- CPR / First-Aid Refresher
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Ground Testing
- Grounding and Bonding
- Lighting Control Panels
- Motor Controls: Relays & Start / Stop
- Transformer wiring
- Transformers

4th Year

- Blueprints (& layout yard)
- Code Calculations
- Code Prep
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Control Labs
- Motor Controls: Mag Starter & 3-Wire Control
- Motors
- PLC's
- VFD's

5th Year

- CALCTP
- Code and Practices
- Code Calculations
- Code of Excellence
- CPR / First-Aid Refresher
- EVITP
- Foreman Training
- Motor Control
- Orientation
- PV / Solar Installer
- Rigging
- Torque

All Years

- AutoCAD
- Electric Vehicle Infrastructure Training Program (EVITP)
- PlanGrid
- State Certification Preparation
- VDI for Bluebeam, Revit and AutoDesk (Virtual Desktop Interface)

OSHA 10/30 (OSHA-CERTIFIED INSTRUCTOR)

- OSHA 10
- OSHA 30

Safety Training cannot exceed 10% of total-training hours per trainee (This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER)

Note: Reimbursement for Job Number 1 training is capped at 200 total-training hours per trainee. Reimbursement for Job Numbers 2 & 3 Apprenticeship training is capped at 210 total-training hours per trainee.



Retrainee - Job Creation
Training Proposal for:
SOMA AEC, Inc. dba Oxman College
Contract Number: ET22-0104

Panel Meeting of: August 20, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Medical Skills Training SET SB <100 Priority Rate Job Creation Initiative HUA	Industry Sector(s):	MEC (H) Healthcare (62) Construction (23) Services (61,71,72,81,92) 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 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
\$557,520		\$38,784 8%		\$596,304

In-Kind Contribution:	50% of Total ETP Funding Required	\$320,000
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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 SB <100	Computer Skills	20	8-200	0	\$2,460	\$20.86
				Weighted Avg: 100			
2	Retrainee SET HUA Priority Rate	Continuous Improvement MS Didactic MS Preceptor	20	8-200	0	\$3,936	\$15.65
				Weighted Avg: 160			
3	Retrainee SET Priority	Continuous Improvement MS Didactic MS Preceptor	100	8-200	0	\$3,936	\$26.08
				Weighted Avg: 160			
4	Retrainee SET Job Creation	Continuous Improvement MS Didactic MS Preceptor	19	8-200	0	\$3,936	\$15.65
				Weighted Avg: 160			

Minimum Wage by County:

Job Number 1 (SB/Retrainee): \$20.86 per hour

Job Number 2 (SET/HUA): \$15.65 per hour

Job Number 3 (SET): \$26.08 per hour SET Priority Modified Wage Statewide

Job Number 4 (Job Creation): \$17.39 per hour for Alameda, Marin, Santa Clara, San Mateo and San Francisco counties; \$17.33 per hour for Contra Costa County; \$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 \$2.50 in health benefits may be used used in job 3 and up to \$1.74 health benefits may be used in job 4

Wage Range by Occupation

Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1: SB/Retrainee		
Architect		2
		3

		2
Designer/Drafter		2
		4
Engineer		2
		3
		2
Job Number 2: SET/HUA		
Certified Nurse Assistant		20
Job Number 3: SET		
Licensed Vocation Nurse		45
		40
Registered Nurse		5
		5
Respiratory Technician		5
Job Number 4: Job Creation		
Certified Nurse Assistant		19

INTRODUCTION

Founded in 1991, SOMA AEC, Inc. dba Oxman College (Oxman College) (www.oxmancollege.com) is a private, post-secondary vocational school. The College provides training in computer programming, computer applications, continuous improvement, and healthcare to employers throughout California. ETP-funded training will be delivered at its approved Bureau of Private Postsecondary Education (BPPE) offices statewide.

This project will be Oxman College's sixteenth ETP Contract, and its sixth in the last five years. This proposal continues Oxman's successful training program on Autodesk Revit software for architectural and engineering firms, as well as training in Medical Skills for long-term nursing facilities in the healthcare industry. Both industries served are designated as priorities and have strong job growth demands in careers with strong wage progression possibilities.

Veterans Program

Although this project does not include a Veteran's Job Number, Oxman College offers priority enrollment to veterans into programs, as well as priority hiring for the college's faculty and staff.

Retrainee – Job Creation

In this proposal, Oxman College will train 19 net-new employees (Job Number 4). 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. The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

The hiring needs at long-term facilities is based on the patient's census and staff ratios. Due to the COVID-19 pandemic, there has been increased demand for CNAs. Some facilities serve more patients that require short-term or long-term rehabilitation for recovering from COVID. To accommodate the increased demand, these facilities need to hire new staff.

Employer Demand

Participating employers have expressed a need for training because they are struggling to keep up with technology and competitors. These employers have also expressed the need to build employees' skills to work in a continuously changing environment.

PROJECT DETAILS

The training plan for Job Number 1 will focus on upgrading skills training on Autodesk Revit software, which is the newest generation of Computer Aided Design (CAD) type software for engineering/architectural companies. The software is sophisticated and complex with multiple modules (13) that will require detailed training. Training will allow participating employees to remain competitive as the current demand for services utilizing the newest generation of Revit software has increased significantly. Trainee needs will be evaluated and trainees will be placed in appropriate levels needed to upgrade their skills.

The training plan for Job Numbers 2, 3, & 4 will consist of Medical Skills and Continuous Improvement Skills delivered through classroom, preceptor, and didactic training. Training will focus on establishing and maintaining a continuous quality improvement program to promote best practices in each trainee's daily routine and improve the overall quality of patient care at each facility and provide advanced medical skills to meet the ongoing technological and Affordable Health Care act requirements within the healthcare industry.

Training Plan

Training will be delivered via Class/Lab and/or E-Learning by in-house instructors as needed in the following:

Computer Skills: Training will be offered to Architects, Engineers, and Designers/Drafters on programming software with training topics that include Revit Architecture, Computer Programming, and Rhino Modeling.

Continuous Improvement: Training will be offered to Certified Nurse Assistants, Licensed Vocational Nurses, and Registered Nurses on training topics that include Communication Skills, Critical Thinking Skills, and Problem Analysis and Problem Solving.

Medical Skills: Training will be offered to Certified Nurse Assistants, Licensed Vocational Nurses, and Registered Nurses on course topics like Wound Management, Respiratory Care, Infection Control, and Patient Assessment and Care. Trainees will participate in clinical skills training, including both didactic and preceptor training. Classroom/laboratory training will be provided by in-house subject-matter experts and vendors to all occupations on understanding advanced clinical processes to ensure competency and improve overall quality of patient care at each facility.

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 varies by each participating employer and is both job specific and companywide. Training includes mandatory organization-wide in-service training in such topics as elder abuse, OSHA, harassment prevention, confidentiality, and this training will continue to be provided without ETP's support.

➤ Training Infrastructure

Oxman College has five dedicated staff members responsible for scheduling training, enrolling trainees, tracking training hours, and meeting with ETP staff. These dedicated staff members are experienced in the ETP process and are administering the current agreement. Training will be delivered by highly-qualified instructors with industry expertise.

Impact/Outcome

- Improved Patient Care: Quality of Patient Care is one of the indicators for long-term care (LTC) facilities, which is evaluated by Medicare annually. The goal of this ETP training is to support the efforts of each participating employer to reach a higher rating by Medicare.
- Upgraded Skills: Small architecture and engineering companies need to have employees proficient in Autodesk Revit (software) for collaborative and cost effective design to remain competitive.
- Improved Customer Satisfaction: ETP training will help to enhance staff proficiency both in vital clinical skills and in-patient interaction skills, which leads to increased customer satisfaction.

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).

Oxman College is eligible as a training agency based on the following:

- BPPE licensure renewal has been submitted and is currently being processed.
- Successful past performance with ETP (see Prior Project table).

Marketing and Support Costs

Oxman College's marketing program consists primarily of referrals by the Employment Development Department (EDD), County Department of Social Services, WorkSource centers, and community organizations. The school recruits prospective students using a combination of resources such as its peer referral system, flyers, brochures, and catalogs as well as direct telephone and email contacts with employers.

Oxman College is requesting the standard 8% support costs for outreach, recruitment and schedule coordination for this project. Recruitment includes trainee intake assessments to determine eligibility, job development, and job search assistance and placement. Individuals are referred to the school by One-Stop staff members through presentations, word of mouth, advertising, and displaying program flyers. Staff recommends the 8% support costs for retraining.

Special Employment Training (SET) / High Unemployment Area

Under SET, the participating employer (PE) 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 Modification

The 20 trainees in Job Number 2 work in a HUA with unemployment exceeding the state average by 25%. For trainees in an HUA, the Panel may reduce the Priority Industry SET Wage (\$26.08 per hour) to the ETP Reduced Standard Wage by county. Oxman College requests a wage modification for trainees in Job Number 2 from \$25.01 per hour to \$15.65 per hour.

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

Alternative recordkeeping method is requested due to the current COVID-19 pandemic.

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
ET20-0125	\$748,897	9/1/19 – 8/31/21	208	311	170
*ET21-0185 (COVID Pilot)	\$200,000	10/26/20 – 10/25/22	100	66	64
ET21-0238	\$449,196	12/14/20 – 12/13/22	122	0	0

ET20-0125: Based on ETP systems, 32,005 hours have been tracked for potential earnings of \$787,323 (100% of approved amount). Earnings paid to date reflect \$607,067 (81% of approved amount), and the Contractor projects final earnings of 100% based on final invoices pending.

