

PANEL PACKET

July 2019



Employment Training Panel



NOTICE / AGENDA

MEETING TIME/PLACE

Friday, July 26, 2019 at 9:30 a.m.
California Environmental Protection Agency, 1001 I Street
Sierra Hearing Room, Second Floor
Sacramento, CA 95814
Phone: (916) 327-5640

AGENDA

Call to Order by Acting Chair	Janice Roberts
<ul style="list-style-type: none">• Roll Call• Agenda• Minutes	
Report of the Executive Director	Stewart Knox
<ul style="list-style-type: none">• Legislative/Budget/Other• Request Motion and Action to Adopt Consent Calendar Projects	
Policy Committee Report to Panel	Gretchen Newsom
Review and Action on Proposals	Ryan Swier Amber Tarrac Christopher Hoover Jana Lazarewicz Lis Testa
Opportunity for Panel Members to Request Agenda Items for Future Meetings	
Public Comment on Matters Not on the Agenda	
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, July 22, 2019 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.

North Hollywood Regional Office

Greater San Fernando Valley Chamber of Commerce -----	\$749,300
Los Angeles Pacific College -----	\$199,390
Pyramid San Gabriel Management L.P. dba Sheraton San Gabriel (Amendment) -----	\$73,980
Santa Clarita Community College District (Amendment) -----	\$52,218

San Diego Regional Office

Cubic Corporation -----	\$371,887
Primary Color Systems Corporation -----	\$196,765

San Francisco Bay Area Regional Office

BioMarin Pharmaceutical Inc. -----	\$749,800
Pure Storage, Inc. -----	\$342,240
State Building & Construction Trades Council -----	\$744,815

Sacramento Regional Office

Fresno Area Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee -----	\$298,590
Fresno, Madera, Kings and Tulare Counties Electrical Industries Joint Apprenticeship and Training Committee -----	\$415,005
Kern County Electrical Joint Apprenticeship & Training Committee -----	\$287,490
Yuba Shasta UA Local 228 Joint Apprenticeship and Training Committee (Amendment) -----	\$92,344

Central Office – Program Projects Unit

California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust -----	\$482,440
Carpenters Training Committee for Northern California -----	\$748,440

Central Office – Program Projects Unit (continued)

Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund-----	\$643,405
Northern California Elevator Industry Joint Apprenticeship and Training Committee Trust Fund-----	\$749,420
Operating Engineers and Northern California Surveyors Pre-Apprentice, Apprentice and Journeyman Affirmative Action Training Fund-----	\$298,320
Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust-----	\$725,928
Tri Counties Sheet Metal Workers Joint Apprenticeship Committee-----	\$226,830
Ventura County Electrical Joint Apprenticeship and Training Trust Fund-----	\$252,800

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 06/18/19 – 07/15/19

≤ \$75,000	Approved Date	Approved Amount
<u>San Diego Regional Office</u>		
EDI Health Group	06/26/19	\$74,386
<u>Sacramento Regional Office</u>		
Balanced Body, Inc. (Amendment)	06/19/19	\$62,400
San Joaquin Regional Transit District	06/21/19	\$20,800



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M e m o r a n d u m

To: Panel Members

Date July 26, 2019

From: Stewart Knox
Executive Director

Subject: **Directions to Meeting Site**

The Employment Training Panel will meet on **Friday, July 26, 2019 at 9:30 a.m.**

California Environmental Protection Agency (Cal/EPA)
Sierra Hearing Room, 2nd Floor
1001 I Street, Sacramento, CA 95814

Telephone (916) 327-5640 (ETP Central Office)

Directions to the California Environmental Protection Agency - Sierra Hearing Room

From Sacramento International Airport:

- Take **Hwy 5** South
- Exit on "**J**" **Street** to **11th St.**
- Turn Left on **11th Street**
- Turn Left on **I Street**
- **1001 I Street**

From San Francisco

- Take **I-80 E**
- Merge onto **I-5 N**
- Exit on "**J**" **Street** to **11th St.**
- Turn Left on **11th Street**
- Turn Left on **I Street**
- **1001 I Street**



M e m o r a n d u m

To: Panel Members

Date July 26, 2019

From: Stewart Knox
Executive Director

Subject: **Future Meeting Sites**

<p><i>July 26, 2019</i></p>	<p>California Environmental Protection Agency (Cal/EPA) Time: 09:30 AM Sierra Hearing Room, 2nd Floor 1001 I Street, Sacramento, CA 95814</p>
<p><i>August 23, 2019</i></p>	<p>California Environmental Protection Agency (Cal/EPA) Time: 09:30 AM Sierra Hearing Room, 2nd Floor 1001 I Street, Sacramento, CA 95814</p>
<p><i>September 27, 2019</i></p>	<p>California Environmental Protection Agency (Cal/EPA) Time: 09:30 AM Sierra Hearing Room, 2nd Floor 1001 I Street, Sacramento, CA 95814</p>
<p><i>November 1, 2019</i></p>	<p>City Hall Time: 09:30 AM Council Chamber 915 I Street, Sacramento, CA 95814</p>



Employment Training Panel

**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

CalEPA Headquarters Building
Sierra Hearing Room, Second Floor
1001 I Street
Sacramento, CA 95814
June 28, 2019
(916) 327-5640

Panel Members

Janice Roberts
Acting Chair

Gloria Bell
Member

Cheryl Akin
Ex-Officio Member

Gretchen Newsom
Member

Rick Smiles
Member

Ernesto Morales
Member

Ali Tweini
Member

Executive Staff

Stewart Knox
Executive Director

Peter Cooper
Assistant Director

Jill McAloon
Chief Deputy Director

Michael Cable
General Counsel

STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
CalEPA Headquarters Building
1001 I Street, Sierra Hearing Room, Second Floor
Sacramento, CA 95814
June 28, 2019

I. PUBLIC PANEL MEETING CALL TO ORDER

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

II. ROLL CALL

Present

Cheryl Akin
Gloria Bell
Ernesto Morales
Gretchen Newsom
Janice Roberts
Rick Smiles

Absent

Ali Tweini

Executive Staff

Stewart Knox
Michael A. Cable

III. AGENDA

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

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

Motion carried, 6 – 0.

IV. MINUTES

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

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

Motion carried, 6 – 0.

V. REPORT OF THE EXECUTIVE DIRECTOR

Mr. Knox welcomed the Panel Members, applicants, and stakeholders. Mr. Knox reported that following the last Panel Meeting today ETP is a sizable Panel Meeting. Mr. Knox reported that last year we had about \$20M go out in the month of June, and July was around \$11M. Today's meeting is approximately \$9.5M with another \$1.8M in delegation orders, for a total of just over \$11.3M.

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

Regarding budget and Alternative Fuels, it was reported that there is approximately \$1M remaining. It was also reported, regarding the Budget for Alternative and Renewable Fuels, that ETP had 3 proposals in the last few months for over \$1M. There is \$1M remaining for this year, plus ETP will have a new allocation after July 1, 2019. More to come later regarding that allocation.

Regarding Core Funds for Fiscal Year (FY) 2018/19, Mr. Knox stated he did not want to get into the details, but reported that ETP has depleted all of those funds through the end of the last fiscal year, and ETP had a little reserve pushed into this fiscal year, instead of having to draw heavily in the month of June, like has typically been done. Mr. Knox reported that ETP has about \$1.8M in which it is able to pull from the last fiscal year, so ETP will be better situated in this next fiscal year.

Mr. Knox reported that today the Panel would be considering Proposals in the amount of \$9.5M, with an additional \$1.8M approved by Delegation Order. Upon the Panel approving just over \$7.8M in projects for FY 2019/20, adding the extra allocation out of FY 2018/19 into this year, which makes ETP draw \$7.8M of the \$11.3M, ETP will have approximately \$95.1M remaining for FY 2019/20.

It was reported, regarding Delegation Orders: All such project proposals are capped at \$75K; all such project proposals are to be approved by the Executive Director on a continuous flow basis; and the 32 projects subject to Delegation Orders for today's Panel Meeting is just over \$1.8M.

It was reported, regarding FY 2019/20, total program funding to date: Approximately 774 projects have been submitted to the Panel, some carried over from last year, pushing the amount to approximately \$78M, having more of a demand than ever within the dollar allocation of the 774 projects submitted; and with a value just over \$86M, the Panel will possibly approve \$11.3M with 58 projects to date, if all proposals are funded today.

It was reported regarding Single Employer Contracts: Regional Offices requests are at \$55M in demand, with \$44M in allocations. Regional Offices/AAU requests are at \$9.2M in demand, with \$22M in allocations. Small Businesses request are at \$12M in demand, with \$6.0M in allocations. Critical Proposals are at \$1.1M in demand, with \$5M in allocations. And Apprenticeship programs are at \$3.7M in demand, with \$18.6M in allocations. Overall demand is approximately \$86M plus.

It was reported the number of total projects in FY 2019/20 in AAU and applications received by the Regional Offices currently in the Regional Offices is 91; that the total number of projects currently in the Applications and Assessment Unit is 683; and that the number of total projects is 774. As discussed in recent committee meetings and at the last Panel Meeting, ETP is trying to keep meetings at around \$10M per meeting so ETP does not run low on funds at the end of the year.

Regarding Legislation, the ETP legislation has a new bill number (SB 792). It was reported that SB-792 is a two year bill, it is a committee bill, and at this point, it is only replacing certain language. For example, changing Workforce Innovation Act to Workforce Opportunity Act. The changes are not substantial at this point, but the hope is to work with the legislative committee in order to get additional changes. Other bills of interest include SB-749, which was discussed at the Policy Committee; and SB 462, which Peter Cooper is working with the author from Senator Stein's Office.

Mr. Knox requested a motion to approve the Consent Calendar, and should there be a loss of quorum today before finalizing project review, a motion to delegate authority to the Executive Director in order to approve Proposals and other actions items on the Agenda in consultation with the Acting Chairperson.

ACTION: Acting Chairperson Roberts moved and Mr. Smiles seconded approval of the Consent Calendar and to delegate authority to the Executive Director in order to approve Proposals and other action items on the Agenda in the loss of a quorum. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

VI. RECOGNITION OF FORMER CHAIRPERSON BARRY BROAD

Mr. Broad joined the Panel Members while Acting Chairperson Roberts and others began to share personal stories and thoughts about Mr. Broad. Acting Chairperson Roberts shared that Mr. Broad has been on the ETP Panel for around 17 years, and that they have both worked together on the ETP Panel for over 14 years. Acting Chairperson Roberts then explained how Mr. Broad has done a lot for the ETP and the Panel over the years. Acting Chairperson Roberts then opened up the discussion for staff and others to share some facts and stories regarding Mr. Broad.

Mr. Knox reported that Mr. Broad attended over 140 meetings; that he approved over 590,036 contracts; approved over \$1.4B in training funds in the state of California; which trained over 1.3M employees. Some of the programs Mr. Broad has overseen include: the California Energy Commission funding; Certified Nurse's Assistant Program; Individuals With Disabilities; the programs done with the Mayor's Office; serving kids for work experience; serving kids with disabilities; rapid employee strategies programs for natural disasters; and the Veterans Program to ensure that ETP serves the veterans at a higher level.

Following Mr. Knox's presentation and personal stories, other Panel Members then began to share stories and words of appreciation for Mr. Broad; followed by past and present executive staff members, including Steve Duscha, Brian McMahon, and Peter Cooper; then staff members, members of the public, stakeholders, and others wanting to impress upon Mr. Broad how much he did for ETP, and to thank Mr. Broad for his extensive work and dedication to the ETP program.

Mr. Broad responded with a heartfelt discussion that recapped some of his experiences at ETP over the years, and how Mr. Broad's focus was on Panel Members actively engaging the Proposals; and supporting the staff and stakeholders that work very hard at developing these Proposals. Mr. Broad appreciated all of the specific comments about his tenure being balanced and well-reasoned; and Mr. Broad explained how he made an initial decision to approach his time and work at ETP in a nonpartisan way, knowing that the training provided and the importance of ETP to all Californians, are things that just naturally transcend politics, by the way ETP impacts people's lives.

Mr. Broad thanked everyone for the recognition.

VII. POLICY COMMITTEE MEETING REPORT TO PANEL

Ms. Newsom stated that the Policy Committee Meeting was a departure from previous meetings. The meeting has a new name and a new focus on policy, and a desire to move policy decisions into action. Additionally, the meeting room set up and changed in a way to encourage a more collaborative dialogue, and key ETP unit managers were in also attendance in order to address the practical application of these policy discussions, including: Shannon Spence, Audits Manager; Sandra Trujillo-Graham, Fiscal Manager; and Willie Atkinson, Assessment and Program Division Manager. The discussion was led by ETP's General Counsel, Michael Cable.

Although there were no specific action items this time, as the Policy Committee is short a member, Ms. Newsom reported that there was a productive discussion about the following three items:

Cannabis Industry. Ms. Newsom reported that this was a follow up discussion from December 2018 regarding the Cannabis Industry. Ms. Newsom reported that there are new Cannabis Regulations that address the issues raised previously by a variety of Policy Committee Members and stakeholders. It was reported that ETP meet with Nicole Elliott who is the senior advisor regarding Cannabis at GoBiz, who explained the current landscape of the Cannabis Industry and related enforcement issues. It was also reported that ETP received its first Cannabis Industry Application from a pharmaceutical manufacture company, and that the application is currently being reviewed by staff. The discussion was productive and ended with a few take away items: Staff are going to look into whether or not a site visit to the new applicant's facility is possible for Policy Committee Members; Staff will also prepare and propose internal processes and procedures to ensure that licensing and regulatory compliance is in effect; and Staff will reach out and research other state agencies that may be doing the same thing so that ETP is in alignment with other state agencies.

Valuation of Health Benefits. Ms. Newsom then reported that there was a discussion about the valuation of health benefits, which included a follow up report to a previous Full Panel Meeting discussion in September 2017 regarding the valuation of health benefits. It was reported that the \$2.50 rule has given rise to additional questions regarding the following: The practical application of the \$2.50 rule; and how health benefits impact wages and performance, which gave rise to a bigger discussion about wages in general and how ETP calculates wages, the ETP minimum wage, and other wage-related issues that will be discussed at a future meeting. Ms. Newsom explained that Staff will digest all the comments and suggestions regarding wages, health benefits, and the ETP minimum wage; and Staff will also research and update the historical data provided previously, but this time it will include data of actual wages after confirming with the Audits Unit.

Senate Bill 749. Ms. Newsom reported about a new topic that was discussed regarding SB-749, which is a bill currently pending before the California Legislature about the definition of public records for purposes of the California Public Records Act. The discussion was strictly informational. It was made clear that ETP is not taking a position on Senate Bill 749. The purpose of the discussion was to hear from stakeholders about their issues and concerns regarding SB-749.

Ms. Newsom reported that future Policy Committee agenda items will include the bigger discussion regarding wages, health benefits, and the ETP minimum wage; providing a mock-up of a panel packet proposal from the new Cal-E-Force system so Panel Members will be able to review and provide feedback; and Staff will conduct a review of best practices engaged by similar agencies in other states making sure that ETP remains the top agency of its kind in the nation at all times.

Ms. Newsom reported that staff is also going to review and consider a list of other potential agenda items that were submitted by stakeholders. Ms. Newsom reported that the next Policy Committee Meeting will likely be in August 2019; however, if it's possible, we will try to have one in July 2019. Ms. Newsom explained that people should continue to check the ETP website for current information.

Acting Chairperson Roberts stated that the Policy Committee is currently absent one member; and as Acting-Chairperson, Roberts appointed Rick Smiles to the Policy Committee, effectively immediately.

VIII. STRATEGIC PLAN UPDATE

Acting Chairperson Roberts then introduced Mr. Mario Maslac, Chief of Research and Analytics Unit.

Mr. Maslac presented to the Panel a power point presentation highlighting the Strategic Plan, and explained that the Strategic Plan will be available on ETP's website. Mr. Maslac then provided an overview and explanation describing how the current plan is visually different in style and format.

Mr. Maslac then went through the Table of Contents and explained each section in detail, including: Vision and Mission Statement; Introduction and Overview; Goals and Objectives; Improvements and Funding; Priority Industries; Priority Populations; Strategic Partnerships; and Appendices. Mr. Maslac again noted that the Strategic Plan and

Appendices are all available online at ETP's website.

Upon completion of Mr. Maslac's presentation of the Strategic Plan, Acting Chairperson Roberts asked whether any Panel Members have any questions.

Ms. Bell questioned whether the Strategic Plan had been reviewed by all staff.

Mr. Knox stated that Executive Staff and others reviewed the plan and made recommendations.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the Strategic Plan as presented by Mr. Maslac, and to delegate the authority for finalizing and submission of the Strategic Plan to the Executive Director. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion Carried 6 – 0

IX. PRESENTATION OF ETP APPRENTICESHIP PROGRAM (VIDEO)

Acting Chairperson Roberts introduced John Bauer and Deborah Chaplain.

Ms. Chaplain thanked the Panel and explained how ETP funding beneficially impacts the state building trades and apprenticeship programs. Ms. Chaplain explained that the purpose of the video is to show thanks to ETP, and to visually demonstrate to Panel Members the impact of ETP funding.

Mr. Brauer stated this video will help ETP highlight the benefits of the program.

[Video is shown]

Acting Chairperson Roberts thanked everyone for showing the video.

Ms. Newsom asked where the video will be accessible. It was reported that there will be a link on ETP's website.

X. REVIEW AND ACTION ON PROPOSALS

Tab No. 19: Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund

Ms. Testa stated that this proposal for the Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund in the amount of \$749,145. This JATC operates 7 training centers throughout Southern California, and this project will include both apprentice and journeyman worker level trainees. Ms. Testa stated that the Finishing Trades Institute has also requested a separate veterans job number; and that their innovative training program includes the virtual paint training system where trainees hold a spray gun that shoots a laser beam instead of paint onto a sensor screen which measures the trainees efficiency and spray technique.

Ms. Testa noted that their prior projects have all been strong performers and their most recent project has over one hundred percent of potential training hours tracked date with potential earnings of 100%. Ms. Testa stated that there was a typo in the Proposal, as Steve Duscha does not have a marketing contract with ETP. Ms. Testa stated that staff recommends approval of this Proposal, and introduced Jesus Hernandez, Training Director, and Oscar Meyer, Apprenticeship Advisor for Los Angeles Unified School District. Steve Duscha, consultant, was also present.

Jesus Hernandez introduced himself and stated that the Finishing Trades Institute of District Council 36 is a training arm for the Finishing Trades Southern California. Mr. Hernandez thanked ETP for its support, and explained that ETP funding has allowed them to obtain the best equipment, materials, and instructors to train our members within the finishing trades. With ETP support, Mr. Hernandez explained that they've actually expanded their training to reach over 1,200 apprentices this year.

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

There were none.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Proposal for Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund in the modified amount of \$749,145. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 12: Laborers Training and Re-Training Trust Fund for Southern California

Mr. Smiles announced his recusal and left the room prior to the following discussion.

Mr. Hoover stated that this Proposal is for the Laborers Training and Re-Training Trust Fund for Southern California. Training is for 3 separate apprenticeship programs of the building trades, two of which will be participating in this proposal which are Labor Southern California JATC and Southern California Labor's Landscape and Irrigation Pipe Fitters JATC. This project will train 129 journey workers and 486 apprentices. Mr. Hoover noted that they actively recruit veterans, and has included a veterans job number for 30 trainees. Mr. Hoover explained that this will be their seventh ETP contract, and staff recommends approval of this proposal. Mr. Hoover introduced Lisa Becerra, Executive Assistant Quality Manager.

Ms. Becerra thanked the Panel Members, and explained that they don't create jobs, but rather career paths, and she thanked them very much for their support. Ms. Becerra noted that they were graduating annually over 500 graduates, and that would not happen with ETP support.

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

There were none.

ACTION: Acting Chairperson Roberts moved and Ms. Bell seconded approval of the Proposal for Laborers Training and Re-Training Trust Fund for Southern California in the amount of \$749,706. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 – 0.
[Mr. Smiles was not present]

Tab No. 8: FreshPoint Southern California, Inc.

Mr. Smiles came back into the room.

Mr. Swier stated that FreshPoint Southern California, Inc. distributes fresh fruits and vegetables, and that the Teamsters Local 630 provided a Union support letter for the training of its Union members, which includes the drivers and warehouse staff.

Mr. Swier noted that this SET project, and a first-time ETP contractor. The company is requesting \$430,950 in funding to train 320 incumbent workers, 5 job creation employees, and 5 veteran job creation employees, all located in the City of Industry, which is also an ETP HUA. The proposal includes productive lab and estimates approximately 40 frontline workers participating for up to 60 hours each week. This project will be funded out of this current fiscal year and we do have a correction on this project in regards to contract number ET20 – that should be an ET19 number.

Mr. Swier stated that staff recommends approval of this project, and introduced John Collie, Vice President of Operations.

Mr. Collie stated that FreshPoint is the largest produce distributor in Southern California, and of the 340 associates, 200 plus are Union Local 630 members. Mr. Collie said he was available for questions.

Ms. Bell asked whether they do home deliveries.

Mr. Collie replied that do not do home deliveries.

Ms. Bell asked for more information about what they do.

Mr. Collie explained that a majority of their customers are hotel chains, hospitals, schools, restaurant chains, and similar entities like that.

Ms. Bell inquired as to whether they are a part of Sysco, and if that was more on the food side.

Mr. Collie stated yes.

Acting Chairperson Roberts asked about Mr. Polly Wright's involvement in the training, and expressed her concerns regarding the likelihood of success of the training.

Mr. Collie explained that Mr. Wright will lead the training of the trainers.

Ms. Bell stated that her concerns with the training as well, and how they are set up to train about 320 trainees, and their affiliation with Sysco.

Acting Chairperson Roberts recommended lowering the amount of the Proposal by 25% in order to address the concerns of training and the affiliation with Sysco.

Mr. Bill Saxton of National Training stated grounds to support the training project, and the need for additional funding. Ms. Saxton requested a reduction of only 15%.

Acting Chairperson Roberts understood and agreed with some of the points, and suggested meeting Mr. Saxton half-way at a reduction of 20%.

Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Bell seconded approval of the Proposal for FreshPoint Southern California, Inc. with the modification that the overall amount be reduced by 20%. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 9: Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare System

Ms. Torres introduced Universal Health Services of Rancho Springs, Inc. Ms. Torres noted that this project is being funded at the current Fiscal Year 18/19; that they are a priority industry; and that they are a repeat ETP contractor.

Ms. Torres stated that Southwest Healthcare plans to train around 350 incumbent registered nurses, as well as a 15 new nurse graduates. Although a repeat contractor, Southwest Healthcare plans to do extensive training in new services and skills.

Ms. Torres stated that staff recommends approval of this proposal, and introduced Kristen Johnson, Chief Nursing Officer; Nicole De Vries, RN; and Debbie Campbell, e-Learning Contractor Administrator.

Ms. Johnson provided an overview of their operations, including that there are two hospitals. The Hospital in Wildomar is level two American College of Surgeons certified trauma center with a bariatric center of excellence that joint center of excellence; and there's also a Hospital in Rancho Springs that's focused on women and children.

Ms. Johnson explained that ETP allows them to provide the training that many of the hospitals in their area are unable to provide; and provided an overall description.

Acting Chairperson Roberts thanked Ms. Johnson for her presentation and stated that she recognizes the value of these nursing programs. Acting Chairperson Roberts also recognized their past performance.

There being no further questions,

ACTION: Mr. Smiles moved and Ms. Akin seconded approval of the Proposal for Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare System in the amount of \$509,600. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 10: Flory Industries

Ms. Lazarewicz stated the requested amount of \$246,905 will train staff, including 20 new employees and veterans. Veteran trainees are included in the job number one trainee population.

Ms. Lazarewicz explained that Flory Industries manufactures distributes and services nut harvesting parts and equipment their products include non-road diesel vehicles, devices and mechanisms that assist farmers in tree nut harvesting. Flory Industries will train staff on new international market demands and equipment and efficiencies in order to meet new federal smog emission regulations Training under this proposal will take place at their location in Salida.

It was reported that the human resources manager will oversee the project with assistance from the HR assistant manager and director of finance. Department managers will schedule training and administer training. Additionally, Flory Industries has retained the services of a third-party administrator.

Ms. Lazarewicz stated that staff recommends approval of this proposal, and introduced Seth Parker, Human Resources Manager; and Mike Snead, Sierra Consulting Services.

Mr. Parker thanked the Panel for the opportunity to present their application and the consideration for it. They have been in business at this location for over 80 years and are a manufacturer fruit and nut harvesting equipment. Mr. Parker explained that they are putting a significant investment into their expansion and growth with new technologies and new machinery, which is the need for the training.

Ms. Newsom noted that Flory Industries is requesting a post-retention wage modification from Job No. 1, from \$17.70 per hour to \$13.28 per hour; and \$14.48 per hour to \$12.00 per hour, for Job No. 2. Ms. Newsom noted that although they are requesting \$12.00 per hour their wages start at \$14.00 per hour.

Ms. Lararewicz explained that they are in HUA area with a HUA wage.

Mr. Parker stated that the owners have been on the property since 1909 and in business for over 80 years and have been expanding we just got word that we bought the 30 acres next to us.

Ms. Bell stated that this is a good contract and asked how they heard about ETP.

Mr. Parker said they heard about ETP from a consulting firm. Additionally, they hired Mike Snead from Sierra Consulting Services as a consultant.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Proposal for Flory Industries in the amount of \$246,905. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 11: Health Net, Inc.

Ms. Lazarewicz stated that Health Net, Inc. is requesting \$748,535 to train staff including 175 new employees. Veterans for employment with veterans currently making up approximately 5% of the company's workforce. Health Net provides and administers health benefits to approximately 7.6 million individuals across 26 states and the District of Columbia. Health Net will train staff on effective and efficient business operations, and updates regarding State and Federal laws and regulations in terms of health care compliance. Training under this new proposal will include 7 new locations across California, including one to open next year in Natomas.

This is Health Net's fifth ETP contract in the fourth in the last 5 years with good performance. The Director of state and local tax in the financial planner will ensure training is implemented additionally health net has retained the services of a third-party to assist with the administration. Staff also has reviewed and approved Health Net learning management system for record-keeping. Staff recommends approval this proposal here representing Health net is Lorin Engquist, Director of State and Local Tax; and Steve Duscha, consultant.

Ms. Engquist provided a description and overview of their program and ETP funding.

Acting Chairperson Roberts inquired about this being a critical proposal and a non-priority industry, as well as the fact that this will be Health Net's fourth contract in five years, which makes being critical questionable.

Acting Chairperson Roberts stated that she's thinking the Panel should keep what they have as far as the critical proposal piece around the job creation, but cut by 50% from Job No. 1, which looks to be about a 20% reduction of the whole entire contract.

Mr. Duscha explained his understanding of the critical proposal designation, and mentioned the large expansion in the Sacramento Area in North Natomas.

Ms. Akin stated that she is very familiar with the project in North Natomas, and that GoBiz is pleased with the expansion and selecting the Natomas Area. Ms. Akin stated that this was designated as a critical proposal because GoBiz supports this contract; accordingly, Ms. Akin supports the full amount but appreciates that the recommendation is not to cut the job creation piece of the Proposal.

Ms. Newsom stated that she is in alignment with the Acting Chairperson's suggestion, and asked whether previous contracts were also critical proposals.

Mr. Engquist stated no.

Acting Chairperson Roberts stated that she again recommends that the Panel cut the retraining parts in Job No. 1 by 50%, which looks like total reduction of about a 20%.

Mr. Engquist stated no objection, but wanted to clarify that the “five years” is being measured from the end of their first 2-year contract.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Proposal for Health Net, Inc. with the modification that Job No. 1 is reduced by 50%. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 13: N.E.C.A./I.B.E.W. Inland Training Fund

Ms. Torres explained that N.E.C.A./I.B.E.W Inland Training Fund is a multiple employer and repeat contractor; that they are requesting \$742,620, inclusive of \$48,204; and that they're proposing to train approximately 58 journey level workers and 184 apprentices.

The Inland Training Fund jointly manages the training trust for the International Brotherhood of Electrical Workers (I.B.E.W.) Local 440 Riverside, and the Local 477 in San Bernardino. In this proposal, there is a job number for veterans, and they work with Helmets to Hardhats to recruit veteran applicants.

Ms. Torres explained that they have a request to reduce the Panel's minimum of eight hours down to four hours only for the journey level workers. They are requesting this waiver in job 1 the upgrade classes for journey level workers are intended to train on one specific training topic that is necessary on the job and all required by signatory employers. In addition they are requesting a waiver to expand the ratio to the 1:25 for all Apprentices and is expected that most of the training sessions will be in compliance with the standard 1:20 ration. However some of the Apprentices training sessions may have up to 25 trainees with only one trainer present, approval of this waiver will allow them to maximize each training session and train their Apprentices according to its curriculum. The rate for the sound installers is at 22.2% a total number of sound installers apprentice including this project is very low, five in total three from local 440 and two from local 477. Some of these employers work in high unemployment areas however they are not requesting a HUA waiver. Staff recommends approval of this proposal here representing Inland training fund is Jon Rowe along with John Brauer.

Mr. Rowe provided a general overview of their training program, and explained that he went through the program 20 years ago.

Ms. Newsom asked how many of them are going to be sound installers.

Mr. Rowe stated that he cannot provide an exact number.

Ms. Newsom explained the issue of sound installers starting to hear about the better wages with inside wiremen, and that Mr. Rowe did an excellent job of addressing veteran needs through their outreach programs.

Ms. Newsom asked about adding more women to the trades.

Mr. Rowe stated explained the challenges and expressed that they are looking to recruit and promote women within the trades.

Acting Chairperson Roberts asked if there has any other questions.

There were no questions.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the Proposal for N.E.C.A./I.B.E.W. Inland Training Fund in the amount of \$742,620. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 14: Sheet Metal and Air Conditioning Apprenticeship and Journeyman Training Fund of San Diego

Ms. Torres stated that Sheet Metal and Air Conditioning Apprentice and Journeyman Training Fund of San Diego is a multiple employer and repeat contractor requesting \$437,930, inclusive of \$20,430 8% support cost. They are going to be training journeymen and apprentices as well and its pre apprentices.

Ms. Torres noted that this is their sixth agreement and third in the last five years. Their training programs are registered with Helmets to Hardhats, and they also work with other local organizations. The sheet metal technicians are covered by the sheet metal workers international local 206.

Ms. Torres stated that staff recommends the approval of this proposal, and introduced Chris Caricato, Training Director; and John Brauer.

Mr. Caricato provided an overview of their program and how ETP funding is used.

Acting Chairperson Roberts asked about the requested amount.

Mr. Caricato explained that they came in with a lower number to ensure high performance, but as they grow, they will probably ask for more funds.

Acting Chairperson Roberts stated the trades are pretty consistent with the dollar amounts, and thanked them for being on the conservative side.

ACTION: Ms. Newsom moved and Mr. Smiles and Ms. Bell both seconded approval of the Proposal for Sheet Metal and Air Conditioning Apprenticeship and Journeyman Training Fund of San Diego in the amount of \$437,930. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 15: Pipe Trades Apprentice and Journeymen Trust Fund for San Mateo County

Mr. Hoover stated that the Pipe Trades Apprentice and Journeyman Trust Fund for San Mateo County is a repeat contractor; that this is a priority industry; and that they are requesting a total of \$538,290. This will be their 4th ETP contract and fourth within the last five years. In this proposal, JATC of San Mateo is committed to including veteran apprentices in Job No. 3 and supporting job-related training that helps veterans transition into California work force they do have a waiver request for the journey worker minimum hours kind of like what you heard before the plumbers JATC of San Mateo request a waiver from the 8 hour minimum training requirement to a 4 hour minimum for 15 journey worker training classes for journey workers focus on the scope of work or specialty and some of these certification renewal courses are only 4 hours the journey workers often do not need to take two of the four hour classes and the JATC cannot require that the workers come back in due to the good economy. Certification requiring a 4-hour course will include a medical gas.

The JATC training infrastructure includes the training director who's the dedicated ministration and the JATC administrative staff person who assists with ETP administration strategy workforce communication is their administrative subcontractor who has been hired to assist with ETP online systems training will be delivered by in-house expert but usually at the journey level. Staff recommends approval of this proposal here today is Bob Kay Training Director, Stephan Schnell, Assistant Training Director, and John Brauer the Executive Director of Workforce Economic Development for Cal FED.

Mr. Kay thanked the Panel for their support, shared that they re taking in 50 apprentices in Fall, and asked whether there were any specific questions.

Ms. Newsom asked how are they advancing more women in the trades.

Mr. Kay explained their outreach programs for women, and mentioned a hands-on event in Hayward that attracted over 200 women.

There being no more questions,

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Proposal for Pipe Trades Apprentice and Journeymen Trust Fund for San Mateo County in the amount of 538,290. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 16: The Corporation for Manufacturing Excellence (Manex)

Mr. Hoover stated that the Corporation of Manufacturing Excellence (Manex) is a repeat contractor; that this is a priority industry; and that the total ETP funding request is \$749,808. They are headquartered in San Ramon. This will be Manex fifteenth ETP Contract, it's the third in the last five years. Even though Manex is not including a separate veterans job number it's participant employers actively recruit veterans for training by contacting Concord's veterans affairs center for leads. The majority of the training will be

delivered by Manex and majority of the training will be conducted at the participating employer's facilities.

Training Infrastructure includes the director of Client Services who's the dedicated administer who also conducts needs assessments at the clients facilities. The client service representative who is responsible for ensuring each participating employer meet ETP guidelines and rolling and entering data into ETP online systems every Manex trainer will be responsible training delivered collecting rosters and providing the rosters to the client service representative. Staff does recommend approval for this proposal on here, today Walt Tarpley, Vice president of Client Services.

Mr. Tarpley provided an overview of their program and thank the regional staff for their hard work in preparing this Proposal.

Acting Chairperson Roberts ask if the Panel has any questions.

There were no questions.

Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Proposal for The Corporation for Manufacturing Excellence (Manex) in the amount of \$749,808. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 17: Apprentices and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry

Ms. Testa stated that this is a proposal for the Apprenticeship and Journeyman Training Trust Fund of the Southern California Plumbing and Piping Industry in the amount of \$748,440. They operate 9 training centers in Southern California, where they train both apprentices and journeymen workers in the plumbing and piping industries. Only apprentice will participate in this proposed project. Although they not requesting a separate veterans job number, they actively recruit veterans through Camp Pendleton for Marines who enter into their second year of the apprenticeship program. They also work with Helmets to Hardhats.

Ms. Testa stated that staff recommends approval of his Proposal, and introduced Ray LeVangie, Executive Director; Oscar Meyer, Apprenticeship Advisors for the Los Angeles Unified School District; and Steve Duscha, consultant.

Mr. LeVangie provided an overview of their program and areas of expansion. It was reported that they are currently under construction for another training center in San Diego, serving approximately 4000 apprentices.

Mr. LeVangie stated they are extremely grateful to ETP and the Panel for helping them assist workers, to train workers, to train for the industry, and for their Veteran's program.

Acting Chairperson Roberts asked the panel if they have any questions

Ms. Newsom stated she hopes one day there is a video on their veterans and piping program.

There being no more questions,

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the Proposal for Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry in the amount of \$748,440. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 18: Central Valley-Mother Lode Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee

Ms. Testa presented the proposal for Central Valley Mother Lode Plumber's Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee in the amount of \$387,330. This JTC was founded in 1955 and operates in Stanislaus and San Joaquin counties. Their mission is to ensure that union plumber, pipe, and refrigeration fitters gain the skills, knowledge, and experience necessary to build and service both commercial and residential buildings. Their graduates work on the high-speed rail project, the 2020 project at UC Merced, and the construction of a VA hospital, among others. Both apprentices and journeymen workers will participate in this proposal. Central Valley Mother Lode has also dedicated a separate job number on their project to apprenticeship veterans and they work with the Helmets to Hardhats program to recruit veterans.