*ET21-0185: Based on ETP systems, 372 hours have been tracked for potential earnings of \$184,000 (92% of approved amount). The Contractor projects final earnings of 100%.

ET21-0238: Based on ETP systems, 12,991 hours have been tracked for potential earnings of \$319,578 (71% of approved amount). The Contractor projects final earnings of 100% based on additional training hours delivered that will be uploaded and additional final invoices pending through August 2021.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0128	Statewide	9/1/17 – 8/31/19	\$943,400	\$943,400 (100%)
ET16-0402	Statewide	4/5/16 – 4/4/18	\$543,861	\$538,741 (99%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

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:

COMPUTER SKILLS

- Adobe and Multimedia
- Advanced MS Office
- Computer Programming
- Creating & Modifying Design in Revit
- Creating Custom Families in Revit
- Creating Views of the Model in Revit
- Foundation, Beams and Framing Systems in Revit
- Importing and Exporting Files in Revit
- Networking
- Performance Analysis in Revit
- Revit Architecture
- Revit MEP
- Revit Structure
- Revit User Interface
- Rhino Modeling
- Sketchup
- Structural Analysis in Revit
- Using Autodesk Dynamo Studio Software with Revit
- Visualization and Rendering Tools
- Working with Revit System Families

Class/Lab/E-Learning Hours

8-200 (Job Numbers 2-4)

Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- Communication Skills
- Conflict Resolution Skills
- Critical Thinking Skills
- Customer Service
- Interdepartmental Collaboration
- Interdisciplinary Team
- Leadership Skills
- Organization and Time Management Skills
- Problem Analysis and Problem Solving
- Quality Assurance/Performance Improvement (QAPI)
- Setting Goals
- Team Building

MEDICAL SKILLS – DIDACTIC

- COVID-19
- Allergies
- Alzheimer's Disease and Related Disorders
- Annual Skills Update
- Antibiotics Stewardship
- Assault Crisis Management

- Bipolar Disorder
- Blood borne Pathogens
- COVID-19
- Change in Condition
- Change of Condition Management
- Conditions of Participation in CMS
- Dementia Care
- Depression Causes/Intervention
- Diabetic Management
- Dialectical Behavior Therapy (DBT)
- Documentation/Abbreviation
- Evaluation and Assessment Procedures/Criteria
- Infection Control
- Interdisciplinary Team Process
- Intravenous Therapy
- Medical Diagnosis
- Medical Direction in Long-Term Care
- Medication Administration Management
- Mental Health
- Nursing Assistant Skills
- Pain Management (Acute and Chronic)
- Pillars of Recovery
- PointClickCare Software
- Preventive Skin Care Measures
- Problems and Needs of the Aged
- Psychosocial Rehabilitation
- Psychotropic Medication Side Effects
- Reporting to MDs-Assessing Clients
- Resident and Family Education
- Respiratory Care
- Restorative Nurse Program
- Restraint and Restraint Reduction
- Safe Transfer
- Signs and Symptoms of Cardiopulmonary Distress
- Skin Assessment
- Social and Recreational Needs of the Aged
- The Wellness Recovery Action Plan
- Therapeutic Communication
- Urinary Management
- Weights, Vitals, and Immunizations
- Wound Management

MEDICAL SKILLS – CLINICAL WITH PRECEPTOR

- Activities of Daily Living
- Annual Skills Update
- Antibiotics Stewardship
- Assessing of Tube-Fed Individuals with Diabetes Mellitus
- Assisting and Performing Self-Care Skills with Patients
- Assistive Devices
- Bowel and Bladder Training of Patients
- Breathing Patterns and Respiratory Function
- Cardiac Conditions Charting
- Care of Clients with COPD

- Care of Clients with Diabetes
- Care of Clients with Hypertension
- Clinical Skills Review
- Colostomy Care
- Conditions of Participation in CMS
- Conduct Range of Motion Exercises with Patient
- COVID-19
- Dementia Care
- Dementia/Alzheimer's
- Enteral Feeding Management
- Facilitating Functional Gains of Each Patient
- Feeding Tube (Insertion, Intermittent, and Continuous)
- Functional Mobility and Ambulation
- Gastrointestinal Conditions
- Identification of Patient Change in Condition
- Identification of Skin Impairments and Prevention
- Incontinence Management (Colostomy Care)
- Infection Control
- Interdisciplinary Team Process
- Intravenous Therapy
- Isolation Techniques
- Managing Patients with Neurovascular Conditions
- Medication Management
- Monitoring of Cardiovascular Changes
- Nursing Assistant Skills
- Operate Safety Devices with Patient
- Pain Management
- Patient Assessment and Care
- Patient Care of Foot and Hand
- Patient Safety
- PointClickCare Software
- Positioning of Patients for Correct Body Alignment
- Preceptor Skills (Train-the-Trainer)
- Preventing and Identifying Complications Related to Tube Feeding
- Proper Use of Exercise Equipment
- Rehabilitation (Physical, Occupational, and Speech Therapy)
- Residents with Special Needs
- Respiratory Care
- Restorative Nursing Care
- Safe Patient Handling
- Setting Behavioral Program Objectives for Patients
- Signs and Symptoms of Cardiopulmonary Distress
- Skeletal/Orthopedic Conditions
- Special Program Techniques for the Mentally Disordered
- Therapeutic Activities/ Exercises
- Wound Management

Safety Training cannot exceed 10% of total-training hours per trainee.

Note: Reimbursement for retraining is capped at 200 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: SOMA AEC, Inc. dba Oxman College
Reference No: 21-0806

CCG No.: ET22-0104
Page 1 of 2

ALPHABETIZE BY COMPANY NAME

Company: Brad Cox Architects	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
------------------------------	--

Address: 1155 Meridian Ave, Suite 208

City, State, Zip: San Jose, CA 95125

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 6	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
---	---

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Company: Community Care & Rehab Center	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--	--

Address: 4070 Jarupa Ave

City, State, Zip: Riverside, CA 92506

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 160

Total # of full-time company employees in California: 160

Company: DBA Architects	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 461 2nd St c127

City, State, Zip: San Francisco, CA 94107

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
---	---

Total # of full-time company employees worldwide: 45

Total # of full-time company employees in California: 45

Company: Elmwood Nursing Rehabilitation Hospital	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 2829 Shattuck Ave

City, State, Zip: Berkeley, CA 94705

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 90

Total # of full-time company employees in California: 90

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: SOMA AEC, Inc. dba Oxman College
Reference No: 21-0806

CCG No.: ET22-0104
Page 2 of 2

ALPHABETIZE BY COMPANY NAME

Company: Gayner Engineers	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1133 Post St	
City, State, Zip: San Francisco, CA 94109	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 12	
Total # of full-time company employees in California: 12	
Company: HCL Architecture	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 423 Tehama St	
City, State, Zip: San Francisco, CA 94103	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 14	
Total # of full-time company employees in California: 14	
Company: Larson Shores Architects	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1940 Union Street, Unit 22	
City, State, Zip: Oakland, CA 94607	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 12	
Total # of full-time company employees in California: 12	
Company: Legacy Post Acute Rehab	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1335 N. Waterman Avenue	
City, State, Zip: San Bernardino, CA 92404	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 160	



**Training Proposal for:
California Manufacturers and Technology Association**

Contract Number: ET22-0123

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate SB <100 HUA SET Multiple Barriers At-Risk Youth	Industry Sector(s):	Manufacturing (E) Professional, Scientific, Technology (54) Biotechnology and Life Sciences (54+) 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 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
\$561,482		\$38,486 8%		\$599,968

In-Kind Contribution:	50% of Total ETP Funding Required	\$715,000
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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 Priority Rate	Business Skills, Computer Skills, Cont. Imp., HazMat, Hazwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30, PL-Mfg. Skills	813	8-200	0-11	\$393	\$19.12
				Weighted Avg: 16			
2	Retrainee Priority Rate SB <100	Business Skills, Computer Skills, Cont. Imp., HazMat, Hazwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30, PL-Mfg. Skills	203	8-200	0-11	\$910	\$19.12
				Weighted Avg: 37			
3	Retrainee	Business Skills, Computer Skills, Cont. Imp., HazMat, Hazwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30, PL-Mfg. Skills	53	8-200	0-11	\$556	\$19.12
				Weighted Avg: 26			
4	Retrainee Priority Rate HUA	Business Skills, Computer Skills, Cont. Imp., HazMat, Hazwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30, PL-Mfg. Skills	55	8-200	0-11	\$393	\$15.01
				Weighted Avg: 16			

5	Retrainee Priority Rate HUA SB <100	Business Skills, Computer Skills, Cont. Imp., HazMat, Hazzwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30, PL-Mfg. Skills	15	8-200	0-11	\$910	\$15.01
				Weighted Avg: 37			
6	New Hire Priority Rate SET Multiple Barriers At-Risk Youth	Business Skills, Computer Skills, Cont. Imp., HazMat, Hazzwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30, PL-Mfg. Skills	21	8-260	0-11	\$1,476	\$15.65
				Weighted Avg: 60			

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

Minimum Wage by County: Job Numbers 1-3: \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$20.79 per hour for Contra Costa County; \$19.77 per hour for Los Angeles County; \$19.12 per hour for all other counties

Job Numbers 4-5 (HUA): \$15.65 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$15.59 per hour for Contra Costa County; \$14.83 per hour for Los Angeles County; \$14.34 per hour for all other counties

Job Number 6 (New Hire): \$17.39 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$17.33 per hour for Contra Costa County; \$16.48 per hour for Los Angeles County; \$15.93 per hour in Orange County; \$15.81 per hour in San Diego County; \$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

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

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Administrative Support		7
		45
		2
Customer Service and Sales Staff		2
		40
		30
Manufacturing Associate		45
		200
		200
Maintenance Technician		75

		100
Manager and Supervisor		60
		100
Engineer		30
		50
		100
Analyst		10
		34
		30

INTRODUCTION

California Manufacturers and Technology Association (CMTA) (www.cmta.net) is a trade association representing a large number of California's manufacturing, processing, service and technology-based companies. Headquartered in Sacramento, CMTA has worked closely with its member companies and ETP to implement successful work skills training programs for over 20 years. CMTA's comprehensive advocacy and educational initiatives seek to foster a business environment that will lead to the creation and retention of high-wage, high-skill jobs that will enhance the overall prosperity of California. CMTA promotes training programs and policies that help manufacturers achieve higher performance. This will be CMTA's seventh ETP-funded project in the past five years.