On Central Valley's most recent project enough training hours have been tracked to potentially earn well over 100% of their total contract value with a potential earned of 100% once all invoices have been submitted.

Ms. Testa introduced Greg Vincelet, Training Coordinator; John Brauer from California Labor Federation, and Derek Okubo, Consultant.

Acting Chairperson Roberts asked the panel if they have any questions.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Proposal for Central Valley-Mother Lode Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee in the amount of \$387,330. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 5 – 0.

[Ms. Bell was not present]

Tab No. 20: JVS SoCal

Ms. Testa presented a proposal on behalf of JVS SoCal in the amount of \$748,638. JVS SoCal, a non-profit WIOA grant recipient works to extend a helping hand to individuals who are struggling to overcome obstacles in attaining economic stability and self-

sufficiency. For this project JVS will work with individuals who have multiple barriers to employment, placing them in one of four different training programs: BankWork\$, to prepare trainees and entry level banking positions; HealthWorks, to prepare trainees to become CNAs, ApartmentWorks, to train in the basics of property management and maintenance; and CareerWorks, to prepare individuals for entry-level, non-clinical positions in healthcare facilities. Although not requesting a separate veteran's job number, JVS focuses on Veterans with their Veterans First team, which operates special programs for veterans including career coaching and job placement.

JVS has been a very strong performer with their prior projects, earning 99-100%. Their most recent project has well over 100% of training hours tracked in ETP's online system, which has them on track to earn the full 100% of the contract value.

Ms. Testa introduced Jay Soloway, Director of Training and Education and Steve Duscha, Consultant.

Acting Chairperson Roberts stated that she had no questions and asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the Proposal for JVS SoCal in the amount of \$748,638. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 21: American Educational Systems, Inc. dba American College of Healthcare and Technology

Mr. Swier presented an amended proposal on behalf of American Educational Systems, Inc. dba American College of Healthcare and Technology. The organization is a learning institution that specializes in health education, Computer-Aided Design, and Building Information Modeling technology. This is a Multiple Employer Contract with current funding at \$382,800. The amendment request is to add an additional \$158,600 to the contract, bringing the total amount to \$552,380. This amendment will train an additional 61 trainees in newly-created job numbers 5 and 6 with a new group of participating employers. The most recent up-to-date performance shows the organization has tracked at 78% of the current approved amount and this project will be funded out of this current fiscal year.

Mr. Swier introduced Amir Baniassad, CEO.

Acting Chairperson Roberts asked if they came in with a conservative number and found out that they had a lot more training involved and that is why they are coming back for an amendment.

Mr. Baniassad stated because this was their first contract, they did not want to go over.

Acting Chairperson Roberts clarified that they were not coming back because the Panel had cut them, but because they wanted to be conservative.

Acting Chairperson Roberts asked if the panel has any questions.

ACTION: Mr. Smiles moved and Ms. Akin seconded approval of the Amendment for American Educational Systems, Inc. dba American College of Healthcare and Technology in the modified amount of \$158,600. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 22: Applus RTD USA Services, Inc.

Applus provides testing, inspection, certification, and solutions to companies in construction, oil & gas, power, automotive, industrial, and telecommunications sectors. This is a single employer contract, current funding is at \$144,300, and Applus is requesting to double that amount to \$288,600. This amendment has doubled the weighted average from 30 to 60 hours for 185 retrainees. The most recent up-to-date performance shows that the organization has tracked 100% of the current amount approved. This project is to be funded out of this Fiscal Year.

Mr. Swier introduced Cherie Lucas, Regional HR Manager.

Ms. Newsom pointed out that she liked the provision in the proposal that showed that their current trainee base wages have increased so they are no longer utilizing the health benefits to meet the post-retention rate.

Ms. Lucas stated that they also increased their wage another \$1.25 as of July 1st.

Acting Chairperson Roberts thanked them for starting conservatively and then coming back for an amendment, instead of starting too big and she has to cut them.

Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Amendment for Applus RTD USA Services, Inc. in the amount of \$144,300. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 23: College of the Sequoias

Ms. Lazarewicz presented an amended proposal on behalf of College of the Sequoias. The requested amount of \$237,289 will train workers, including CNAs, throughout Kings and Tulare counties. During development, College of the Sequoias created a conservative training plan to maximize training for employers. Through continuous marketing and training plan development, participating employers' interest in customized training programs has increased. Additionally, College of the Sequoias has recruited a new participating employer in the healthcare industry.

Ms. Lazarewicz introduced Jorge Zegarra, Director of the College of the Sequoias Training Resource Center.

No questions from the Panel.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the Amendment for College of the Sequoias in the amount of \$237,289. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 24: G & C Auto Body, Inc.

Mr. Hoover presented an amended proposal on behalf of G & C Auto Body, Inc. This is G & C Auto Body's first ETP Contract and current funding is at \$248,776. The amended funding requested is \$150,722 which would bring total funding to \$399,498, upon approval.. This amendment adds Job Number 5 for 53 Job Creation retrainees and Job Number 6 for five Job Creation veterans – both job numbers are Phase II funding. G & C Auto Body, Inc. has 13 locations in Northern California, G & C provides automotive repair services and sells parts and accessories to California consumers and national insurers such as Geico and State Farm. In the contract, Job Creation was conservatively developed, targeting only 25 employees. However, 62 net-new jobs have already been created to-date with more hiring expected. New locations in Alameda and Solano County have also been opened for business in Oakland and Hercules. These trainees will begin an intense training boot camp where full-day training lasts for 12 weeks. Thus, the company anticipates utilizing requested funds within the remaining 11 training months.

Mr. Hoover introduced Leslie Moore, HR Manager and Jill Meeuwsen, CEO, Synergy Management Consultants.

Acting Chairperson Roberts asked Ms. Meeuwsen if the Panel had cut them and she responded that they had not, but G & C wanted to come in conservatively because they are a non-priority industry.

Acting Chairperson Roberts states that all the Panel sees is a range of wages and cautions that when they come in with a non-priority industry and have low wages listed, that they should specify with actual numbers instead of such a large range.

Ms. Newsom added it looked like the veterans were being aligned with lower wages.

Ms. Meeuwsen stated that was not true and that when they started development a couple months ago, the entry wage was \$13, but is now \$15. And veterans come in at a higher rate. Ms. Meeuwsen stated that the people coming in at \$15/hr are unskilled workers, but after 18 to 24 months of the boot camps they become highly paid and can be making up to \$80,000 a year.

Ms. Newsom asked what the wage was that the veterans come in at because there is no such thing as an unskilled veteran.

Ms. Moore stated that the majority of their veterans are in senior management positions.

Ms. Newsom stated that from what is presented to the Panel, in Job 6, it looks like G & C is paying the veterans between \$13.82 up to \$25. It looks like the veterans are starting at the lowest wage and below what they would normally pay somebody at \$27.87.

Ms. Newsom points out that Ms. Moore is stating that their entry level wage is \$15/hr, but the amendment lists it as \$13.82, and the Panel gets frustrated when the numbers are not presented accurately.

Ms. Meeuwsen stated that she only learned earlier that morning that the company had raised their entry wage to \$15/hr.

Ms. Newsom requested a motion to have the beginning wages changed to \$15 because it is representative of what they were just told by Ms. Moore.

No further questions from the Panel.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Amendment for G & C Auto Body, Inc. in the amount of \$150,722 with the modification that the contract be changed to reflect the updated entry-level wage of \$15/hr. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 25: Pyramid San Gabriel Management L.P.

Mr. Swier presented an amended proposal on behalf of Pyramid San Gabriel Management L.P. in the amount of \$73,980. Mr. Swier stated that there are some corrections: the In-Kind Contribution should actually be \$280,000 and the administrative cost should be \$35,669.40. Opening in February 2018, the Sheraton Gabriel is a new hotel in Downtown San Gabriel. Pyramid also opened a restaurant that was not planned at the beginning of this project, which created the need for an additional 23 employees. This is a Single Employer contract and currently funded at \$200,400.

The amendment request is to add on \$73,980.00 to this contract with a revised total of \$274,380. This amendment increases weighted average an additional 8 hours in all job numbers and adds an additional overall 38 trainees. The most recent updated performance shows the organization has tracked 94% of the current amount approved. This amendment will be funded out of the current fiscal year.

Mr. Swier introduced Rocio Pacheco, Director of HR and Steve Benson, NTC.

Acting Chairperson Roberts stated that the 130 is confusing and wanted to know the wages.

Ms. Pacheco stated that they use California's minimum wage, which will be increasing to \$14.25 on July 1st.

Ms. Pacheco clarified that the current minimum wage in California is \$12 per hour for entry level and they only use the minimum for the servers, because that is a tipped position. But the front desk, for example, comes in at \$14.25.

Ms. Newsom asked if that is the LA County minimum.

Ms. Pacheco stated that they are not in LA County, but want to be competitive with the wages.

Acting Chairperson Roberts asked if they pay their health benefits on top of that to meet the ETP wages.

Ms. Pacheco stated that the company pays 70% and the employee pays 30% in the benefits package and they have HMOs and PPOs. Ms. Pacheco also stated that they have joined forces with Mindful Warriors, a non-profit organization for veterans and she is also planning to reach out to EDD to get more veterans.

Mr. Knox apologized and explained that the information the Panel has in front of them is out of the old ETMS system and isn't enough to make a decision. Mr. Knox suggests to the Chair that this proposal be tabled for now.

ACTION: Ms. Newsom moved and Ms. Akin seconded a motion to table this Amendment so that it can be brought back to the Panel with a revised proposal reflecting additional information. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 – 0.

Tab No. 26: South Bay Workforce Investment Board, Inc.

Mr. Swier presented an amended proposal on behalf of South Bay Workforce Investment Board, Inc. in the amount of \$131,517. South Bay has been providing employment and training services under the undersight of the U. S. Department of Labor and the California Employment Development Department. Within the first nine months of the current contract term, South Bay delivered more than 100% of the reimbursable training hours due to high demand. This is a Multiple Employer Contract with current funding at \$131,535. The amendment request adds \$131,517 to the contract; nearly doubling the contract amount \$260,053.

This amendment increases the weighted average in all three job numbers and the most recent updated performance shows that the organization has tracked 107% of the current contract amount approved. This contract will be funded out of the current FY.

Mr. Swier introduced Chris Cagle, Regional Affairs Manager, South Bay WIB, and Michelle Rychener, Training Funding Partners.

No questions from the Panel.

ACTION: Mr. Smiles moved and Ms. Akin seconded approval of the Amendment for South Bay Workforce Investment Board, Inc. in the amount of \$131,517. Acting Chairperson Roberts called for a vote, and all Panel Members

present voted in the affirmative.

Motion carried, 6 – 0.

XI. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

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

Mr. Kay, Training Director for the Plumbers in San Mateo County, stated that he wanted the Panel to know that there is a Trades Introduction Program to Pre-Apprenticeship graduation taking place in San Mateo County later in the day at their facility in Burlingame, and that the Panel Members are invited and welcomed to attend.

XII. AGENDA ITEMS FOR FUTURE MEETINGS

Acting Chairperson Roberts asked from other Panel Members whether there were any suggested agenda items for future Panel Meetings.

None were given.

XIII. MEETING ADJOURNMENT

Acting Chairperson Roberts adjourned the meeting at 12:04 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 \$650,000.

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 \$750,000 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 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 information item.



Training Proposal for:
Los Angeles Pacific College
Contract Number: ET20-0113

Panel Meeting of: July 26, 2019

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

PROJECT PROFILE

Contract Attributes:	SET SB <100 Entrepreneurial New Hire Multiple Barriers	Industry Sector(s):	Services (G) Retail (44-45) Healthcare (62) Manufacturing (33) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Ventura, 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)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$182,712		\$16,678 (Job 1 - 12%) (Job 2 - 8%)		\$199,390

In-Kind Contribution:	50% of Total ETP Funding Required	N/A
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	New Hire SET Multiple Barriers	Business Skills, Computer SKills, Literacy Skills, Other-Job Readiness	30	8-260	0	\$5,545	\$14.48
				Weighted Avg: 220			
2	Retrainee SET SB <100 Entrepreneurial	Business Skills, Computer Skills	56	8-200	0	\$590	N/A
				Weighted Avg: 24			

*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 Number 1: \$15.47 in Los Angeles County, \$15.12 in Orange County, and \$14.48 in Ventura, Riverside, and San Bernardino Counties. Job Number 2: No minimum wage requirement.
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 of health benefits to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1:		
Accounts Receivable Clerk		5
Accounts Payable Clerk		5
Accounting Technician		10
Bookkeeper		10
Job Number 2:		
Entrepreneur/Small Business Owner		28

INTRODUCTION

Founded in 1989, Los Angeles Pacific College (LAPC) (www.lapacific.edu) is a private vocational training facility providing occupational skills to individuals seeking new or enhanced employment. LAPC is approved by the Bureau for Private Post-Secondary Education (BPPE) and Department of Veterans Affairs. LAPC is also authorized to train eligible participants from the County and City of Los Angeles Workforce Investment Board (WIB) and Rehabilitation programs.

Veterans Program

Although LAPC actively recruits unemployed Veterans through career fairs, this project will not include a Veterans training component.

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).

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

- Approved by the Bureau of Private Postsecondary Education (BPPE)
- Accredited by the Commission of the Council on Occupational Education (COE)
- Accredited by the Commission on English Language Program (CEA)

PROJECT DETAILS

This will be LAPC's eighth ETP Contract; the third in the last five years. LAPC is seeking funds to train and place unemployed individuals with multiple barriers to employment as well as Small Business Owners (Entrepreneurs).

LAPC has been training and placing unemployed individuals for more than two decades and has established a network of companies that contact the school on a regular basis in search of trainees prepared to enter the workforce. Based on demand in the labor market and LAPC's years of experience, this proposal will provide New Hire trainees (Job Number 1) an average of 220 training hours in skills needed to meet quality standards set by prospective employers to enter or re-enter the workforce.

This proposal will also include training of Small Business Owners (Entrepreneurs) (Job Number 2). LAPC reports an ongoing need for small business owners to update and sharpen their management skills. These entrepreneurs started and operated their business without the benefit of formal training in comprehensive management skills. Training will involve all areas of business operations and provide owners with comprehensive training needed to successfully manage and grow business.

Curriculum Development

LAPC keeps informed about employer needs through its Institutional Advisory Committee (IAC) and Occupational Advisory Committee (OAC). The IAC meets annually to support the institutional mission and provide feedback on institutional policy and procedures. The OAC contributes to the development of each program, approve the final curriculum, and constantly reviews the program, course by course, throughout the lifetime of the program. Each LAPC program has a separate OAC that meet semiannually to ensure that each educational program remains relevant to current industry standards. Committee members represent business, industry, labor and the general public. They bring a unique perspective into LAPC's training programs and provide recommendations for revisions and updates to the curricula and instructional materials, software, and equipment, based on current industry standards and practices. Committee members also support LAPC in increasing public awareness of LAPC programs.

The New Hire curriculum was submitted to a network of potential employers for their evaluation and input. Potential employers have proposed changes to the curriculum to prepare candidates on required skills.

To measure the effectiveness of the training, current students participate in LAPC surveys to evaluate instructors and training content at the end of each subject. Staff uses the surveys to assess the effectiveness of instructional methods and materials, as well as quality of curricula. The Academic Coordinator also conducts an instructor classroom evaluation at the end of training to measure the instructor's overall performance.

After the completion of the ETP-funded training, students complete an annual "Graduate Satisfaction Survey" to evaluate their training experience and the applicability of training to their current jobs. Their employers are also given the opportunity to provide feedback. Employers evaluate training relevancy and skills application of graduates. Employers in the community also receive an annual "Industry Survey". This allows employers to review LAPC programs and provide suggestions on improving or changing the curriculum. LAPC also considers feedback from its instructors who participate in curriculum development, the academic planning, and the enforcement of academic quality.

Training Plan

Business Skills: Training will be offered to all occupations in Bookkeeping, Business Tax Information and Information. Training for Entrepreneurs will also include Business Management such as Budget and Cash Flow Management, Capital Budgeting, and Profit Planning.

Computer Skills: Training will be offered to all occupations in QuickBooks and Cloud Computing. Entrepreneurs will also receive training in Digital Marketing.

Literacy Skills: Training will be offered to New Hire trainees (Job Number 1) who are not proficient in English. Training in Vocational English will focus on the more practical aspects of Business and Computer Skills.

Job Readiness Skills: Training will be offered to New Hire trainees (Job Number 1) to meet the quality standards set by potential employers and provide individuals who do not have work experience skills to prepare them for the job market and enhance employability and increase the likelihood of finding suitable employment at the end of training. This training has not been offered in prior ETP projects and has now been added to ensure successful placement and retention of New Hire trainees.

Training in Literacy and Job Readiness Skills will not exceed 50% of the trainee's total training hours.

Special Employment Training/Multiple Barriers (New Hire) – Job 1

Participating employers are not required to demonstrate out-of-state competition. Trainees must be earning at least the statewide average hourly wage at the end of the retention period. However, New Hire trainees are subject to the ETP New Hire Minimum Wage rather than the Statewide Average Hourly Wage.

➤ Wage and Retention Modifications

Trainees in Job Number 1 have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills). These trainees may receive the ETP Minimum Wage post-retention. The Panel may also modify the retention period for these

trainees, making it 90 days out of 120 consecutive days with up to three employers. Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment. LAPC requests these modifications.

Entrepreneurial Training - Job 2

The Entrepreneurial training will be provided to owner(s) of a business with 1 to 9 full-time employees. The owner may be one or more individuals, each of whom must have at least a 20% financial investment in the business and a direct full-time involvement in its day-to-day operations. The spouse of an owner also qualifies if he or she has direct full-time involvement in the day-to-day operations. The business must retain the same number of employees for at least 90 days after training as had been employed at the start of training. There will be no post-retention wage requirement.

The core group of participating employers represents over 100% of the requested funding in Job Number 2. Participants are from a broad spectrum of industries, some of which may be ETP priorities, including construction, transportation, logistics, food service, dental, medical, retail, and services.

Commitment to Training

LAPC is committed to all their trainees, in such a way that they provide remedial training classes at the school's expense. In Job Number 2, entrepreneurs will continue to provide safety training in accordance with all pertinent requirements under state and federal law. ETP funds will not displace the existing financial commitment to training.

➤ Training Infrastructure

As a repeat ETP contractor, LAPC has established a robust system for administering its contracts. LAPC's President will oversee implementation of this project. The project team will also consist of four full-time staff members who will assist with project administration. The Student Services Coordinator and Admissions Counselor will be responsible for intake, admissions assessment, recordkeeping, and placement services. The Academic Director will be responsible for monitoring student performance, supervising the instructors, and course scheduling. The Marketing Coordinator will focus on marketing services and administrative support. All training will be conducted at LAPC's campus in Los Angeles.

Trainer Qualifications

Training will be delivered by LAPC faculty. The trainers have practical and professional experience in their respective fields (i.e. college degree, teaching experience and/or demonstrated industry work experience, and possession of related teaching credential, license, or certificate).

Marketing and Support Costs

LAPC will recruit through its website and social media accounts (i.e. Facebook, Twitter, and Instagram). LAPC is able to reach a broad community of existing and potential students through content generation and advertising opportunities offered by these sites.

Trainees are also recruited from the Employment Development Department and other community-based agencies through personal contacts; advertisements in local print media; written communications; and referrals from the One-Stop Service Centers in Los Angeles, Orange,

Ventura, San Bernardino and Riverside Counties. Trainee recruitments are also conducted via networking and word-of-mouth referrals.

With its marketing efforts, LAPC requests 12% support costs in Job Number 1 to assist with the continual need for trainee recruitment including intake assessment to determine eligibility, job development, job search assistance and placement. In Job Number 2, LAPC requests the 8% support costs to ensure ongoing marketing efforts towards employer recruitment and needs assessments for entrepreneurial training.

Tuition Reimbursement

LAPC 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.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET17-0496*	Statewide	06/30/2017– 06/29/2019	\$146,263	\$0	(0%)
ET15-0290**	Statewide	05/16/2015- 05/15/2017	\$145,691	\$79,599	(55%)

*ET17-0496 - Based on ETP systems, 9,202 reimbursable hours have been tracked for potential earnings of \$146,263 (100% of approved amount). LAPC is in the process of submitting a Final Closeout Invoice by the due date of July 29, 2019. LAPC enrolled and trained 46 New Hire trainees (84% more than the estimated number of trainees), of which 29 have been placed and retained with projected earnings of \$141,164 in Job 1. With \$17k additional earnings in Job Number 2, LAPC is on track to earn 100%.

**ET15-0290 - The low completion rate was due to New Hire placement and retention issues. To avoid these issues in ET17-0496, LAPC designated the Student Services Coordinator and Admissions Counselor to be in charge of student relations and placement services. LAPC also increased its New Hire trainee population to ensure successful placement and retention.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-260 (Job Number 1)

8-200 (Job Number 2)

Trainees may receive any of the following:

NEW HIRE TRAINING**BUSINESS SKILLS**❖ Bookkeeping:

- Bookkeeping Equations, General Journal, General Ledger, Special Journals, The Work Sheet, Financial Statements, Closing the Books, Merchandising Accounts, Depreciation, Bank Reconciliation, Handling Petty Cash, Partnerships, Corporations, Bookkeeping and Computer

❖ Business Tax Information and Preparation:

- Sales Tax, City Business Tax & Payroll Taxes, Employer & Employee Rights & Benefits

COMPUTER SKILLS❖ Microsoft Excel:

- Excel Basics, Changing the Appearance of the Worksheet, Organizing the Worksheet, Worksheet Formulas, Function Formulas, Making the Worksheet Useful, Working with other Software Tools, Worksheet Charts

❖ QuickBooks Premier:

- Introduction to Computers and QuickBooks Premier, Sales & Receivables, Payables & Purchases, General Accounting & End-of-Period Procedures, Payroll, Computerizing a Manual Accounting System

❖ QuickBooks Pro Advisor:

- Free ProAdvisor Master Class with hands-on consulting in: Client coaching and technology application; Advanced, post-certification training in QuickBooks Online.

❖ Cloud Computing:

- Google Drive, Microsoft OneDrive, Sharing Documents, File Restrictions and Security, Working Collaborative, Archiving Files, Working with Previous Versions of a File, File Management.

LITERACY SKILLS*

- ❖ Basic English Language Skills (Writing Letters and Business Reports, Reading Work Orders, Safety Regulations and other Documents, Language Comprehension, Understanding Verbal Directions and Instructions)

JOB READINESS SKILLS*

- ❖ Resume Building, Online Applications, Interviewing Skills, Workplace Etiquette, Presentation/Appearance, Career Planning and Assessment

*Literacy and Job Readiness Skills cannot exceed 50% of total training hours per-trainee

ENTREPRENEURIAL TRAINING

BUSINESS SKILLS

❖ Business Management:

- Budget & Cash Flow Management: A Tool to Aid Decision-Making; Profit Planning: The Framework of Budgeting & Capital Budgeting; How Well the Business is Doing: Statement of Cash Flow
- Pension & Employee Benefits: Keogh Plan, 401(K) Plan, Self-Employed Retirement Plan & Simplified Employee Pension Plan
- Insurance: Accident & Health Benefits, Group Term Insurance & Medical Premiums of Self-Employed

❖ Bookkeeping:

- Bookkeeping Equations, General Journal, General Ledger, Special Journals, The Work Sheet, Financial Statements, Closing the Books, Merchandising Accounts, Depreciation, Bank Reconciliation, Handling Petty Cash, Partnerships, Corporations, Bookkeeping and Computer

❖ Business Tax Information and Preparation:

- Sales Tax, City Business Tax & Payroll Taxes, Employer & Employee Rights & Benefits

COMPUTER SKILLS

❖ QuickBooks Premier:

- Introduction to Computers & QuickBooks Premier, Sales & Receivables, Payables & Purchases, General Accounting & End-of-Period Procedures, Payroll, Computerizing a Manual Accounting System

❖ Cloud Computing:

- Google Drive, Microsoft OneDrive, Sharing Documents, File Restrictions and Security, Working Collaborative, Archiving Files, Working with Previous Versions of a File, File Management, Digital Signatures.

❖ Digital Marketing:

- Search Engine Optimization, Content Marketing, Conversion Rate Optimization, PPC Marketing, A/B Split Testing, Social Media Apps.
- Optimizing Websites, Improving Graphics to Increase Web Traffic, Website Management, Connecting Social Media Platforms with Website.

Note: Reimbursement for training is capped at 260 total training hours per trainee in Job Number 1 (New Hire) and 200 total training hours per trainee in Job Number 2 (Entrepreneurial), regardless of the method of delivery.

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

Page 1 of 13

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: 222 Builders

Address: 440 E. Sepulveda Bl. #222

City, State, Zip: Carson, CA 90745

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 2

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

Company: A Plus Avionics Corp dba Avionteq

Address: 7240 Hayvenhurst Pl.

City, State, Zip: Van Nuys, CA 91406

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

Company: Animaid Pet Hospital

Address: 7080 Katella Ave.

City, State, Zip: Stanton, CA 90680

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 2

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

Company: Auto-moto Body Shop

Address: 425 W. Cypress St.

City, State, Zip: Glendale, CA 91204

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College
Reference No: 19-0125

CCG No.: ET20-0113
Page 2 of 13

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Avenue Transport Services

Address: 5175 Commerce Dr.

City, State, Zip: Baldwin Park, CA 91706

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

Company: Ayvar Security Services, Inc.

Address: 4424 Santa Anita Ave., Suite 205

City, State, Zip: El Monte, CA 91731

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

Company: B & B Private Security. Inc.

Address: 231 E. 3rd St., #218

City, State, Zip: Los Angeles, CA 90013

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: Blue Ocean Logistics Corp.

Address: 2461 W. 205th St., #B-105

City, State, Zip: Torrance, CA 90501

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Boswell Construction Inc.

Address: 17071 Ventura Blvd., #201

City, State, Zip: Encino, CA 91316

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 7

Total # of full-time company employees in California: 7

Company: CA Metro Auto, LLC

Address: 1501 W. Washington Blvd., Ste. M,

City, State, Zip: Los Angeles, CA 90007

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

Company: California Roll & Sushi

Address: 2919 Los Feliz #5

City, State, Zip: Los Angeles, CA 90039

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: Caribbean Queen, Inc.

Address: 1128 S Crocker St.

City, State, Zip: Torrance, CA 90021

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College
Reference No: 19-0125

CCG No.: ET20-0113
Page 4 of 13

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Carpet Mall Inc.

Address: 16639 Arminta Street

City, State, Zip: Van Nuys, CA 91406

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

Company: Central Dental Care

Address: 2023 Beverly Blvd.

City, State, Zip: Los Angeles, CA 90057

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: Colorado Medical Pharmacy

Address: 180 Colorado Blvd.

City, State, Zip: Los Angeles, CA 90041

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 2

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

Company: Daily Food Market, Inc.

Address: 2530 Maple Ave.

City, State, Zip: Los Angeles, CA 90011

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: DD Balboa 353754, Inc.

Address: 6404 Wilshire Blvd., #840

City, State, Zip: Los Angeles, CA 90048

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

Company: DNA Couture

Address: 747 E. 19th St., #102

City, State, Zip: Los Angeles, CA 90021

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: DTLA Bikes

Address: 425 S. Broadway

City, State, Zip: Los Angeles, CA 90013

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 2

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

Company: Edgemine, Inc.

Address: 1801 E. 50th St.

City, State, Zip: Los Angeles, CA 90058

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Elat Properties Inc.

Address: 1300 W. Olympic Blvd., Ste. #500

City, State, Zip: Los Angeles, CA 90015

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

Company: Emery Cleaners

Address: 17314 Ventura Blvd.

City, State, Zip: Encino, CA 91316

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 2

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

Company: Entry, Inc.

Address: 2640 E 26th St.

City, State, Zip: Vernon, CA 90058

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

Company: Forneer, Inc.

Address: 16520 Harbor Blvd #A

City, State, Zip: Fountain Valley, CA 92708

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Genuine Building Systems, Inc.

Address: 900 S Westmoreland Ave #311

City, State, Zip: Los Angeles, CA 90006

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

Company: Harvest Logistics, LLC

Address: 2441 Porter St.,

City, State, Zip: Los Angeles, CA 90021

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: Hills Beauty Club

Address: 217 N Western Ave.

City, State, Zip: Los Angeles, CA 90004

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

Company: In & Out Tire LLC

Address: 6000 S. Central Avenue

City, State, Zip: Los Angeles, CA 90001

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Kawehi Skincare & Beauty

Address: 2133 W. Chapman Ave., Suite A

City, State, Zip: Orange, CA 92868

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 1

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

Company: KNY Clothing Inc.

Address: 1662 Long Beach Ave.

City, State, Zip: Los Angeles, CA 90021

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

Company: L.A. Translation

Address: 2975 Wilshire Blvd. #640

City, State, Zip: Los Angeles, CA 90010

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: La Corona del Productor

Address: 3652 North Norwalk Blvd

City, State, Zip: Long Beach, CA 90808

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 2

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

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College
Reference No: 19-0125

CCG No.: ET20-0113
Page 9 of 13

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Magic Clean Car Wash

Address: 1923 W Manchester Ave

City, State, Zip: Los Angeles, CA 90047

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 2

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

Company: Marble and Tile

Address: 25022 S. Vermont Ave

City, State, Zip: Harbor City, CA 90710

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

Company: Monzones Hospice Care, LLC

Address: 4959 Palo Verde St., #200A

City, State, Zip: Montclair, CA 91763

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

Company: Moreno Architectural Solutions

Address: 4873 Eagle Rock Blvd #1026

City, State, Zip: Eagle Rock, CA 90041-2736

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 7

Total # of full-time company employees in California: 7

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Nifty Cleaners

Address: 3562 Martin Luther King Jr Blvd.

City, State, Zip: Lynwood, CA 90262

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 2

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

Company: Poly USA, Inc.

Address: 1136 San Julian St B

City, State, Zip: Los Angeles, CA 90015

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

Company: S & S International USA Inc.

Address: 1841 E 50th St.

City, State, Zip: Vernon, CA 90058

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 1

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

Company: Samco Express, Inc.

Address: 1490 Beachey Pl.

City, State, Zip: Carson, CA 90746

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Style in USA

Address: 1525 E 25th St.

City, State, Zip: Los Angeles, CA 90011

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: Sun Systems

Address: 7095 Hollywood Blvd Ste 347

City, State, Zip: Los Angeles, CA 90028

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

Company: Tax and Accounting Offices, Inc.

Address: 3701 Wilshire Blvd #200

City, State, Zip: Los Angeles, CA 90010

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

Company: Top Tower Implant Center

Address: 2707 W Olympic Blvd #202

City, State, Zip: Los Angeles, CA 90006

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: TP Collection, Inc.

Address: 631 S. Olive St #630

City, State, Zip: Los Angeles, CA 90014

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

Company: UCB Logistics, Inc.

Address: 540 E. Alondra Blvd

City, State, Zip: Gardena, CA 90248

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

Company: Urijoy Corp.

Address: 1224 S San Julian St #1

City, State, Zip: Los Angeles, CA 90015

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 1

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

Company: Valley Express Collision Center Inc.

Address: 6915 Van Nuys Blvd

City, State, Zip: Van Nuys, CA 91405

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Los Angeles Pacific College

CCG No.: ET20-0113

Reference No: 19-0125

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Village Spirit Shoppe

Address: 4601 Lakeview Canyon Rd.

City, State, Zip: Westlake Village, CA 91361

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 2

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

Company: West Coast Handcrafted Albums

Address: 1717S Hoover St #101

City, State, Zip: Los Angeles, CA 90006

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

Company: Wow Store

Address: 4892 Huntington Dr.

City, State, Zip: Los Angeles, CA 90032

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

Company: XYZ Global Express Corporation

Address: 12000 Woodruff Ave Unit D

City, State, Zip: Downey, CA 90241

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5



Training Proposal for:
Primary Color Systems Corporation
Contract Number: ET20-0111

Panel Meeting of: July 26, 2019

ETP Regional Office: San Diego

Analyst: M. Ibarra

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Manufacturing (E) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange and 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: 300	U.S.:300	Worldwide: 300
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	4%		

FUNDING DETAIL

In-Kind Contribution: (100% of Total ETP Funding Required)
\$301,933

Total ETP Funding
\$196,765

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, Manufacturing Skills, PL-Manufacturing Skills	295	8-200	0	\$667	\$18.14
				Weighted Avg. 29			

Minimum Wage by County: \$18.14 per hour in Orange County; and \$18.56 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

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
Administrative Staff		56
Production Staff		76
Sales Staff		29
Shipping Staff		83
Graphic Design Staff		39
Manager/Supervisor		12

INTRODUCTION

Founded in 1984, Primary Color Systems Corporation (Primary Color) (www.primarycolor.com) creates and manufactures retail signage and point-of-purchase displays, signs/ banners for trade shows, and underlying support graphics for museum exhibits. The Company offers six core print services: Pre-Media, Lithographic, Large Format Digital, Digital Silkscreen, Dye-Sublimation, and Variable Data Digital Printing.

The Company strives to keep a responsible yet competitive edge within the industry. It has developed an integrated web-based print management solution, PrimaryConnect, which allows consistent branding and worldwide distribution of customizable marketing materials. Through PrimaryConnect, the Company connects its customer’s branded storefront and web-based print-on-demand capabilities to all of Primary Color’s color-managed print devices, automated workflow

systems and integrated marketing system which include field, franchisees, dealers and dispersed sales via customized and automated print manufacturing, fulfillment, and distribution. It has also attained certification with the Forest Stewardship Council (FSC), which promotes responsible management of the world's forests by certifying and labeling companies as eco-friendly.

Primary Color will train 295 workers at its headquarters in Cypress (Orange County), and Los Angeles facility.

Veterans Program

Though this project does not contain a Veterans component, the Company does hire Veterans. There are currently five self-identified Veteran workers within the Organization.

PROJECT DETAILS

Technology in the printing industry requires ongoing innovation to meet customers demand for cost-effective, high quality products and solutions. Primary Color must upgrade its systems, products, and services to streamline its operations and improve efficiency.

The Company invested \$150K on a new print management software system, an Electronic Resource Planning (ERP) system that will manage all job/production/billing activity, a connection between the new and legacy systems will be established to allow for order flow and inventory updates.

System integration will eliminate redundant applications and allow the Company to work from one platform, thereby, streamlining its printing and business processes. Consequently, Primary Color must provide its workers with comprehensive training in new equipment operation to utilize the system and its full capability.

Primary Color must continually provide new and innovative graphic ideas and the capability to produce artwork on materials to bring these ideas to life in order to meet customer demand. Primary Color reports that these demands have resulted in consistent company growth, with a consistent annual rate between 15% - 20%. Growth is expected to continue with the changing market and increased customer demands.

To support customer demand and overall business growth, Primary Color is committed to increase its workforce by adding between 40 and 60 new employees in the next two years. These new workers will require extensive training in all phases of the production process,

Training Plan

Training will be provided at the Company's Cypress facility. Training will be delivered via Class/Lab, E-Learning, and Productive Lab Training (PLT) methodologies in the following:

Business Skills – Training topics include Project Management, Leadership Skills, Team Building, Communication Skills, Problem Resolution, Sales Skills, Marketing Skills, Presentation Skills, Estimating Skills, Product Knowledge, and Customer Service.