Veterans Program

CMTA does not actively recruit Veterans, however participating employers may employ Veterans.

PROJECT DETAILS

CMTA continues to serve member companies which need to improve productivity and efficiencies to remain competitive. The training in this proposal will continue to target priority manufacturers and other priority industries that meet the requirements for out-of-state competition. CMTA relies on training research data from the National Association of Manufacturers to ensure it is providing the type of training required on a national level. In addition, CMTA surveys members to discern local training requirements.

CMTA is continuing to work closely with regional manufacturing groups such as the Sacramento Valley Manufacturing Initiative (SVMI). CMTA is helping to fund worker training programs that are backed by SVMI including CNC entry level operators. SVMI is organized by and for Sacramento's manufacturers. As the region's manufacturers, they are committed to working with educators and industry partners to proactively develop vocational, educational and workforce initiatives and programs leading to fulfilling manufacturing career paths for the region's students and workforce. Their efforts will ensure that the Sacramento area is viewed as a region of manufacturing excellence with a globally competitive manufacturing sector and a solid pipeline of skilled workers to showcase the region's success and expansion.

Training Plan

The proposed training will mainly target manufacturers; however, companies from technology and other industries may also participate. CMTA serves companies statewide, training to improve productivity for companies to be competitive in California.

Business Skills: Training will be delivered to all occupations and focus on improving customer service and business management. Training topics include Communication Skills, Customer Service, and Relationship Building Through Sales & Service.

Computer Skills: Training will be delivered to all occupations and focus on becoming more proficient in the use of software platforms. Training topics include Accounting Software, Computer Security, and Custom Programming.

Continuous Improvement: Training will be provided to all occupations and focus on reducing waste, increasing efficiencies and improving quality. Training topics include 5S Principles, ISO Training, and Lean Manufacturing.

Hazardous Materials: Training will be delivered to all manufacturing occupations. Staff will receive the skills necessary to ensure a safe work environment while working with dangerous materials. Training topics include Hazards Communication and Storm water Pollution Prevention Plan.

Literacy Skills: Training will be delivered to all manufacturing occupations and focus on trainees that require improvement with the understanding of the English language as it pertains to their specific job duties. Training topic include Vocational English as a Second Language.

Management Skills: Training will be provided to Managers and Supervisors in leadership skills and managing change. Due to tough competition in the global economy, managers and supervisors must have the right training to allow them to keep the workforce engaged, productive and focused. Training topics include Leadership Skills, Managing Change, and Situational Leadership.

Manufacturing Skills: Training will be provided to Manufacturing Associates and Maintenance Technicians. Training will focus on equipment upgrades and technical skills. Training topics include Good Manufacturing Practices, Programmable Logic Controllers, and Welding Fundamentals/Techniques.

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 or CBT training for production, maintenance, and technician workers and 30 hours for frontline supervisors. 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. OSHA 10/30 is not included in the 10% limitation on safety training.

Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site, and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Computer-Based Training

CMTA will provide Computer-Based Training (CBT). CBT courses will primarily consist of Tooling U online training (<http://www.toolingu.com/>). Small businesses that find it difficult to stop

production to train may take advantage of Tooling U. This allows for full production to continue as trainees can be individually taken off their job to participate in CBT.

Productive Lab

Trainees may produce goods for profit as part of the Productive Laboratory (PL) training in the courses identified under the Curriculum. The instructor will be dedicated 100% of the time to training delivery during all hours of PL training.

Participating employers under CMTA will train Manufacturing Associates, Maintenance Technicians, and Managers/Supervisors on CNC and manual equipment operations. Since factory equipment cannot be reproduced in a classroom setting, PL-Manufacturing Skills training is necessary to ensure safety and production standards are being met. This training will be provided at a much slower pace than regular production with significantly higher product defects. A subject matter expert will conduct training. The trainer will demonstrate how to use the equipment, then supervise trainees' use of the equipment. A department supervisor will certify trainee competency once training is completed.

PL training will be under constant supervision at a 1:3 trainer-to-trainee ratio. CMTA has requested a 1:3 ratio because trainees typically work in groups of three when assigned to a machine. PL training will be approximately up to 120 hours per trainee.

High Unemployment Area

The trainees in Job Numbers 4 and 5 work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. For facilities in HUAs, the Panel may modify the ETP Minimum Wage by up to 25% if post retention wages exceed the start-of-training wages. CMTA requests this wage modification for trainees in Job Numbers 4 and 5 from \$20.86 to \$15.65 in Alameda, Marin, San Mateo, Santa Clara, San Francisco counties; from \$20.79 to \$15.59 per hour in Contra Costa County; from \$19.77 to \$14.83 per hour in Los Angeles County; and from \$19.12 to \$14.34 in Orange County and all other counties.

Ex-Offender/At-Risk Youth

Job Number 6 will be funded as Special Employment Training/Multiple Barriers under the Ex-or Offender/At-Risk Youth Guidelines and are eligible for ETP New Hire wages.

The participating employer, Rise Up Industries, provides CNC Machine Operators training for ex-offenders. The training program functions as a working machine shop, teaching skills in the classroom and requiring hands-on training while completing customer orders. The machine shop prepares workers for successful reentry into society with a well-paying career with mainly PL training to ensure proper CNC machine operation. PL will allow trainees to receive practical, real-world experience in a working environment without creating excessive waste and will ensure that workers are trained in specific skills for each piece of machinery to gain the skills needed for hiring.

➤ 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.

Commitment to Training

Training varies by participating employer and is both job specific and companywide. Large employers have well-established training programs that include courses such as orientation, basic job skills, employee diversity and supervisory law. Other employers are only able to provide government-mandated training such as safety, compliance, and sexual harassment prevention. Many of the participating employers do not have structured training programs due to budgetary constraints. Training for these companies is generally provided on an as needed basis and can often be delayed. ETP funding will expand industry specific training to upgrade employee skill sets.

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

The Manager of Training Services will be responsible for overseeing all aspects of this training project. Training will be delivered primarily at the participating employers' worksites, with some center-based classes for employers with similar training needs. CMTA has partnered with three training subcontractors to deliver training in Continuous Improvement, Business and Computer Skills. Participating employers will also provide qualified trainers who will train their own employees.

CMTA has three full-time staff members assigned to conduct employer marketing and recruitment, training needs assessments, skill gap analysis, trainer recommendations and selection, class scheduling, and compliance with all ETP documentation and tracking activities.

Marketing and Support Costs

CMTA markets to an extensive database of current and potential members. Marketing activities are done through newsletters, workforce development partnerships, community colleges, trade shows, telemarketing, direct mailing, and in-person visits.

CMTA is requesting 8% support costs for the cost associated with employer recruitment; employer worksite visits to determine training needs; curricula design and scheduling of training; and assisting employers with training plan implementation. Staff recommends the 8% support costs for Job Numbers 1-6.

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
ET20-0260	\$949,065	2/03/20- 2/02/22	1,316	126	126

Based on ETP Systems, 36,723 reimbursable hours have been tracked for potential earnings of \$839,354 (88% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0321	Sacramento	12/31/18- 12/30/20	\$949,765	\$949,765 (100%)
ET18-0107	Sacramento	7/01/17- 6/30/19	\$949,928	\$949,483 (99%)
ET16-0378	Sacramento	3/7/16 – 3/6/18	\$1,199,737	\$1,199,737(100%)
ET15-0353	Sacramento	2/2/15 – 2/1/17	\$649,725	\$649,725 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

Custom Corporate Communications in Redondo Beach will provide Continuous Improvement (Lean and Quality), Business and Computer Skills training for a fee of \$175,000.

Get Kaizened of San Ramon will provide Continuous Improvement (Lean and Six-Sigma) training for a fee of \$75,000.