Computer Skills – Training topics include Print IQ Operating System, Accounting Software, MS Office (Intermediate), and Graphics Design Software application skills.

Manufacturing Skills – Training topics include Material Identification, Machine Operation, Machine Maintenance, and Plant Operational Procedures.

Productive Laboratory (PL)

Trainees may produce goods for profit as part of the training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of PL training.

Primary Color requests up to 40 hours PL training in Manufacturing Skills topics including Material Identification, Machine Operation, Machine Maintenance, and Plant Operational Procedures. PL training will be delivered to 76 Production Staff trainees at a 1:2 trainer-to-trainee ratio optimal for the trainer to properly direct staff in the nuances and technical processes utilizing various printing equipment and software systems

Training will be provided by in-house trainers/production supervisors responsible for directing instructions and providing immediate feedback to the trainee as work is performed. Trainers will monitor and test trainees to determine competence giving trainees the opportunity to work through real-world situations with expert oversight before they are expected to work independently or as part of a team.

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. The Company's annual training budget is approximately \$114,000.

➤ Training Infrastructure

Primary Color plans to contract with an administrative subcontractor to assist with ETP project administration. The Company's Vice President of Manufacturing Operations has overall responsibility of the project. Primary Color also designated its Human Resources Manager and its training staff to assist with the coordination and documentation of ETP training including scheduling and managing training. The Vice President of Manufacturing Operations will also meet with ETP staff and work with Primary Color's third-party administrator to upload/enter data in ETP's Online Systems.

Training will be delivered by in-house instructors and vendors, as needed. Primary Color provides ongoing training; however, implementation of ETP training and documentation of ETP-eligible training will start upon contract approval.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

Primary Color retained Training Refund Group (TRG) in Anaheim to assist with development of this proposal for a flat fee of \$8,000.

ADMINISTRATIVE SERVICES

TRG 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 and E-Learning Hours**

8 – 200

Trainees may receive any of the following:

BUSINESS SKILLS

- Project Management
- Leadership Skills
- Team Building
- Communications Skills
- Problem Resolution
- Sales Skills
- Marketing Skills
- Presentation Skills
- Estimating Skills
- Product Knowledge
- Customer Service

COMPUTER SKILLS

- Print IQ Operating System
- Accounting Software
- MS Office (Intermediate)
- Graphics Design Software

MANUFACTURING SKILLS

- Material Identification
- Machine Operation
- Machine Maintenance
- Plant Operational Procedures

Productive Lab Hours

0 – 40

MANUFACTURING SKILLS (Ratio 1:2)

- Material Identification
- Machine Operation
- Machine Maintenance
- Plant Operational Procedures

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



**Training Proposal for:
Cubic Corporation**

Contract Number: ET20-0118

Panel Meeting of: July 26, 2019

ETP Regional Office: San Diego

Analyst: H. Bernard

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Services (G) Professional, Scientific Technology (54) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Contra Costa, 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: 1,719	U.S.:3,751	Worldwide: 7,183
<u>Turnover Rate:</u>	17%		
<u>Managers/Supervisors:</u> (% of total trainees)	20%		

FUNDING DETAIL

In-Kind Contribution: (100% of Total ETP Funding Required)
\$1,155,000

Total ETP Funding
\$371,887

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 Cont. Imprv. HazMat	851	8-200	0-100	\$437	*\$17.70
				Weighted Avg: 19			

*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: San Diego County - \$17.70/hr., Contra Costa County - \$19.31/hr., Los Angeles - \$18.56/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

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

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Bids/Proposals		2
Business Development		16
Contracts		15
Customer Service		47
Engineering		334
Executive Assistants		2
Facilities		5
Field Services		25
Finance and Accounting		50
Human Resources		21
Information Technology		36
Legal		10
Manufacturing		20
Marketing/Communications		10
Product Management		4

Program Management		50
Quality Assurance		4
Risk Management		5
Security		1
Supply Chain		20
Managers		174

INTRODUCTION

Founded in 1951, and headquartered in San Diego, Cubic Corporation (Cubic) (www.cubic.com) designs, integrates and operates systems, products and services focused in the transportation, defense, training and secure communications markets and serves to support the Companies other business segments and affiliates. The Company's headquarters is primarily engaged in the support of its worldwide operations and houses many of the administrative staff including Human Resources, Finance, IT and Legal. The Company and its affiliates have over 100 locations worldwide. Cubic Corporation is a repeat contractor with ETP, however has not had a contract in the last 5 years.

Training will include two of the Company's closely related affiliates, Cubic Defense Applications, Inc. and Cubic Transportation Systems, Inc. Cubic Defense Applications, Inc. develops training solutions for the United States military and other Allied Forces which include solutions for air combat, ground combat and synthetic digital solutions. Its air combat solutions utilizes virtual simulated solutions such as the "Top Gun" System. Its customers include air crews from the US Air Force, Navy and Marines. Cubic Transportation Systems, Inc. integrates payment and travel technology solutions for transportation authorities, allowing its customers to manage demands across entire transportation networks and offers smart payment options for riders. Its customers include Bay Area Transit System (BART), Hong Kong Mass Transit Railway Corporation and Pennsylvania Port Authority Transit Company.

Staff from all three entities are closely integrated and are all co-located at seven sites in California, six of which will participate in ETP funded training. Training will be provided at four locations in San Diego (San Diego County), one location in Concord (Contra Costa County), and one location in Norwalk (Los Angeles County).

Veterans Program

Cubic Corporation, Cubic Defense Applications, Inc. and Cubic Transportation Systems, Inc. may hire Veterans but is not requesting a Veteran Job Number.

PROJECT DETAILS

The Company is in a period of growth and have hired 307 new staff in California in 2018 and an additional 280 to date in 2019 and is expecting to reach \$2 Billion in revenue by 2020. Much of this growth is driven by new contracts. In the past 18 months, Cubic Defense, Inc. and Cubic Transportations Systems, Inc. have won many new contracts, creating the highest backlog of work in the Company's history. To provide quality products and services to its customers, the Company will be required to provide technical training to ensure staff has proficient skill sets. Some of the projects are:

- U.S. Navy's Littoral Combat Ship has placed eight orders for the delivery of immersive game-based courseware, totaling approximately \$16 Million.

- The United States Air National Guard has ordered 95 PRISim Suite PortableTrainer systems. This training software will be deployed at every Air National Guard base, training security forces personnel in use-of-force policy and handling of deadly force and less-lethal weapons. The contract is worth more than \$6 million.
- Los Angeles County Metropolitan Transportation Authority (Metro) awarded the Company a five year contract extension worth \$68.2 million, to provide field maintenance and technical support services for the TAP regional fare payment program. This system allows users to load value to a cloud account and use the funds to both load TAP cards and pay for variety of new Mobility-as-a-Service programs implemented by Metro, such as parking and bike/ride share services. In addition to transit rail and bus fare products on the TAP card via one account for a seamless way of travel.
- Selected by the New York Metropolitan Transportation Authority to replace the MetroCard with next-generation fare payment system similar to that used on the bus, Tube and rail services operated by Transport for London. The base contract award is \$539.5 million with additional options worth \$33.9 million. The award has been approved by the MTA's Board and is subject to contract finalization.

Training will also be provided in new software platforms to be implemented in 2019-2020 at all locations. This includes the following:

- Project Lifecycle Management (PLM), a product management tool which will manage the life cycle of the Company's products. It will assist mechanical, electrical and software components allowing product development, manufacturing and service to occur seamlessly. The application will enable instant access to designs, technical data and create a collaborative environment for Cubic's engineering and technology teams.
- PriceCube is a new estimating system being developed in house to create better job estimates and reduce risks.
- SAP was recently implemented as the new ERP system and will release new features at the end of 2019 into early 2020.

Commitment to Training

Cubic and its affiliates currently spend approximately \$725,000 on training for its staff. It has provided training to its staff via classroom and Computer Based Training in Cybersecurity, Code of Conduct, software platforms, electrostatic discharge and sexual harassment.

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 Cubic's Senior Learning & Development Manager who will be assisted by two Learning Management Systems Administrators and one Learning & Development Manager. A staff member has been identified to assist with the ETP project at each location statewide. Training will be provided by both internal and external training vendors. The Company has a detailed training plan in place and is ready to begin upon approval.

Electronic Recordkeeping/LMS

The Company will use a Learning Management System to schedule, track and document training. This system has been reviewed and approved by ETP staff.

Training Plan

Training will be provided via Classroom/Laboratory, E-Learning and Computer Based Training methodologies at 6 locations in California. The following are some of the training topics included in the project Curriculum.

Business Skills: Contract/Negotiation Skills, Presentation Skills, Risk Management Skills, Marketing & Sales Skills, Planning & Scheduling, Project Management, Communication Skills

Commercial Skills: Engineering Skills, Product Test Skills, Electrostatic Discharge

Computer Skills: Computer Programming/Software Development, Document Sharing Process Systems, Enterprise Resource Planning System, SAP, Quality Management System, Solidworks

Continuous Improvement: Business Development Skills, Change & Conflict Management Skills, Leadership Skills, Quality Assurance/Quality Control, Risk Management Skills

Hazardous Materials: Transportation of Dangerous Goods, Hazardous Materials, Communications & Gases

COMPUTER BASED TRAINING

Computer Based Training (CBT) will be included in the project to supplement classroom training. Cubic expects that most staff will receive an average of 8 hours of CBT, but may receive up to 100 hours depending on need.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

The Culture Works in Utah has been retained to provide training for a fee of approximately \$150,000. The Culture Works will provide Business Skills and Leadership Skills training. Other trainers will be identified as they are retained.

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

8 – 200

Trainees may receive any of the following:

BUSINESS SKILLS

- Audit Skills
- Business Process Skills
- Business/Technical Writing Skills
- Communication Skills
- Contract/Negotiation Skills
- Customer Service Skills
- Documentation Skills
- Finance/Accounting Skills
- Human Resources Skills
- Import/Export Skills
- Information Technology Skills
- Manufacturing & Quality Assurance Skills
- Marketing & Sales Skills
- Planning and Scheduling
- Presentation Skills
- Program Management Skills
- Risk Management Skills
- Sourcing and Procurement Skills
- Train-the-Trainer Skills
- Work Instruction Skills

COMMERCIAL SKILLS

- Carnet Training (international customs and import/export)
- Engineering Skills
- Assembly and production Skills
- Product Test Skills
- Electrostatic Discharge

COMPUTER SKILLS

- ADP
- Aha! Product Management Tool
- All Change
- Altium
- Computer Programming/Software Development Skills
- Concur
- Cubic Insight (knowledge management)
- Document Sharing Process System
- Enterprise Resource Planning System
- Intermediate/Advanced MS Office Skills (Word/Excel/PowerPoint)
- JIRA
- Microsoft Project
- Microsoft Visio

- Price Cube (Product Estimating/Proposal)
- Product Lifecycle Management
- Programming
- Quality Management System
- SAP
- SharpR (competitive intelligence)
- Slack
- Solidworks
- System Architecture/Design Skills
- TITUS (data categorization)

CONTINUOUS IMPROVEMENT

- Business Development Skills
- Change Management Skills
- Conflict Management Skills
- ISO Standards
- Leadership/Coaching Skills
- Meeting Management Skills
- Process Improvement/Six Sigma Skills
- Project/Program Management Skills
- Quality Assurance/Quality Control
- Resource Planning
- Risk Management Skills
- Strategic Thinking Skills
- Team Building Skills
- Troubleshooting Skills

HAZARDOUS MATERIALS

- Transportation of Dangerous Goods
- Hazardous Materials/Hazard Communication Skills/Gases

Computer Based Training Hours

0 – 100

BUSINESS SKILLS

- Proposal Writing (15 minutes)
- Contract Management Principles (90 minutes)
- Communication & Presentation Skills for Technical Professionals (60 minutes)
- Public Speaking Foundations (63 minutes)
- Strengthening Communication (2 options; 15 & 30 minutes)
- Communication & Presentation Skills for Technical Professionals (60 minutes)
- Thinking like a leader (60 minutes)
- Introduction to Mindfulness (30 minutes)
- LEAN Sigma (424 minutes)
- Excel for Advanced users (60 minutes)
- Excel Pivot Tables (60 minutes)
- Managing Up (30 minutes)
- Mentoring (3 hours)
- Game of change: organizational change management (30 minutes)
- Guide to one on ones (15 minutes)
- Professional Assertiveness: The art of declining (30 minutes)
- Winning the customer through opportunity success (90 minutes)
- Winning the customer: a program managers perspective (90 minutes)
- GAAP, SOX and Certifications (90 minutes)
- Treasury Topics (90 minutes)
- Business Planning and Capital Investment (90 minutes)
- Revenue Recognition (60 minutes)
- Legislative Affairs/Congressional Appropriations (90 minutes)
- Planning, Programming, Budgeting and Execution (60 minutes)
- Intellectual Property & Data Rights (60 minutes)
- Global Trade Compliance (90 minutes)
- On Time Delivery Report Training (16 minutes)
- Contract Requirements Management (90 minutes)
- Budgeting and Cost Performance Management Cubic Financials (180 minutes)
- Scheduling (90 minutes)
- Earned Value Management (120 minutes)
- Risk Management (90 minutes)
- Risk Awareness (30 minutes)
- Subcontract Management (90 minutes)
- Contract Management Principles (90 minutes)
- Iterative Agile Development (90 minutes)
- Program Controls Policy (60 minutes)
- Product-Project Change Management for CTS (15 minutes)
- The New Revenue Recognition Standard (15 minutes)
- Winning the Customer Through Opportunity Success: The WOW Framework (30 minutes)

- Capture (15 minutes)
- Counterintelligence as a competitive advantage (15 minutes)
- Global trade compliance for business development professionals (30 minutes)
- How competitive intelligence mitigates disinformation (15 minutes)
- Market Research (15 minutes)
- Price to Win (15 minutes)
- Proposal writing (15 minutes)
- Export Controls: Military Products (15 minutes)
- Annual Cybersecurity- Basic (69 minutes)
- Annual Cybersecurity- Basic & Advanced (83 minutes)
- Mobile Device Security (60 minutes)
- Respect in the Workplace (60 minutes)
- Developing Project Schedules (2h 18 min)
- Introduction to Project Management & the PMP Exam (2 hr 20 min)
- Organizational Influences & Project Management Lifecycle (1h 13 min)
- Project Cost Management (2hr 45 min)
- PRINCE 2 Introducing the value and fundamentals (3hr 19 min)
- PRINCE2 The business case theme (2 hr 34 min)
- Project Schedule Management (2hr 47 min)
- Extreme Productivity (14 minutes)
- Critical Thinking (6 hr 40 min)
- The Five-Step Creative Process (20 minutes)
- Leadership Foundations (25 minutes min)
- Public Speaking Foundations (3 hour 58 min)
- Leading Effectively (45 minutes)
- Project management foundations (23 total hours)
 - Foundations (3.5 hr)
 - Communication (1 hour)
 - Risk (1 hour)
 - Budgets (1.5 hour)
 - Stakeholders (1 hour)
 - Teams (1.5 hours)
 - Quality (1.5 hours)
 - Integration (1 hour)
 - Schedules (2 hours)
 - Small Projects (1 hour)
 - Procurement (1.5 hours)
 - Change management (1.5 hour)
 - Project techniques (5 hours)

COMMERCIAL SKILLS

- Security & Information Communication Networks Part 1 (60 minutes) & 2 (60 minutes)
- Wireless Communication Standards (60 minutes)
- Introduction to Doors (60 minutes)
- 4G Broadband LTE (60 minutes)

- Design of Electrically Small Antennas (60 minutes)
- Adverse Information (15 minutes)
- Annual Security Briefing (15 minutes)
- Beware of Business Email Compromise (45 minutes)
- Counterintelligence Awareness (19 minutes)
- Cyber Threats (15 minutes)
- Exploitation of Business Activities (15 minutes)
- Exploitation of Global Supply Chain (20 minutes)
- Exploitation of Insider Access (15 minutes)
- Foreign Visits (15 minutes)
- Information Security Refresher (15 minutes)
- Insider Threat (15 minutes)
- iWATCH Training (15 minutes)
- Privacy & Security (30 minutes)

COMPUTER SKILLS

- JAVA/PCI
 - Fundamentals of application security (2 hours)
 - Fundamentals of secure development (2 hours)
 - Fundamentals of secure AJAX code (2 hours)
 - Creating secure AJAX code (2 hours)
 - Creating Secure Code (2 hours)
 - Creating Secure Python Web Applications (2 hours)
 - OWASP Top 10 Threats and Mitigation (2 hours)
 - Creating Secure Java Code (2 hours)
 - Creating Secure JQuery Code (2 hours)
 - How to Create an Application Security Threat Model (2 hours)
- Air Ranges JIRA Training (15 minutes)
- All Change User Training (2 options- 15 & 30 minutes)
- Basis of Estimate Training (15 minutes)
- Carnet Training (75 minutes)
- Cloud Business Continuity Management (15 minutes)
- Change and Release Management (15 minutes)
- EPDM Training Overview (15 minutes)
- ADP Navigation (60 minutes)
- ADP Day One Guide (15 minutes)
- Aha! Overview and navigation (30 minutes)
- Concur Travel & Expense for General Users (30 minutes)
- Cubic Insight Resource Guide (15 minutes)
- Data Categorization (TITUS): 15 minutes
- Hands on Ansible (4 hours)
- Introduction to PLM (60 minutes)
- Manager Workday Overview (30 minutes)
- Quality Management System Overview (1 hour)
- RACTracker Training Overview (15 minutes)
- Sharp101 (88 minutes)
- VDI/Workspot Client and Control Training (60 minutes)
- Navigating the world of open source (1 hour)

- React Fundamentals (4hr 13 min)
- AWS Developer: Getting Started (4 hr 10 min)
- JIRA Fundamentals (2 h 11 min)
- Introduction to UML (2h 13 min)
- ITIL Foundation: Core Concepts (1hr 18 min)
- Python: Getting Started (180 minutes)
- Learning Python (131 minutes)
- Test-Driven Development in C++ (140 min)
- Developing Secure Software (61 minutes)
- Learning JIRA Software (67 minutes)
- DevOps Foundations (173 minutes)
- Programming Foundations: Secure Coding (94 minutes)
- JMeter: Performance Load Testing (32 minutes)
- Learning REST APIs (68 minutes)
- Learning the OWASP Top 10 (43 minutes)
- C++ Standard Template Library (143 minutes)
- Agile Software Development (113 minutes)
- Agile Testing (49 minutes)
- Programming Foundations: Object Oriented Design (160 minutes)
- Python Essential Training (285 minutes)
- Learning Linux Command Line (138 minutes)
- Learning Docker (155 minutes)
- API Testing and Validation (73 minutes)
- Introducing Functional Programming in C++ (75 minutes)
- Test Automation Foundations (69 minutes)
- Learning Altium (87 minutes)
- Programming Foundations: Test-Driven Development (110 minutes)
- C++ Templates and the STL (133 minutes)
- Learning Linux Shell Scripting (86 minutes)
- Advanced Node.js (123 minutes)
- Learning SOLID Programming Principles (105 minutes)
- C++ Best Practices for Developers (104 minutes)
- Learning Terraform (140 minutes)
- Learning Jenkins (80 minutes)
- Learning Spring with Spring Boot (93 minutes)
- Microservices and Azure Service Fabric Basics for Developers (80 minutes)
- Learning C# (184 minutes)
- Linux; Network Configuration (102 minutes)
- C++ Essential Training
 - Introduction (11min)
 - Installation (25 min)
 - Basic syntax (58 min)
 - Data types (57 min)
 - Operators (39min)
 - Functions (35 min)
 - Classes & Objects (36 min)
 - Templates (16 min)

- Standard Library (35 min)
 - Standard Template Library (20 min)
- Async Programming in C# (215 minutes)
- DevOps Foundations (173 minutes)
- Solidworks Essential Training (342 minutes)
 - Introduction to Solidworks (22 min)
 - Solidworks quick start (14 min)
 - Basic Part Modeling (37 min)
 - Sketch tools (29 min)
 - Modifying sketches (23 min)
 - Reference geometry (19 minutes)
 - Part modifications (14 minutes)
 - Advance part modeling (24 minutes)
 - Hole wizard (18 minutes)
 - Blocks (6 minutes)
 - Building assemblies (22 minutes)
 - Advanced mates (15 minutes)
 - In-context modeling (8 minutes)
 - Using design tables (16 minutes)
 - Part drawings (13 minutes)
 - Dimensioning (11 minutes)
 - Adding general annotations (29 minutes)
 - Assembly drawings (17 minutes)
 - Conclusion (3 minutes)
- Learning MATLAB (73 minutes)
- SAP
 - Contracts to Cash Overview (60 minutes)
 - Introduction to Invoice Processing (15 minutes)
 - Business Intelligence- Analysis for Office (60 minutes)
 - Business Intelligence- Cost Center Reporting (60 minutes)
 - Business Intelligence- General Reporting (60 minutes)
 - Contract to cash- Biller (8 hours)
 - Contract to Cash- Contract administrator (8 hours)
 - Contract to Cash: Subcontract administrator (4 hours)
 - Depot & Repair- Customer Service Rep (4 hours)
 - Depot & Repair- Repair Center Technician (4 hours)
 - Display- Engineering Speciality (180 minutes)
 - Display- Finance (60 minutes)
 - Global Display (60 minutes)
 - Inter-company Project Demand Demonstration (20 minutes)
 - Manufacturing- Shipper (60 minutes)
 - Manufacturing- Warehouse Clerk (8 hours)
 - Control Account Manager (2 hours)
 - Purchase Order Creation & Approval (30 minutes)
 - Purchase Requisition Approval (30 minutes)
 - Purchase Requisition Creation (30 minutes)
 - Service Entry Sheet Creation (30 minutes)
 - Program Management (32 hours)
 - Learning program management (1 hour)

- Program Management Foundations (1 hour)
- Requirements (1.5 hours)
- Rescuing Troubled Projects (1 hour)
- Managing resources across project teams (1.5 hours)
- Business Development Foundations (1 hour)
- Managing International Projects (1 hours)
- Managing Time Constrained Projects (1 hour)
- Managing Resource Constrained Projects (1.5 hours)
- Managing Budget Constrained Projects (1 hour)
- Mastering Graphical Reports (1.5 hours)
- Data Analytics (1.5 hours)
- Leadership foundations (1.5 hours)
- Organization Communication (1.5 hours)
- Communication Within teams (1 hour)
- Negotiation Foundations (.5 hour)
- Influencing Others (1.5 hours)
- Building High Performance Teams (2 hours)
- Leading with Emotional Intelligence (1 hour)
- Program Management: Technical Projects (1.5 hours)
- Managing technical teams (1 hour)
- Project Management: Preventing scope creep (.5 hours)
- Take a more creative approach to problem solving (.5)
- Technology (1 hour)
- Project Portfolio Management Foundations (1 hour)
- Big Data Foundations: Program Management (2 hours)
- Learning Data Governance (1 hour)
- Project Demand- Project Builder Demonstration (60 minutes)
- Accounts Payable Administration (8 hours, 2 hours each)
 - Getting started with SAP
 - Accounts Payable Overview
 - Introduction to Invoice Processing
 - Introduction to Payment Processing
- General Ledger (4 hours)
- Time Entry & Approval (30 minutes)

CONTINUOUS IMPROVEMENT

- ISO/IES 2000 (60 minutes)
- Tips on effective email communication (30 minutes)
- Effective Goal Setting (30 minutes)
- Microsoft Outlook Tips & Tricks (60 minutes)
- Meetings: Making the most of them (15 minutes)
- Effective Delegation (15 minutes)
- Leveraging strengths (30 minutes)

- Fundamentals of Feedback (30 minutes)
- Goal setting Resource & Overview (15 minutes)
- Human Factors and Maintenance Error Management (30 minutes)
- 5 ways to control your time (95 minutes)

HAZARDOUS MATERIALS

- Hazard Communication: Chemicals in the Workplace (15 minutes)
- Electrostatic Discharge Familiarization (2 versions, 15 & 45 minutes)

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



RETRAINEE - JOB CREATION
Critical Proposal Proposal for:
BioMarin Pharmaceutical Inc.
Contract Number: ET20-0116

Panel Meeting of: July 26, 2019

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Critical Proposal Job Creation Initiative	Industry Sector(s):	Manufacturing (E) Biotechnology and Life Sciences (54+) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	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: 2,300	U.S.: 2,600	Worldwide: 3,400
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	9%		

FUNDING DETAIL

In-Kind Contribution: (100% of Total ETP Funding Required)
\$983,250

Total ETP Funding
\$749,800

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 Critical Proposal	Computer Skills, Cont. Improv., PL- Mfg. Skills	565	8-200	0-33	\$920	\$19.31
				Weighted Avg: 40			
2	Retrainee Job Creation Initiative Critical Proposal	Computer Skills, Cont. Improv., PL- Mfg. Skills	250	8-200	0-33	\$920	\$16.09
				Weighted Avg: 40			

Minimum Wage by County: Marin County - \$19.31 per hour for Job Number 1 and \$16.09 for Job Number 2.

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
Job Number 1		
Administrator		80
Engineer / Technician		95
Manufacturing Operator		525
Manager / Supervisor		75
Job Number 2		
Administrator		40
Engineer / Technician		20
Manufacturing Operator		125
Manager / Supervisor		25

CRITICAL PROPOSAL

This proposal for BioMarin Pharmaceutical Inc. (BioMarin) has been designated a Critical Proposal by the Governor’s Office of Business and Economic Development (GO-Biz) based on the Company’s growth as it continues to expand operations, increase its overall expenditures (\$55 million) in capital improvements, and due to its commitment to adding (250) jobs in California.

Established in 1997 and headquartered in San Rafael, BioMarin (www.biomarin.com) is a global-biotechnology company that develops and commercializes innovative therapies and medications for patients with serious autoimmune and life-threatening and ultra-rare genetic diseases. BioMarin's portfolio consists of seven commercialized products and multiple clinical and pre-clinical product candidates. Its customers include specialty pharmacies and end users such as hospitals and government agencies. ETP-funded training will be delivered at its headquarters in San Rafael and its primary manufacturing facility is in Novato.

This is BioMarin's fourth ETP project, and its fourth in the previous five years. Its most recent project focused on manufacturing-infrastructure improvements in cell culture and fermentation capacity for seven commercial products. This project focuses on gene-therapy production at BioMarin's Novato manufacturing facility where it produces products and is preparing to produce other gene-therapy products currently in development.

These new gene-therapy products require BioMarin to deliver extensive retraining to its workforce which differs from previous ETP-funded training. Thus, the focus of this proposal is to provide training for frontline manufacturing, administrative, engineering, technical and management staff involved in research, production, quality control, and computer upgrades for new innovative gene-therapy products.

Veterans Program

Even though BioMarin does not plan to include a separate Veteran's Job Number, it has objectives to recruit those that have past military experience by building relationships with community-based organizations. The Company attends job fairs focused on the military and provides Veterans' Awareness Training to help hiring managers understand the value of hiring veterans, develop an awareness of the differences of those transitioning out of military service, and addressing the misconceptions that are sometimes in place around military talent.

Retrainee - Job Creation

BioMarin will hire 250 new employees (Job Number 2). The date-of-hire timeframe for trainees will be within the three-month period before the Contract's approval or within the term of Contract. 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.

With BioMarin's manufacturing facility in Novato complete, many of the Job Creation positions will be filled at this 18,000 square-foot facility. This Job Creation plan is part of BioMarin's long-term strategic initiative to capture new markets, which will expand its business capacity. Depending on market conditions in 2020 and beyond, hiring projections could exceed the 250 (Job Creation) enrollments by the ETP Contract's term date. However, Biomarin is requesting a conservative number of trainees to ensure it meets the Panel's "net-new" requirement.

PROJECT DETAILS

To grow in California, BioMarin must have a workforce with advanced-technical skills to produce quality products in a quick-cycle time to meet customer needs. In addition, BioMarin's facilities are continuously subject to both scheduled and unannounced inspections by the U.S. Food & Drug Administration (FDA) and international-regulatory agencies to monitor compliance with Good Manufacturing Practices and other regulations. All ETP-funded training will assist BioMarin

to produce sufficient product quantities at acceptable costs, while meeting these strict-quality requirements.

Training Plan

Training will be delivered via Class/Lab, E-Learning, Productive Lab (PL) and Computer-Based Training (CBT).

Continuous Improvement: All occupations will receive training in course topics such as Product Quality and Reliability, Problem Solving Tools and Techniques, and Six Sigma/Green Belt. Trainees will gain skills to implement significant improvements in productivity enhancements, decision-making, corrective and preventative actions, management controls, process validation, and biotechnology compliance.

Computer Skills: Training will be provided primarily to Administrators, Engineers, Technicians, and Managers/Supervisors in Advanced Desktop Productivity Applications, Computer-Assisted Design Software, Advanced Desktop Productivity Applications, and BioMarin's in-house software applications for inventory, account management, and manufacturing control.

Productive Laboratory (PL- Manufacturing Skills)

Frontline Manufacturing Operators and Engineer/Technicians who directly interface with new and/or improved manufacturing processes and new equipment will receive PL- Manufacturing Skills' training. Training will provide cross-training opportunities on the production lines and procedures used throughout the manufacturing facility. Examples of new skills requiring certification include Hyperspectral Image Analysis, Refractometers, Rheometers/Viscometers, Solid Phase Extraction Equipment, and Ultrasonic Homogenizer certifications. Trainees will also receive training in the new Biquil Cube, SeQure and L-4 equipment which prevents contamination in both research and production.

The projected number of employees who will attend PL training is 620. All PL training will occur in a cleanroom-manufacturing setting conducted by a qualified trainer. The trainer-to-trainee ratio for all PL training will be 1:1. Training will be taught by a combination of highly skilled internal production supervisors/trainers, technicians, and engineers.

A trainee observes real production procedures demonstrated by the lab trainer and will practice their skills under the supervision of the trainer. Upon certification of their competency, the trainee is able to independently produce goods that are for sale. PL-training certificates and attendance records are stored in PDF format in the Learning Management System (LMS) using ComplianceWire software. The course content is also stored in the LMS along with individual training plans.

Impact/Outcome

As trainees progress through the Manufacturing Skills' curriculum, they attain documented certification of competency for each significant manufacturing tool and/or procedure they learn. Such certifications include the following: Biomolecular Interaction Analysis Instruments; Biochemical Analyzers; Automated Cell/Colony Counters; Cell Harvesting Systems; Chemical Synthesizer Instruments; CO₂ and Carbon Dioxide Transmitters; Electrophoresis Analysis Equipment; Flow Cytometry Instruments; Gas Chromatography Equipment; Cryocooler Systems; Laboratory Incubators, Pumps, Dryers; Liquid Handling Equipment; Mass Spectrometers; Microarray Imaging Microscopes; Microplate Instrumentation; Oxygen Measurement Instruments; Particle Analysis and Characterization Systems; Pharmaceutical Tablet Testing Equipment; and

others. ETP-funded training will provide trainees transferable skills throughout the biotechnology industry.

Commitment to Training

ETP funds will not displace BioMarin's existing financial commitment to training. Its statewide training expenditures in California for non-ETP related training is in excess of \$1,250,000. ETP curriculum will build on, but not overlap, basic instruction and orientation training already provided by the Company.

BioMarin funds all training in the following: OSHA and FDA-mandated safety regulations; rudimentary job skills; basic-desktop training in MS Word, Excel, and PowerPoint; and executive development training programs. It will continue to fund such training, and any training hours delivered beyond the 60-hour per trainee cap for PL training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

Training Infrastructure

BioMarin's Manager of Government Affairs (dedicated administrator) will oversee all ETP-funded training. The Company will utilize several internal trainers and administrative staff responsible for scheduling, delivering, and documenting training. In addition, BioMarin will use the services of an experienced third-party administrator, Herrera & Company, to assist with ETP's online systems.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company's LMS.

RECOMMENDATION

Staff recommends approval of this proposal.

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	
				\$	%
18CS-0014	San Rafael and Novato	7/3/17 – 7/2/19	\$823,969	\$823,969	(100%)
ET16-0152	San Rafael and Novato	9/8/15 – 9/7/17	\$843,300	\$843,300	(100%)
ET13-0209	San Rafael and Novato	11/26/12 – 11/25/14	\$457,920	\$452,822	(99%)

DEVELOPMENT SERVICES

BioMarin retained Herrera & Company in Stockton to assist with development of this proposal for a flat fee of \$8,750.

ADMINISTRATIVE SERVICES

Herrera & Company will also perform administrative services in connection with this proposal for an amount not to exceed 13% of payment earned.

TRAINING VENDORS

Training will be delivered primarily by in-house subject matter experts. External training vendors, if any, are to be determined.

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8–200

Trainees may receive any of the following:

COMPUTER SKILLS

- + Advanced Desktop Productivity Applications
- + Advanced eBusiness Applications
- + Advanced Manufacturing Control Systems
- + Advanced Manufacturing Lab Applications
- + Business System Processing
- + Management and Manufacturing Control Software Systems
- + Materials and Logistics Software Development
- + Programming Languages
- + Project Management Software Tools
- + Software and Informatics

CONTINUOUS IMPROVEMENT

- + Product Quality and Reliability
- + Design Tools and Practices
- + Design for Excellence
- + Quality Fundamentals / Core Skills
- + Leadership / Coaching Skills
 - o Leading Cross-Functional Teams
 - o Efficiency Workflow
 - o Facilitation Skills and Mentorship
 - o Building Constructive Communications
 - o Innovation and Influence
 - o Individual Transition in Organizations
 - o Managing for Performance
 - o Leadership Essentials
 - o Communicating is a Contact Sport
 - o Managing Organizational Transition
 - o Leading Change
 - o Advanced Negotiation
 - o Communicating for Results
- + Lab Automation and Robotics
- + Advanced Product Quality and Reliability
- + Design Tools and Practices
- + Problem Solving Tools and Techniques
- + Advanced Project Management
- + Six Sigma/Green Belt
- + Clean Room Operations
- + Product Transfer / Workflow
- + Restricting of Hazardous Substances
- + Technical Qualifications and Certifications
- + Testing and Troubleshooting Skills

Productive Lab Hours (1:1 Ratio)

0–60

MANUFACTURING SKILLS

- + Biochemical Analyzers
- + Bimolecular Interaction Analysis Instruments
- + CO2 and Carbon Dioxide Transmitters
- + Cell Harvesting Systems
- + Cell / Colony Counters
- + Chemical Synthesizer Instruments
- + Cryocooler Systems
- + Electrophoresis Analysis Equipment
- + Flow Cytometry Instruments
- + Gas Chromatography Equipment
- + Laboratory Incubators, Pumps, Dryers
- + Liquid Handling Equipment
- + Mass Spectrometers
- + Microarray Imaging Microscopes
- + Microplate Instrumentation
- + Oxygen Measurement Instruments
- + Particle Analysis and Characterization Systems
- + Pharmaceutical Tablet Testing Equipment

CBT Hours

0–33

COMPUTER SKILLS

- + Advanced CAD / CAM Applications (4 hours)
- + Advanced Project Management Software (4 hours)
- + Computer Assisted Design (1 hour)
- + Database Design (2 hours)
- + Electronic Record Management (0.5 hour)
- + Manufacturing Resources Planning (1 hour)
- + SAP Management and Manufacturing Control Systems (3 hours)

CONTINUOUS IMPROVEMENT

- + Process Improvement Training (1 hour)
- + Problem Solving Tools and Techniques (4 hours)
- + Leadership / Coaching Skills (4 hours)
 - o Effective Teams
 - o Facilitation Skills and Mentorship
 - o Leading the Global Workforce
- + Product Marketing for Engineers (2.5 hours)
- + Technical Presentation Skills (1 hour)
- + Marketing Promotion and Strategy (1.5 hours)
- + Advanced Customer Communications and Awareness (2 hours)
- + Multi-Cultural Customer Service Relationships (1 hour)
- + Effective Teams (1 hour)

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



**Training Proposal for:
Pure Storage, Inc.**

Contract Number: ET20-0117

Panel Meeting of: July 26, 2019

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Services (G) Information / Multi Media (51) Professional, Scientific Technology (54) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Clara	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: 1,191	U.S.: 2,289	Worldwide: 3,018
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	16%		

FUNDING DETAIL

In-Kind Contribution: (100% of Total ETP Funding Required)
\$714,240

Total ETP Funding
\$342,240

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. Improv.	620	8-200	0-100	\$552	\$19.31
				Weighted Avg: 24			

Minimum Wage by County: Santa Clara County - \$19.31 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
Corporate Support Staff		108
Information Technology / Engineering Staff		326
Marketing / Sales Staff		86
Manager / Supervisors		56
Directors		44

INTRODUCTION

Founded in 2009, Pure Storage, Inc. (Pure Storage) (www.purestorage.com) is a data-platform company that focuses on delivering software-defined solutions that are both efficient and cloud capable. Its data platform replaces storage systems designed for mechanical disk with all-flash systems optimized for solid-state memory. Some of the Company’s primary offerings include: FlashArray and FlashBlade products, Purity Operating Environment (Purity OE) software, Pure1 cloud-based software, and FlashStack.

Pure Storage provides its products and services to mid-size and large organizations and industries which include: cloud-based software and service providers, education, energy, financial services, government entities, healthcare, manufacturing, media, retail, and communication.

This will be Pure Storage’s first ETP Proposal. Training will be provided to staff at the Company’s Mountain View headquarters as well as their Sunnyvale location.

Veterans Program

Even though Pure Storage is not including a separate Veteran Job Number, the Company works with several organizations to post jobs targeting the veterans’ population.

PROJECT DETAILS

Pure Storage's customer base pursues secure, reliable, and cost-efficient storage infrastructures. The company implements a combination of product and data services to address customer need. To keep abreast with new technology and customer demand, Pure Storage looks to incorporate the following new software systems:

- Cloud Block Store
- CloudSnap
- StorReduce

The integration of these systems with their existing software systems will enable customers to approach a hybrid cloud with a new level of unified infrastructure. This focused delivery method will allow customers to customize their cloud storage with high-level performance, efficiency, and resiliency.

ETP funded training will enable Pure Storage to launch a process improvement scope in all aspects of the company, while implementing new products and technologies. Training will provide an overview of Pure Storage's unique-operation model as well as provide the skills necessary to attain proficiency for high-level efficiency, quality assurance and proficient customer service.

Training Plan

The following training will be delivered to all occupations via Class/Lab, E-Learning, and Computer-Based Training (CBT):

Business Skills: Course topics include Business Process Skills, Communication / Collaboration Skills, Customer Service / Support, Presentation Skills, and Train-the-Trainer.

Computer Skills: Training on hardware and software systems as well as computer applications.

Continuous Improvement: Training will include topics such as 5S, Lean Six Sigma, Design for Six Sigma, Change Management, and Decision Making.

COMPUTER-BASED TRAINING (CBT)

CBT will be included in the project to supplement classroom training. Pure Storage expects that most staff will receive an average of 8 hours of CBT, but some trainees may receive up to 100 hours depending on need per ETP's guidelines.

Commitment to Training

Pure Storage's California training budget for 2019 is approximately \$772,000. The Company currently provides training in new employee orientation, basic OSHA training, basic job skills, workplace ethics, diversity, and anti-harassment. This training will be provided at Pure Storage's expense.

The proposed ETP funding will allow Pure Storage to implement course topics related to the new products, processes, and initiatives to enable the company to continue to innovate and compete within the industry.

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

Pure Storage's Director, Head of Learning (dedicated administrator) will oversee the training program with the assistance of two Senior Managers. Pure Storage has hired a third-party administrator, Training Funding Partners (TFP), who will assist with project administration. The Company has multiple in-house trainers who are subject-matter experts and has LMS Administrators at each facility who will be responsible for scheduling, delivering, and documenting training. The Company may use external-training vendors, if needed.

Impact/Outcome

As trainees progress through the Computer Skills and Continuous Improvement curriculum, Information Technology (IT) and Engineering Staff attain documented certification of competency for each significant software system and/or procedure they learn. ETP-funded training will provide trainees transferable skills.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company's Learning Management System (LMS).

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

Pure Storage retained Training Funding Partners in Fountain Valley, CA to assist with development of this proposal for a flat fee of \$13,690.

ADMINISTRATIVE SERVICES

Pure Storage also retained Training Funding Partners to 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 / E-Learning Hours**

8–200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Acumen
- Business Process Skills
- Communication / Collaboration Skills
- Customer Service / Support Skills
- Finance / Accounting Skills
- Negotiation Skills
- Marketing / Sales Skills
- Meeting Management Skills
- Presentation Skills
- Risk Assessment / Risk Management
- Train-the-Trainer

COMPUTER SKILLS

- Computer Language Skills
- Cybersecurity Skills
- Data Storage Technology Skills
- Device Engineering
- Failure Mode and Effects Analysis
- Intermediate / Advanced Microsoft Office
- Software / Hardware Skills

CONTINUOUS IMPROVEMENT SKILLS

- 5S / Lean Six Sigma / Design for Six Sigma
- Change Management
- Decision Making
- Delegation Skills
- Engineering / Product Design Skills
- Leadership Skills
- Problem Solving Skills
- Process / Performance Improvement / Management Skills
- Project / Program Management
- Quality Assurance / Quality Control
- Team Development
- Troubleshooting / Root Cause Analysis

CBT Hours

0–100

BUSINESS SKILLS

- AIRI Customer Pitch (0.28 hours)
- AIRI Technical Deep Dive (0.4 hours)
- BCS - Business Critical Services (0.28 hours)
- Behind the Check Box: Overcoming Common Objectives (0.43 hours)
- BVS Coaching Webinar (0.97 hours)
- CLI Overview (0.45 hours)
- Cloud Story Sales Overview 101 (0.35 hours)
- Competing with HCI: Deep Dive (0.77 hours)
- Containers and Pure Webinar (0.62 hours)
- CPQ Preparation and Go Live Webinar (0.57 hours)
- Data Warehouse Customer Pitch (0.32 hours)

- Data-Centric Architecture (DCA) Pitch (0.57 hours)
- Effective Case Management Training (0.6 hours)
- ES2 Customer Pitch (0.28 hours)
- ES2 Presenting and Positioning To The Customer (0.58 hours)
- ES2 Sales Training (0.52 hours)
- Evergreen Block Service (EBS) DA Training (0.73 hours)
- Extensibility and Automation with Pure Storage (0.63 hours)
- FB Embedded SMB Gateway Sales Webinar: Technical Deep Dive (0.4 hours)
- FB Embedded SMB Gateway Sales Webinar: Use Cases and Positioning (0.47 hours)
- FB Solutions and Snapshots Webinar (0.92 hours)
- FlashArray and vSphere Virtual Volumes Webinar (1.47 hours)
- FlashArray / M Array Management (1.63 hours)
- FlashArray / M Overview (0.47 hours)
- FlashArray / X Launch Training Webinar (0.88 hours)
- FlashArray / X Pitch Training (0.58 hours)
- FlashArray / XR2: Shared Accelerated Storage (0.33 hours)
- FlashBlade Architecture - Why FlashBlade is Awesome! (0.43 hours)
- FlashBlade Architecture Deep Dive (0.63 hours)
- FlashBlade Brown Bag: AI in Healthcare (0.53 hours)
- FlashBlade Brown Bag: Data Scientist - What Do They Care About? (0.52 hours)
- FlashBlade Brown Bag: EDA on FlashBlade (0.47 hours)
- FlashBlade Brown Bag: Instant Restore to Modern Analytics Webinar (0.57 hours)
- FlashBlade Brown Bag: Modernize DevOps (0.62 hours)
- FlashBlade Brown Bag: Oracle on FlashBlade (0.52 hours)
- FlashBlade Brown Bag: Understanding Data Analytics (0.43 hours)
- FlashBlade Brown Bag: What is a Data Pipeline? (0.4 hours)
- FlashBlade Hardware Webinar: Announcements (0.28 hours)
- FlashBlade Hardware Webinar: S3 Object Storage (0.52 hours)
- FlashStack: HCI Competitive Deals (0.27 hours)
- FY18 ISO Brown Bag: Corporate Sales Success (0.47 hours)
- FY18 ISO Brown Bag: Dell-EMC (0.5 hours)
- FY18 ISO Brown Bag: Financial Terms and 2H FY18 Goals (0.63 hours)
- FY18 ISO Brown Bag: FlashBlade and Object Storage (0.57 hours)
- FY18 ISO Brown Bag: FlashBlade for Data Analytics (0.45 hours)
- FY18 ISO Brown Bag: FlashBlade for Data Analytics (0.5 hours)
- FY18 ISO Brown Bag: FlashStack Webinar (0.58 hours)
- FY18 ISO Brown Bag: Kaminario (0.27 hours)
- FY18 ISO Brown Bag: NetApp (0.67 hours)
- FY18 ISO Brown Bag: Objection Handling Session (0.47 hours)
- FY18 ISO Brown Bag: Qualifying Questions and Qualifying Opportunities (0.28 hours)
- FY18 ISO Brown Bag: SDR Enterprise Success Webinar (0.45 hours)
- FY18 ISO Brown Bag: SDR Operational Excellence (0.38 hours)
- FY18 ISO Brown Bag: SDR Tool Enablement (0.33 hours)
- FY18 ISO Brown Bag: Territory Planning Session Webinar (0.55 hours)
- FY18Q2 Global Sales All Hands Webinar (1.5 hours)
- FY18Q2 Global Sales All Hands Webinar (1.55 hours)
- FY18Q3 Sales Manager All Hands Webinar (1 hour)
- FY18Q4 Global Sales All Hands Webinar (1.05 hours)
- FY19 ISO Brown Bag: Data Platform for Healthcare (0.47 hours)
- FY19Q1 Global Sales All Hands Webinar (1 hour)
- FY19Q2 Global Sales All Hands Webinar (1 hour)

- FY19Q2 Global Sales All Hands Webinar (1.22 hours)
- FY19Q2 Transition for Managers Webinar (0.82 hours)
- FY19Q4 Global Sales All Hands Webinar (1 hour)
- FY20 Territory Planning and Quota Setting Training (1.17 hours)
- GDPR for Sales (0.25 hours)
- GDPR: What you need to know now! Webinar (0.78 hours)
- HCI Overview (0.32 hours)
- How Flash Storage is Disrupting and Transforming the Data Center (0.42 hours)
- How to Beat Dell-EMC (0.42 hours)
- How to Beat NetApp (1.13 hours)
- Introducing Pure Storage Cloud Data Services (0.43 hours)
- Introduction to Customer Assessments with Mitrend (0.42 hours)
- ISO Speaker Series: Evolution of Storage (0.92 hours)
- ISO Speaker Series: Evolve with Pure (1.33 hours)
- ISO Speaker Series: FlashBlade and Oracle (0.9 hours)
- ISO Speaker Series: VSI and Private Cloud (0.95 hours)
- ISO Tools (0.73 hours)
- Linux Initiator (0.82 hours)
- Meet FlashBlade (0.28 hours)
- Meet FlashBlade (Support) (0.45 hours)
- Microsoft Private & Hybrid Cloud with Pure 201 (0.4 hours)
- Modern Data Analytics for SEs (0.38 hours)
- Mr. Tunable (0.62 hours)
- Next-Gen Data Protection: Deep Dive (0.3 hours)
- Next-Gen Data Protection: The Story (0.25 hours)
- Public Sector Compliance Training (1.33 hours)
- Pure and the Three Pillars (0.4 hours)
- Pure Competitive Landscape Solution Pitch Light Board (0.3 hours)
- Pure Storage Corporate Positioning (0.33 hours)
- Pure Storage Data Cloud Pitch (0.7 hours)
- Pure Storage FlashArray / M Installation Training (0.35 hours)
- Pure Storage FlashStack Sales Accreditation (1.02 hours)
- Pure Storage FlashStack Technical Accreditation (1.57 hours)
- Pure1 Knowledge 101 (0.42 hours)
- Pure1 Overview for Support (0.6 hours)
- Pure1: Expanded AI Capabilities and New Full Stack Analytics (0.32 hours)
- Purity 101 (1.03 hours)
- Purity 102 (0.98 hours)
- Purity ActiveCluster (0.27 hours)
- Purity ActiveCluster Demo (0.4 hours)
- Q2 AE / XR2 Deep Dive Webinar (1.05 hours)
- Root Cause Analysis (RCA) Training (0.72 hours)
- SaaS Customer Presentation Training (The 3 A's) (0.45 hours)
- SaaS Key Capabilities (0.47 hours)
- SE Whiteboard Pitch (0.38 hours)
- Sev1 Training (1 hour)
- SQL Server on Linux Demo (0.25 hours)
- SQL Server Testing and Validation Demo (0.35 hours)
- System Space Troubleshooting (1.37 hours)
- TCO Training Video: What's New in 5.7 (0.4 hours)
- Value Selling Introduction (0.47 hours)
- Veeam / Pure Storage FlashArray Storage Integration (0.35 hours)
- Vest Side Story: Ep 1 - SaaS with Jack (0.33 hours)
- VMware 101: Site Recovery Manager (0.25 hours)

- VMware 101: vRealize (0.93 hours)
- VMware 101: vSphere Storage APIs Array Integration (0.42 hours)
- Welcome to Pure! (0.38 hours)
- Winning Against NetApp Webinar (0.75 hours)
- Your Cloud Journey (0.28 hours)
 - Marketing/Sales Skills
 - Meeting Management Skills
 - Presentation Skills

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



Training Proposal for:
Greater San Fernando Valley Chamber of Commerce
Contract Number: ET20-0112

Panel Meeting of: July 26, 2019

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Retrainee	Industry Sector(s):	Manufacturing (E) Construction (23) Healthcare (62) Professional, Scientific, Technology (54) Aerospace Related 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 United Industrial Workers Seafarers – AFL – CIO		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$701,040		\$48,260 8%		\$749,300

In-Kind Contribution:	50% of Total ETP Funding Required	\$1,341,600
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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. Improv.	490	8-200	0	\$1,180	\$17.70
				Weighted Avg: 48			
2	Retrainee SB <100	Business Skills, Computer Skills, Cont, Improv.	145	8-200	0	\$1,180	\$17.70
				Weighted Avg: 48			

Minimum Wage by County: Job Numbers 1 & 2:
 \$19.31 per hour for Alameda, Contra Costa, Marin, San Mateo, Santa Clara and San Francisco Counties; \$18.56 per hour for Los Angeles County; \$18.14 per hour for Orange County; and \$17.70 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 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Administration Staff		80
Operator		105
Production Worker		120
Engineer		30
Manager/Supervisor		70
Shop Lead		85
Customer Service Staff		50
Technician		90
Owner (Job 2)		5

INTRODUCTION

Founded in 1911 and located in Van Nuys, the Greater San Fernando Valley Chamber of Commerce (the Chamber) (www.sanfernandovalleychamber.com) is a nonprofit membership organization whose mission is to create and foster a sustainable business environment in the San Fernando Valley region through networking opportunities, advocacy, promotion and community projects. The Chamber partners with other chambers within Los Angeles County, including Valley

Industry & Commerce Association and The Valley Economic Alliance. These partnerships help identify the needs of manufacturers and connect employers to the tools needed to help them become more successful. Many of these companies need training to upgrade the skills of their workforce to help them grow and stay competitive in California.

Serving the Latino business community for over 21 years, the Chamber has connected this diverse market with potential customers through its Latino Expo, drawing over 25,000 people to the event annually. The Chamber is actively involved in promoting business interests, with programs targeted to small, large, micro, women and minority-owned businesses as well as the Latino market. The Chamber sees a greater need for making the existing businesses more competitive, not only in the local community but also in surrounding cities and regions.

The Chamber is focused on economic growth, job creation and retention in the San Fernando Valley and neighboring cities/counties. Its goal for the next 24 months is to work collaboratively with regional economic development partners to create best practices in job creation and retention. One project includes identifying at-risk businesses and working with the city councilmembers representing those areas to find out what can be done to assist them.

Union Support

Included in the core group of employers are trainees represented by United Industrial Workers Seafarers – AFL – CIO. ETP has received letter of support.

PROJECT DETAILS

The Chamber has experienced a recent increase in employer demand, with an overwhelming response for training given the success of its current ETP Contract. Therefore, the Chamber wishes to continue providing training to meet the increased demand. The Chamber focuses on providing opportunities to companies that do not have the resources available to provide needed training to their employees.

This will be the second Contract between ETP and the Chamber, the second in the last two years. As before, the Chamber proposes to retrain incumbent workers for large and small participating employers in a wide variety of industries, many of which face out-of-state competition. The core group of employers represents at least 80% of requested funding for this proposal and ETP staff has confirmed commitments to participate. The proposed training will be offered to employers statewide. The majority of training (95%) will be conducted at participating employer locations while the remainder will be at the Chamber.

Training Plan

The Chamber's curriculum is designed to serve the needs of a diverse workforce by allowing each company to customize training. The core group of participating employers has expressed a need to improve social media, provide best business practices and keep up with new technology to the workforce. The proposed training will provide trainees with sufficient Business, Computer Skills and Continuous Improvement needed to successfully manage and grow their businesses.

The Chamber provides participating employers with training in the following areas:

Business Skills: This training will be offered to all occupations to improve communication skills, customer relations, business writing skills and business problem solving.

Computer Skills: This training will be offered to all occupations. Training will allow all trainees to effectively use applications and software to design, program, implement, and troubleshoot new computer software programs such as social media, accounting software and Microsoft suite.

Continuous Improvement: This training will be offered to all occupations to promote teamwork, improve workflow, troubleshoot and problem solving. Training includes process mapping, Lean Enterprise topics, and ISO Auditor compliance training.

Impact/Outcome

Greater San Fernando Chamber anticipates assisting participating employers to prepare for certification programs such as ISO, Lean Enterprises and Six Sigma that are typically awarded based on training and internal improvement. These certifications often lead to new market opportunities, new customers, and increased sales, which will ultimately help companies grow and provide workforce stability.

Commitment to Training

ETP funds will not displace the existing financial commitment to training made by the participating employers. Safety training is, and will continue to be, provided 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, especially small companies. The majority provide on-the-job, one-on-one training to new employees, safety, and off-site seminar training. ETP funding will enable these companies to provide a larger number of employees with a broader spectrum of skills development, introduce new business practices and services to sustain growth and remain competitive. The Chamber will only provide training to participating employers in subjects that are outside of their expertise.

➤ Training Infrastructure

Training will begin upon Panel approval. The Chamber and administrative subcontractor will perform the required administration services of the ETP Contract. The Chamber has identified two training vendors, Custom Corporate Communications and Western Training Group, to provide a large portion of the training. Additional outside training vendors maybe identified during the term of the proposed Contract if needed.

Both Custom Corporate Communications and Western Training Group are scheduled to provide on-site training in Business Skills, Computer Skills and Continuous Improvement at participating employer locations. Training instructors have industry experience and carry vendor specific certifications.

Marketing and Support Costs

The Chamber has established relationships with other chambers, community members, Valley Industry & Commerce Association, The Valley Economic Alliance and collaborative networks of businesses. The Chamber hosts monthly meetings and uses newsletters, websites, and email communication to promote business opportunities, procurement news, government-assisted programs, and various networking events. The Chamber has three employees dedicated to marketing, recruiting, assessment, scheduling, and training; therefore, the Chamber seeks full support cost of 8% to fund extensive marketing efforts to recruit additional participating employers

and assessment activities of employers. Staff believes 8% support costs are justified in this proposal.

Trainer Qualifications

A large portion of the training will be provided by Custom Corporate Communications in Redondo Beach, Western Training Group in Playa Del Rey and other outside training vendors maybe identified during the term of the proposed Contract if needed.

Training Coordinator

The CEO and one staff member will be responsible for all administrative responsibilities, including scheduling training, collecting and reviewing attendance rosters, enrollment, recording and tracking training. The Chamber will utilize a third party vendor with ETP experience to aid in this endeavor (see Administrative Services below).

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 the Chamber's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET18-0136	\$603,963	10/30/2017 - 10/29/2019	282	366	225

Based on ETP Systems, 22,492 reimbursable hours have been tracked for potential earnings of \$566,726 (94% of approved amount). The Chamber projects final earnings of 100% based on training currently committed to by employers and in progress through 07/30/19.

DEVELOPMENT SERVICES

The Chamber retained DLI & Associates LLC in San Juan Capistrano to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

DLI & Associates LLC will also perform administrative services in connection with this proposal for a fee not to exceed 10% of payment earned.

TRAINING VENDORS

Custom Corporate Communications in Redondo Beach and Western Training Group in Playa Del Rey has been retained to provide training for a fee to be determined. Additional outside training vendors maybe identified and retained during the term of the Contract.

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Writing Skills
- Communication Skills
- Customer Service
- Sales Skills
- Social Media Marketing
- Project Management
- Leadership Skills
- Finance for Non-Finance People
- Goal Setting
- Managing Change
- Performance Management Skills
- Problem Solving
- Team Building
- Time and Priority Management

COMPUTER SKILLS

- E- Commerce
- QuickBooks and Accounting Software
- Search Engine Optimization (SEO)
- Social Media Networking Training
- Microsoft Office Suite (Word, Excel, Access, PowerPoint)

CONTINUOUS IMPROVEMENT

- ISO Auditor Training
- Quality Engineering
- Six Sigma
- Statistical Process Control Team Building
- Lean Enterprise
- Lean Manufacturing
- Lean Office
- Kaizen 7S
- Process Improvement
- Process Mapping
- Root Cause Analysis
- Set Up Time Reduction

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**

Contractor's Name: Greater San Fernando Valley Chamber of Commerce CCG No.: ET20-0112

Reference No: 19-0303

Page 1 of 3

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: American Jerky

Address: 2400 E. Francis St.

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): no

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

Total # of full-time company employees worldwide: 63

Total # of full-time company employees in California: 63

Company: Fleetcrew

Address: 29911 Niguel Road #7509

City, State, Zip: Laguna Niguel, CA 92607

Collective Bargaining Agreement(s): no

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

Total # of full-time company employees worldwide: 36

Total # of full-time company employees in California: 36

Company: Jondo

Address: 22700 Savi Ranch Road

City, State, Zip: Yorba Linda, CA 92887

Collective Bargaining Agreement(s): no

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

Total # of full-time company employees worldwide: 145

Total # of full-time company employees in California: 96

Company: Juanita's Foods

Address: 645 N. Eubank Avenue

City, State, Zip: Wilmington, CA 90748

Collective Bargaining Agreement(s): Yes - United Industrial Workers Seafarers

Estimated # of employees to be retrained under this Agreement: 45

Total # of full-time company employees worldwide: 113

Total # of full-time company employees in California: 113

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Greater San Fernando Valley Chamber of Commerce CCG No.: ET20-0112
Reference No: 19-0303 Page 2 of 3

Company: Oakley Inc.
Address: 1 Icon
City, State, Zip: Foothill Ranch, CA 92610
Collective Bargaining Agreement(s): no
Estimated # of employees to be retrained under this Agreement: 150
Total # of full-time company employees worldwide: 2000
Total # of full-time company employees in California: 1400

Company: Par Pharmaceutical
Address: 9601 Jeronimo Road
City, State, Zip: Irvine, CA 92618
Collective Bargaining Agreement(s): no
Estimated # of employees to be retrained under this Agreement: 45
Total # of full-time company employees worldwide: 3600
Total # of full-time company employees in California: 248

Company: Pentair
Address: 10951 W. Los Angeles Ave.
City, State, Zip: Moorpark, CA 93021
Collective Bargaining Agreement(s): no
Estimated # of employees to be retrained under this Agreement: 65
Total # of full-time company employees worldwide: 10,000
Total # of full-time company employees in California: 750

Company: Semihandmade
Address: 2300 Central Ave. #1
City, State, Zip: Duarte, CA 91010
Collective Bargaining Agreement(s): no
Estimated # of employees to be retrained under this Agreement: 40
Total # of full-time company employees worldwide: 70
Total # of full-time company employees in California: 70

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Greater San Fernando Valley Chamber of Commerce CCG No.: ET20-0112

Reference No: 19-0303

Page 3 of 3

Company: William Warren

Address: 201 Wilshire Blvd. Suite 102

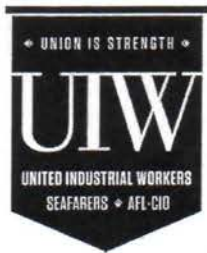
City, State, Zip: Santa Monica, CA 90401

Collective Bargaining Agreement(s): no

Estimated # of employees to be retrained under this Agreement: 60

Total # of full-time company employees worldwide: 440

Total # of full-time company employees in California: 200



United Industrial, Service, Transportation, Professional and Government Workers of North America

of The Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters, AFL-CIO

Wilmington: 510 North Broad Avenue ■ Wilmington, CA 90744 ■ Phone: (310) 549-3920 ■ Fax: (310) 549-8931

MICHAEL SACCO
National President

KAREN HORTON-GENNETTE
National Director

DAVID HEINDEL
National Secretary-Treasurer

Atlantic Region
JOSEPH T. SORESI
Vice President

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American Region*
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Vice President

Great Lakes Region
MONTE BURGETT
Vice President

Gulf Coast Region
DEAN CORGEY
Vice President

Midwest Region
CHAD PARTRIDGE
Vice President

West Coast Region
NICHOLAS J. MARRONE
Vice President

April 17, 2019

Executive Director
Employment Training
Panel 1100 J Street,
4th Floor Sacramento,
CA 95814

Dear ETP Representative:

I am writing on behalf of the United Industrial Workers Seafarers. We support the proposed training funded in part by the Employment Panel.

This training will assist Juanita's in meeting our goals to enhance employee's skills and maintain a safe work environment.

Sincerely,

Lupe Murrillo
United Industrial
Workers Seafarers



**Training Proposal for:
State Building & Construction Trades Council**

Contract Number: ET20-0911

Panel Meeting of: July 26, 2019

ETP Regional Office: San Francisco Bay Area

Analyst: C. Hoover

PROJECT PROFILE

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

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$696,456		\$48,359 8%		\$744,815

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 Journeyman Priority Rate	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	18	8-200	0	\$590	\$24.13
				Weighted Avg: 24			
2	Retrainee Apprentice Bricklayer and Allied Craftworker- Local 18	Commercial Skills, OSHA 10/30, Computer Skills	88	8-210	0	\$1,925	\$24.13
				Weighted Avg: 100			
3	Retrainee Apprentice Electrician- Local 639	Commercial Skills, OSHA 10/30, Computer Skills	17	8-210	0	\$3,465	\$24.13
				Weighted Avg: 180			
4	Retrainee Apprentice Electrician- Local 180	Commercial Skills, OSHA 10/30, Computer Skills	59	8-210	0	\$3,080	\$24.13
				Weighted Avg: 160			
5	Retrainee Apprentice Electrician- Local 551	Commercial Skills, OSHA 10/30, Computer Skills	56	8-210	0	\$2,695	\$24.13
				Weighted Avg: 140			
6	Retrainee Apprentice Plaster Tender- Local 1414	Commercial Skills, OSHA 10/30, Computer Skills	50	8-210	0	\$2,695	\$24.13
				Weighted Avg: 140			
7	Retrainee Apprentice Plumber & Steamfitter- Local 62	Commercial Skills, OSHA 10/30, Computer Skills	14	8-210	0	\$1,925	\$24.13
				Weighted Avg: 100			
8	Retrainee Veteran Apprentice	Commercial Skills, OSHA 10/30, Computer Skills	5	8-210	0	\$2,310	\$24.13
				Weighted Avg: 120			

Minimum Wage by County: SET Modified Statewide Average Wage: \$24.13 per hour [Note: The *Post-Retention Wage is based on the union-negotiated wage/benefits.]

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 \$2.79 per hour may be used to meet the *Post-Retention Wage for Apprentices in Job Numbers 2 and 8, up to \$0.48 per hour may be used for Apprentices in Job Number 3, up to \$2.01 per hour may be used for Apprentices in Job Number 6, and up to \$0.45 per hour may be used for Apprentices in Job Number 7. Amounts verified per the collective-bargaining agreement (CBA) wage tables.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Electrician		6
Journeyworker Bricklayer and Allied Craftworker		3
Journeyworker Plumber and Steamfitter		4
Journeyworker Plaster Tender		5
Job Numbers 2-7		
Apprentice Electrician		132
Apprentice Bricklayer and Allied Craftworker		88
Apprentice Plaster Tender		50
Apprentice Plumber and Steamfitter		14
Job Number 8		
Veteran Apprentice		5

INTRODUCTION

The State Building & Construction Trades Council of California (SBCTC or Council) www.sbctc.org proposes to retrain Journeyworkers and Apprentices in the construction trades to support California’s energy-efficiency goals. The Council’s “Building Green Skills” training program was designed to help achieve this goal. All training outlined in this proposal will be center-based and delivered by JATC instructors who are experienced Journeyworkers. Training will take place at various participating JATC-training centers.

As an umbrella organization for union workers, SBCTC represents more than 300,000 unionized construction workers in California. It has 175 affiliated local unions from 13 crafts and 22 county and multi-county Building Trades Councils. The Council works closely with the California Apprenticeship Coordinators Association, which is the network of joint union-employer training programs or JATCs operating across the state. SBCTC also consults with a wide range of employer organizations representing small businesses and major construction-industry employers based in California. The construction industry to be served under this Contract is designated as a Priority Industry by the Panel. SBCTC meets ETP-eligibility requirements as a trade association.

This will be SBCTC’s fourth ETP Contract, the fourth within the last five years. These projects act as an incubator for smaller apprenticeship programs that do not have the staff capacity to hold an ETP Contract. For example, many of the participating JATCs have just a part-time administrative assistant or none at all. The goal is to “graduate” JATCs into individual contracts. The Tri-Counties Sheet Metal Workers JAC (Local Union No. 273) from SBCTC’s previous contract has now graduated into applying for more ETP funds by holding its own ETP Contract.

Seven JATCs participated previously and all seven successfully completed training and are in retention. Six of these programs have requested to participate again.

Veterans Program

In this proposal, SBCTC plans to include five veterans' trainees within Job Number 8 (Veteran Apprentice). This is the second time the Council has included veterans.

Participating JATCs, LEAs, and Apprenticeship Program Length by JATC

Job Number 1 will fund Journeyworker training. Job Numbers 2-8 will fund Apprentice training. The geographic area, affiliated union, occupation(s), LEA, and apprenticeship program's length for each of the six JATCs (respectively) are as follows:

Job No. 2:

- Tile, Marble and Terrazzo Employees JATC
- Los Angeles, Orange, Ventura, Santa Barbara, San Luis Obispo, San Bernardino, Riverside, Inyo, Mono, San Diego, and Imperial counties
- International Union of Bricklayers & Allied Craftworkers Local No. 18
 - Tile Finisher (Two-year Program)
 - Marble Finisher (Two-year Program)
 - Terrazzo Finisher (Four-year Program)
 - Terrazzo Worker (Three-year Program)
 - Tile Setter (Four-year Program)
 - Bricklayer (Four-year Program)
- Sweetwater Union High School District Division of Adult Education- Montgomery Adult School

Job No. 3:

- San Luis Obispo County JATT
- San Luis Obispo County
- IBEW Local No. 639
 - Electrician / Inside Wireman (Five-year Program)
- Los Angeles Unified School District, Division of Adult and Career Education

Job No. 4:

- Napa-Solano Counties Electrical Industry ATT
- Napa and Solano counties
- IBEW Local No. 180
 - Electrician / Inside Wireman (Five-year Program)
- Napa Valley Unified School District, Napa Valley Adult Education

Job No. 5:

- Redwood Empire JATC
- Marin, Sonoma, Lake and Mendocino counties
- IBEW Local No. 551
 - Electrician / Inside Wireman (Five-year Program)
- Santa Rosa Junior College

Job No. 6:

- Southern California Plaster Tenders JAC
- Los Angeles, Inyo, Mono, Orange, Riverside, San Bernardino, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern and San Diego counties
- Plaster Tenders of Southern California Local Union 1414 (Three-year Program)
- North Orange County ROP

Job No. 7:

- Plumbers and Steamfitters for Monterey/Santa Cruz JATC
- Monterey and Santa Cruz counties
- Plumbers and Steamfitters UA Local 62 (Five-year Program)
- Foothill College

Up to 250 signatory employers will participate in this project (70% are Small Business). The majority of training will be dedicated to apprenticeship (approximately 98.5% of total funding).

Employer Demand

Employers have identified the need for more training, especially to meet complex and stringent quality and safety standards. In order to successfully bid on public works' construction projects, employers must use union workers. They must also meet the requirement of local governments affected by Project Labor Agreements (PLA). Under a PLA, local government can "write" in specifications for hiring preferences that benefit the local community.

Below are some of the projects that will employ the workers trained under this ETP Contract:

Tile, Marble and Terrazzo Workers (Local 18)

- LA Rams' Stadium
- Metro Projects – such as the Purple Line Extension

Electricians (Local 639) San Luis Obispo

- Morro Bay High School
- New Emergency Room at the French Hospital
- Emergency Room Expansion at Arroyo Grande Hospital
- New Building at San Luis Obispo High School

Electricians (Local 180) Solano

- KI Jones Elementary
- Grange Modernization
- Cakebread Cellars

Electricians (Local 551) Santa Rosa

- Marin General Hospital
- Santa Rosa Junior College
- Theatre Building
- Kaiser Hospital Solar Projects (in all parking lots)

Plaster Tenders (Local 1414) Southern California

- LA Rams' Stadium

Plumbers & Steamfitters (Local 62) Monterey/Santa Cruz

- University of California, Santa Cruz
- CA State University, Monterey Bay
- Salinas Police Department
- Kaiser Hospital
- Former Fort Ord Housing

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 apprenticeship programs range from two to five years in length.

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 \$24.13 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

SBCTC targets trades that are influential in helping California's green economy develop, such as: electricians who set up solar power systems; sheet metal workers who service more fuel-efficient air systems; and, bricklayers who retrofit buildings with energy-efficient products.

Training Plan

The following ETP training will be delivered via Class/Lab or E-Learning:

Commercial Skills for Journeyworkers and Apprentices

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

All apprenticeship training will reflect the RSI coursework for each specific trade.

Computer Skills: This training will be offered to both Journeyworkers and Apprentices in 3-D modeling and computer-aided drafting (CAD). Additionally, Journeyworkers will receive skills to modify blueprints, research project requirements, build budgets and timelines, design virtual buildings, and adjust computerized-control systems.

Business Skills: This training will be offered to Journeyworkers to coordinate and work in project teams, which are becoming more common in large construction and public works' projects. Trainees will gain tools to plan, organize, and manage projects to complete them efficiently and on time. Training may also include customer service, team building, problem solving, decision making, and conflict management skills.

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.