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

Exhibit B: Menu Curriculum

Class/Lab/E-Learning/Videoconferencing Hours

8-200 (Job Numbers 1-5)

8-260 (Job Number 6) Trainees may receive any of the following:

BUSINESS SKILLS

- + Business Analytics Certification
- + Business Communication Skills
- + Business Fundamentals
- + Communication Skills
- + Cost Control
- + Customer Service
- + Financial Analysis
- + International Shipping
- + Inventory Control
- + Negotiating
- + Planning and Organization Skills
- + Presentation Skills
- + Product Knowledge
- + Project Management
- + Relationship Building through Sales & Service
- + Sales Strategies
- + Supply Chain Management
- + Time Management Skills
- + Writing Skills

COMPUTER SKILLS

- + Accounting Software
- + Agile/Scrum
- + CAD/CAM
- + CNC Software
- + Computer Security
- + Computer Skills for Equipment Maintenance
- + Custom Programming
- + Cybersecurity
- + Database Management Training
- + End-User Training
- + Enterprise Resource Planning Software
- + Geographic Information System Training
- + Microsoft Office (Intermediate/Advanced)

CONTINUOUS IMPROVEMENT

- + 5S Principles
- + AS9100/AS9110 Training
- + Benchmarking
- + Building Successful Teams
- + Interpreting and Analyzing Data
- + ISO Training
- + Leadership Skills for Front-Line Workers
- + Lean Manufacturing

- ✚ Kaizen Methodology
- ✚ Performance Management
- ✚ Problem Solving
- ✚ Quality Control Training
- ✚ Root Cause Analysis
- ✚ Six-Sigma
- ✚ Standard Work
- ✚ Statistical Process Control
- ✚ Team Building
- ✚ Team Problem Solving
- ✚ Train-the-Trainer

HAZARDOUS MATERIALS

- ✚ Ammonia Training
- ✚ Bloodborne Pathogen Safety
- ✚ Environmental Health & Safety
- ✚ Hazardous Materials Handling, Storage, and Clean-Up
- ✚ Hazards Communication
- ✚ Stormwater Pollution Prevention Plan

HAZWOPER

- ✚ Hazardous Waste Operation and Emergency Response

LITERACY SKILLS

- ✚ Vocational English as a Second Language

MANAGEMENT SKILLS (Managers & Supervisors Only)

- ✚ Emotional Intelligence
- ✚ Leadership Skills
- ✚ Managing Change
- ✚ Performance Management
- ✚ Situational Leadership

MANUFACTURING SKILLS

- ✚ Aerial Lift/Scissor Lift Training
- ✚ American Welding Society Certified Welder
- ✚ Assembly Procedures
- ✚ Blueprint Reading
- ✚ Brewing Basics
- ✚ Certified Manufacturing Engineer
- ✚ Certified Manufacturing Technologist
- ✚ Certified Quality Engineer
- ✚ Cicerone Certification training
- ✚ CNC Operator Certificate
- ✚ Crane and Hoist Safety
- ✚ Cross-Training in Equipment/Production
- ✚ Electrical Safety
- ✚ Electronics Training
- ✚ Equipment Maintenance
- ✚ Equipment Operations
- ✚ Food Handling Basics

- ✚ Forklift Training
- ✚ Glass Handling
- ✚ Good Manufacturing Practices
- ✚ Hydraulics Training
- ✚ Industrial Math
- ✚ Introduction to Practical Brewing
- ✚ Intensive Brewing
- ✚ Job Instruction/Analyzing Jobs for Efficiency
- ✚ Lift Jack/Pallet Jack Safety
- ✚ Lock-Out/Tag-Out Training
- ✚ Machine/Equipment Safety
- ✚ Motor Controls
- ✚ National Institute for Metalworking Skills Certification training
- ✚ Onsite Water Treatment Systems
- ✚ Personal Protective Equipment Safety
- ✚ Pneumatics
- ✚ Press Brake Training
- ✚ Production Operations
- ✚ Programmable Logic Controllers
- ✚ Science for Practical Brewing
- ✚ Shop Math
- ✚ Warehousing Operations & Distribution
- ✚ Welding Fundamentals/Techniques
- ✚ Wiring

OSHA 10/30 (Certified OSHA Instructor)

- ✚ OSHA 10
- ✚ OSHA 30

Literacy Training cannot exceed 45% of total training hours per-trainee. Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER)

Productive Lab Hours

0-120

MANUFACTURING SKILLS (1:3 Ratio)

- ✚ CNC Operator training
- ✚ Cross-Training in Equipment/Production
- ✚ Power Tool Use/Handling
- ✚ Welding

CBT Hours

0-11

MANUFACTURING SKILLS

- ✚ Basics of the CNC Machining Center 130 (1.5 hours)
- ✚ Basics of the CNC Swiss-Type Lathe 135 (1.5 hours)
- ✚ CNC Coordinates 140 (1.5 hours)
- ✚ Part Program 150 (1.5 hours)
- ✚ CAD/CAM Overview 160 (1.5 hours)
- ✚ CNC Manual Operations 200 (1.5 hours)
- ✚ CNC Offsets 210 (1.5 hours)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee in Job Numbers 1-5; and 260 in Job Number 6, 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: CMTA

CCG No.: ET22-0123

Reference No: 21-0777

Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: 23 Bottles of Beer (dba Russian River Brewery)

Priority Industry? Yes No

Address: 700 Mitchell Lane

City, State, Zip: Windsor, CA 95492

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50

Small Business? Yes No

Total # of full-time company employees worldwide: 150

Total # of full-time company employees in California: 150

Company: Altec Industries

Priority Industry? Yes No

Address: 1450 N. 1st Street

City, State, Zip: Dixon, CA 95620

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 165

Small Business? Yes No

Total # of full-time company employees worldwide: 4,000

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

Company: Automation Group

Priority Industry? Yes No

Address: 4400 Sisk Road

City, State, Zip: Modesto, CA 95356

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 15

Small Business? Yes No

Total # of full-time company employees worldwide: 95

Total # of full-time company employees in California: 95

Company: American Jerky

Priority Industry? Yes No

Address: 2400 E Francis Street

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 45

Small Business? Yes No

Total # of full-time company employees worldwide: 75

Total # of full-time company employees in California: 75

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: CMTA

CCG No.: ET22-0123

Reference No: 21-0777

Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: Bagatelos Architectural Glass Systems, Inc.

Priority Industry? Yes No

Address: 2750 Redding Avenue

City, State, Zip: Sacramento, CA 95820

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 20

Small Business? Yes No

Total # of full-time company employees worldwide: 85

Total # of full-time company employees in California: 85

Company: Bentley Mills

Priority Industry? Yes No

Address: 14641 E. Don Julian Road

City, State, Zip: City of Industry, CA 91746

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 55

Small Business? Yes No

Total # of full-time company employees worldwide: 400

Total # of full-time company employees in California: 320

Company: Cambro

Priority Industry? Yes No

Address: 5801 Skylab Road

City, State, Zip: Huntington Beach, CA 92647

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 45

Small Business? Yes No

Total # of full-time company employees worldwide: 1,100

Total # of full-time company employees in California: 850

Company: Glaukos

Priority Industry? Yes No

Address: 229 Avenida Fabricante

City, State, Zip: San Clemente, CA 92672

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 100

Small Business? Yes No

Total # of full-time company employees worldwide: 740

Total # of full-time company employees in California: 400

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: CMTA

CCG No.: ET22-0123

Reference No: 21-0777

Page 3 of 3

ALPHABETIZE BY COMPANY NAME

Company: Par Pharmaceutical

Priority Industry? Yes No

Address: 9601 Jeronimo Road

City, State, Zip: Irvine, CA 92618

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50

Small Business? Yes No

Total # of full-time company employees worldwide: 3,600

Total # of full-time company employees in California: 214

Company: Tecan SP, Inc.

Priority Industry? Yes No

Address: 14180 Live Oak Ave.

City, State, Zip: Baldwin Park, CA 91706

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 100

Small Business? Yes No

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

Total # of full-time company employees in California: 91

Company: Tri Tool, Inc.

Priority Industry? Yes No

Address: 3041 Sunrise Blvd.

City, State, Zip: Rancho Cordova, CA 95742

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 60

Small Business? Yes No

Total # of full-time company employees worldwide: 150

Total # of full-time company employees in California: 140

Company: G3 Enterprises

Priority Industry? Yes No

Address: 500 S. Santa Rosa Ave.

City, State, Zip: Modesto, CA 95354

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 200

Small Business? Yes No

Total # of full-time company employees worldwide: 250

Total # of full-time company employees in California: 250



RETRAINEE - JOB CREATION

Training Proposal for:

Modesto Industrial Electrical Co., Inc. dba Industrial Electrical Company

Contract Number: ET22-0124

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Stanislaus	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 100 & 684		
Number of Employees in:	CA: 209	U.S.: 209	Worldwide: 209
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	9%		

FUNDING DETAIL

In-Kind Contribution
\$416,520

Total ETP Funding
\$245,640

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 Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, OSHA 10/30, PL-Comm'l. Skills	155	8-200	0-3	\$920	\$19.12
				Weighted Avg: 40			
2	Retrainee Priority Rate Job Creation	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, OSHA 10/30, PL-Comm'l. Skills	64	8-200	0-3	\$1,610	\$16.62
				Weighted Avg: 70			

*Post-Retention Wage is the Contractual wage.

Minimum Wage by County: Job Number 1: \$19.12 per hour for Fresno and Stanislaus counties
 Job Number 2 (Job Creation): \$15.65 per hour for Fresno and Stanislaus 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 \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1 (Retrainees)		
Administrative Support		14
		1
		3
Electrician		5
		9
		48
Manager		16
Mechanic		12
		10
		5
Technician		3
		15
		14

Job Number 2 (Job Creation)		
Administrative Support		4
		5
		3
Electrician		2
		2
		10
Manager		3
Mechanic		8
		7
		3
Technician		8
		5
		4

INTRODUCTION

Founded in 1935 and headquartered in Modesto, Modesto Industrial Electrical Co., Inc. dba Industrial Electrical Company (Industrial Electrical Company)(www.industrialelectricalco.com) provides services in electrical contracting, advanced motor technology, field services, welder repair, generator sales and service, and small engine repair to commercial developers, building owners, and manufacturers throughout California. Training under this proposal will be for the Company’s locations in Modesto and Fresno. This is Industrial Electrical Company’s first ETP Contract.

Veterans Program

Industrial Electrical Company does not actively recruit Veterans.

Union Support

Electricians are represented by the International Brotherhood of Electrical Workers Local 100 & 684. The unions have submitted letters of support for this training project.

PROJECT DETAILS

Industrial Electrical Company has experienced an increase in demand for services as the Company is one stop shop for its clients’ electrical and motorized needs. Due to the complexity of its services the Company has implemented a comprehensive training plan focused on electrical installation and building code requirements. The Company has also implemented a new HR Management system software, which will require all staff to be trained. Training under this proposal will allow the Company to meet the increase in demand while remaining competitive.

Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

Industrial Electrical Company has four lines of business including traditional electrical contracting, industrial field services, motor shop repair, and welder and generator services. With the Company being a one stop shop, the Company has become the largest electrical service shop in Northern California and the Central Valley. This has caused an increase of demand for services and in order to meet these demands, Industrial Electrical Company will hire 64 new employees (Job Number 2) including Administrative Support, Electricians, Managers, Mechanics and Technicians for both its Modesto and Fresno locations. Since the Company's territory spans across 25 counties, hiring these staff members will help the Company meet increasing demands. 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.

Training Plan

Training will be delivered via Class/Lab, E-Learning, Videoconferencing, Computer-Based Training (CBT) and Productive Lab (PL) methods by in-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations and focus on time management and customer service. Training topics include Business Communication, Customer Relationship Management and Time Management.

Commercial Skills: Training will be offered to Electricians, Technicians and Mechanics and will focus on electrical installation and motor repair. Training topics include Electricity Overview, Equipment Operation and Motor Repair.

Computer Skills: Training will be offered to all occupations and will focus on the Company's software. Training topics include ERP Training, Timberline Software, and Virtual Machine Software (VMware).

Continuous Improvement: Training will be offered to all occupations and focus on process improvement. Training topics include Production Operations/Workflow, Problem Solving and Decision Making, and 5S.

Hazardous Materials: Training will be offered to Electricians, Technicians and Mechanics and focus on handling hazardous materials. Training topics include Hazardous Chemical Cleaning/Handling and Hazardous Materials Handling.

OSHA 10/30: This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. 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.

Productive Laboratory (PL)

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

Industrial Electrical Company will train Electricians, Technicians, and Mechanics on electrical, telecommunications, and audio visual installations. Since equipment cannot be reproduced in a classroom setting, PL-Commercial Skills training is necessary to ensure safety standards are met. This training will be provided at a much slower pace than regular production with significantly higher defects as trainees gain proficiency. A subject matter expert will conduct training. The trainer will demonstrate how to use the equipment, then supervise trainees' use of the equipment.

A department supervisor will certify trainee competency once training is completed. Training will be under constant supervision.

The Company is requesting a trainer-to-trainee ratio of 1:3 as trainees typically work in groups of three to ensure safety precautions are met. Trainees may receive up to 180 hours of hands-on training due to complexity of electrical installation and repairs.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-3 hours of CBT.

Commitment to Training

Industrial Electrical Company invests \$200,000 annually per facility on training which includes orientation and 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

The HR Manager and HR Administrative Assistant will oversee all aspects of the training project including enrolling trainees and tracking hours. A manager at each facility is responsible for communicating between locations to coordinate training with the HR Manager. Additionally, the Company has retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

DEVELOPMENT SERVICES

Carrazco LLP, Innovative Tax Solutions in Sacramento assisted with development of this proposal for a flat fee of \$19,000.

ADMINISTRATIVE SERVICES

Carrazco LLP, Innovative Tax Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- ✚ Business Communication
- ✚ Business Fundamentals
- ✚ Business Writing
- ✚ Behavior Style Strategies
- ✚ Conflict Resolution
- ✚ Customer Relationship Management
- ✚ Customer Service
- ✚ Communication Styles
- ✚ Company Culture Development
- ✚ Cost Control
- ✚ Dealing with Difficult People
- ✚ Develop Employee Accountability
- ✚ Employee Coaching
- ✚ Employee Engagement
- ✚ Essential Skills for New Supervisor
- ✚ Financial Analysis
- ✚ Leadership
- ✚ Marketing/Sales Techniques & Strategy
- ✚ Negotiating
- ✚ Operational Skills
- ✚ Organizational Structure Development
- ✚ Planning and Organization
- ✚ Product Knowledge
- ✚ Project Requirements Analysis and Specifications
- ✚ Property and Resource Management Skills
- ✚ Relationship Building
- ✚ Strategic Planning
- ✚ Time Management

COMMERCIAL SKILLS

- ✚ Audio Visual Equipment and Installation
- ✚ Blue Print Reading and Schematics
- ✚ Construction Overview
- ✚ Construction: Job Site Preparation
- ✚ Construction: Job Site Sequencing
- ✚ Control Panels
- ✚ Diagnostic Equipment
- ✚ Electricity Overview
- ✚ Electrical Equipment
- ✚ Electrical Motors
- ✚ Electrical Programming
- ✚ Electrical Installation
- ✚ Equipment Installation
- ✚ Equipment Operation
- ✚ Equipment Repair
- ✚ Equipment Safety

- + Generators
- + Industrial Equipment
- + LED systems
- + Lighting
- + Motor Repair
- + Switches

COMPUTER SKILLS

- + Advanced Excel
- + ERP Training
- + Intermediate and Advanced Office
- + Projections
- + Timberline Software
- + Virtual Machine Software (VMware)
- + Website Maintenance

CONTINUOUS IMPROVEMENT

- + 5S
- + Cross Training
- + Coaching Procedures
- + Communication Skills
- + Decision Making
- + Effective Meetings for Leaders
- + How to Coach and Mentor
- + Leadership
- + Meeting Management
- + Process Improvement
- + Production Operations/Workflow
- + Process Improvement
- + Problem Solving and Decision Making
- + Supervisor Skills
- + Team Building
- + Teamwork Development Skills
- + Time Management

HAZARDOUS MATERIALS

- + Asbestos Removal
- + Hazardous Materials Handling
- + Hazardous Chemical Cleaning/Handling
- + Hazardous Waste Cleaning

OSHA 10/30 (Certified OSHA Instructor)

- + OSHA 10
- + OSHA 30

CBT Hours

0 – 3

COMPUTER SKILLS

- + Microsoft Office Intermediate (3 hours)

Productive Lab Hours

0 – 180

COMMERCIAL SKILLS (1:3 Ratio)

- ✦ Audio Visual Equipment and Installation
- ✦ Blue Print Reading and Schematics
- ✦ Construction Overview
- ✦ Construction: Job Site Preparation
- ✦ Construction: Job Site Sequencing
- ✦ Control Panels
- ✦ Diagnostic Equipment
- ✦ Electricity Overview
- ✦ Electrical Equipment
- ✦ Electrical Motors
- ✦ Electrical Programming
- ✦ Electrical Installation
- ✦ Equipment Installation
- ✦ Equipment Operation
- ✦ Equipment Repair
- ✦ Equipment Safety
- ✦ Generators
- ✦ Industrial Equipment
- ✦ LED systems
- ✦ Lighting
- ✦ Motor Repair
- ✦ Switches

Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER)

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

International Brotherhood of Electrical Workers Local 100

5410 EAST HOME AVENUE • FRESNO, CALIFORNIA 93727

TELEPHONE (559) 251-8241 • FAX (559) 251-0543

June 8, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

My name is Ronny Jungk and I am the Business Manager/Financial Secretary of IBEW Local 100 in Fresno, CA. We understand Modesto Industrial Electric Company is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: approximately 39 number of employees of Apprentices, Journeyman, Foreman, General Foreman, and Construction Wireman occupations.

IBEW Local 100 with respective Local(s) has received a Notice of Intent to train Collective Bargaining Agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization's opportunity to participate in the agreement's development, and the effective date of the application.

By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition continued support.

Sincerely,



Ronny Jungk
IBEW Local 100
Business Manager



Local Union 684
**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**

Serving Stanislaus, Merced, Tuolumne, and Mariposa Counties Since 1910

June 11, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Modesto Industrial Electric Company is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: approximately 45 number of employees of Apprentices, Journeyman, Sub Foreman, Foreman, and General Foreman occupations.

Exhibit E

The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.

By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.