Green/Clean Operations

Commercial Skills and Computer Skills' training will give trainees the ability to retrofit current buildings to meet LEED certifications. Training will cover energy-efficient technologies and products such as green building materials, solar photovoltaic panels, wind turbine systems, new motor controls, advanced welding skills including Tungsten Inert Gas, Metal Inert Gas and/or Stick Welding, climate-energy efficiency and consumption-greenhouse gas abatement, solar-hot water and water-efficiency installation and retrofitting, reuse/recycled water and wastewater-treatment systems, and green-materials testing and audit equipment. This training will help workers hone the new skills and knowledge necessary to work in green construction.

Curriculum Development

All of the participating JATC's are formed pursuant to a CBA and are administered by trustees designated by the participating employers and union locals. Thus, employer representatives who comprise the joint labor-management committees oversee curriculum, the number of trainees, training methods and the day-to-day improvements required for a training program. Examples of data considered when planning course content include:

- 1) Requirements to meet local-construction planning/trends

- 2) New requirements for emerging-green technologies and practices
- 3) Input from national labor-management apprenticeship committees
- 4) Hiring needs and feedback reported by local-union halls and labor representatives

Marketing and Support Costs

SBCTC is requesting 8% in support costs to fund marketing to employers, recruitment of Journeyworkers and Apprentices; and to conduct ongoing assessments of employer-specific job requirements. SBCTC will work with the seven participating JATCs to ensure that training meets employer and trainee needs throughout the term of the contract. SBCTC staff will promote the training program at its Building Trades Council meetings, statewide WIB meetings, and labor-industry meetings. In addition, email and face-to-face marketing to employers, contractors' associations, and local unions will be ongoing.

SBCTC reports that it has produced award-winning videos about apprenticeship training, green construction and general-training programs that JATCs can show to their employers, union representatives, and current and potential construction workers. For Journeyworker-training programs, individual JATCs will advertise through direct mailings, informational flyers, personal contacts, telephone calls, public-service announcements, emails, and websites. Staff recommends the 8% support costs.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Employers will continue to make contributions to the participating JATC-training trusts for every hour worked by Apprentices and Journeyworkers. General-safety training is provided by the signatory employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

This project will be overseen by each participating JATCs' Training Director. The Training Director is overseen by a joint labor management board that meets regularly to review goals and performances. JATCs will also utilize assistance from other administrative staff who will be responsible for scheduling classes and for collecting/verifying ETP rosters for all locations included in the proposal. Strategy Workplace Communications will provide administrative services for the project and will assist with inputting data into ETP's online systems.

Impact/Outcome

Successful completion of the apprenticeship program will result in Journeyworker status as certified by DAS. OSHA 10/30 certification will be received by Apprentices and Journeyworkers.

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
ET18-0915	\$851,000	10/2/17 – 10/1/19	338	526	162

Based on ETP Systems, 61,411 reimbursable hours have been tracked for potential earnings of \$851,000 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through April 2019.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET16-0906	Statewide	9/8/15 – 9/7/17	\$639,720	\$568,269 (89%)
ET13-0906	Statewide	10/1/12 – 9/30/14	\$689,246	\$574,872 (83%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with the development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8–200 (Job Number 1)

Journeyworker

Trainees may receive any of the following:

COMMERCIAL SKILLS

(Electrician)

Solar-Panel Installation (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

Analog / Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire-Alarm Systems and Installations

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

Industrial-Motor Control

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

Programmable Logic Control (PLC)

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

Electrical Design

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

Voice, Data, and Video

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

Industry-Specific Skills

- Blueprints and Schematics
- Conduit Bending
- Confined-Space Entry
- Firestop Installation
- Rigging
- Specialized Tools
- Work Flow and Resources

Advanced-Lighting Controls Training

- California Advanced Lighting Controls Training Program (CALCTP)
 - CALCTP Lighting Controls
- Electrical Vehicle Infrastructure Training Program (EVITP)

(Pipefitter & Steamfitter)

- BACnet Programming
- Brazing
- Certifications
 - Industrial Rigging
 - Crane-Signal Person

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

(Tile, Marble, Terrazo)

- ACT - Advanced Certificates for Tile Installers

(Plaster Tender)

- Venetian Plastering
- Pool Plastering, Patching, and Waterproofing

(All)

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Energy Audits
- Energy Storage
- Forklift Certification

- Management and Monitoring of Materials
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing / Auditing Materials and Equipment (Green Training)
- Safe-Working Practices
- Scaffold-Safety Certification
- Testing Materials and Equipment – Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding
- Welding and Burning

COMPUTER SKILLS

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

BUSINESS SKILLS

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

OSHA 10/30 (OSHA-CERTIFIED INSTRUCTOR)

- OSHA 10
- OSHA 30

Class/Lab Hours/E-Learning

8 - 210 (Job Numbers 2 - 8)

APPRENTICE

Trainees may receive any of the following:

COMMERCIAL SKILLS

(Electrician)

- AC Refrigeration
- AC Theory
- Blueprints
- Building Automation and Controls
- CALCTP Lighting Controls
- Circuits
- Closed-Circuit Television (CCTV)
- Codeology: Code and Practices
- Conduits
- Control Diagrams and Drawings
- Digital Electronics, DC Theory and DC/AC Theory
- Distributed Generation
- Electric Vehicle Infrastructure
- Electrical Grounding
- Electrical Motors
- Electrical Safe Work Practices
- Electrical Theory and Electrical Code
- Estimating
- Electrical Vehicle Infrastructure Training Program (EVITP)
- Fire Alarm Systems
- Generators and Transformer Theory
- Grounding and Bonding
- Hazardous Location
- Health Care Systems
- Industrial Blueprints
- Installer / Technician
- Instrumentation
- Lighting Essentials and Protection
- Local-Area Network (LAN)
- Low-Voltage Systems and High-Voltage Systems
- Materials, Tools and Wire Methods
- Mathematics
- Mechanical and Electric Benders
- Motor Control
- National Electric Code Grounding
- National Electrical Code (NEC)
- Nurse Call System
- Over-Current Protection
- Paging System
- Photovoltaic Systems
- Pipe Bending
- Power Quality
- Programmable Logic Controllers
- Radio-Frequency Communications
- Rigging

- Security System
- Semiconductor Electronics
- Sound Reinforcement
- Structured Cabling
- System Sec / Solar or Theory CD/B
- Telephony
- Test Instruments and Test-Instruments Applications' Manual
- Torque
- Transformers and Transformer Connections

(Bricklayer and Allied Craftworker)

Marble Worker

- Bull Nosing
- Caulking
- Cleaning, Polishing, and Sealing
- CPR / First Aid
- Cutting & Grinding
- Detail Cut & Color Theory
- Drilling & Anchoring
- Edge Detail
- Fabrication
- Grouting with a Grout Bag
- Grouting with Epoxy
- Holding String Lines and Chalk Lines
- Lath & Scratch
- Material Handling
- Polishing
- Repair & Restoration
- Sexual Harassment
- Shower Pans
- Slurrying & Roughing-In Large Floors
- Square Footages & Room Setup
- Squaring & Straightening
- Trim Shapes
- Types of Tile
- Use of Tools- Hand & Power
- Waterproofing

Terrazzo Worker

- Blueprint Reading
- Epoxy Fill & Repair
- Epoxy Resin & Catalyst
- Filling & Grouting Cement Terrazzo Walls & Floors
- Float Walls for Terrazzo Installation
- General Layout
- Grinding Cement Terrazzo Walls & Base Wet & Dry

- Grinding Epoxy Terrazzo Floors and Walls
- Identification of Sizes & Types of Chips and Strips
- Installation of Strips in Cement Terrazzo and Epoxy Terrazzo
- Journeyworker Project
- Lath & Scratch
- Maintenance of Floor & Base Grinder
- Materials / Products and Procedures
- Mixing of Chips for Cement and Epoxy Installation
- NTMA Specifications
- Palladiana
- Polishing & Sealing Cement and Epoxy Terrazzo
- Preparation of Wood Sub Floors
- Quality Control
- Skills / Techniques / Procedures
- Slurrying & Roughing in Floors
- Special Epoxy Design
- Square Footages & Material Setup
- Steps- Dry Pack Installation
- Steps- Orientation
- Steps- Cement Terrazzo Installation
- Steps- Epoxy Terrazzo Installation
- Venetian Design Work
- Water Level, Transit, and Laser

Tile Worker

- Blueprint Reading
- Bull Nosing
- Caulking
- Cleaning, Polishing, and Sealing
- Commercial Room Layout #1 and #2
- Float and Tile a Shower Floor, Cased Window, Ceiling, Circular Column, Dome, Gothic Arch, Semi-Circular Arch, Serpentine Wall, Radius Stairs, Straight Stairs, Straight Kitchen and Backsplash, Tub Splash, Tub / Shower Combination, Elliptical Arch, Buttress Walls and Jamb, Nitch, Oval Bowl Pullman (HORSETOOTH), Radius Countertop and “L” and “U” Shaped Kitchen
- Float Large Walls – Using String Lines to Set Strips
- Grouting with a Grout Bag and Epoxy
- Holding String Lines and Chalk Lines
- Laser and Transit Use
- Lath & Scratch
- Set Screeds on Large Floor and Float
- Shower Pans
- Slurrying & Roughing-In Large Floors
- Square Footages & Room Setup
- Square Shower Walls and Curb

- String lines and Screeds for Slope
- Technical Aspects of Tile Installations
- Trim Shapes
- Types of Tile
- Use of a Tile Rack
- Water-Level Rooms for Wall Layout and Floor Elevations
- Waterproofing
- Wet & Dry Grinding Cement Terrazzo Floors, Walls, & Base

Plaster

- Ablaerial-Boom Lift
- Basic Math
- Blueprint Reading / Estimating
- Cement Pump 1
- Cement Pump 2
- Cement Pump 3
- Equipment Maintenance Class
- Exterior Insulating Finishing Systems
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- First Aid / CPR
- Forklift
- Interior Plaster
- Safety
- Scaffold Builder
- Scaffold User

All

- Venetian Plastering
- Pool Plastering, Patching, and Waterproofing
- Scaffold-Safety Certification
- Forklift Certification

(Plumber and Steamfitter)

2nd year

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

3rd year

- Plumbing Fixtures
- Plumbing Service
- Green Systems
- Pumps
- Plumbing Code

- Drainage
- Steam Systems
- Pipefitting Layout
- Welding for Certification
- Related Science

4th year

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

5th year

- Medical Gas
- Foreman Training
- AutoCAD
- AutoCAD 3D
- Instrumentation & Process Control
- Rigging Certification
- Crane-Signal Certification

All years

- Plumbing Service, Maintenance, and Repair

(Refrigeration)

2nd year

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

3rd year

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

4th year

- Pneumatics

- Basic DDC / Advanced DDC
- Start, Test, and Balance
- Motor Alignment
- Building Controls
- Crane-Signal Person
- G-Pro
- Air & Water Analysis
- Energy & Water Audits

5th year

- Boilers
- Chillers
- HVACR STAR Mastery Review and Certification
- HVACR Performance & Compliance
- Rigging Certification
- Crane-Signal Certification

(All Trades)

COMMERCIAL SKILLS

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

COMPUTER SKILLS

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

OSHA 10/30 (OSHA CERTIFIED INSTRUCTOR)

- OSHA 10
- OSHA 30

Note: Reimbursement for Job Number 1 (Journeyworker) retraining is capped at 200 total-training hours per trainee, regardless of the method of delivery. Reimbursement for Job Numbers 2-8 (Apprentice) training is capped at 200 total-training hours per trainee in Commercial Skills and 10 hours of OSHA 10/30 for a total of 210 hours, regardless of the method of training delivery.



Training Proposal for:

**Fresno Area Plumbers, Pipe and Refrigeration Fitters Joint
Apprenticeship Training Committee**

Contract Number: ET20-0918

Panel Meeting of: July 26, 2019

ETP Regional Office: Sacramento

Analyst: C. Kaiser

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:	Fresno, Kings, Madera, Tulare	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UA Local 246		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$279,200		\$19,390 8%		\$298,590

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, Computer Skills, OSHA 10/30	10	4-200	0	\$984	\$24.13
				Weighted Avg: 40			
2	Retrainee Priority Rate Apprentice	Commercial Skills, Computer Skills, OSHA 10/30	68	8-210	0	\$3850	\$24.13
				Weighted Avg: 200			
3	Retrainee Priority Rate Apprentice Veterans	Commercial Skills, Computer Skills, OSHA 10/30	7	8-210	0	\$3850	\$24.13
				Weighted Avg: 200			

Minimum Wage by County: Statewide Priority Industry wage of \$24.13 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

Participating employers may use health benefits to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1 (Journeyworker)		
Plumber and Pipefitter		6
Refrigeration and Air Conditioning Mechanic		4
Job Number 2 (Apprentice)		
Plumber and Pipefitter		35
Refrigeration and Air Conditioning Mechanic		33
Job Number 3 (Veteran/Apprentice)		
Plumber and Pipefitter		4
Refrigeration and Air Conditioning Mechanic		3

INTRODUCTION

Founded in 1942, Fresno Area Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee (Fresno Area Plumbers) trains Apprentices and Journeyworkers for the piping industry. Fresno Area Plumbers serves 600 union members across 4 counties (Fresno, Madera, Kings and Tulare), and consists of three management representatives from the Mechanical Contractors Association and three members from UA Local 246 representing labor. There are 18 signatory employers, 90% of which are small business.

The UA Local 246 maintains a building which contains Union Offices, Meeting Hall, and Training Center. Affiliated with Fresno County Office of Education/Regional Occupation Program, the Training Center offers apprentice programs (Plumber, Pipe and Refrigeration Fitter) accredited through the Department of Apprenticeship Standards (DAS).

This is Fresno Area Plumbers' fourth ETP Contract and the fourth in the last five years. This is the third time Veterans have been included as a distinct population of Apprentice trainees.

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 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.

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. This reduces the priority industry rate from \$23 to \$18 per class/lab hour. The ETP wage for Apprentices is no less than \$24.13 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

Training will expand trainees' skills in preparation for projects in the Fresno area. New projects include Table Mountain Casino Expansion, Pelco Building Renovation, Fresno and Tulare County hospitals, Heating and Air Conditioning Service and Maintenance throughout the Central Valley, Clovis and Fresno School renovations, and work at Correction Facilities in Tulare and Fresno Counties. Ongoing projects include the high speed rail station in Fresno County, new pipeline in Fresno Country, and construction on the Fresno Jail.

Plumbers will receive training in servicing, repairing, and remodeling existing plumbing systems in residential, commercial, and industrial buildings. In an effort to meet their client's water and energy efficiency goals, Fresno Area Plumbers included Water Supply training to its curriculum. Training will provide trainees skills to become proficient in plumbing techniques that reduce water waste.

Refrigeration and Air Conditioning Mechanics will receive training in installing and retrofitting all types of refrigeration equipment, from small air conditioning systems to the air conditioning and refrigeration units used in hospitals, jails, schools, and other complex installations. Pipefitters will develop skills to design and install complex heating systems utilizing special piping for acid, gas, oil, air, oxygen, nitrogen, and ultra-high-purity water and upgraded gas systems.

Training will also include the use of plumbing and piping equipment, updated building standards and green business practices necessary to meet commercial client demand.

Training Plan

All class/lab training will be delivered at Fresno Area Plumbers headquarters in Fresno. Trainers are qualified Journeyworkers with extensive technical expertise and training experience, employed by Joint Apprenticeship Training Committee (JATC). All instructors meet standards set by the local education agency in conjunction with the Electrical Training Alliance (ETA) curriculum.

Commercial Skills: Training will be offered to all occupations to develop high skills levels needed in the plumbing industry. Courses provided include topics such as the following: Orbital Welding, Brazing, Pipefitting, Rigging, Plumbing Code, and Tube Bending.

Computer Skills: Training will be offered to all occupations. Topics include Computer-Aided Drafting, and 3-D Drawings Software.

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 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.

Veterans Program

The Veteran training curriculum will mirror the Apprentice training. Trainees are included in this unique Job Number to attain accurate performance data toward the goal of improved Veteran outreach.

Fresno Area Plumbers 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.

Also, the Veterans in Piping (VIP) program offered by the National United Association (UA), offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave the service. Since 2008, the UA has trained over 1,000 Veterans. The VIP program consists of 18 weeks of highly specialized, intensive training in highly marketable skills such as welding, heating, ventilating, air conditioning and refrigeration and sprinkler-fitting. The UA provides participants with additional skill training opportunities after the Veterans complete this program by connecting them to established apprenticeship training programs. When they enter a local UA, the Veterans are given credit for the classes they have already taken.

Minimum Number of Training Hours Waiver

The minimum number of training hours during the contract term is typically 8 hours. However, Fresno Area Plumbers is requesting a decrease to the minimum number of hours from 8 training hours to 4 training hours for Journeyworkers. Journeyworkers are required to take a 4-hour Med Gas Refresher course in order to keep their certification through the National Inspection Testing and Certification Corporation. Many of Fresno Area Plumbers will only need this course over the next two-year contract, and will be ineligible for ETP reimbursement under the current training hour minimum requirement. Based on the necessity of the certification, staff recommends reducing the minimum number of training hours to four for Journeyworkers trainees.

Commitment to Training

ETP funding will not displace the Fresno Area Plumbers' financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. General safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Coordinator and an Administrative Assistant, who were involved in previous ETP training Contracts, will assist with administration. They will coordinate training and review attendance rosters for ETP compliance. Fresno Area Plumbers employ 10 part-time trainers who will deliver all training and document the training in accordance with ETP regulations. Fresno Area Plumbers has also contracted with Strategy Workplace Communications to provide administrative services for the ETP Contract. These services include enrolling trainees, and tracking training hours in the ETP online systems.

Marketing and Support Costs

The Fresno Area Plumbers will disseminate class information throughout the year to all Apprentice and Journeyworkers plumbers and pipe and refrigeration fitters within the local's jurisdictions as well as the plumber, pipe, and refrigeration fitter contractors who employ them. The Fresno Area Plumbers JATC will market through newsletters, personal contacts, telephone calls, advertisements via the Internet, emails, its website and participation with the local Workforce Investment Board.

Some employers have already been recruited. Additional recruitment will be on-going. Assessment of employer-specific job requirements will continue during the contract term. The Fresno Area Plumbers requests, and staff supports, the 8% support costs used for these purposes.

Impact/Outcome

Training will provide trainees the opportunity to obtain certifications for OSHA 10/30, Medical Gas Installer, Medical Gas Brazier, Foreman, Crane Signal Person, Backflow, Industrial Rigger , HVAC STAR and as well as various welding 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.

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
ET19-0909	\$335,612	8/6/18 – 8/5/20	82	0	0

Based on ETP Systems, 14,253 reimbursable hours have been tracked for potential earnings of \$299,863 (89% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through August 2019.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Fresno Area Plumbers under an ETP Contract that was completed within the last five years: 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 \$ %
*ET17-0911	Fresno, Madera, Kings, Tulare	09/26/16 – 09/25/18	\$237,800	\$172,515 (73%)

*ET17-0911: A total of 99 Journeyworkers and Apprentices were enrolled; however, 15 did not complete retention. In addition, Fresno Area Plumbers had some trainees who were enrolled in another Contract and were unable to invoice for those designated trainees.

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET14-0911	Fresno	2/3/2014-2/2/2016	\$179,420	\$130,432 (72%)

*ET14-0911: According to the JATC, performance was lower than anticipated because several construction projects had been delayed preventing 20 Journeyworkers trainees from completing the retention period.

DEVELOPMENT SERVICES

California Labor Federation of Oakland in partnership with Strategy Workplace Communications of Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will perform administrative services for a fee not to exceed 13% payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

4-200 Job Number 1

Journeyworker

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Air Water Analysis
- Backflow Prevention Certification
- BACnet Programming
- Brazing
- Chillers/Boilers Certification
- Compressor Overhaul
- Crane Signal Person Certification
 - Design & Installation of New Energy Efficient Equipment & Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
 - Drawing Interpretation and Plan Reading
 - Electrical Safety
 - Energy Efficiency in Existing Equipment and Materials
 - Fall Protection
 - Falling Objects
 - Foreman
 - Foreman and Worker Responsibility
 - G-PRO
- Drawing Interpretation
- Foreman Certification
- Forklift Certification
- Green Compliance
- HVACR UA Star Certification
- Hydronics Systems and Refrigeration
- Industrial Rigging Certification
- Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
 - LEED Standards
- Medical Gas Installation
- Medical Gas Installation, System Testing, Maintenance, Repair, Standards and Brazing Certification
- National Environmental Balancing Bureau (NEBB) Commissioning Certification
- Orbital Welding
- Orbital Welding Certification
- Pipefitting
- Robotic Total Station
- Safe Working Practices
 - Scaffolding
- Solar Installations
- Specialty Seminars for Service Work

- Start Test and Balance
- Title 24
- Trade Math
- Welding
- Welding and Burning
 - Working Around Pipelines
 - Working in Confined Spaces

COMPUTER SKILLS

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

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Class/Lab Hours

8-210 Job Numbers 2 & 3

Apprentice

COMMERCIAL SKILLS

Plumbing and Pipefitters

2nd year

- Code/Water Supply
- Drawing Interpretation & Plan Reading
- Gas Installations
- Oxy Fuel Cut & Weld
- Pipefitting, Valves, Supports
- Rigging
- Water Supply

3rd year

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

4th year

- Advanced Pipefitting

- Advanced Plan Reading
- Advanced Plumbing
- Backflow Prevention
- Crane Signal Person Certification
- Exit Exam Review
- Hydronics/ Steam
- Medical Gas Certification
- Pipefitting and Service
- Plumbing Code Review
- Related Science
- Rigging
- Rigging for Certification
- Steam Systems
- Tube Bending

5th year

- Advanced Drawing
- AutoCad
- Foreman Training
- Instrumentation & Process Control
- Layout
- Medical Gas
- Review and Exit Exam

Refrigeration

2nd year

- Advanced Electricity
- Basic Electricity
- CPR
- Drawing Interpretation and Plan Reading
- Osha 30
- Pneumatic DDC Introduction
- Refrigerant Controls
- Refrigeration
- Soldering and Brazing

3rd year

- Advanced Pneumatics
- Basic Computers
- Building Controls
- Calibration
- Controls I
- Controls II
- Customer Service

- Electro Pneumatics
- HVAC Star Prep
- Hydronics
- Hydronics
- Pneumatics
- Start, Test and Balance

4th year

- Air Water Analysis
- Energy Audits
- G-PRO
- Motor Alignment
- Start Test and Balance

5th year

- Boilers
- Chillers
- HVAC Star Certificate
- HVAC STAR Review and Exam - Heating Ventilation Air Conditioning
Refrigeration Star Review and Exit Exam

COMMERCIAL SKILLS (All Trades)

- Aerial Lift Certification
- Backflow Certification
- Compressor Overhaul
- CPR/First Aid
- Direct Digital Controls
- Drawing Interpretation and Plan Reading
- Foreman Certification
- Forklift Certification
- Industry Math
- Medical Gas Install
- Rigging
- Rigging Certification
- Soldering and Brazing
- Standards for Excellence
- Title 24
- Tremble
- Trade Math
- Welding

COMPUTER SKILLS (All Trades)

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

OSHA 10/30 (All Trades)(Certified OSHA 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)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee in Job Number 1. Reimbursement for retraining is capped at 210 total training hours per trainee in Job Numbers 2 and 3, regardless of the method of delivery.



Training Proposal for:

**Fresno, Madera, Kings and Tulare Counties Electrical Industries
Joint Apprenticeship and Training Committee**

Agreement Number: ET20-0916

Panel Meeting of: July 26, 2019

ETP Regional Office: Sacramento

Analyst: K. Mam

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:	Fresno, Madera, Kings, Tulare	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 Contractors Local 100		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$388,080		\$26,925 8%		\$415,005

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	75	4-200	0	\$590	\$24.13
				Weighted Avg: 24			
2	Retrainee Apprentice	Commercial Skills, OSHA 10/30	95	8-210	0	\$3,465	\$24.13
				Weighted Avg: 180			
3	Retrainee Apprentice Veteran	Commercial Skills, OSHA 10/30	12	8-210	0	\$3,465	\$24.13
				Weighted Avg: 180			

Minimum Wage by County: SET/Priority Industry: \$24.13 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 \$2.82 per hour may be used to meet the Post-Retention Wage in Job Numbers 2 & 3. This amount has been verified in the collective bargaining contract wage tables.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1 (Journeyworker)		
Journeyworker - Inside Wireman (Electrician)		75
Job Number 2 (Apprentice)		
Apprentice – Inside Wireman (Electrician)		95
Job Number 3 (Veteran/Apprentice)		
Veteran Apprentice – Inside Wireman (Electrician)		12

INTRODUCTION

Fresno, Madera, Kings and Tulare Counties Electrical Industries Joint Apprenticeship and Training Committee (Fresno Electrical JATC) (<http://www.fresnojatc.org/>) provides up-to-date skills training and secures high-quality job opportunities for its members. The Fresno Electrical JATC is governed by a Board of Trustees comprised of labor and management representatives, and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 100 and the

National Electrical Contractors Association. All trainees are members of IBEW Local 100 located in Fresno, Madera, Kings and Tulare Counties (Region).

This is Fresno Electrical JATC's fifth ETP contract, the fourth in the last five years.

Veterans Program

Fresno Electrical JATC has committed to training twelve Veterans (Job Number 3). The training curriculum will be the same as Apprentice training outlined below. These trainees are in a separate Job Number to better track performance towards the goal of improved outreach for Veterans.

Fresno Electrical JATC training programs are registered with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

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.

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. ETP wage for Apprentices is no less than \$24.13 per hour.

PROJECT DETAILS

Fresno Electrical JATC trains Electricians who install power, lighting, sound, communications, and other electrical equipment in commercial, industrial and residential buildings. This proposal will help fund both Journeyworker and Apprentice Electrician training. The Journeyworker program is designed to bring worker skills up-to-date as required by California Code of Regulations, Title 24, and (California Building Standards) and is governed by the California Building Standards Commission.

The construction industry is undergoing significant changes as it shifts to "green" building. Building green comes with higher quality standards, increased material cost, and more advanced technology. Experienced Journeyworkers require training to utilize new products, reduce waste and improve efficient working standards. The demand for energy efficient construction has increased significantly and is the future of the industry.

Training under this proposal will focus on ongoing projects including the construction of the California High Speed Rail, the State Center Community College lighting retrofit, and a new Madera High School.

Training Plan

Fresno Electrical JATC, with input from both labor and management representatives, has customized national electrical curriculum to address the local needs of its members, participating employers and the industry. The union was directly involved in the development of this curriculum and training plan and is in full support of the training for its members.

Journeyworker Inside Wireman (Electrician) (Job Number 1) will receive 4-200 hours of class/lab training. Apprentices Inside Wireman (Electrician) (Job Numbers 2 & 3) will receive 8-210 hours of class/lab training.

Journeyworker Training

Business Skills: Training will include new national building codes and green practices; following certification guidelines; using more collaborative bidding and project development practices; meeting budgets; interacting with other types of construction workers; and implementing green solutions in traditional work environments. Training will give workers the tools to plan, organize and manage their construction projects to complete efficiently and on time. Training will also include team-building and leadership skills.

Commercial Skills: Training will focus on “Green” methods due to the 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, new motor controls, advanced welding, green materials testing and audit equipment.

Computer Skills: Training will focus on software programs that include AutoCAD, Scheduling and Planning system and Job tracking. AutoCAD will give trainees the tools to read and modify blueprints while at a jobsite. Job planning software will help unionized trainees meet the challenges of staying competitive by giving workers the skills to stay employed in a rapidly changing industry.

OSHA Skills 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.

Apprentice Training

Commercial Skills: Apprentices will learn to install, maintain and repair various types of electrical and electronic equipment in commercial, industrial and residential establishments. They will also learn to install connect and test: electrical wiring systems for lighting, heating, air conditioning and sound and communications in any building or structure.

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.

Minimum Number of Training Hours Waiver

The minimum number of training hours during the contract term is typically 8 hours. However, Fresno Electrical JATC is requesting a decrease to the minimum number of hours from 8 training hours to 4 training hours for Journeyworkers. Journeyworkers are required to take a 4-hour industry specific courses (Boomlift, Forklift, Scissor Lift and Skid Steer Certifications) in order to keep their certification through the National Inspection Testing and Certification Corporation. Many of Fresno Electrical JATC will only need this course over the next two-year contract and will be ineligible for ETP reimbursement under the current training hour minimum requirement.

Based on the necessity of the certification, staff recommends reducing the minimum number of training hours to four for Journeyworker trainees.

Commitment to Training

More than 40 employers contribute to the JATC and all of the participating employers are subject to unemployment Insurance fund contributions. Each participating employer is bound by the collective bargaining agreement to contribute to the JATC fund and this contracted amount is not affected by the ETP funds being requested. Training will be delivered by former and current members of the trade and some who have received Master of Certification status by the National Joint Apprenticeship and Training Committee.

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

Fresno Electrical JATC has assigned two staff members the responsibility of marketing, recruitment, needs assessments and scheduling of training. Fresno Electrical JATC has three full-time and six part-time trainers who will be assisting with training and has also contracted with Strategy Workplace Communications to provide administrative services for the ETP Contract. These services include enrolling trainees and tracking hours in the ETP online systems.

Marketing and Support Costs

Fresno Electrical JATC is requesting 8% support to assist in the recruitment, employer outreach, and assessment of employer-specific job requirements.

Marketing is done through direct mailings, informational flyers, personal contracts, telephone calls, public service announcements, emails, and Fresno Electrical JATC website. Class information will be disseminated throughout the year to all Apprentice and Journeyworker Electricians within the jurisdiction as well as to the electrical contractors who employ them. Application announcements for the Apprentice program are sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations. Staff supports this request.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

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

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET19-0907	\$459,917	08/06/18 – 08/05/20	128	0	0

Based on ETP Systems, 15,413 reimbursable hours have been tracked for potential earnings of \$329,413 (72% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2020.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Fresno Electrical JATC under an ETP Contract that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET17-0928	Fresno	01/27/17 – 01/26/19	\$403,700	\$293,909 (73%)
ET15-0917	Fresno	02/02/15 – 02/01/17	\$317,520	\$203,927 (64%)

ET15-0917: Poor performance was attributed to some Apprentices arriving late for class/work and Fresno Electrical JATC required their apprentices to pay for their books which made them not eligible. Fresno Electrical JATC no longer has that policy which has improved performance going forward.

DEVELOPMENT SERVICES

California Labor Federation in Oakland and Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Journeyworker Training

Class Lab Hours

4 - 200

BUSINESS SKILLS

- + Advanced Time Management
- + 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

- + 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
- + Analog/Digital Circuit Principles
 - Generators
 - Inductance/Reactance
 - Math for Electricians
 - Ohm's Law
 - Series/Parallel Circuits
- + Grounding
 - Grounding and Bonding
 - National Electrical Code Article 100-Definitions and Provisions
 - National Electrical Code Article 110-Requirements
 - National Electrical Code Article 90-Introduction
 - National Electrical Code Article Chapters 1-4
 - Significant Changes to National Electric Code
- + Fire Alarm Systems and Installations
 - Definitions and Systems
 - Initiating Devices and Notification Systems
 - National Electrical Code and Installation Requirements

- National Fire Protection Act, 1972 (NFPA 72)
- 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

- ✚ Industrial Motor Control
 - Control Relays and Timers
 - Jogging and Plugging Controls
 - Manual Starters and Magnetic Coils
 - Push Buttons, Selector Switches and Mechanical Devices
 - Solid State Electronic Devices
 - Variable Frequency Drives

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

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

- ✚ Voice, Data and Video
 - Audio Distribution
 - CCTV Security Surveillance
 - Computer Networking
 - Fiber Optics
 - Telephonic Interconnect

- ✚ Industry Specific Skills
 - Advanced Instrumentation and Motor Controls
 - Advanced Welding
 - Architecture Designs and Advanced Plan Reading
 - Automated Demand Response Metering
 - Basic Welding
 - Blueprints and Schematics
 - Building Automation Systems
 - CALCTP Acceptance Testing
 - Conduit Bending

- Confined Space Entry
- Electric Vehicle Charging Stations
- Electric Vehicle Infrastructure Training Program
- ESAM-TAC Energy Storage
- Firestop Installation
- Management and Monitoring of Materials
- Medium Voltage Cable Splicing
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation & Use of Testing & Auditing Materials & 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)
- Traffic Signalling
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Work Flow and Resources

✚ California Advanced Lighting Control Program (CALCTP)

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

COMPUTER SKILLS

- ✚ Auto Computer-Aided Design
- ✚ Job Tracking System
- ✚ Scheduling & Planning Jobs

OSHA 10/30 (OSHA Certified Instructor)

- ✚ OSHA 10
- ✚ OSHA 30

Apprentice Training

Class/Lab Hours

8 - 210

Trainees may receive any of the following

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
- Field Trip to Motor Repair Shop and Folsom Power House
- 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
- CPR/First Aid Refresher
- EVITP
- Foreman Training: Managing the Work including NECA/IBEW Presentations
- Motor Control

- Orientation
- PV/Solar Installer
- Rigging
- Torque

✚ All Years

- Automated Demand Response Metering
- Electric Vehicle Charging Stations
- ESAM-TAC Energy Storage

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 per trainee, regardless of the method of delivery. Reimbursement for Apprentice training is capped at 210 total training hours per trainee.



**Training Proposal for:
Kern County Electrical Joint Apprenticeship
& Training Committee**

Contract Number: ET20-0917

Panel Meeting of: July 26, 2019

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Kern	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 428		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$268,824		\$18,666 8%		\$287,490

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, Comm'l. Skills, Computer Skills, OSHA 10/30	7	4-200	0	\$590	\$24.13
				Weighted Avg: 24			
2	Retrainee Apprentice	Comm'l. Skills, OSHA10/30	75	8-210	0	\$3,542	\$24.13
				Weighted Avg: 184			
3	Retrainee Apprentice Veterans	Comm'l. Skills, OSHA10/30	5	8-210	0	\$3,542	\$24.13
				Weighted Avg: 184			

Minimum Wage by County: Job Numbers 1-3 (SET/Priority Industry): \$24.13 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
Job Number 1		
Journeyworker Inside Wireman (Electrician)		7
Job Number 2		
Apprentice Inside Wireman (Electrician)		75
Job Number 3		
Veteran Apprentice Inside Wireman (Electrician)		5

INTRODUCTION

Founded over 52 years ago, Kern County Electrical Joint Apprenticeship & Training Committee (Kern Electrical JATC) (www.ibew428.org) is a nonprofit training organization dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. The JATC trains Electricians to install power, lighting, controls and other electrical equipment in commercial, industrial and residential facilities. Kern Electrical JATC is governed by a Board of Trustees comprised of three labor and three management representatives, and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 428 and the National Electrical Contractors Association (NECA). Kern Electrical JATC is located in

Bakersfield and proposes to train Journeyworkers and Apprentice Electricians, all of whom are members of IBEW Local 428.

This is Kern County Electrical JATC's fourth ETP Contract, and the fourth in the last five years.

Veterans Program

Kern Electrical JATC has committed to training five Veterans (Job Number 3). The training curriculum will be the same as Apprentice training outlined below. These trainees are in a separate Job Number to better track performance towards the goal of improved outreach for Veterans.

Kern Electrical JATC is currently working to attract Veterans through a national joint labor-management program (Helmets to Hardhats) and its website advertises special days for Veterans to come and participate in job fairs.

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.

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 \$24.13 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

Kern County is California's leading oil producing county and also builds many of the state's utility solar farms. As a major contributor to the state's energy and agricultural resources, this county needs trained electricians to help the state meet demand.

Multiple participating employers and union representatives have identified a need for training due to new energy efficiency regulations, the need to reduce costs to remain competitive, the need for higher quality standards, the increasing complexity of construction projects, and a retiring workforce.

Kern Electrical JATC will provide training to workers for commercial, industrial, solar and oil field projects with local signatory contractors. Journeyworker and Apprentice Electricians will be working on turning the solar fields into full functioning 24-hour power plants.

Training under this proposal will focus on ongoing projects including Amazon's new distribution warehouse, Walmart's new distribution warehouse, utility grade solar projects, new schools, California High Speed Rail, and energy storage facilities.

Training Plan

Training will be delivered via class/lab in the following:

Journeyworker Training

Commercial Skills: Energy training will be the focus due to the demand for energy efficient construction methods and technologies. Training will cover energy-efficient technologies and products such as green building materials, solar photovoltaic panels, new motor controls, advanced welding, green materials testing and audit equipment.

Business Skills: Electricians must understand new national building codes and green practices; follow certification guidelines; use more collaborative bidding and project development practices; meet budgets; interact with various types of construction workers; and implement green solutions in traditional work environments. Training will give workers the tools to plan, organize, and manage their construction projects more efficiently. Training will also include teambuilding and leadership skills so that electricians can lead teams in an effective and efficient manner.

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.

OSHA 10/30: OSHA 10/30 training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of training for journey-level 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.

This training provides a complete overview of occupational safety and health so that workers are more knowledgeable about workplace hazards and understand their rights as workers. Equipment and materials not used correctly can also lead to injuries for the worker and put other people in the area in potential danger.

Apprentice Training

Commercial Skills: Apprentices will learn to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial and residential establishments. They will also learn to install, connect and test electrical wiring systems for lighting, heating, air conditioning and communications for any building or structure. This training will provide the skills to perform the following:

- Installing New Wiring and Repairing Old Wiring
- Installing Receptacles, Lighting Systems and Fixtures
- Troubleshooting and Repairing Electrical Systems
- Establishing Grounding Systems
- Installing Service to Buildings and Other Structures
- Providing Power and Controls to Motors, HVAC, and Other Equipment
- Installing Fire Alarm and Security Systems
- Installing, Maintaining and Repairing Lightning Protection Systems

OSHA 10/30: Electricians work under extremely dangerous conditions which require considerable physical effort on the part of the Apprentice such as lifting, climbing, crouching, and

working in cramped areas. With the potential for serious injury or death of workers and/or others in the vicinity of the work area, participating employers and property owners need electricians to undergo additional training to ensure that their skills are up to date and that work is performed with optimal efficiency and safety. 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.

Minimum Number of Training Hours Waiver

The minimum number of training hours during the Contract term is typically eight hours. However, Kern Electrical JATC is requesting a decrease to the minimum number of hours from eight training hours to four training hours for Journeyworkers.

Journeyworkers are required to take four hours of industry specific courses (Boomlift, Forklift, Scissor Lift and Skid Steer Certifications) in order to keep their certification through the National Inspection Testing and Certification Corporation. Many of Kern Electrical JATC Electricians will only need these courses over the next two-year contract and will be ineligible for ETP reimbursement under the current training hour minimum requirement.

Based on the necessity of the certification, staff recommends reducing the minimum number of training hours to four for Journeyworker trainees.

Curriculum Development

The Curriculum was developed and customized with input from both labor and management representatives to address the local needs of union members, participating employers and the industry as a whole. IBEW Local 428 was directly involved in the development of the Curriculum and training plan, and is in full support of the proposed training for its members.

The Apprentice program uses the National Joint Apprenticeship and Training Committee's Curriculum which was developed for the exclusive use of IBEW-NECA JATCs.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is provided by the participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Kern Electrical JATC has designated two staff members to be responsible for all administrative responsibilities, including scheduling, securing recording and tracking training. Kern Electrical JATC has three full-time and seven part-time trainers. All trainers are former or current members of the trade and some have received Master Certification status by the National Joint Apprenticeship and Training Committee. Kern Electrical JATC has retained Strategy Workplace Communications to provide administrative services.

Marketing and Support Costs

Kern Electrical JATC conducts marketing through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Class information will be disseminated throughout the year to all Apprentice and Journeyworker electricians within the jurisdiction, as well as to the electrical contractors who employ them.

Kern Electrical JATC is requesting 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. Many participating employers have already been recruited; however, additional recruitment and assessment activities are anticipated. Staff recommends the 8% support costs.

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
ET19-0910	\$278,585	08/01/18 – 07/31/20	122	0	0

Based on ETP Systems, 9,239 reimbursable hours have been tracked for potential earnings of \$197,136 (71% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2020.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET17-0925	Kern	01/27/17 – 01/26/19	\$287,600	\$287,600 (100%)
ET15-0920	Kern	02/23/15 – 02/22/17	\$313,795	\$307,660 (98%)

DEVELOPMENT SERVICES

Kern Electrical JATC retained the California Labor Federation in Oakland and Strategy Workplace Communications (Strategy) in Alameda assisted with development at no charge.

ADMINISTRATIVE SERVICES

Strategy will also 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 Hours**

4 - 200 (Job Number 1)

Trainees may receive any of the following:

COMMERCIAL SKILLS

✚ 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

✚ Analog/Digital Circuit (AC/DC) Principles:

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

✚ Grounding:

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

✚ Fire Alarm Systems and Installations:

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

- ✚ Industrial Motor Control:
 - Control Relays and Timers
 - Jogging and Plugging Controls
 - Manual Starters and Magnetic Coils
 - Push Buttons, Selector Switches and Mechanical Devices
 - Solid State Electronic Devices
 - Variable Frequency Drives

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

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

- ✚ Voice, Data and Video:
 - Audio Distribution
 - CCTV Security Surveillance
 - Computer Networking
 - Fiber Optics
 - Telephonic Interconnect

- ✚ Industry Specific Skills:
 - Advanced Instrumentation and Motor Controls
 - Advanced Welding
 - Architecture Designs and Advanced Plan Reading
 - Blueprints and Schematics
 - Building Automation Systems
 - Conduit Bending
 - Confined Space Entry
 - ESAMATC Energy Storage
 - Firestop Installation
 - High Voltage Cable Splicing
 - Management and Monitoring of Materials
 - Micro-Grid/Energy Storage
 - 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)
 - Transformers
 - Understanding Changes to Industry Standards (Green Training)
 - Understanding New Technologies and Changes to Industry Standards (Green Training)
 - Work Flow and Resources
- ✚ California Advanced Lighting Control Program (CALCP)
 - Advanced Lighting Control Systems
 - CALCTP Acceptance Testing
 - Dimming Controls
 - Lighting Control Strategies
 - Line Voltage Switching Controls
 - Low Voltage Switching Control
 - Occupancy Sensors
 - Photosensors
 - ✚ Electric Vehicle Infrastructure Training Program
 - ✚ Refinery Safety Overview

BUSINESS SKILLS

- ✚ Advanced Time Management
- ✚ 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

COMPUTER SKILLS

- ✚ Auto Computer-Aided Design (AutoCAD)
- ✚ Job Tracking System
- ✚ Scheduling & Planning Jobs

OSHA 10/30 (OSHA Certified Instructor)

- ✚ OSHA 10
- ✚ OSHA 30

Apprentice Training

Class/Lab 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
 - CPR/First Aid Refresher
 - ESAMATC Energy Storage (from 2nd to 5th year)
 - EVITP
 - Foreman Training: Managing the Work including NECA/IBEW Presentations
 - High Voltage Cable Splicing (from 2nd to 5th year)
 - Micro-Grid/Energy Storage
 - Motor Control
 - Orientation
 - PV/Solar Installer
 - Rigging
 - Torque

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 per trainee, regardless of the method of delivery. Reimbursement for Apprentice training is capped at 210 total training hours per trainee.
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Training Proposal for:

California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust

Contract Number: ET20-0915

Panel Meeting of: July 26, 2019

ETP Regional Office: Central Office-PPU

Analyst: A.Olazaba

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction Services 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 Tradeshow and Exhibit Installers Local 831 (Southern California) and Local 510 (Northern California)		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$451,200		\$31,240 8%		\$482,440

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	Apprentice	Commercial Skills, OSHA 10/30	200	8-210	0	\$2,117	\$24.13
				Weighted Avg: 110			
2	Journeyworker	Commercial Skills, OSHA10/30	80	8-200	0	\$738	\$24.13
				Weighted Avg: 30			

Minimum Wage by County: SET Priority Industry: \$24.13 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 \$2.80 of Health Benefits can be used to meet the Post-Retention Wage for Job 1. Health Benefits were verified in the CBA.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Apprentice Trade Show Installer		200
Journeyworker Trade Show Installer		80

INTRODUCTION

Established in 2008, the California Tradeshow and Sign Crafts Joint Apprentices Training Trust Fund (CA Tradeshow) (www.local831.org) serves workers in two local unions: Local 831 of the Tradeshow and Exhibit Installers serves Southern California and Local 510 serves Northern California. CA Tradeshow provides up-to-date industry skills training and secure high-quality job opportunities for its members. The trust serves about 300 Apprentices and 1,500 Journeymen. The Trust is headquartered in Garden Grove, with one training center in South San Francisco.

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.

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 \$24.13 per hour.

PROJECT DETAILS

Workers trained are employed by companies that build and install exhibits for trade shows, major convention centers, hotels and other conference and exhibit venues. Tasks for trainees include tradeshow, convention, special event and meeting material preparation, storage, hauling, loading, unloading, construction, uncrating, re-crating, layout, installation, dismantling, and maintenance. Tasks also include computer, mechanical, and lifting equipment operation for installations.

Training Plan

Training will be delivered by qualified in-house Journeyworkers with extensive practical and training experience. CA Tradeshow will also use the Los Angeles Unified School District and the Anaheim Convention and Visitors Bureau for specialized training.

Commercial Skills (95% for Journeyworker/Apprentice): Courses will include Tradeshow basics, custom booth, graphics/custom booth, graphics/custom booth 2, power tools, and rigging for Apprentices. Journeyworker training will also include boom lift, custom exhibits, scissor lift, plan reading and scaffolding. These classes are needed for the latest processes, procedures and industry methodologies. These skills will keep the trainees more employable in the trade show industry.

Certified Safety Training

OSHA 10/30: (5% for Journeyman/Apprentice): This training is a series of courses “bundled” by industry sector and occupation. Completion of the training results in a certificate that expands employment opportunities. Typically, OSHA training is delivered to workers in the building trades. It consists of 10 hours for OSHA 10. This training is not required as a condition of doing business in California.

Commitment to Training

ETP funding will not displace CA Tradeshow’s financial commitment to training. Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. In addition, CA Tradeshow anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing commitment to training by employers participating in this project. Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Training will be overseen by CA Tradeshow’s joint committee and LAUSD representatives. Four staff members will work part time to coordinate scheduling and ensure all hours are entered correctly in the system. Rosters will be forwarded to LAUSD to ensure accuracy. Steve Duscha Advisories will also assist with administration.

Curriculum Development

The curriculum was developed by needs of the industry with input from labor and management stakeholders. The curriculum was customized further for local area employers. Training topics are customized to include new equipment and industry standards/materials.

Marketing and Support Costs

Although many of the signatory employers have already been recruited, additional recruitment is needed to complete the project and replace those whose training needs have changed since the project planning process began. Additionally, support will be needed for specific job requirement assessments, which will all take place during the term of the contract. CA Tradeshow is requesting the 8% of support costs to aid them in completing these tasks.

Impact/Outcome

Apprentices will complete competency-based courses that include an introduction to the industry, general procedures, safety, customer service, team building, rigging, layout, installation, graphics, dismantling of exhibits, use of power tools, trade show math, schematics and drawings, and how to build a custom booth. Apprentice training will result in advancement to journey-level status. Trainees also will qualify for OSHA 10/30, forklift safety and scissor lift safety certifications.

Journeyworkers will take courses in lifts, the basics of the industry, custom exhibits, rigging, modular systems, graphics, customer service and communications and plan reading. Trainees also will qualify for OSHA 10/30, forklift safety and scissor lift safety certifications.

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
ET18-0919	\$297,240	12/18/2017-12/17/2019	280	90	0

Based on ETP Systems, 24,090 reimbursable hours have been tracked, equivalent to \$321,216 (over 100% of approved amount).

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development of this proposal for a fee of \$10,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined.

Exhibit B: Menu Curriculum

Apprentice Training

Class/Lab Hours

8-210

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Tradeshow Basics
- Custom Booth
- Graphics/Custom Booth
- Power Tools
- Graphics/ Custom Booth 2
- Rigging

OSHA (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Journeyworker Training

Class/Lab Hours

8-200

Trainees may receive any of the following:

COMMERCIAL SKILLS:

- Boom Lift
- Custom Exhibits
- Extruded Metals
- Fall Protection for Trade Show Riggers
- Forklift Operation and Safety
- Genie Lift
- Power Tools
- Trade Show Scaffolding
- Scissor Lift
- Show Site Graphics
- Trade Show Basics
- Portable Exhibits
- Plan Reading
- Pallet Jack Operation and Safety
- Scaffolding
- Communications for Trade Show Workers
- From Work Order to Completion
- Using Shop Tools and Equipment
- Reading Blueprints, and Shop Drawings
- Building Cabinets, Risers, and Headers
- Building a Custom Exhibit

OSHA (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Note: Reimbursement for retraining is capped at 210 total training hours per trainee for Job Number 1 and 200 total training hours per trainee for Job Number 2, regardless of method of delivery.



**Training Proposal for:
Carpenters Training Committee for Northern California**

Contract Number: ET20-0912

Panel Meeting of: July 26, 2019

ETP Regional Office: Central Office - PPU

Analyst: C. Hoyt

PROJECT PROFILE

Contract Attributes:	Priority Retrainee Apprentice	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Brotherhood of Carpenters and Joiners of America		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$699,840		\$48,600 8%		\$748,440

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	Apprentice Retrainee	Comm'l Skills	324	8-210	0	\$2,310	\$24.13
				Weighted Avg: 120			

Minimum Wage by County: SET/Priority Industry: \$24.13 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 Carpenter		324

INTRODUCTION

Carpenters Training Committee for Northern California (CTCNC) (www.ctcnc.org) is the educational organization that provides Pre-Apprentice, Apprentice, and Journeyman training services for union Carpenters throughout Northern California. CTCNC is funded by a joint labor and management trust, as agreed to in collective bargaining. The CTCNC Apprenticeship training program has been established for many years as approved by the Division of Apprenticeship Standards (DAS).

Representatives from the United Brotherhood of Carpenters and Joiners of America, which includes 27,500 journeymen carpenters, serves on CTCNC and the Board of Trustees. Signatory employers also serve on both the Committee and the Board, through the Construction Employers' Association of California (CEA).

CTCNC also provides training for 5,600 registered Apprentices in 46 counties across Northern and Central California. To better serve industry needs and reduce turnover, CTCNC operates a Pre-Apprentice training program to build worker skill levels prior to entering apprenticeship.

Veterans Program

Veterans are recruited directly into first-year Apprenticeships by CTCNC, bypassing the Pre-Apprentice requirement. CTCNC works in cooperation with Helmets-to-Hardhats, a national joint labor-management program (www.ctcnc.org/helmets-to-hardhats) to help transition active duty military personnel into employment in the construction industry, including Apprenticeship programs. However, a Veterans component is not included in this proposal.

Apprenticeship Program

Apprentice training may not displace any other source of government funds, or replace an existing Apprenticeship program approved by the 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 Carpenters Apprentice 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. The ETP wage for Apprentices is no less than \$24.13 per hour.

PROJECT DETAILS

All training is class/lab and center-based. CTCNC is headquartered in Pleasanton, and operates five training centers. There is a rapidly increasing demand for carpenters and other construction workers in California as the economy continues to boom. There is also need for a productive workforce, with all workers ready to do their jobs on the first day of work. In addition, construction work has become more complex and workers at all levels must have higher levels of skills to succeed and certifications to validate those skills.

The industry needs assistance in supporting apprentice training as the need for training is increasing as the construction industry continues to expand. CTCNC currently provides training for 6,120 apprentices, and expects to add another 400 to 600 within 12 months.

Apprentice training will give workers new to the trade the basic skills they need to succeed in a long-term career and provide union contractors with the skilled workers they need to staff construction projects. As the requirements of the industry continue to change, workers must improve skill sets. The program was developed and is operated as a coordinated, collaborative team composed of the union, union members and contractors.

Training Plan

Commercial Skills: Training will include customized skills as a Drywall/Lather, Insulator, Pile Driver, Shingler, Acoustical Installer, Hardwood Floor Layer, Millwright or Scaffold Erector Apprentice to ensure trainees have the various skills required for the construction industry.

Commitment to Training

CTCNC has provided training to this trade for over 50 years. Signatory employers will continue to contribute to the training trust for every hour worked by Apprentices and Journeymen. Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

CTCNC has subcontracted with Steve Duscha to provide ETP administration functions. Four additional CTCNC staff members are responsible for training coordination, including but not limited to marketing, recruitment, needs assessments, scheduling, and ETP administration. Internal staff will coordinate training and document training hours. Training attendance will be kept and the data maintained in the LMS. The system for documenting training and entering the documentation in the LMS is owned by CTCNC and the same system the applicant has used in prior ETP contracts.

Training Coordinator

Trainers are qualified Journeymen with extensive practical and training experience employed by CTCNC. Four additional CTCNC staff members are responsible for training coordination, including but not limited to marketing, recruitment, needs assessments, scheduling, and ETP administration.

Learning Management System

Staff has reviewed and approved the CTCNC's use of a Learning Management System for recordkeeping.

Impact/Outcome

Training will result in the following industry certifications:

- Aerial Lift Safety
- Asbestos Abatement
- Bridge Building
- Commercial Door Hardware
- Concrete Formwork
- Confined Space Entry
- Fall Protection
- Fork Lift Operator Safety
- Green Building Awareness
- Hazardous Waste General Site Worker
- Lead Abatement
- Lockout/Tagout
- Material Safety Data Sheets
- Rigging
- Scaffold Erecting
- Scaffold User
- Solid Surface Materials Installation
- Welding

Marketing and Support Costs

Employers participate as members of CTCNC, which is a joint labor-management committee. They are notified of training through CTCNC's website, mailings, and presentations. Although these are signatory employers, additional recruitment is still needed for Pre-Apprentice training, Journeyman awareness, and trainee assessment. CTCNC requests, and staff recommends, 8% in support costs for marketing, recruitment, and assessment activities.

Although many of the participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs change since the project planning process began. Assessment of employer-specific job requirements will also take place during the term 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
ET19-0905	\$949,588	8/01/18-7/31/20	349	894	317

Based on ETP Systems, 100,692 reimbursable hours have been tracked for potential earnings of \$2,114,532 (220% of approved amount).

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0903	Central & Northern California	7/05/17-7/04/19	\$949,036	\$949,036 (100%)
ET17-0902	Central & Northern California	8/01/16-7/31/18	\$948,970	\$948,970 (100%)
ET16-0907	Central & Northern California	8/31/15-8/30/17	\$948,416	\$948,416 (100%)
ET15-0903	Central & Northern California	7/01/14-6/30/16	\$1,191,507	\$1,191,507 (100%)
ET14-0900	Central & Northern California	7/01/13-6/30/15	\$847,977	\$847,977 (100%)

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories will also perform administrative services for a fee not to exceed 10% of payment earned.

TRAINING VENDORS

N/A

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

8-210

Trainees may receive any of the following:

COMMERCIAL SKILLS

Carpentry:

- Foundations & Floors
- Wood Framing
- Concrete Formwork
- Exterior Finish
- Concrete Bridge Building
- Interior Finish
- Concrete Structures/Equipment/Safety/Green Technologies
- Rigging
- Layout Instruments
- Engineered Structural Systems
- Commercial Steel Framing
- Commercial Door Hardware
- Stair Building
- Roof Framing
- Introduction to Welding & Cutting

Drywall/Lather:

- Drywall/Lathing, Trade Safety
- Basic Applications
- Mathematics Review
- Commercial Framing Systems and Fire Stop
- Doors, Frames, Hardware & Windows
- Blueprint Reading I
- Blueprint Reading II
- Applied Blueprint Technology
- Welding (Heavy Plate)
- Welding (Light Gauge)
- Residential Metal Stud Framing
- Exterior Systems & Trims
- Interior Metal Lath Systems
- Shaft Protection & Ceiling Systems
- Arches, Furring & Advanced Systems
- Advanced Construction Techniques

Insulation:

- Construction Math, Intro to Working Drawings for Insulators, Firestop
- Residential Blueprint Reading for Insulators, Fork Lift, Driver Safety Training
- Residential Insulation Installation and Weatherization

- Commercial Blueprint Reading for Insulators, Welded Frame-Mobile Tower Scaffolds
- Commercial & Industrial Insulation Installation, Aerial Lift
- Energy Conservation Codes and Standards for Insulators
- Green Advantage
- CalGreen

Pile Driving:

- Worker Safety & Tool Skills for Pile Drivers - Fall Protection
- The Pile Driver Apprentice & The Trade, Construction Math
- Concrete & Formwork
- Welding 1 - SMAW (Shielded Metal Arc Welding) 1F, 2F, 3F, 4F
- Introduction to Pile Driving Land & Water - Aerial Lifts
- Welding 2 - SMAW 1G, 2G - Fork Lifts
- Advanced Pile Driving - Land & Water
- Wharfage & Marine Structures
- Welding 3 - SMAW 3G Certification
- Introduction to Structural Blueprints
- Bridge Building & Advanced Structural Blueprints
- Falsework, Shoring & Heavy Timber Framing
- Advanced Formwork
- Welding 4 - SMAW 4G Certification
- Welding 5 - FCAW 3G Certification
- Welding 6 - FCAW 4G Certification

Shingles:

- Blueprint Reading - Basic, Union Benefits Presentation
- Flashing, Shakes & Composition
- Blueprint Reading - Advanced
- Shingles, Sidewalls, Tile & Metal

Acoustics:

- Commercial Steel Framing
- Installation of Exposed & Concealed Grid Ceilings
- Welded Frame & Mobile Tower Scaffold
- Special Ceiling Systems, Aerial Lift.
- Access Floor Systems
- Integrated Ceilings & Special Techniques

Hardwood Floor Layering:

- Tools of The Trade, Installation of Wood Floors
- Athletic Floors, Finishing & Repairing Floors
- Blueprint Reading - Basic, Union Benefits Presentation

Millwright:

- Millwright 16 Hour Safety & Millwright Tool Skills
- The Millwright Apprentice & The Trade
- Math Applications - Fall Protection

- Materials of Construction
- Layout Procedures - Fork Lift (Industrial & Rough Terrain)
- Optical Instruments
- Blueprint Reading - Aerial Lift
- Cutting & Welding 1
- Welding 2 - SMAW
- Monorails
- Conveyors
- Installation of Machinery
- Maintenance of Machinery
- Precision Tools & Shaft Alignment
- Turbines
- Welding 3 – Certification

Scaffolding:

- Introduction to Scaffolds - Confined Space
- Welded Frame & Mobile Tower Scaffold
- System Scaffold
- Hazard Awareness - Aerial Lift
- Blueprint Reading - Advanced
- Suspended Scaffolds, Shoring Systems
- Tube & Clamp Scaffold
- Blueprint Reading for Scaffold Erectors
- Welding

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

Note: Reimbursement for retraining is capped at 210 total training hours per trainee, regardless of the method of delivery.



Training Proposal for:

**Heat and Frost Insulators and Asbestos Workers Joint
Apprenticeship Trust Fund**

Contract Number: ET20-0910

Panel Meeting of: July 26, 2019

ETP Regional Office: Central Office - PPU

Analyst: I. Launitz

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction 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 Obispo, Santa Barbara, and Ventura	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 Heat and Frost Insulators and Allied Workers Union Local No. 5		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$601,644		\$41,761 8%		\$643,405

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, OSHA 10/30	170	8-200	0	\$3,080	\$24.13
				Weighted Avg: 160			
2	Retrainee Priority Rate Pre-Apprentice	Commercial Skills, OSHA 10/30	30	8-200	0	\$2,310	\$24.13
				Weighted Avg: 120			
3	Retrainee Priority Rate Journey Workers	Commercial Skills, OSHA 10/30	119	8-200	0	\$295	\$24.13
				Weighted Avg: 12			
4	Retrainee Priority Rate Firestop Technician	Commercial Skills, OSHA 10/30	20	8-200	0	\$770	\$24.13
				Weighted Avg: 40			

Minimum Wage by County: \$24.13 SET/Priority Industry Modified Statewide Average

Health Benefits: Yes No

This is employer share of cost for healthcare premiums – medical, dental, vision.

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

Up to \$6.15 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 and 2. Up to \$6.41 per hour may be used to meet the Post-Retention Wage for Job Number 4. Verified amounts in the master labor agreement wage tables.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Apprentice Heat and Frost Insulator		170
Pre-Apprentice Heat and Frost Insulator		30
Journey Level Worker Heat and Frost Insulator		119
Firestop Technician		20

INTRODUCTION

Founded in 1962, Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund (Heat and Frost Insulators) (www.awlocal5.com) provides training for insulators and asbestos workers in Southern California at its Ontario training facility. This will be the JATF's sixth ETP Agreement, the fourth in the last five years.

Heat and frost insulators insulate mechanical structures from ambient temperatures. A typical building has insulation on the hot and cold water pipes, the heating and air conditioning system, and related mechanical equipment. Insulation materials conserve energy, reduce overall energy demand, reduce pollution, control condensation, eliminate mold, and improve workplace safety. Insulation requires a variety of techniques to install depending on the type of surface, which

include pasting, wiring, stapling, taping, and spraying. Insulators also perform asbestos removal work, and install firestop materials to seal openings and joints in fire resistant rated walls.

Veterans Program

Heat and Frost Insulators continues to serve veterans and participate in veterans outreach and hiring activities, including Helmets to Hardhats. Although this project does not include a veterans component, veterans receive high priority and direct entry into the apprentice program. Several veterans will participate in this training project.

For ETP administrative efficiency, Heat and Frost Insulators is not requesting a separate veterans job number.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five 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. The ETP wage for Apprentices is no less than \$24.13 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

Heat and Frost Insulators designed the training to meet the needs of signatory employers, ensure an adequate number of skilled insulators to work on specialized projects, and address four industry needs as follows:

1. **Apprentice training:** Training supports apprentices by preparing workers for careers in the industry. Continuously increasing requirements for technical training and the demand for new apprentices require additional funding for apprenticeship programs. ETP support will enable the JAC to expand training to meet contractor demand and improve the quality of training.
2. **Pre-Apprentice training:** Training will support pre-apprentices by preparing workers to enter the apprentice system as productive members of work teams from the first day of employment. It also will reduce turnover of probationary apprentices.
3. **Journeyworker training:** Experienced workers need training to refresh their skills and learn to handle new insulation materials and systems that did not exist when they started out as Apprentices.
4. **Firestop Technician training:** Collective bargaining efforts created this new classification of allied workers. Firestop Technicians will act as helpers to Journeymen. They perform specialized jobs in fabricating and applying firestop or fireproofing materials. Because their skill level is less comprehensive, they do not require an Apprenticeship.

Training Plan

Training will be delivered via class/lab by in-house experts in the following:

Commercial Skills: Training will be offered to all occupations in insulation installation and asbestos work. Pre-Apprentice training prepares workers for the Apprenticeship program. Training is an introduction to the trade, covering less complex skills and concepts. Apprentice training conforms to the Curriculum approved by DAS with emphasis on safe working conditions, technical skills, communication and calculation to meet the needs of apprenticeship. Journeyworker training will help experienced workers upgrade skills to handle new insulation materials and new systems and gain advanced layout and fabrication skills. Firestop Technicians will focus on specialized jobs in fabricating and applying firestop or fireproofing materials. Classes will include types of insulation, finishes and covering, measurements, asbestos removal procedures and safety, LEED building basics, blueprint reading, advanced layout, energy surveys, compartmentation, and protective devices.

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 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.

Commitment to Training

ETP funding will not displace the existing financial commitment to training. Employers will continue to make contributions to the training trust fund for every hour worked by apprentices and journey workers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Heat and Frost Insulators’ trainers will prepare rosters and deliver training. Steve Duscha Advisories will with administration by maintaining a database of training records, uploading training hours and enrollment data to ETP, and preparing invoices.

Trainer Qualifications/Coordinator

Heat and Frost Insulators’ trainers are experienced journey level workers who received formal instruction in training methods and subject matter.

Curriculum Development

The curriculum is developed by the insulation industry with national and local input, and consultation with both union and management through joint committees at all levels. The curriculum includes an introduction to the insulator’s trade with an emphasis on safe working conditions, technical skills, communication, and calculation to meet the needs of pre-apprentices and apprentices. Journey level workers will receive training in advanced layout and fabrication skills.

The committee continuously reviews and updates the curriculum, training materials, and training facilities based upon the industry expertise of the membership.

Marketing and Support Costs

Employer demand is inherent in the apprenticeship agreements between the trainees and participating employers. Marketing is conducted through announcements, email, and web posting to union members and signatory contractors. Three part time staff will perform duties related to marketing and support.

Heat and Frost Insulators requests 8% support costs to assist in apprentice 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. Staff recommends the 8% support costs.

Tuition Reimbursement

Heat and Frost Insulators 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.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

The following table summarizes Heat and Frost Insulators' performance under an ETP Contract completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET17-0933	Azusa	6/1/17- 5/31/19	\$509,790	\$0 (0%)
ET16-0912	Azusa	10/5/15- 10/4/17	\$459,320	\$417,175 (91%)
ET14-0910	Azusa	12/14/13- 12/13/15	\$312,380	\$312,380 (100%)

*ET17-0933 recently ended the contract term date and is in the process of closing out with final invoicing. ETP Contract Tracking shows 28,506 hours for potential earnings of \$439,114 (approximately 92% of the contract amount).

DEVELOPMENT SERVICES

Steve Duscha Advisories, in Sacramento, assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories will also assist with 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:

Apprentice Training**COMMERCIAL SKILLS**

- Asbestos removal, advanced practices
- LEED building basics
- Layout and fabrication: unequal tee
- Layout and fabrication: elbows
- Layout and fabrication: beveled and flat end caps
- Layout and fabricate square to round
- Insulation equipment
- Insulation materials
- Layout and fabricate: concentric reducers
- Layout and fabricate: equal tee
- Layout and fabricate: eccentric reducer
- Blueprint reading
- Codes and specifications
- Layout and fabrication: advanced skills
- Lead abatement
- Working with lifts, advanced practices
- Construction math

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Class/Lab Hours

8 - 200 Trainees may receive any of the following:

Pre-Apprentice Training**COMMERCIAL SKILLS**

- Engineering science of the reduction of heat energy
- Function and purpose of insulation
- Types of insulation, finishes and covering
- Application to HVAC and other mechanical equipment
- Characteristics of insulation material
- Measurements
- Attachment methods
- Safe working procedures
- Using lifts
- Asbestos removal procedures and safety
- Protective devices
- Effective communications
- Lead removal procedures and safety

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Class/Lab Hours

8 - 200 Trainees may receive any of the following:

Journeyworker Training**COMMERCIAL SKILLS**

- Advanced layout
- Advanced fabrication
- Products and specifications
- LEED building concepts and applications
- Energy surveys
- Asbestos removal
- Lead awareness and abatement
- Working in confined spaces
- Handling hazardous waste

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Class/Lab Hours

8 - 200 Trainees may receive any of the following:

Firestop Technician Training**COMMERCIAL SKILLS**

- Compartmentation
- Total fire protection
- Firestopping role in compartmentation
- Safe working procedures
- Using lifts
- Protective devices
- Tools and equipment
- Plans and specifications
- Basic construction techniques and materials
- Code review and firestop testing
- Compartmentation assemblies
- Through-penetration identification and system selection

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)

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



Training Proposal for:

Northern California Elevator Industry Joint Apprenticeship and Training Committee Trust Fund

Contract Number: ET20-0909

Panel Meeting of: July 26, 2019

ETP Regional Office: Central Office - PPU

Analyst: C. Hoyt

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Mutli-Counties	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 Union No. 8		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$700,904		\$48,516 8%		\$749,420

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, OSHA 10/30	256	8-210	0	\$2,772	\$24.13
				Weighted Avg: 144			
2	Retrainee Priority Rate Journeyworker	Commercial Skills, OSHA 10/30	203	8-200	0	\$196	\$24.13
				Weighted Avg: 8			

Minimum Wage by County: SET Priority Industry: \$24.13 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 health benefits are provided, they are not being used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Apprentice Elevator Constructor		256
Journey Level Elevator Constructor		203

INTRODUCTION

Established in 2004, the Northern California Elevator Industry Joint Apprenticeship and Training Committee Trust Fund (NorCal Elevator JATC) (www.iuec8.org) serves 540 Apprentices and 841 Journeyworker Elevator Constructors and Mechanics. Workers are represented by the International Union of Elevator Constructors Local 8 which covers 46 northern California counties. Employers are represented by the National Elevator Bargaining Association and the Elevator Contractors of America. Workers are employed in companies that build, install, repair, modernize, and service elevators and escalators.

This is NorCal Elevator JATC’s second ETP Agreement. The request is driven by the growing volume of new construction, and need for long-term service and repair of elevators and related equipment in Northern California.

Elevator constructors specialize in installation, maintenance, modernization or repair work. Mechanics generally require greater knowledge of electronics, hydraulics, and electricity because a large part of maintenance and repair work is troubleshooting. Most elevators have computerized control systems, resulting in more complex systems and troubleshooting than in the past. In addition to elevators, workers in this trade build and repair escalators, chairlifts, moving walkways and similar equipment in buildings.

After an elevator is installed, workers must regularly maintain and service it to keep it working properly. They generally perform preventive maintenance, such as oiling and greasing moving parts, replacing worn parts, and adjusting equipment for optimal performance. They also

troubleshoot and perform emergency repairs. Workers who specialize in elevator maintenance must be able to handle major repairs—for example, replacing cables, elevator doors, or machine bearings. These tasks may 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.

Veterans Program

NorCal Elevator JATC has committed to training veterans. The JATC participates in Helmets to Hardhats program and gives veterans accelerated admission to its apprenticeship program. However, for ease of project administration, the JATC is not including a veteran job number in this project.

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. The ETP wage for Apprentices is no less than \$24.13 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

All class/lab training is center-based and will be delivered at the JATC's headquarters location in San Francisco, and at leased facilities in Martinez, Sacramento, Santa Clara and College of Marin. Trainers are qualified Journeymen with extensive technical expertise and training experience who are employed by the JATC. All instructors meet standards set by the LEAs.

Training Plan

Commercial Skills: Training will include basic and advanced instruction in theory and practical application of skills needed by elevator constructors and mechanics, including, safety, electricity, electronics, hydraulics, troubleshooting, maintenance, service, and knowledge of various types and models of equipment.

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 journeymen 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 NorCal Elevator JATC's use of a Learning Management System for recordkeeping.

Commitment to Training

ETP funding will not displace the JATC's financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. General safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Four persons have been designated to assist with project administration. The JATC staff will coordinate training scheduling. The joint committee and Los Angeles Unified School District (LAUSD) representatives also oversee training. LAUSD is one of two LEAs for the JATC. Training attendance will be kept by each instructor and passed to the JATC, which will maintain the data in the LMS. Training, demographic, and work hour data will be forwarded to LAUSD, who will insure the accuracy of the data. LAUSD will forward data to Steve Duscha who will put it into the form required by ETP and upload the data to the ETP web sites, in cooperation with LAUSD.