Sincerely,

Bobby Stutzman
Business Manager
IBEW Local 684





Training Proposal for:
Sheet Metal Workers' Joint Apprenticeship and Training Trust
Fund of Los Angeles

Contract Number: ET22-0900

Panel Meeting of: August 20, 2021

ETP Regional Office: PPU-Central Office

Analyst: C. Hoyt

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Bernardino, Riverside, Inyo, Mono, Kern	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local 105		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$559,800		\$38,875 8%		\$598,675

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	Commerical Skills	311	8-200	0	\$1,925	\$26.08
				Weighted Avg: 100			

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

<p>Minimum Wage by County: SET/Modified Wage \$26.08/hr.</p> <p>Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.</p> <p>Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Up to \$0.96 per hour may be used to meet the Post-Retention Wage.</p>
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Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Sheet Metal Worker		311

INTRODUCTION

Formed in 1903 after a merger of Sheet Metal Local Unions 102 and 108, the Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles (Sheet Metal JATTF LA) serves the Southern California counties of Los Angeles, Orange, San Bernardino, Riverside, Inyo, Mono, and Kern. The Trust has a membership of approximately 25 large employers, 50 small employers and trains 900 Apprentices and 3,400 Journey Level Sheet Metal Workers in the building and construction trades.

In sheet metal shops, Apprentices are trained to layout, fabricate, and assemble sheet metal products. Out in the field, these workers install these sheet metal products in buildings and on construction projects. As such, sheet metal workers provide services across a wide array of industries and fields in California. These fields include kitchen, commercial and residential HVAC, service, detailing, industrial, testing, adjusting and balancing, metal roofing, and welding. Signatory employers are represented on the Committee through the Sheet Metal and Air Conditioning Contractors National Association and Sheet Metal, Air, Rail, Train International Association. This will be Sheet Metal JATTF LA's ninth ETP Contract, and the sixth in the last five years.

Veterans Program

Sheet Metal JATTF LA actively recruits and retains Veterans into its sheet metal Apprenticeship program and works 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. Additionally, Sheet Metal JATTF LA also promotes the Apprentice sheet metal program through participating in various local career fairs at military bases throughout the Southern California

region. Currently, the program has 66 Veterans enrolled, however, in order to provide administrative simplicity, a separate veteran job number is not being requested at this time.

To incentivize Veterans to join the program, Sheet Metal JATTF LA holds a Veterans Bootcamp twice a year for incoming Veteran Apprentices. Upon completion of the Bootcamp, Veterans are provided with tools, tool bags, vouchers towards purchasing work boots, OSHA certifications and two months of union dues waived to get them immediately out in the field working.

In addition to Veterans, Sheet Metal JATTF LA also works with various community based organizations throughout Southern California to recruit women into its program. Sheet Metal JATTF LA's Director of Training is one of the first women in the industry to become a sheet metal instructor and the Trust has 17 women Apprentices currently enrolled in the program. To recruit more women into the program, The Trust works directly with WINTER, as well as regularly sponsors and attends the annual 'Trades Women Build Nations' national conference.

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. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

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 will be for Apprentice Sheet Metal Workers who will learn skills directly related to working in the sheet metal industry, while also upgrading skills to adapt to the industry changes. Apprentices will receive training to ensure they can utilize specialized tools to cut, roll, bend, and shape metal for objects/products such as ductwork, airplane wings, car bodies, refrigeration units, medical tables, storage units, building facades, tubing, and signs. In addition, workers will also learn to use computer-aided drafting tools to produce detailed 2D and 3D drawings of building systems.

Additionally, significant changes in the sheet metal industry have required additional training to ensure sheet metal workers are up-to-date with industry standards. This includes increased knowledge of digitization of construction plans and AutoCAD, demand for energy efficiency and green technology, implementing new products to reduce energy usage, and requiring Apprentices to learn to calculate energy usage, loss and overall efficiency, and employer demand. Further, Sheet Metal workers are also being required to perform work in smaller teams, requiring highly-

trained, highly-skilled Apprentices who can utilize technology, effectively manage projects, and coordinate with fellow tradesman in order to complete projects.

Major construction projects employing Apprentices in the Southern California region include the Peterson Auto Museum, the Wilshire Grand Hotel, Los Angeles Staples Center, and the University Southern California Village.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices and include Trade Mathematics, Drafting and Sketching, Layout and Pattern Development, Reading Plans and Specifications, Shop Work, Field Installation, Architectural Sheet Metal, HVAC Systems and Energy Conservation. More advanced training focuses on Beginning and Advanced Welding Skills, Advanced Math, Drawing and Drafting, Electronic and Computerized Controls for Energy Efficiency, and Industrial Specialties.

LMS Electronic Record Keeping

Staff has reviewed and approved the Sheet Metal JATTF LA's use of a Learning Management System for recordkeeping.

Marketing and Support Costs

Employers are notified of training through their associations, the Sheet Metal and Air Conditioning Contractors' National Association—Los Angeles and the Orange Empire Sheet Metal and Air Conditioning Contractors' National Association. Notifications are made through the associations' web sites, mailings and presentations. Workers are notified of training through their union local and directly by the training center through postings on web sites and mailings. SoCal Sheet Metal JATC requests and staff recommends 8% support costs.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices. 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

The Training Coordinator will oversee all project administration and has retained two administration vendors to assist with administrative tasks. In-house staff will handle class scheduling and completion of training rosters. Training will be in-person and center based at Sheet Metal JATTF LA's 80,000 square foot training facility located in the City of Industry. This facility houses eight classrooms and six laboratories including; a welding lab, a field installation lab, two shop labs, and a HVAC service lab.

Trainer Qualifications

Sheet Metal JATTF LA's trainers are experienced journeymen with formal training in instruction methods and subject matter in their construction trade.

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 active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
*ET21-0907	\$427,350	9/01/20-8/31/22	605	0	0

*ET21-0907: Based on ETP Systems, 35,328 reimbursable hours have been tracked for potential earnings of \$427,350 (100% 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 Sheet Metal JATTF LA under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0933	Southern CA	10/07/19-10/06/21	\$743,280	\$743,280 (100%)
ET19-0918	Southern CA	09/03/18-09/02/20	\$948,480	\$948,480 (100%)
ET18-0902	Southern CA	07/01/17-06/30/19	\$949,690	\$949,690 (100%)
ET16-0923	Southern CA	05/27/16-05/26/18	\$885,400	\$885,400 (100%)

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories and the Los Angeles Unified School District in Los Angeles will perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

8 - 200 Trainees may receive any of the following:

COMMERCIAL SKILLS

Course 2

- Introduction
- Workplace Safety
- Trade Mathematics – Part 2
- Drafting and Sketching – Part 2
- Layout and Pattern Development– Part 2
- Reading Plans and Specifications– Part 2
- Materials – Part 2
- Industrial Specialties – Part 2
- Shop Work – Part 2
- Field Installation – Part 2
- Service Work – Part 2
- Architectural Sheet Metal– Part 2
- Heating, Ventilation, and Air Conditioning (HVAC) Systems– Part 2
- Testing and Balancing- Part 1
- Energy Conservation

Course 3

- Workplace Safety
- Welding Metallurgy
- Welding Equipment and Processes
- Welding Tools and Equipment
- Welding Symbols and Nomenclature
- Surface Welds
- Fillet Welds: All Positions
- Groove Welds
- Oxyacetylene Cutting (Burning)
- Air Carbon Arc Process
- Brazing Steel and Cast Iron
- Welding Evaluation
- Reading Plans and Specifications – Part 2

Course 4

- Introduction
- Workplace Safety Review
- Drafting and Sketching
- Layout and Pattern Development – Part 3
- Reading Plans and Specifications – Part 3
- Materials – Part 3
- Industrial Specialties – Part 3
- Shop Work – Part 3
- Heating, Ventilation, and Air Conditioning Systems – Part 3
- Field Installation – Part 3

- Service Work – Part 3
- Architectural Sheet Metal – Part 3
- Electronic and Computerized Controls – Part 1
- Blowpipe System – Part 1
- Food Service and Beverage Dispensing Equipment – Part 1
- Asbestos

Course 5

- Professional Growth
- Advanced Trade Mathematics
- Drafting and Sketching – Part 4
- Layout and Pattern Development – Part 4
- Reading Plans and Specifications – Part 4
- Industrial Specialties – Part 4
- Shop Work – Part 4
- Heating, Ventilation, and Air Conditioning (HVAC) Systems
- Testing and Balancing – Part 2
- Architectural Sheet Metal – Part 4
- Electronic and Computerized Controls – Part 2
- Food Service and Beverage Dispensing Equipment – Part 2
- Supervisory Training

Safety Training cannot exceed 10% of total training hours per-trainee

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



Employment Training Panel

**LIST OF PROPOSALS \leq \$75,000 APPROVED
BY DELEGATION ORDER FOR 06/16/21 – 08/09/21**

<i>Project</i>		<i>Approved Date</i>	<i>Approved Amount</i>
ET21-0341	Aero Port Services, Inc.	06/18/21	\$31,050
ET22-0117	Aranda's Tortilla Company, Incorporated	08/09/21	\$60,720
ET22-0114	The Olive Oil Factory, LLC	08/09/21	\$30,130

Total -----\$121,900



RETRAINEE - JOB CREATION

Training Proposal for:

Aero Port Services, Inc.