The system for documenting training and entering the documentation in the LMS is the same system the applicant has used successfully for many years to document training for reimbursement for related and supplemental instruction. It is also the same system used by the trust to document completion of training that leads to apprentice pay increases.

Marketing and Support Costs

NorCal Elevator JATC requests, and staff supports, 8% in support costs to assist in trainee recruitment, employer outreach and assessment of employer-specific job requirements, and to promote training opportunities for Journeymen and Apprentices with signatory employers, 72% of which are small businesses. All training is marketed through the various participating employer associations in Northern California, and through the JATC's newsletters, public service announcements, personal contacts, telephone calls, emails, and the JATC's website.

ETP-funded training will be discussed at all labor/management meetings and pertinent trade and apprenticeship events. Marketing and training evaluations are conducted via face-to-face meetings, email, and regular contact with trainees, employers, and the union. Additional feedback is received in writing from trainee class assessments and employer and union trustee reports to the JATC.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET18-0921	\$744,600	04/01/2018-04/01/2020	450	0	0

Based on ETP Systems, 53,576 reimbursable hours have been tracked for potential earnings of \$697,784 (94% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through January 1, 2020.

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a fee of \$10,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories and the Los Angeles Unified School District, Los Angeles, will perform administrative services for a fee not to exceed 6.5% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class Lab Hours

8-210 for Job Number 1

8-200 for Job Number 2

Trainees may receive any of the following:

Apprentice Training

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
- PPE
- 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 fanned scaffolds
- Training program for suspended scaffolds
- Harassment and discrimination in the workplace
- 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 lifts
- Rack and pinion hoists

OSHA (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Journey Level Training

COMMERCIAL SKILLS 95%

- DC generators and motors
- Solid State theory and application
- Solid state theory and application II
- Microprocessor based control
- Solid state motor control
- Hydraulic theory and troubleshooting
- Reroping
- Customer relations
- Escalators Series
- Door operator series
- Meters
- Maintenance
- Rack & pinion
- Traveling cable
- Limited use/limited acquisition series
- Asbestos
- Safety testing for code compliance
- Scaffolding competent person course
- Welding training

- Signaling and rigging
- Financial tools for the trades
- Harassment and discrimination in the workplace
- Advanced hydraulic valve operating adjustment and troubleshooting
- Mechanic review eligibility
- Arc flash safety in the workplace
- Virtual escalator
- Forklift certification
- Aerial lift certification
- Introduction to automated people movers
- New hire program

OSHA (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Note: Reimbursement for retraining is capped at 210 total training hours for Job Number 1 and 200 total training hours for Job Number 2 per trainee, regardless of the method of delivery.



Training Proposal for:

Operating Engineers and Northern California Surveyors Pre-Apprentice, Apprentice and Journeyman Affirmative Action Training Fund

Contract Number: ET20-0907

Panel Meeting of: July 26, 2019

ETP Regional Office: Central Office - PPU

Analyst: I. Launitz

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	46 Northern California Counties	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Operating Engineers Local No. 3		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$278,976		\$19,344 8%		\$298,320

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 Pre-Apprentice Priority Rate	Commerical Skills, OSHA 10/30	40	8-200	0	\$3,080	\$24.13
				Weighted Avg: 160			
2	Retrainee Apprentice Priority Rate	Commerical Skills, OSHA 10/30	80	8-200	0	\$1,540	\$24.13
				Weighted Avg: 80			
3	Retrainee Journeyworker Priority Rate	Commerical Skills, OSHA 10/30	88	8-200	0	\$590	\$24.13
				Weighted Avg: 24			

Minimum Wage by County: \$24.13 SET/Priority Industry Modified Statewide Average
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
Construction Inspector Pre-Apprentice		40
Construction Inspector Apprentice		80
Construction Inspector Journey Level Worker		88

INTRODUCTION

Founded in 2005, Operating Engineers and Northern California Surveyors Pre-Apprentice, Apprentice and Journeyman Affirmative Action Training Fund (<http://teapprenticeship.org>) (Operating Engineers) is a joint labor-management committee comprised of representatives from the inspection and testing industry through its trade association and labor organization.

Operating Engineers provides training for employees of third party inspection and testing contractors (employers) in 46 Northern California counties. Construction Inspectors ensure the structural integrity of commercial and industrial buildings, roads, and bridges by performing four main tasks: (1) Monitoring materials and workmanship on the job site; (2) Assuring that relevant codes and approved plans are followed; (3) Performing tests and job related duties necessary for quality inspections; and (4) Communicating and working closely with contractors, engineers, and city and county building departments.

Operating Engineers serve the following 46 Northern California Counties: Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

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.

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 \$24.13 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

Veterans Program

Operating Engineers continues to serve veterans and participate in veterans outreach and hiring activities, including Helmets to Hardhats. Veterans receive a bonus in the point ranking system for admission to apprentice training positions. Although a separate Veterans component is not included in this project for ease of administration, 14 of the apprentices are veterans.

PROJECT DETAILS

This project will train construction inspectors. Construction inspectors carry out the "special inspection" function in construction work. Special inspection is the monitoring of the materials and workmanship critical to the integrity of building structures. It includes reviewing the work of contractors and their employees to ensure the approved plans and specifications are followed and relevant codes and ordinances are observed. The special inspection process is in addition to inspections conducted by the municipal building inspector and by the design professional responsible for a particular job. Special inspectors perform continuous or periodic inspection and testing, depending on specific job types and circumstances.

These functions require skilled, experienced, and credentialed inspectors. As construction work continues to expand in Northern California, there exists a growing demand for additional inspectors. This project will provide training for an increased number of apprentices and for upgrade training necessary for journeymen to obtain and maintain industry-required certifications.

This project will continue training begun in the previous project, including expanding journey level training and adding tutoring to the apprentice training to assist apprentices in succeeding in the

program. ETP funding will allow Operating Engineers to provide additional high quality training for the industry.

Training Plan

Training will be delivered via class/lab by in-house experts in the following:

- **Commercial Skills:** This training will provide Pre-Apprentice, Apprentice, and Journeyworker construction inspectors with the skills needed to perform in their field. Class topics will include Concrete Field testing, Introduction to Plan Reading, Fundamentals of Concrete, Emerging technologies in concrete, Non-destructive testing, Quality assurance, Soils and earthwork, and Structural welding.

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 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.

Commitment to Training

ETP funding will not displace the existing financial commitment to training. Employers will continue to make contributions to the training trust fund for every hour worked by Apprentices and Journeyworkers. Safety training is provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

The Company’s Administrator will oversee the ETP training project. Operating Engineers staff will schedule classes and provide training coordination. Four staff will work part-time on marketing, recruitment, needs assessments, and scheduling training. Training will occur at the Rancho Murieta Training Center. Steve Duscha will provide administrative services for the ETP Contract.

Curriculum Development

The construction inspection industry, with local and national input, develops the curriculum. Consultation with the union and management occurs through joint committees at all levels.

Operating Engineers is a joint labor-management committee made up of representatives from the inspection and testing industry. The committee continuously reviews and updates the curriculum, training materials, and training facilities based upon the industry expertise of the membership.

Marketing and Support Costs

Operating Engineers notifies employers of training through association web sites, mailings, and presentations. Employers participate as members of the JAC and training is designed around their needs and the general needs of the industry.

Although many participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs change. Assessment of employer-specific job requirements will take place during the term of the Contract. Total support costs for these activities exceed the projected personnel cost of these activities. Therefore, Operating Engineers requests 8% support costs. Staff recommends the 8% support costs.

Impact/Outcome

The specialized training included in the curriculum prepares trainees for nationally recognized certifications in the construction inspection industry. The training provides workers and contractors with the skills they need to win bids and complete high quality jobs at a competitive pace.

Depending on areas of specialization, trainees may earn one or more of these certifications:

- American Concrete Institute Field Testing Technician
- International Code Council Spray Applied Fire Proofing Special Inspector
- American Concrete Institute Lab Technician
- American Concrete Institute Base Aggregate Technician
- International Code Council Special Inspector
- International Code Council Reinforced Concrete
- International Code Council Structural Steel Bolt and Weld
- International Code Council Reinforced Masonry
- International Code Council Pre-Stressed Concrete
- International Code Council Commercial Building Inspector
- International Code Council Soils Special Inspector
- Nuclear Gauge Safety

Trainer Qualifications/Coordinator

Operating Engineer employees will provide most of the training. Trainers consist of journey level workers with related experience and formal instruction in training methods and subject matter. Training vendors with unique technical knowledge and qualifications may provide training as needed.

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.

PRIOR PROJECTS

The following table summarizes performance by Operating Engineers under an ETP Contract completed within the last five years.

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET17-0907	Alameda	10/1/16- 9/30/18	\$281,820	\$225,908 (80%)
ET15-0900	Alameda	7/7/14- 7/6/16	\$239,520	\$238,414 (96%)

DEVELOPMENT SERVICES

Steve Duscha Advisories, in Sacramento, assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200 (Job Number 1) Trainees may receive any of the following:

Pre-Apprentice

COMMERCIAL SKILLS

- Concrete Field testing
- Temperature of freshly mixed concrete
- Sampling of freshly mixed concrete
- Slump of hydraulic cement concrete
- Unit weight, yield, and air content of concrete
- Air content of freshly mixed concrete by pressure method
- Air content of freshly mixed concrete by volumetric method
- Making and curing concrete test specimens in the field
- Radiation safety and use of nuclear gauges
- Principles of radiation safety and health physics
- Principles of nuclear physics related to moisture and density measurements
- Licensing and compliance with regulatory requirements for radiation safety
- Transportation and shipping of portable nuclear gauges
- Use and maintenance of portable nuclear gauges
- Fundamentals of concrete
- Strength and durability of concrete
- Volume changes and other properties of concrete
- Cracks and blemishes in concrete
- Portland cement, aggregates, water and admixtures in concrete
- Batching and mixing concrete
- Hot and cold weather concreting
- Lightweight and heavyweight concrete
- Introduction to concrete inspection
- Introduction to plan reading
- Design-construction sequence
- Plan views, elevations and sections
- Drawing simple isometric sketches
- Reading an architects' scale and identifying plan scales
- Identifying plane lines symbols and reference marks by coordinating drawings
- Orienting plan section details and elevations to other plans
- Identifying common structural steel shapes, reinforcing steel and their designations
- Interpreting indexes and keys on commercial construction drawings
- Using a grid system to locate columns and piers

- Interpreting foundation plans, structural details and sections to identify dimensions, reinforcement and location of various elements
- Data analysis
- Report writing
- Inspecting spray applied fireproofing: reading and interpreting plans, verifying materials, minimum required coverage and thickness of fireproofing, sampling, testing, job protocols.

OSHA 10/30

- OSHA 10 (requires completion of 10 hours)
- OSHA 30 (requires completion of 30 hours)

Class/Lab Hours

8-200 (Job Number 2) Trainees may receive any of the following:

Apprentice

COMMERCIAL SKILLS

- International Code Council reinforced concrete certification
- International Code Council structural steel bolt and weld
- Non-destructive testing and magnetic particles
- Certified welding inspections certification
- International Code Council structural masonry certification
- Pre-stressed concrete certification
- International Code Council commercial building inspector certification
- American Concrete Institute lab technician certification
- International Code Council soils section inspector certification
- Asphalt laboratory and field fundamentals
- American Concrete Institute base aggregate technician certification

OSHA 10/30

- OSHA 10 (requires completion of 10 hours)
- OSHA 30 (requires completion of 30 hours)

Class/Lab Hours

8-200 (Job Number 3) Trainees may receive any of the following:

Journeyman

COMMERCIAL SKILLS

- Administration of building obstruction codes and standards
- Building construction

- Building inspections
- Customer service for an inspector
- Emerging technologies in concrete
- Field applications
- Fireproofing, firestopping and draftstopping
- High strength concrete
- Identifying and differentiating new materials
- Inspection for the design professional
- Interpreting specifications for new materials
- Non-destructive testing
- Prestressed concrete
- Quality assurance
- Reinforced concrete
- Research and development in concrete materials
- Roller compacted concrete
- Self-consolidating concrete
- Shotcrete
- Soils and earthwork
- Special inspections
- Specialty building products
- Structural design
- Structural welding
- Technical content of building codes and standards
- Working with customers

OSHA 10/30

- OSHA 10 (requires completion of 10 hours)
- OSHA 30 (requires completion of 30 hours)

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.



Training Proposal for:
**Sacramento Area Electrical Workers Joint Apprenticeship
 and Training Committee**

Contract Number: ET20-0914

Panel Meeting of: July 26, 2019

ETP Regional Office: Central Office - PPU

Analyst: A. Olazaba

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	Construction 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 IBEW Local 340		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$678,792		\$47,136 8%		\$725,928

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 Journeyworker	Business Skills, Comm'l. Skills, Computer Skills, OSHA 10/30	7	8-200	0	\$590	\$24.13
				Weighted Avg: 24			
2	Retrainee Apprentice	Comm'l Skills, OSHA 10/30	198	8-210	0	\$3,311	\$24.13
				Weighted Avg: 172			
3	Retrainee Apprentice Veterans	Comm'l Skills, OSHA 10/30	15	8-210	0	\$3,311	\$24.13
				Weighted Avg: 172			
4	Retrainee Priority Pre-Apprentice	Comm'l Skills, OSHA 10	5	8-210	0	\$3,311	\$24.13
				Weighted Avg: 172			

Minimum Wage by County: Job Numbers 1-4 (SET/Priority Industry): \$24.13 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 \$5.88 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 & 3; and up to \$5.95 for Job Number 4.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Electrician		7
Job Number 2		
Apprentice Electrician		198
Job Number 3		
Veteran Apprentice Electrician		15
Job Number 4		
Pre-Apprentice Electrician		5

INTRODUCTION

Founded in 1941 and located in Sacramento, Sacramento Area Electrical Workers Joint Apprenticeship and Training Committee (Sac JATC) (www.340jatc.org) JATC is dedicated to

providing up-to-date industry skills that lead to high-quality job opportunities within the Electrical industry. Sac JATC is comprised of four labor and four management representatives, as appointed by the International Brotherhood of Electrical Workers (IBEW) Local 340 for Labor; and the National Electrical Contractors Association (NECA) for Management. Sac JATC trains Electricians from 18 counties in CA: Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo and Yuba.

Veteran Apprentice

Sac JATC works with Helmets to Hardhats to actively market to Veterans. Veterans have been included in this training proposal (Job Number 3).

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 case, the program is five 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. The ETP wage for Apprentices is no less than \$24.13 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

Need for Training

ETP funds will help Apprentice training and expand the Journeyworker upgrade and Pre-Apprentice programs. The Journeyworker program is intended to bring work, skills and knowledge up-to-date, as required by the participating 18 counties' employers and property owners. By working with local employers, Sac JATC develops enhanced education standards to meet the competitive challenges of today's global market economy and to support California's energy efficiency efforts. ETP will help enable the training center to serve the increased need for Journeyworkers.

Sac JATC is having difficulty finding qualified Apprentices. With the increase of new contractors and new projects being developed, it is necessary for Sac JATC to train more Apprentices.

Training will prepare new Apprentices to replace the retiring Journeyworker Electricians and to accommodate the increased need for electricians in the area. Through direct engagement of the unionized employers, the apprenticeship program is uniquely designed to place its graduates not in short-term, low-wage jobs, but directly into "learn-while-you-earn" apprenticeships that provide a quality wage and entry into a rigorous trade education leading to a lifelong career within the local community. Each apprentice is provided with trade-related classroom training that produces competency and pride that lead to true craftsmanship.

Electricians plan, layout, install, repair and maintain electrical equipment that provides light, heat, communications and power. Sac JATC Electricians are building and servicing multi-billion dollar sports entertainment complexes, wastewater treatment plant expansions and upgrades, energy efficiency retro-fit and new construction projects in the Sacramento area. The new projects in the area include: solar arrays, a new Kaiser hospital in Sacramento and schools in the 18-county jurisdiction.

PROJECT DETAILS

Training Plan

Training will be delivered via class/lab in the following:

Business Skills: Training will be provided to Journeyworkers to enhance collaborative bidding and project management practices. Course topics will include team building, leadership, problem solving, advanced time management and project management.

Commercial Skills: Training will be provided to Apprentices, Pre-apprentices and Journeyworkers on electrical standards and efficiencies. Course topics will include grounding, programmable logic controls and electrical design.

Computer Skills: Training will be provided to Journeyworkers to enhance understanding of job planning and job scheduling software. Course topics will include job tracking system, scheduling & planning jobs and auto computer-aided design.

Certified Safety Training

OSHA 10/30: The curriculum will also provide OSHA10/30 training in the basics of occupational safety and health to assure that workers are more knowledgeable about workplace hazards and understand their rights as workers. The work done by Electricians requires hand/eye/foot coordination, finger dexterity and high concentration. Equipment used incorrectly and materials not transported safely can also lead to immediate injuries. Therefore, participating employers and property owners need the electricians to undergo additional training so the workers can perform their work efficiently and safely. 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

Employers submit program-training needs to the training center, which also receives additional union input at labor/management and industry meetings. Curriculum development is further customized for local area employers. Employer members of the JATC are also involved in Journeyworker and Apprentice training plan design. Apprentice training will include RSI under the curriculum approved by DAS, along with ancillary training demand by signatory employers. All training will be conducted at the Sac JATC training facility. The trainers are former or current journey level members of the trade and experts in the subject matter.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentice and Journeyworkers. Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

Impact/Outcome

Sac JATC will offer certification classes in topics such as Arc Flash Safety Awareness, OSHA 10, OSHA 30, Building Automation Systems, CALCTP Lighting, CALCTP Acceptance Testing, Title 24 Lighting Installation and Codes, AutoDR, Energy Storage, and Electric Vehicle Infrastructure (EVITP). Apprentices will be certified as Journeyworkers once they have completed the entire apprentice curriculum.

Marketing and Support Costs

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

Sac JATC requests, and staff supports, 8% support costs to fund recruitment and assessment of additional participating employers. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the JATC must occur to support apprenticeship training.

Training Infrastructure

There are five staff people assisting with the marketing, recruitment, needs assessments and scheduling of training. Sac JATC has five full-time and one part-time trainers to assist with training. The trainers are former or current members of the trade and experts in the subject matter. Strategy Workplace Communications will provide ETP Contract administration services.

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 performance by Sac JATC under an active ETP Contract:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET18-0913	\$749,714	10/02/17-10/01/19	436	87	30

Based on ETP Online Systems, 37,772 reimbursable hours have been tracked for potential earnings of \$535,417 (71% of approved amount). The Contractor projects final earnings of 100% based on training delivery in progress through July 2019.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET16-0920	Sacramento	02/01/16- 01/31/18	\$736,921	\$449,163 (61%)
ET15-0904	Sacramento	9/2/14 – 9/1/16	\$335,200	\$330,610 (99%)
ET13-0915	Sacramento	11/1/12– 10/31/14	\$331,095	\$290,902 (88%)

ET16-0920: Poor performance was due to Pre-Apprentices not completing their hours and retention. Also, the number of Journeyworkers attending classes was lower than estimated.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Oakland and California Labor Federation in Alameda assisted with development of this proposal for no fee.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications 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

8-200 Job Number 1

Trainees may receive any of the following:

Journeyworker Training

COMMERCIAL SKILLS

Codeology

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

Analog/Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire Alarm Systems and Installations

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

Fire Life Safety

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

Industrial Motor Control

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

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

Programmable Logic Control

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

Electrical Design

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

Voice, Data and Video

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

Industry Specific Skills

- 2017 Electrical Trade Show & Exposition
- Advanced Instrumentation and Motor Controls
- Advanced VRD PI & D
- Advanced Welding
- Arc Flash Protection
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems
- Cable Spicing
- CALCTP Acceptance Testing
- Conduit Bending
- Confined Space Entry
- Data Center Operations
- Digital Electronics
- Electric Vehicle Infrastructure Training Program
- Electrical Code Update
- Energy Storage and Micro grid Training and Certification Program - New
- Firestop Installation
- Intro to Industrial Controls
- Lighting Essentials
- Management and Monitoring of Materials
- Milwaukee Tools Update
- Motor Controls Fundamentals
- Pending Exam: 3-Phase Transformers

- Pending Exam: 3-way & 4-way Switching
- Pending Exam: DC Theory Refresher
- Pending Exam: Math Refresher
- Pending Exam: Motor Control
- Power Plant operations
- 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 (Training is capped 10% of a trainee's total hours)
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Testing Materials and Equipment-Proper Set-Up and Use (Green Training)
- Tugger/Bender Training
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Water Treatment Electrical Systems & Operations
- Workflow and Resources

California Advanced Lighting Control Program

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

BUSINESS SKILLS

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

COMPUTER SKILLS

- Auto Computer-Aided Design
- Job Tracking System
- Scheduling & Planning Jobs

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Apprentice Training**Class/Lab Hours**

8-210 (Job Number 2 & 3)

COMMERCIAL SKILLS**2nd Year**

- Orientation, Level II
- Test Instruments, Level I
- Codeology, Level I
- AC Theory, Level I
- Blueprints, Level I
- Electrical Safety-Related Work Practices, Level I
- Transformers, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections

3rd Year

- AC Theory
- Blueprints
- Code and Practices
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Grounding and Bonding
- Transformers
- Conduit Bending: Rigid & EMT, Chicago & 555
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Cad-Welding
- Ground Testing
- Transformer Wiring
- CPR/First Aid Refresher
- COMET

4th Year

- Code Calculations
- Blueprints & Layout Yard
- Grounding and Bonding
- Motors
- Motor Control
- Lightning Protection
- Lighting Essentials
- Field Trip to Motor Repair Shop and Folsom Powerhouse
- Motor Controls: Mag Starter & 3-Wire Control

- PLC's
- VFD's
- Motor Control Labs
- Code Prep

5th Year

- Code and Practices
- Code Calculations
- Motor Control
- Orientation
- Rigging
- Torque
- PV/Solar Installer
- CALCTP
- EVITP
- CPR/First Aid Refresher
- Foreman Training: Managing the Work including NECA/IBEW Presentations

All Years

- Energy Storage and Microgrid Training and Certification- new

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Pre-Apprentice Training

Class Lab Hours

8 – 210 (Job Number 4)

COMMERCIAL SKILLS

CW1

- Klein Virtual Boot Camp (computer lab - 1st week)
- Chapter 2: Atoms & electricity
- Chapter 3: Sources and Characteristics of Electricity Chapter 4: Current, Voltage, Resistance, Ohm's Law

CW2

- Review of CW1 major topics relevant to CW2
- Chapter 5: Simple, Series and Parallel Circuits
- Chapter 6: Measuring Voltage, Current and Resistance
- Chapter 7: Ohm's Law
- Chapter 8: Resistors
- First Aid/CPR

CW3

- Review of CW2 Major Topics Relevant to CW3
- Chapter 11: Solving the DC Circuit
- Chapter 12: Solving the DC Parallel Circuit
- Chapter 13: Solving the DC Series-Parallel Circuit
- Prints/Specifications (Overview/Introductory)

CW4

- Review of CW3 Major Topics Relevant to CW4
- Chapter 9: Electricity and Magnetism
- Chapter 15: AC Fundamentals
- Chapter 16: Inductance & Capacitance
- Codeology

CW5

- Review of CW4 Major Topics Relevant to CW5
- Chapter 20: Circuit Conductors & Wire Sizes
- Chapter 21: Fuses & Circuit Breakers
- Grounding
- Chapter 22: Relays
- Chapter 23: Lighting Equipment
- Basic Lighting Controls
- Related NEC content

CW6

- Review of CW5 Major Topics Relevant to CW6
- Chapter 19: Transformers
- Chapter 24: AC Motors
- Motor Controls (Overview & Introductory)
- PV/Solar (Overview & Introductory)
- Uses of PLC's/ VFD's (Overview & Introductory)
- Alarms & Signaling Systems (Overview & Introductory)
- Related NEC content

All CW

- Energy Storage and Microgrid Training and Certification Program-new

OSHA 10 (Certified OSHA Instructor)

- OSHA 10 (include topics on "Rigging" & "Digging")

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

Note: Reimbursement for Job Numbers 1 & 4 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.
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Training Proposal for:
**Tri Counties Sheet Metal Workers Joint Apprenticeship
 Committee**

Contract Number: ET20-0913

Panel Meeting of: July 26, 2019

ETP Regional Office: Central Office- PPU

Analyst: A. Olazaba

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprentice Veterans	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Luis Obispo, Santa Barbara, and Ventura	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local 104 District 3		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$212,100		\$14,730 8%		\$226,830

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 Priority Rate	Commercial Skills, OSHA 10/30	10	8-200	0	\$738	\$24.13
				Weighted Avg: 30			
2	Retrainee Apprentices Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	52	8-210	0	\$3,850	\$24.13
				Weighted Avg: 200			
3	Retrainee Apprentices Veterans Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	5	8-210	0	\$3,850	\$24.13
				Weighted Avg: 200			

Minimum Wage by County: \$24.13 SET/Priority Industry Modified Statewide Average.

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 \$ 3.22 per hour may be used to meet the Post-Retention Wage for Job 2 and 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Journey Sheet Metal Worker		10
Apprentice Level Sheet Metal Worker		57

INTRODUCTION

Tri Counties Sheet Metal Workers Joint Apprenticeship Committee (Tri Counties) is determined eligible to contract with ETP as a Joint Apprenticeship and Training Committee. Tri Counties was founded jointly by the Sheet Metal Workers’ International Local 104 and the Sheet Metal and Air Conditioning Contractors National Association in 1941.

Tri Counties provides training to the Apprentices and Journey Workers within the Local 273 membership. The Tri Counties Sheet Metal Workers JATC is dedicated to developing and improving work skills that lead to secure and well-paid job opportunities in the sheet metal construction industry, in turn helping associated large and small employers maintain their business within California. Tri Counties is also playing a key role in helping California meet its energy efficiency goals.

Tri Counties is unique because it is the only trade that designs, manufactures and install its own products. Sheet Metal Shop Workers take ordinary pieces of flat metal and make them into specialized products like duct systems and solar panels. Working with the best trained sheet metal workers in Tri County area means customers of the signatory contractors are able to reduce operating costs and meet the state's energy efficiency goals and create healthier, safer, and more productive working environments for employees. These products are usually specially designed for unique construction projects.

In the past 10 years, its contractors have worked on over 100,000 new homes, many schools, libraries and other public buildings. Tri Counties has provided industry skills training to apprentice and journey-level sheet metal workers employed by Sheet Metal/Air Conditioning and General Contractors. Tri Counties has grown during the last couple of years and has been able to purchase a property with plans to build a new training facility to replace its Santa Maria school. There will be two schools participating in this project. One of the school's is located in Ventura and the other in Santa Maria.

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.

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 \$24.13 per hour.

Veterans Program

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

Tri Counties is committed to supporting job-related training that helps Veterans transition into the California workforce. The 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. The JATC also does outreach to Veteran-specific job fairs directly targeted to Veterans.

All veterans receive additional points toward their application. Currently, the JATC is working with DAS (Department of Apprentice Standards) to allow Veterans direct entry into the JATC's apprentice program without being required to take the entrance exam. The Tri-County Sheet Metal Workers JATC is committed to placing the men and women who have served our country a chance to learn the sheet metal trade as well as have an easier transition from serving in the Armed Forces to civilian life.

PROJECT DETAILS

Sheet Metal Workers build homes and large commercial structures. A good portion of the work occurs out-of-doors and away from the shop area. This calls for initiative and resourcefulness and stimulates the craftsman to do the first-rate job as he/she alone is responsible for the finished product. An apprentice meets various situations, such as lifting, pulling, and climbing, all demanding good physical stamina.

ETP-funded training will help Tri Counties prepare sheet metal workers for the following upcoming major construction projects:

- Santa Barbara City Police Station (\$85 million)
- Todd Road Jail/ Santa Paula (\$70 million)
- Oxnard Unified School District/ New High School (\$120 million)
- San Luis Obispo French Hospital (\$100 million)

Although employers offer informal, on-the-job training, it is the responsibility of Tri Counties to train the sheet metal workers. Participating employers and union representatives have identified the following additional reasons for training:

- An increase in out-of-state competition
- State energy efficiency regulations to be met
- More aggressive non-union competition
- Contractors needing to implement cost reduction measures
- Customers having higher quality standards, but wanting projects to stay on budget and on time.
- More demand for sheet metal workers with business and computer skills such as 3-D virtual building modeling and welding
- Reduce waste in expensive materials, re-work and job delays
- Increase in work because of new Project Labor Agreements (PLAs) in the Tri-County area

Without the training proposed in this application, Tri Counties would not be able to help its employers meet the quickly changing needs of the highly competitive construction industry.

Since the Sheet Metal Industry involves so many different skills, there are a lot of job options within the trade. Workers have the opportunity to specialize. Over time, Journeyworkers usually acquire preferences in different areas of the trade – while one worker likes welding, balancing air systems may be preferred by another. If working with tools doesn't continue to challenge a worker, then a career as an estimator or a designer/draftsman is possible.

Training Plan

Commercial Skills

Trainees learn all the Pattern Development that can be used to draw, fabricate, and install anything out of a piece of flat metal. They learn the math required to do such as Algebra, Geometry and Trigonometry. They learn to read specifications to ensure they are installing the proper products, all the fabrication, installation requirements, and procedures are performed. In a shop, workers determine the quantity and type of material they will need to correspond with blueprints and specifications. Using a combination of mathematics, layout tools, hammers, drills, routers, plasma and laser beam cutting systems, computers, cutting, forming, seaming or welding machines, workers manipulate the material into the product desired. Trainees are taught to move pre-fabricated parts to construction job sites for installation according to blue prints and careful coordination on the jobsite.

At Tri Counties, both Apprentices and Journeyworkers learn to read important contract documents and required drawings to complete their job as well as their employers' contractual obligations and the Architect's and Engineer's design intent. They learn about the many different sets of drawings such as Mechanical, Electrical, Structural and Architectural. They also learn to coordinate between other trades and their drawings to help avoid conflicts in routing of their material to be installed.

In this proposed ETP contract, Tri Counties will expand its journey level training classes to include Sheet Metal/HVAC Detailing, Revit Detailing Software, Bluebeam Software, Infectious Control Risk Assessment, Trimble GPS Layout, and Duct Cleaning classes. These new classes are needed by the employers so trainees can learn the latest software, practice and procedures as well as new methodologies in the Industry. These new skills will keep the trainees more employable in the construction industry.

Computer Skills:

Training will include 3-Dimensional (3-D) virtual construction software and AutoCAD training. There are still not enough workers able to use 3-D modeling. Tri Counties reports that if this training need is not met, the trend to send 3-D modeling offshore will continue. Additional training in software applications will provide trainees with the ability to schedule, plan, and track jobs; meet lean construction project requirements; and install/adjust automated systems.

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 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.

Commitment to Training

ETP funds will not displace the existing financial commitment to training by participating employers. Tri Counties anticipates that the opportunity for enhanced training made possible by ETP-funded training will encourage an ongoing commitment to training by employers participating in this project. Tri Counties and its participating employers currently provide training in the areas of general industrial safety, basic job skills and on-the-job training. Training will continue to be provided in accordance with all pertinent requirements under state and federal law.

Training Infrastructure

There are 5 staff people in the Tri Counties office assisting with the marketing, recruitment, needs assessments and scheduling of training. Tri Counties has 35 trainers who will assist with the training. The trainers are former or current members of the trade and experts in the subject matter.

Curriculum Development

Employers submit program needs to Tri Counties, with union input, at labor/management and industry meetings. Curriculum development is further customized for local area employers because employer members of each Tri Counties Sheet Metal Workers JATC are involved in journey level and apprentice training plan design.

Marketing and Support Costs

Tri Counties represents that projected personnel costs for recruitment and outreach exceeds ETP's maximum permissible support costs. Tri Counties is prepared to assume responsibility for those additional recruitment costs, but requests that eight percent in support costs be awarded by the Panel to help meet the costs incurred from recruitment activities. Tri Counties' training schedules vary, but the majority of the training will occur in the fall, winter and spring months with limited training happening during the summer.

Retention Modification

Retention may be satisfied by employment of at least 35 hours a week for at least 90 days, out of 120 consecutive days. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 272 days. Tri Counties is requesting an alternate retention for all occupations participating in this project.

Impact/Outcome

To ensure safety, trainees earn certifications while going through our program such as OSHA 10 & 30 training, welding, fall protection safety, construction safety, forklift safety, platform lift safety, scaffold safety, hoisting, rigging and signaling, and CPR and First Aid.

Trainer Qualifications/Coordinator

Tri Counties has eight trainers who will assist with the training. The trainers are former or current members of the trade and experts in the subject matter. Tri Counties retained California Labor Federation and Strategy Workplace Communications to assist with development of this proposal at no cost.

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.

DEVELOPMENT SERVICES

Tri Counties retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communication 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

Journey Workers

Class/Lab Hours

(8-200 Hours)

Job Number 1 Trainees may receive any of the following:

Commercial Skills

- Architectural & General Sheet Metal
- AutoCAD (Introduction, Intermediate, Advanced)
- Beginning HVAC
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Duct Cleaning
- Energy Auditing
- EPA Certification (Environmental Protection Agency)
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- MATT (Mechanical Acceptance Testing Training/Certification) (Title 24)
- Metal Joinery
- MIG Welding (GMAW)
- Revit Detailing Software
- Service & Start-Up
- Sheet Metal/HVAC Detailing
- Stick Welding (SMAW)
- TABB Certification (Testing, Adjusting, and Balancing Bureau)
- TIG Welding (GTAW)
- Trimble GPS Training

OSHA 10/30 (OSHA CERTIFIED INSTRUCTOR)

- OSHA 10
- OSHA 30

Apprentices

Class/Lab Hours

(8-210 hours)

Job Number 2 & 3 Trainees may receive any of the following:

Commercial Skills

Core 1 (Safety/Tools)

- Communication
- Emergency Procedures
- Field Safety
- Geometric Construction
- Hand Tools
- Hazard Communication
- Hoisting and Rigging
- MATT (Mechanical Accepting Testing Technician Training/Certification)
- Metal Joinery
- Lines and Lettering
- Safety in Field Installation
- Shop Safety

Core II (Beginning Layout)

- Freehand Sketching
- Introduction to Parallel Lines
- Pictorial Drawings
- Sheet Metal and Metal Products

Core III (Advanced Layout)

- Change Ogee Offsets
- Duct Change Elbows
- Duct S Offsets
- Introduction to Triangulation
- Y Branches

Core IV (Architectural Principles)

- Additional Architectural Sheet Metal Work
- Architectural Sheet Metal Practices
- Flashings
- Introduction to Architectural Sheet Metal
- Roof Drainage Systems
- Waterproofing Roof Edges & Walls

Plans and Specifications

- Architectural Drawings
- Electrical Drawings
- Mechanical Drawings

- Sheet Metal Shop Drawings
- Specifications
- Structural Drawings
- The Contract Documents

Architectural Installation

- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation

HVAC I

- Air and Air Properties
- Cooling
- Duct Design
- Duct Systems
- Energy Management Systems
- Heating
- Indoor Air Quality
- Introduction to HVAC Systems
- Refrigerant Cycle
- Servicing HVAC Equipment
- Start-Up and Commissioning Systems
- Ventilation

HVAC II

- Controls
- Electricity
- Refrigerant Cycle
- Servicing HVAC Systems
- Start-Up and Commissioning Systems
- TAB Instrument Use
- TAB Work

Sheet Metal Welding

- Codes and Symbols
- GMAW Process
- GTAW Process
- Introduction to Welding
- SMAW Process
- Welding Equipment Set-Up
- Welding Equipment Safety
- Welding Safety

Foreman and Project Management Training

- Foreman Training
- Human Relations
- Introduction to Supervision
- Personnel Records
- Planning and Organizing
- Project Management
- Supervisory Training

Computer Skills

- AutoCAD

OSHA 10/30 (OSHA CERTIFIED INSTRUCTOR)

- OSHA 10
- OSHA 30

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



**Training Proposal for:
Ventura County Electrical Joint Apprenticeship and
Training Trust Fund**

Contract Number: ET20-0908

Panel Meeting of: July 26, 2019

ETP Regional Office: Central Office – PPU

Analyst: I. Launitz

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Veterans Priority Rate	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Ventura	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 952		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$236,400		\$16,400 8%		\$252,800

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 Priority Rate	Comm'l. Skills, Business Skills, OSHA 10/30	50	4-200	0	\$590	\$24.13
				Weighted Avg: 24			
2	Retrainee Apprentice Priority	Comm'l. Skills, Business Skills, OSHA 10/30	48	8-210	0	\$3,850	\$24.13
				Weighted Avg: 200			
3	Retrainee Apprentice Veterans Priority	Comm'l. Skills, Business Skills, OSHA 10/30	10	8-210	0	\$3,850	\$24.13
				Weighted Avg: 200			

Minimum Wage by County: Job Numbers 1-3 (SET/Priority Industry): \$24.13

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 \$2.02 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 and 3.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1		
Journeyman Electrician/Inside Wireman		50
Job Number 2		
Apprentice Electrician/Inside Wireman		48
Job Number 3		
Veteran Apprentice Electrician/Inside Wireman		10

INTRODUCTION

Founded in 1977, the Ventura County Electrical Joint Apprenticeship and Training Trust Fund (Ventura County Electrical) (www.vcjatc.org) is a joint effort of the International Brotherhood of Electrical Workers Local 952 and the National Electrical Contractors Association (NECA). With approximately 100 participating employers, the union represents over 400 electricians in Ventura County.