Delegation ≤ \$75,000 Single Employer

Contract Number: ET21-0341

Approval Date: June 18, 2021

Panel Meeting of: July 30, 2021

ETP Regional Office: North Hollywood

Analyst: M. Paccerelli

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SB <100 HUA	Industry Sector(s):	Services (G) Aerospace Related Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 15	U.S.: 15	Worldwide: 15
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution
\$52,815

Total ETP Funding
\$31,050

Small Business Only:	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
HUA Only:	Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Occupations to be Trained:	Number of trainees in HUA location: 30
	Cargo Handler, Office/Administration Staff, Manager/Supervisor

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 Priority SB<100	Business Skills Computer Skills Continuous Impr. Comm Skills	15	8-200	0	\$1,035	\$19.77
				Weighted Avg: 45			
2	Retrainee Priority SB<100 Job Creation	Business Skills Computer Skills Continuous Impr. Comm Skills	15	8-200	0	\$1,035	\$16.48
				Weighted Avg: 45			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Number 1: \$19.77 per hour for Los Angeles County
 Job Number 2 (Job Creation): \$16.48 per hour for Los Angeles County

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 Job Number 1; and up to \$1.48 per hour in Job Number 2.

OVERVIEW

Year Company Founded:	2002	Company Headquarters: <input type="checkbox"/> Single location
Total Number of Facility locations in California	<ul style="list-style-type: none"> • 2 	
Facility location(s) where training will occur.	<ul style="list-style-type: none"> • Inglewood (Los Angeles County) 	
Nature of Business:	<ul style="list-style-type: none"> • Aero Port Services, Inc. (APS) is a full service aviation security and ground handling company. It is a single-source provider of all cargo needs, 	

	including management and support for facilities, transferring cargo to and from aircraft, and processing shipments.
Customer Base:	<ul style="list-style-type: none"> Airlines

Business / Industry Needs / Changes	<ul style="list-style-type: none"> APS is in an industry that is constantly involving requiring the company to keep pace with changing industry requirements, customer demand, and technological changes.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> Business has significantly increased requiring APS to lease another facility in Inglewood effective July 1, 2021 with a hiring plan to double its size by the end of this year to staff the new facility. APS has invested \$70K in new equipment and systems such as forklift, tablets, RF scanners, and Veroot, management software system, which will be the focus of this training. Management and Office/Administration Staff need to fully understand and utilize APS' freight software system, along with Microsoft Office, Payroll Processing, Human Resources Analytics, and other industry specific software. These software systems are critical in understanding the company's workflow and ensuring that production, logistics and financials tie together.
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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

Business Skills	Computer Skills	Continuous Improvement
Commercial Skills		

Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function
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Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> • Project Oversight: The Operations Manager and Controller will be responsible in overseeing this ETP project. Training will be provided by in-house subject matter experts and training vendors, if needed. APS has a detailed training schedule in place and is ready to begin training upon Panel approval. An outside administrative subcontractor has been retained to provide administrative services and to ensure that all training records meet ETP compliance.
<ul style="list-style-type: none"> • Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Continuous Improvement <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined
<ul style="list-style-type: none"> • Administration: <ul style="list-style-type: none"> <input type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Funding Source	Seal Beach	\$1,900
Administrative	Training Funding Source	Seal Beach	13% of payment earned
Training Vendors	To Be Determined		

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting: Paycom, Payroll
- Administrative Process Improvement
- Coaching/Leadership
- Communication Skills
- Customer Relations
- Planning
- Sales & Marketing/Negotiation
- Work Processes/Procedures

COMMERCIAL SKILLS

- Customs-Trade Partnership Against Terrorism
- Customs Brokerage
- Cargo & Deconsolidation
- Dangerous Goods For Air
- Delivery, Inbound And Outbound Freight Forwarding
- Distribution Processes And Procedures
- Domestic Shipping—Trucking, Rail, Air
- Forklift Skills
- Inspection Techniques
- International Commercial Terms
- International Shipping - Air
- International Traffic In Arms Regulations
- Inventory Management
- Logistics Skills
- Order, Picking And Packing
- Quality Control
- Sales To Operations Turnover
- Shipping And Receiving – Expediting For On-Schedule
- Standard Operating Procedures
- Supply Chain/Warehousing
- Transportation Security Administration Procedures
- Warehouse Equipment Operations
- Warehouse Procedures

COMPUTER SKILLS

- Cargowise One (Cloud-Based Operating System)
- Microsoft Office Programs
- Payroll Reports
- Script Writing For Report Generation
- Veroot System
- Warehouse Management

CONTINUOUS IMPROVEMENT

- Problem Solving Tools and Techniques
- Process Improvement
- Quality improvement
- Time Management
- Teambuilding

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



RETRAINEE - JOB CREATION

Training Proposal for:

Aranda's Tortilla Company, Incorporated

Delegation ≤ \$75,000 Single Employer

Contract Number: ET22-0117

Approval Date: August 9, 2021

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SB <100 HUA	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Joaquin	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 69	U.S.: 69	Worldwide: 69
<u>Turnover Rate:</u>	0%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution
\$46,070

Total ETP Funding
\$60,720

Small Business Only:	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HUA Only:	Number of trainees in HUA location: 72
Occupations to be Trained:	Administration, Quality Control, Production Staff, Managers

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 Priority Rate SB<100 HUA	Business Skills, Computer Skills, Cont. Imp., HazMat, Mfg. Skills, Literacy Skills, OSHA 10/30, PL- Mfg. Skills	64	8-200	0	\$805	\$14.34
				Weighted Avg: 35			
2	Retrainee Priority Rate SB <100 Job Creation HUA	Business Skills, Computer Skills, Cont. Imp., HazMat, Mfg. Skills, Literacy Skills, OSHA 10/30, PL- Mfg. Skills	8	8-200	0	\$1,150	\$14.00
				Weighted Avg: 50			

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

It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail. *ETP Required Wage floats down to a High Unemployment Area wage modification if trainees in Job number are located in an HUA, regardless if they are requesting a wage modification.

Minimum Wage by County: Job Number 1 (HUA): \$14.34 per hour for San Joaquin County Job Number 2 (Job Creation/HUA): \$14.00 per hour for San Joaquin County
Health Benefits: Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Up to \$0.34 per hour may be used to meet the Post-Retention Wage for Job Number 1.

OVERVIEW

Year Company Founded:	1982	Company Headquarters: <input checked="" type="checkbox"/> Single location
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Facility location(s) where training will occur	<ul style="list-style-type: none"> • Stockton (San Joaquin County)
Nature of Business:	<ul style="list-style-type: none"> • Aranda's Tortilla Company, Incorporated (ATC) (www.arandastortillacompany.com) manufactures corn and flour tortillas, various tortilla chips and masa for tamales.
Customer Base:	<ul style="list-style-type: none"> • Restaurants, grocery stores, taco trucks, independent distributors and private label companies.
Business / Industry Needs / Changes	<ul style="list-style-type: none"> • ATC recently secured a large customer account and has identified the need to cross train and develop staff skills. • ATC requires all employees to be up-to-date in the latest quality assurance standards based on the Food Safety Modernization Act (FSMA). • ATC is experiencing a high demand for its services resulting in a 20% increase in company growth in the past two years.

Training Plan:

Need for Training:	<ul style="list-style-type: none"> • ATC's training will focus on increasing staffs' knowledge, project efficiency, and work quality. Training will also be structured to concentrate on the professional development necessary to help the company function smoothly. Staff will learn various skill sets through cross-training that will help them complete projects successfully and independently. • ATC recently expanded its customer base. Therefore, employee training demands vary by client project description and scope of responsibility. The Company will train employees on up-to-date specialized new solutions that take advantage of the latest advancements in the field and its training procedures to sustain symbiotic relations with clients. Additionally, the Company will train employees in a variety of different job skills or software to be competent within each client's guidelines for specific projects. • ATC has increased their quality assurance standards allowing for more qualified staff to meet FSMA requirements. Staff will receive training to meet new FSMA regulations.
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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	Computer Skills	Continuous Improvement
Manufacturing Skills	Literacy Skills	PL – Manufacturing Skills
Hazardous Materials		

Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30
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Productive Laboratory	Justification: <input checked="" type="checkbox"/> New Production Procedures <input checked="" type="checkbox"/> Certification Standards
	20 PL Hours per-trainee
	Occupations Receiving PL Training: Production Staff

The PL instructor must be dedicated to training, at a ratio of 1:3.

Ratio Higher than 1:1	Production and/or production process requires a team of workers.
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Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function.
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	50 Hours (Job Number 2)
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ATC is experiencing a high demand for their services and is expanding existing business capacity due to a recently secured large customer account. To help meet these needs the Company will provide well over 50 hours of training on equipment, job specific duties, quality control, and food processing to ensure newly hired trainees are well-informed.

Training Infrastructure & Administrative Plan

ATC's annual training budget is approximately \$20,000 for safety and employee improvement. The Company is committed to making sure all staff is up-to-date with the new safety plan and be able to efficiently use operate the new equipment and software.

➤ Training Infrastructure

ATC has a structured training plan in place. The Controller, Plant Manager and Plant Supervisor will oversee the ETP project. In addition, a third party subcontractor will assist with administrative duties. Training will be delivered by in-house experts and vendors as needed.

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.

- **Trainers:**

- In-house – Business Skills, Computer Skills, Continuous Improvement, Hazardous Materials, Manufacturing Skills, Literacy Skills, OSHA 10/30, PL- Manufacturing Skills
- Vendor – To Be Determined

- **Administration:**

- In-house
- Subcontractor

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Carrazco LLP, Innovative Tax Solutions	Sacramento	\$6,000
Administrative	Carrazco LLP, Innovative Tax Solutions	Sacramento	13% of Earned Amount
Training Vendors	To Be Determined	To Be Determined	To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning/Video Conferencing Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Behavior Style Strategies
- Business Communication
- Communication styles
- Conflict Resolution
- Customer Relationship Management
- Customer Service
- Dealing with Difficult People
- Employee Coaching
- Essential Skills for the New Supervisor
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques
- Relationship Building
- Retaining Customers
- Strategic Planning
- Successful Selling Techniques/Sales
- Time Management

COMPUTER SKILLS

- Advanced Microsoft Office
- Crystal Reports
- Intermediate Microsoft Office
- Master Accounting Series 90/Sage 100
- Quickbooks

CONTINUOUS IMPROVEMENT

- 5S
- Communication Skills
- Creating a Quality Organization
- Creating Continuous Flow
- Cross Training
- Decision Making
- How to Coach and Mentor
- Kaizen Training
- Key Performance Indicators
- Leadership
- Lean Procedures Practices
- Meeting Management
- Process Improvement
- Product Quality and Control
- Project Management
- Team Building
- Teamwork Development Skills

- Time Management
- Understanding Waste

HAZARDOUS MATERIALS

- Hazardous Materials Handling

MANUFACTURING SKILLS

- Electrical and Electronics
- Equipment Operation
- Fall Prevention/Protection
- Food Processing
- Forklift Driving
- Hydraulics
- Inventory Control
- Loading
- Logistics
- Machine Maintenance
- Manufacturing Practices
- Measurement and Measuring Devices
- Packaging
- Pallet Jack Operation
- Pneumatics
- Production Operations
- Respirator Training and Fitting
- Troubleshooting
- Warehousing

LITERACY SKILLS

- Basic Math
- Vocational English
- Vocational English as a Second Language

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Productive Lab Hours

0-20

MANUFACTURING SKILLS (1:3 Ratio)

- Electrical and Electronics
- Equipment Operation
- Fall Prevention/Protection
- Food Processing
- Forklift Driving
- Hydraulics
- Inventory Control
- Loading
- Logistics
- Machine Maintenance

- Manufacturing Practices
- Measurement and Measuring Devices
- Packaging
- Pallet Jack Operation
- Pneumatics
- Production Operations
- Respirator Training and Fitting
- Troubleshooting
- Warehousing

Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat or OSHA 10/30)
Literacy Training cannot exceed 45% of total training hours per-trainee.

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



RETRAINEE - JOB CREATION
Training Proposal for:
The Olive Oil Factory, LLC

Delegation ≤ \$75,000 Single Employer

Contract Number: ET22-0114

Approval Date: August 9, 2021

Panel Meeting of: August 20, 2021

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100 Job Creation Initiative	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Solano	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 35	U.S.: 35	Worldwide: 35
<u>Turnover Rate:</u>	2%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution
\$37,440

Total ETP Funding
\$30,130

Small Business Only:	Owner <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Occupations to be Trained:	Administrative Staff, Managers, Owners, Production Staff, Sales

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 Priority SB<100	Business Skills Computer Skills Continuous Impr. HazMat Mfg. Skills OSHA 10/30 PL-Mfg. Skills	26	8-200	0	\$805	\$19.12
				Weighted Avg: 35			
2	Retrainee Priority SB<100 Job Creation	Business Skills Computer Skills Continuous Impr. HazMat Mfg. Skills OSHA 10/30 PL-Mfg. Skills	5	8-200	0	\$1,840	\$15.00
				Weighted Avg: 80			

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

It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

<p>Minimum Wage by County: Job Number 1: \$19.12 per hour for Solano County; Job Number 2: \$15.00 per hour for Solano County.</p> <p>Health Benefits: Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Up to \$2.21 per hour may be used to meet the Post-Retention Wage for Job Number 1.</p>
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OVERVIEW

Year Company Founded:	2003	Company Headquarters: <input checked="" type="checkbox"/> Single location Fairfield, CA
Facility location(s) where training will occur	<ul style="list-style-type: none"> Fairfield (Solano County) 	

Nature of Business:	<ul style="list-style-type: none"> • Private label food products manufacturer • Manufacture distinctive and flavorful olive oil and vinegar • Also manufacturer salad dressing, dipping oil, honey, mustard, jam/jelly, barbeque sauce, and pizza drizzler.
Customer Base:	<ul style="list-style-type: none"> • Retailers • Big Box Wholesalers • Online Customers

Business / Industry Needs / Changes	<ul style="list-style-type: none"> • The Olive Oil Factory, LLC (Olive Oil Factory) is obtaining its Safe Quality Food Certificate to expand its consumer base. • In 2022 the Company will become a national distributor of private label Wholefoods and will expand its Sonoma Harvest line to Europe. • In September 2021 Olive Oil Factory is launching a new JustFood Enterprise Resource Planning (ERP) software.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> • Due to Olive Oil Factory’s business expansions and increase in demand the Company has added new equipment including an All-Fill Machine, Cap Elevator, Mixer Tank, Case Packer, and Palletizer. In-depth training will be provided to Managers and Production Staff. • The Company will provide cross training to build the skills of staff Company wide and increase staff understanding and engagement. This will provide additional opportunities within the Company and also assist to reduce delays in production. • Olive Oil Factory is implementing a new ERP management software called JustFood ERP. JustFood ERP will allow the Company to improve food safety, streamline operational efficiency, and manage business growth. All occupations will receive training. • Sales Staff will receive training on customer service and selling nationwide and worldwide. Training will ensure they are knowledgeable about new products and up to date on marketing.
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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

Business Skills	Computer Skills	Continuous Improvement
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Hazardous Materials	Manufacturing Skills	
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Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30 <input type="checkbox"/> HAZWOPER <input checked="" type="checkbox"/> Hazardous Materials (HAZMAT)
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Productive Laboratory	Justification: <input checked="" type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures <input type="checkbox"/> Certification Standards
	40 PL Hours per-trainee
	Occupations Receiving PL Training: Production Staff

The PL instructor must be dedicated to training, at a ratio of 1:2.

Ratio Higher than 1:1	Production and/or production process requires a team of 2 workers.
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Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function;
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	80 Hours (Job Number 2)
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Olive Oil Factory will provide 80 hours of training to Job Creation trainees on equipment, job specific duties, quality control, and ingredient sourcing to ensure trainees are well-informed on processing and are experienced with the equipment.

The following Modification(s) fall within Panel guidelines:

Temp-to-Perm

Average days to convert temporary workers to full time permanent employment.	13 weeks
Employer-paid healthcare premiums while on temporary status.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No It is expected that these workers will receive employer-paid health benefits immediately upon hire.

Veterans Program

Number of Veterans	The Company does not track how many employees are Veterans.
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Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> • Project Oversight: <p>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 is both job specific and companywide, and includes safety, legal compliance, product knowledge, and on-the-job training. Training will be delivered at Olive Oil Factory’s Fairfield location. The Company’s annual training budget is approximately \$30,000 annually and includes new hire orientation and safety training.</p> <p>Olive Oil Factory’s Human Resource manager will oversee the Contract along with a Safety and Compliance Coordinator who will coordinate training and gather rosters. In addition to the assigned staff members, the Company has also retained the services of a third party administrator with extensive ETP experience to assist with administration.</p>
<ul style="list-style-type: none"> • Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Computer Skills, Continuous Improvement, Hazardous Materials, and Manufacturing Skills. <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: OSHA 10/30
<ul style="list-style-type: none"> • Administration: <ul style="list-style-type: none"> <input type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Carrasco LLP, Innovative Tax Solutions	Sacramento	\$3,000
Administrative	Carrasco LLP, Innovative Tax Solutions	Sacramento	13% of funds earned
Training Vendors	To Be Determined	To Be Determined	To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Communication
- Business Fundamentals
- Business Writing
- Behavior Style Strategies
- Conflict Resolution
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication Styles
- Company Culture Development
- Cost Control
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Coaching
- Employee Engagement
- Financial Analysis
- Finance for Technical Managers
- Marketing/Sales Techniques & Strategy
- Operational Skills
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Retaining Customers
- Relationship Building
- Strategic Planning
- Time Management

COMPUTER SKILLS

- JustFood Software
- Microsoft Office Intermediate/Advanced
- Mysis Software
- Quickbooks

CONTINUOUS IMPROVEMENT

- Cross Training
- Communication Skills
- Creating a Quality Organization
- Leadership
- Process Improvement
- Production Scheduling
- Production Operations/Workflow
- Process Improvement

- Project Management
- Problem Solving and Decision Making
- Quality Measurement Systems

HAZARDOUS MATERIALS

- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling

MANUFACTURING SKILLS

- Assembly Procedures
- Assembly Process Control
- Changeover Procedures
- Electrical and Electronics
- Equipment Operation
- Food Processing
- Forklift
- Hydraulics
- Inventory Control
- Machine Maintenance
- Machine Operation
- Manufacturing Practices
- Personal Protective Equipment
- Pneumatics
- Production Operations
- Troubleshooting
- Warehousing

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Productive Lab Hours

0-40

MANUFACTURING SKILLS (1:2 trainer-to-trainee ratio)

- Electrical and Electronics
- Equipment Operation
- Food Processing
- Forklift
- Hydraulics
- Machine Maintenance
- Machine Operation
- Production Operations
- Warehousing

Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to OSHA 10/30)

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