Ventura County Electrical trains inside wiremen who install and maintain various types of electrical systems found in commercial and industrial facilities, electric vehicle stations and transit systems.

They also install conduit systems that require exacting standards, which require excellent training. The proposed training program helps unionized employers maintain a pool of well-trained Apprentices and Journeyworkers.

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 case, the program is five 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. The ETP wage for Apprentices is no less than \$24.13 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

Veterans Program

Ventura County Electrical recruits and hires Veterans in cooperation with Helmets to Hardhats, and will train ten Veterans for this project (Job Number 3). The Veteran training curriculum will remain the same as the Apprentice training curriculum. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans.

PROJECT DETAILS

The five-year Apprenticeship program offers workers the opportunity to receive classroom and hands-on experience in installation, wiring methods and utilization systems. Apprentices attend classroom training twice a week (1,080 hours) and complete a total of 8,000 hours with electrical contractors throughout Ventura County. This work is performed in residential, commercial and industrial buildings.

Inside Wiremen are trained at the Ventura County training facility to install and maintain electrical systems. These electrical systems are found in commercial and industrial facilities, electric vehicle stations and transit systems. Ventura County Electrical holds the Electric Vehicle Infrastructure Training Program. This class will help Ventura County Electrical keep up with the demand for trained electricians due to the increasing number of electric vehicles in the Ventura area. It is vital for Ventura County Electrical to offer training listed in this application to keep up with changes in electrical construction. For example, they keep up with new codes and safety regulations by offering classes in new and emerging technologies that focus on renewable energy and highly efficient electrical control systems.

In addition to training Apprentices, Ventura County Electrical is committed to ongoing training for its Journeyworkers. This training includes jobsite supervision classes for the Journeyworkers who supervise Apprentices. The supervisor training ensures all apprentices are well trained and guided to become highly skilled and independent workers on a site.

In an effort to promote new advances in green technology, Ventura County Electrical also offers training opportunities to its members in solar panel installation. These courses focus on renewable energy and efficient electrical control systems.

Electricians will be working on the following construction projects:

- Generator and Crane Installation on Anacapa Island
- Power Distribution Upgrade on San Nicholas Island
- Elm Street Elementary School
- Seabridge Elementary School
- Ventura County De-Salter Project
- Ongoing projects at the California Resources Corporation Oil Leases in Ventura
- Ongoing projects at the Port of Hueneme Harbor
- Ongoing projects at the Proctor and Gamble paper plant in Oxnard
- Ongoing projects at Amgen Corporation in Newbury Park CA
- Ongoing projects at the Shire Pharmaceuticals in Thousand Oaks
- Gas Compressor Project in Ventura
- Switchgear Upgrade at Los Robles Hospital in Thousand Oaks
- Ongoing communications work at the Ventura County Jail

Training Plan

Training will be delivered via class/lab in the following:

Business Skills: Training will provide all Electricians with the skills needed to plan, organize, train and manage their construction projects. Class topics will include Completing Work Reports, Project Estimating, Project Planning and Scheduling and Team Building Skills.

Commercial Skills: Training will provide Electricians with the skills needed to perform in their field. Class topics will include AC Theory, DC Theory, Electrical Project Supervision, Fiber Optics, Grounding and Bonding, Mathematics for Electrical Workers, Overcurrent Protection, Security Systems and Transformers.

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 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.

Curriculum Development

The curriculum was developed and customized with input from both labor and management representatives to address the local needs of union members, participating employers and the industry as a whole. IBEW Local 952 and NECA were directly involved in the development of the curriculum and training plan and are in full support of the proposed training for its members.

The Apprentice program uses the National Joint Apprenticeship and Training Committee’s curriculum which was developed for the exclusive use of IBEW-NECA JATCs.

Marketing and Support Costs

Ventura County Electrical conducts marketing via direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails and the website. It disseminates class information throughout the year to all Apprentice and Journeyworker Electricians within the jurisdiction and to the electrical contractors who employ them.

Ventura County Electrical requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. Staff will also assist with marketing, recruitment, needs assessments and scheduling. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the JATT must occur to support apprenticeship training. The projected budget costs for personnel alone will exceed the ETP support cost funding. The JATT agrees to cover these additional costs. Staff recommends the 8% support costs.

Impact/Outcome

This training program will assist apprentice and journey worker trainees in this project to earn certifications such as: OSHA 10, OSHA 30, Rigging and Lifting, Green Audits, Arc Flash Safety Awareness, Building Automation Systems, CALCTP Lighting, CALCTP Acceptance Testing, Title 24 Lighting Installation, Codes and Energy Storage, and Microgrid Training.

Commitment to Training

ETP funding will not displace the existing financial commitment to training. Employers will continue to make contributions to the training trust fund for every hour worked by Apprentices and Journeyworkers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Director will oversee training and internal project administration. One full-time and 13 part-time experts will perform training. Strategy Workplace Communications along with California Labor Federation will provide administrative services for the ETP Contract.

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 Ventura County Electrical's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET19-0912	\$325,330	7/30/18-7/29/20	115	0	0

Based on ETP Systems, 13,455 reimbursable hours have been tracked for potential earnings of \$290,599 (89% of approved amount). Ventura County Electrical projects final earnings of 100% based on training currently committed to by employers and in progress through May of 2020.

PRIOR PROJECTS

The following table summarizes Ventura County Electrical's performance under an ETP Contract completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET17-0929	Oxnard	01/27/17-01/26/19	\$195,000	\$195,000	(100%)
ET16-0911	Oxnard	10/05/15-10/04/17	\$222,800	\$220,024	(99%)
ET14-0908	Oxnard	01/02/14-01/01/16	\$315,340	*\$201,649	(64%)

*ET14-0908 – Since this Contract, the Contractor learned how to better administer ETP projects and improved its administrative procedures resulting in the improved future success rates.

DEVELOPMENT SERVICES

California Labor Federation, in Sacramento, and Strategy Workplace Communications, in Oakland, 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% of payment earned.

TRAINING VENDORS

N/A

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

4 Hours (Job Number 1)

Trainees may receive any of the following:

Journeyworker Training**COMMERCIAL SKILLS**

- Blueprint Reading and Specifications
- Building Automation Systems
- Conduit Bending & Raceway Installations
- Electrical Project Supervision
- Electrical Test Instruments
- Energy Storage & Microgrid Training
- Fiber Optics
- Fire Alarm Systems
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Motors & Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation
- Programmable Logic Controllers
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

BUSINESS SKILLS

- Team Building Skills

Class/Lab Hours

8-200 Job Number 1

BUSINESS SKILLS

- Project Estimating
- Project Planning and Scheduling
- Completing Work Reports
- Team Building Skills
- AutoCAD

COMMERCIAL SKILLS

- AC Theory
- Blueprint Reading and Specifications
- Building Automation Systems
- California Advanced Lighting Controls Program
- Conduit Bending & Raceway Installations
- Confined Space Entrant & Attendant
- CPR/First-Aid/AED
- DC Theory
- Electric Vehicle Infrastructure Training Program
- Electrical Project Supervision
- Electrical Safe Work Practices based on the NFPA70E
- Electrical Test Instruments
- Energy Storage & Microgrid Training
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors & Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation
- Programmable Logic Controllers
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

-

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Class/Lab Hours

8-210 Job Numbers 2 & 3 Trainees may receive any of the following:

Apprentice Training**COMMERCIAL SKILLS**

- AC Theory
- Blueprint Reading and Specifications
- Building Automation Systems
- California Advanced Lighting Controls Program
- Conduit Bending & Raceway Installations
- Confined Space Entrant & Attendant
- CPR/First-Aid/AED
- DC Theory
- Electric Vehicle Infrastructure Training Program
- Electrical Project Supervision
- Electrical Safe Work Practices based on the NFPA70E
- Electrical Test Instruments
- Energy Storage & Microgrid Training
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors & Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation
- Programmable Logic Controllers
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

BUSINESS SKILLS

- Project Estimating
- Project Planning and Scheduling
- Completing Work Reports
- Team Building Skills
- AutoCAD

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 OSHA 10/30)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee in Job Number 1, regardless of the method of delivery. Reimbursement for retraining is capped at 210 total training hours per trainee (200 hours for Commercial Skills, Business Skills, and OSHA 30, and 10 hours for OSHA 10) in Job Numbers 2-3.



Panel Amendment #2 Proposal for:
Pyramid San Gabriel Management L.P. dba Sheraton San Gabriel
Contract Number: 18CS-0214

Amendment Effective Date: January 31, 2018

Panel Meeting of: July 26, 2019

ETP Regional Office: North Hollywood

Analyst: M. Reeves

CURRENT PROJECT PROFILE

Contract Type:	SET Frontline - Retrainee Job Creation	Industry Sector(s):	Services
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	Priority Industry:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Current Contract Term:	January 29, 2018 to January 28, 2020	Substantial Contribution:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

CURRENT FUNDING

Current Funding
\$200,400

AMENDMENT FUNDING

Requested Funding	Total Funding
\$73,965	\$274,365

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description (By Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Job Creation	Business Skills, Computer Skills, Continuous Imp, Mgmt. Skills	167	8-200	0	\$1,560	*\$14.13
				Weighted Avg: 78			
2	SET Retrainee	Business Skills, Computer Skills, Continuous Imp, Mgmt. Skills	13	8-200	0	\$1,065	\$29.38
				Weighted Avg: 71			

*Wages reflect the ETP minimum wage requirements in effect when the Contract was approved. However, no trainee will be paid less than the State or local minimum wage rate 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 Number 1 (Job Creation): \$14.13 per hour for Los Angeles County. Job Number 2 (SET Frontline): \$29.38 Statewide Average Hourly 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

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

Wage Range by Occupation	
Occupation Title	Wage Range
Job/Group 1	
Front Desk	
Housekeeping	
Maintenance	
Managers/Supervisors	
Restaurant Staff	
Sales and Marketing	
Job/Group 2	
Managers/Supervisors	

INTRODUCTION

Pyramid San Gabriel Management L.P. dba Sheraton San Gabriel (Pyramid SG) is a new hotel located in downtown San Gabriel. Pyramid SG is poised to become one of the cornerstones for the rejuvenation of downtown San Gabriel. The proposed training plan approved at the January 2018 Panel meeting was designed to provide new staff (Job 1: Job Creation) with the hospitality and communication skills needed to establish and maintain a high level of customer service for guest visiting the greater Los Angeles area.

AMENDMENT DETAILS

Due to a consistently rising number of guests taking advantage of the new hotel accommodations, Pyramid SG is experiencing an escalating need to provide staff with additional training to support the growing demand for Sheraton's signature hospitality services. At the end of the first quarter of 2019, Pyramid SG determined that with approximately six months of training time remaining in the Contract term, it had delivered 9,494 reimbursable hours for potential earnings of \$189,880 (95% of the approved amount). At that time, Pyramid SG also estimated that the Hotel's training activities were steadily increasing and had reached an average exceeding 700 hours per month, consequently, on pace to exceed its original training estimate. Therefore, in April of 2019 Pyramid SG submitted a request for an additional \$73,965 to complete ongoing training initiatives for the planned trainees. This Amendment will increase the weighted averages hours for both Job 1 and 2 for the planned trainees.

Pyramid SG's training plan includes Managers. In addition to supervising, these Managers spend more than 50% of their time performing frontline work. As such, they meet the Panel's definition of "frontline workers" and qualify for Special Employment Training.

RECOMMENDATION

Staff recommends approval of this Amendment.

SUMMARY OF PRIOR MODS/AMDS

Modification #1: Added Job/Group 2 for incumbent SET Frontline Retrainees.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by Pyramid SG under the current ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
18CS-0214	\$200,400	01/29/18 – 01/28/20	227	TBD	TBD

Based on ETP systems, 9,494 reimbursable hours have been tracked for potential earnings of \$189,880 (95% of approved amount).

Attachment 2 - Training Delivery and Curriculum Listing

Provided below are details on the types of training planned for this proposed Training Project.

Delivery Method /Level	Classroom/Simulated Laboratory
Training Type (Level)	Planned Course Offerings
Business Skills	Business Processes
	Communication & Impersonal Skills
	Dealing With Difficult People
	Guest Service Skills
	Hospitality & Communication Skills
	Identifying/Meeting Guest Needs
	Negotiating Skills
	Operating Procedures
	Putting the Guest First
	Resolving Guest Complaints
	Service Values
Computer Skills (Standard)	Accounting Skills
	Computer Application Skills
	Customer Information Systems
	Internal Customer Applications
	MS Office (Intermediate and Advanced)
	Point of Sale Applications
	Procurement Software
	Reservation Systems
	Sales Reports & Scheduling Software
	Smartphone Technology and Application Skills
	Tablet Technology and Application Skills
Continuous Improvement Skills	Critical Thinking Skills
	Kaizan Events
	Measuring for Success
	Problem Solving and Resolution
	Standard Work Procedures
	Team Building Skills
Management Skills	Accountability & Taking Responsibility
	Change Management
	Coaching and Mentoring
	Communication
	Conflict Resolution
	Empowerment
	Motivation & Attitude Improvement
	Professionalism
	Relationship Building
	Supervisory Skills
	Teamwork



**Amendment Proposal #2 for:
 Santa Clarita Community College District
 Contract Number: ET18-0162**

Amendment Effective Date: July 27, 2019

Panel Meeting of: July 26, 2019

ETP Regional Office: North Hollywood

Analyst: M. Paccerelli

CURRENT PROJECT PROFILE

Contract Type:	Priority/Retrainee SB<100	Industry Sector(s):	Aerospace and Defense Manufacturing Engineering Services
Counties Served:	Los Angeles, Ventura, Santa Barbara, San Luis Obispo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Current Contract Term: February 1, 2018 to January 31, 2020

Current Funding	In-Kind Contribution
\$647,355	\$526,584

AMENDMENT FUNDING

Requested Funding	Support Costs	Amendment Funding	In-Kind Contribution
+\$48,930	+\$3,288	+\$52,218	+\$47,489

Total Funding
\$699,573

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description (By Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Priority Retrainee	Advanced Tech., Business Skills, Computer Skills, Cont. Imp., HazMat, Mgmt. Skills, Mfg. Skills	431	8-200	0	\$1,251	\$16.70
				Weighted Avg: 65			
2	Retrainee	Advanced Tech., Business Skills, Computer Skills, Cont. Imp., HazMat, Mgmt. Skills, Mfg. Skills	3	8-200	0	\$930	\$16.70
				Weighted Avg: 60			
3	Priority Retrainee SB<100	Advanced Tech., Business Skills, Computer Skills, Cont. Imp., HazMat, Mgmt. Skills, Mfg. Skills	78	8-200	0	\$1,807	\$16.70
				Weighted Avg: 65			
4	Retrainee SB<100	Advanced Tech., Business Skills, Computer Skills, Cont. Imp., HazMat, Mgmt. Skills, Mfg. Skills	12	8-200	0	\$1,388	\$16.70
				Weighted Avg: 60			

Wages reflect the ETP minimum wage requirements in effect when the Contract was approved. However, no trainee will be paid less than the State or local minimum wage rate 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: \$17.54 per hour for Los Angeles County; \$16.70 per hour for Ventura, Santa Barbara and San Luis Obispo 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 to meet Post-Retention Wage.

Wage Range by Occupation	
Occupation Title	Wage Range
Manager	
Supervisor	
Team Lead	
Operator	
Assembler	

Engineer	
Programmer	
Purchasing/Inventory/Buyer	
Technician	
Inspector	
Clerk	
Analyst	
Mechanic	
Chemist	
Designer	
Model Maker	
Tool Maker	
Production Coordinator	
Machinist	
Planner	
Sales Staff	

INTRODUCTION

Founded in 1969, Santa Clarita Community College District (SCCCD) is a two-year fully accredited community college. SCCCD provides customized, job-specific training to employers through its contract education unit, Employee Training Institute (ETI) at the College of The Canyons. Participating employers include manufacturing, aerospace, engineering, and headquarters operations, to a multitude of other service-related businesses.

AMENDMENT DETAILS

This Contract was designed to meet employer demand for training programs that will improve the skill sets of workers into highly skilled, better performing employees.

The participating employers in priority industries have expressed the need for additional training for current trainees (Phase I). However, existing funds will be exhausted by July 2019. To meet this demand, SCCCD is requesting to increase the weighted average by five hours in Job Numbers 1 and 3. The additional funds will allow trainees to continue training that has already started from the beginning of the contract.

This Amendment will revise the Agreement as follows:

- The funding amount will increase, from \$647,355 to \$699,573.
- The weighted average hours in Job Numbers 1 and 2 will increase from 60 to 65.
- The average cost per trainee in Job Number 1 will increase, from \$1,155 to \$1,251; and Job Number 2 will increase, from \$1,668 to \$1,807.

Union Support

This Amendment will include trainees represented by the International Association of Machinist and Aerospace Workers, District Lodge 725. A letter of support was submitted to ETP.

RECOMMENDATION

Staff recommends approval of this Amendment.

SUMMARIZE PRIOR MODS/AMENDS

- Revision 1: Redistributed funds/trainees from Job Number 2 to Job Numbers 1, 3 and 4 with no increase in ETP funding.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by SCCCD under the current ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET18-0162	\$647,355	02/01/18 – 01/31/20	579	0	0

Based on ETP Systems, 27,001 reimbursable hours have been tracked for potential earnings of \$555,236 (86% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2019.

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Performance
- Business Writing
- Project Management
- Communication Skills
- Negotiating
- Conflict Resolution
- Customer Service
- Inventory Control
- Business Planning
- Financial Strategies
- Merchandising
- Human Resources Management (interviewing, job descriptions, salary schedules, counseling, performance appraisals, etc.)
- Sales

COMPUTER SKILLS

- Advanced Excel
- Microsoft Project
- Adobe
- Access
- Advanced PowerPoint
- MRP/ERP/SAP/Oracle
- Database Essentials
- Basic MS Office (For small business employers only)

CONTINUOUS IMPROVEMENT

- Lean Processes and Principles
- Six Sigma
- Kaizen Methodology
- Statistical Process Control
- Problem Solving
- Team Building
- Quality Concepts
- Total Quality Management
- ISO
- Just-In-Time Processes
- Production Scheduling
- Value Stream Mapping
- Decision Making
- Leadership Skills for Frontline Workers
 - Decision Making
 - Teambuilding
 - Change Management

HAZARDOUS MATERIALS

- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling

- Hazardous Waste Cleaning
- Environmental Monitoring and Personal Protection Equipment
- Hazardous Waste Management and Transportation
- Environmental Liability and Risk Management
- Solid Waste Recycling

MANAGEMENT SKILLS (management trainees only)

- Leadership
- Motivation
- Administration
- Coaching

MANUFACTURING SKILLS

- Operations Management
- Fundamentals of Planning
- Manufacturing Control
- Production Operations
- Parts and Products Manufacture
- Equipment Operation
- Assembly Procedures
- Inventory Control
- Warehousing
- Manufacturing Practices
- Cross-Training in Production Equipment/Skills
- CNC Machine Operation
- CNC Programming
- Geometric Dimensioning and Tolerancing
- Hydraulics
- Blueprint Reading
- Welding
- Inspection Techniques
- Shop Math

AT Hours

8-200

ADVANCED TECHNOLOGY (limited ratio 1:10)

- Master CAM X (CAD/CAM program)
- SolidWorks (CAD/CAM program)
- Reverse Engineering
- CMMI (Coordinate Measurement Machine Inspection)
- Rapid Prototyping / Additive Manufacturing
- Automated Inspection
- Unigraphics (CAD/CAM program)
- Advanced Programming
- CATIA (Computer Aided Three Dimensional Interactive Application, CAD/CAM program)

Safety Training will be limited to 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.



July 18, 2019

College of the Canyons
Employee Training Institute
26455 Rockwell Canyon Road
Santa Clarita, CA 91355

Dear Employee Training Institute:

We are aware that employees of Woodward HRT receive training funded through the Employment Training Panel and we concur with the proposed training.

Sincerely,

Steven Van Wie
Area Director / Business Representative
IAMAW District 725
39047 10th Street East
Palmdale, CA.93550
Office: 661-273-1433
Cell: 951-213-9039
Email: svanwie@iam725.org

c/c: File

SVW/SAJ
opeiu 537, afl-cio



**Amendment Proposal #1 for:
Yuba Shasta UA Local 228 Joint Apprenticeship and Training
Committee**

Contract Number: ET19-0935

Amendment Effective Date: February 11, 2019

Panel Meeting of: July 26, 2019

ETP Regional Office: Sacramento

Analyst: J. Dongallo

CURRENT PROJECT PROFILE

Contract Type: Priority/Retrainee Veterans
Industry Sector(s): Construction

Counties Served: Northern California
Repeat Contractor: Yes No

Union(s): Yes No
Priority Industry: Yes No

Current Contract Term: December 31, 2018 to December 30, 2020

Current Funding	In-Kind Contribution
\$150,055	\$0

AMENDMENT FUNDING

Requested Funding	Support Costs	Amendment Funding	In-Kind Contribution
\$86,329	\$6,015	\$92,344	\$0

Total Funding
\$242,399

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description (By Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Priority/Retrainee	Commercial Skills, OSHA 10/30	25	4-200	0	\$1,890	\$22.77
				Weighted Avg: 68			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	49	8-210	0	\$3,616	\$22.77
				Weighted Avg: 161			
3	Retrainee Priority Rate Apprentice Veterans	Commercial Skills, OSHA 10/30	5	8-210	0	\$3,593	\$22.77
				Weighted Avg: 160			

Minimum Wage by County: \$22.77 per hour Statewide Average Modified 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
 Up to \$3.02 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 and 3.

Wage Range by Occupation	
Occupation Title	Wage Range
Journeyman: Plumber, Maintenance Plumber, Steamfitter/Pipefitter, HVAC Mechanic	
Apprentice: Plumber, Maintenance Plumber, Steamfitter/Pipefitter, HVAC Mechanic	
Veteran/Apprentice: Plumber, Maintenance Plumber, Steamfitter/Pipefitter, HVAC Mechanic	

INTRODUCTION

Founded in 1997 and headquartered in Marysville, the Yuba Shasta UA Local 228 Joint Apprenticeship and Training Committee (Yuba Shasta JATC) (<http://lu228.org/yuba-shasta-jatc-training/>) has trained apprentices and journeymen from 13 Northern California counties in the plumbing, pipefitting, welding, and Heating, Ventilation and Air Conditioning (HVAC). Committee members are jointly appointed by Local 228 and the Mechanical Contractors Council of Southern California. The JATC works with the Yuba County Office of Education as its Local Educational Agency (LEA) to deliver Related and Supplemental Instruction for each trade.

Yuba Shasta JATC apprentices and journeymen install, repair, maintain, and service piping and plumbing systems and equipment used for drinking (potable) water distribution, sanitary storm water systems, and waste disposal. They also work on technical installations for medical gas, hydronic in-floor heating, solar panels, heat pumps, cross-connection control and many other systems. Their work is found mostly in the new home building and renovation, and commercial construction sectors including hospitals schools and other institutional buildings.

AMENDMENT DETAILS

To continue training, Yuba Shasta JATC requests to increase the funding amount due to increased employer demand for training not anticipated during development. Yuba Shasta JATC has reached 100% of the total contract hours after just 6 months into the Agreement. Additional funding will help support the increasing need for apprenticeship training to meet the continuous evolving demands of the industry.

This Amendment will:

- Increase the total contract amount by \$92,344, from \$150,055 to \$242,399;
- Increase Support Costs by \$6,015, from \$9,715 to \$15,730;
- Increase the weighted average hours as follows:
 - Job Number 1 by 44, from 24 to 68;
 - Job Number 2 by 51, from 110 to 161;
 - Job Number 3 by 50, from 110 to 160; and
- Increase the average cost per trainee as follows:
 - Job Number 1 by \$1,223, from \$667 to \$1,890;
 - Job Number 2 by \$1,146, from \$2,470 to \$3,616;
 - Job Number 3 by \$1,123, from \$2,470 to \$3,593

RECOMMENDATION

Staff recommends approval of this Amendment.

SUMMARIZE PRIOR MODS/AMENDS

N/A

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by Yuba Shasta JATC under the current ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET19-0935	\$150,055	12/31/2018 – 12/30/2020	79	0	0

Based on ETP Systems, 5,436 reimbursable hours have been tracked for potential earnings of \$150,055 (100% of approved amount).

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

4-200

Trainees may receive any of the following:

COMMERCIAL SKILLS

- + A Guide to Service Work
- + Advanced Plan Reading and Drawing
- + Basic Electricity
- + Confined Space Certification
- + Conservation Safe Handling of Refrigerants
- + Crane Signaller Certification
- + Drainage Systems
- + Drawing & Blue Print Reading
- + Gas Installation
- + Gas Tungsten Arc Welding
- + Green Awareness/Technology
- + HVAC and Refrigeration Systems 1
- + HVAC and Refrigeration Systems 2
- + Hydronic Heating and Cooling
- + Industrial Rigging 410
- + Industrial Rigging Certification
- + Job Safety
- + Medical Gas Brazer Certification
- + Medical Gas Installer Certification
- + Oxyfuel Practices
- + Oxyfuel Welding and Shield Arc Processes
- + Pipe Fabrication/Layout
- + Pipe Fittings Valves Fasteners
- + Plumbing Code Applications
- + Plumbing Fixtures and Appliances
- + Plumbing Service Maintenance and Repairs
- + Pumps
- + Refrigeration Service/AC Mechanics
- + Related Mathematics
- + Related Science
- + Soldering and Brazing
- + Steam Systems
- + Tube Bending
- + Water Supply
- + Welding Practices and Procedures

OSHA 10/30 (OSHA CERTIFIED INSTRUCTOR)

- + OSHA 10
- + OSHA 30

APPRENTICE TRAINING

8-210

Trainees may receive any of the following:

COMMERCIAL SKILLS

- ✚ A Guide to Service Work
- ✚ Advanced Plan Reading and Drawing
- ✚ Basic Electricity
- ✚ Confined Space Certification
- ✚ Conservation Safe Handling of Refrigerants
- ✚ Crane Signalperson Certification
- ✚ Drainage Systems
- ✚ Drawing & Blue Print Reading
- ✚ Financial Literacy for Apprentices
- ✚ Gas Installations
- ✚ Gas Tungsten Arc Welding
- ✚ Green Awareness/Technology
- ✚ Heartsaver CPR, 1st Aid, AED Training & Certification
- ✚ HVAC and Refrigeration Systems 1
- ✚ HVAC and Refrigeration Systems 2
- ✚ Hydronic Heating and Cooling
- ✚ Industrial Rigging 410
- ✚ Industrial Rigging Certification
- ✚ Job Safety
- ✚ Medical Gas Brazer Certification
- ✚ Medical Gas Installer Certification
- ✚ Oxyfuel Practices
- ✚ Oxyfuel Welding and Shield Arc Processes
- ✚ Pipe Fabrication/Layout
- ✚ Pipe Fitting Valves Fasteners
- ✚ Plumbing Code Applications
- ✚ Plumbing Fixtures and Appliances
- ✚ Plumbing Service Maintenance and Repairs
- ✚ Pumps
- ✚ Refrigeration Service/AC Mechanics
- ✚ Related Mathematics
- ✚ Related Science
- ✚ Soldering and Brazing
- ✚ Standards of Excellence
- ✚ Steam Systems
- ✚ Tube Bending
- ✚ Use and Care of Tools
- ✚ Water Supply
- ✚ Welding Practices and Procedures

OSHA 10/30 (OSHA CERTIFIED INSTRUCTOR)

- OSHA 10
- OSHA 30

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

Note: Reimbursement for retraining is capped at 200 total training hours for Job Number 1 and 210 total training hours for Job Numbers 2 & 3 per trainee, regardless of the method of delivery.



Employment Training Panel

**LIST OF PROPOSALS \leq \$75,000 APPROVED
BY DELEGATION ORDER FOR 06/19/19 – 07/15/19**

<i>Project</i>		<i>Approved Date</i>	<i>Approved Amount</i>
ET19-0419	Balanced Body, Inc. (Amendment)	06/19/19	\$62,400
ET19-0482	EDI Health Group	06/26/19	\$74,386
ET19-0803	San Joaquin Regional Transit District (AB118)	06/21/19	\$20,800

Total -----\$157,586



**Panel Amendment #1 Proposal for:
Balanced Body, Inc.
Contract Number: ET19-0419**

Amendment Effective Date: February 21, 2019

Panel Meeting of: June 28, 2019

ETP Regional Office: Sacramento

Analyst: C. Kaiser

CURRENT PROJECT PROFILE

Contract Type:	Priority/Retrainee Job Creation HUA	Industry Sector(s):	Manufacturing
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	Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Current Contract Term:	2/20/19 to 2/19/21	Substantial Contribution:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

CURRENT FUNDING

Current Funding
\$3,640

AMENDMENT FUNDING

Requested Funding	Total Funding
+\$62,400	\$66,040

AMENDMENT 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	Advanced Tech, Business Skills, Computer Skills, Cont. Impr, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30, PL- Mfg Skills	107	8-200	0	\$520	\$13.28
				Weighted Avg: 20			
2	Retrainee Job Creation Priority Rate HUA	Advanced Tech, Business Skills, Computer Skills, Cont. Impr, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30, PL- Mfg Skills	10	8-200	0	\$1,040	\$12.00
				Weighted Avg: 40			

Minimum Wage by County: Job Number 1: \$13.28 per hour for Sacramento County

Job Number 2 (Job Creation): \$12.00 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 \$0.28 per hour may be used to meet the Post-Retention Wage in Job Number 1 only.

Wage Range by Occupation		
Occupation Title	Wage Range	Estimated # of Trainees
Job Number 1		
Administrative Staff		23
Engineering Staff		3
Information Technology Staff		8
Managers/Supervisors		6
Marketing Staff		5
Production Staff		33
Purchasing Staff		2
Sales Staff		20
Warehouse Staff		7
Job Number 2		
Administrative Staff		3
Production Staff		5
Purchasing Staff		2

INTRODUCTION

Founded in 1978 and located in Sacramento, Balanced Body, Inc. (Balanced Body) (www.pilates.com) manufactures Pilates and other “mindful” movement equipment, which are shipped domestically and internationally. The Company’s products include Studio Reformer, the Allegro Reformer, the EXO Chair and the Bodhi Suspension System. The Company also offers education and continuing education for fitness instructors. Customers include small businesses that operate independent fitness studios in the United States and worldwide. A portion of their business also includes commercial fitness chains, such as Equinox, LA Sports Club and Bally Total Fitness, Universities, Rehabilitation Clinics, Hospitals and individual customers.

AMENDMENT DETAILS

Balanced Body requests to increase funds to allow for additional training hours. The focus of the Company’s training is on the new ERP system and the Company’s production facility expansion.

Balanced Body implemented its new ERP system in December 2018 and is implementing the system one department at a time. The Sales and Marketing department are currently receiving ERP training. Once complete, the Company will begin training additional departments. The Company is also expanding its production line to a third shift and are focusing on product cross-training, equipment use and sales/marketing. Balanced Body exceeded the approved training hours within the first month of training, and is requesting additional funds for upcoming training.

This Amendment will:

- Increase the funding amount by \$62,400; from \$3,640 to \$66,040.
- Increase the weighted hours of training, from 10 to 20 hours (Job Number 1); and from 10 to 40 hours (Job Number 2).
- Increase total number of trainees by 103, from 14 to 117.
- Increase average cost per trainee, from \$260 to \$520 (Job Number 1); and from \$260 to \$1,040 (Job Number 2).

RECOMMENDATION

Staff recommends approval of this Amendment.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by Balanced Body under the current ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET19-0419	\$3,640	2/20/19 – 2/19/21	199	0	0

Based on ETP Systems, 387 reimbursable hours have been tracked for potential earnings of \$3,640 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through 11/21/20.

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

8-200 Trainees may receive any of the following:

ADVANCED TECHNOLOGY (1:10) (For Developers and IT Only)

- Android Programming
- CSS (Cascading Style Sheets)
- Frameworks
- Full Stack
- HTML
- iOS Programming
- JavaScript
- Network Security
- SQL
- SSIS (SQL Server Integration Services)
- SSRS (SQL Server Reporting Services)

BUSINESS SKILLS:

- Budget Analysis
- Communication Skills
- Customer Service
- Inventory Control
- Marketing
- Negotiation
- Planning
- Project Management
- Procurement
- Sales Training
- Strategic Planning
- SWOT (Strength, Weaknesses, Opportunities, Threats) Analysis
- Technical Writing
- Train the Trainer

COMPUTER SKILLS:

- Adobe Suite
- CAD/CAM
- Database Management
- Digital Multimedia
- Eloqua
- Engineering Solidworks
- Exchange Administration
- Microsoft Dynamics CRM (Customer Relationship Management)
- Microsoft Office Suite (Intermediate and Advanced)
- MRP/ERP (Manufacturing Resource Planning)
- Wrike

CONTINUOUS IMPROVEMENT:

- Bloodborne Pathogens
- Change Management
- Conflict Management
- Decision Making Skills
- Innovative Thinking
- ISO (International Standards Organization) Training
- LEAN Manufacturing
- Lockout/Tagout
- Just In Time Production
- Problem Solving
- Quality Assurance
- Respirator
- Root Cause Analysis
- Six Sigma
- Teambuilding
- Total Quality Management

LITERACY SKILLS:

- Basic Math
- Basic English

MANAGEMENT SKILLS:

- Leadership

MANUFACTURING SKILLS:

- Blue Prints
- CNC Machine
- Crane/Hoist
- Drill Press
- Electronics
- Forklift
- Glue Booth
- Hoist
- Joiner
- Lathe
- Machining
- Mill
- Planer
- Saw
- Sewing Machine
- Shipping and Receiving
- Spray Paint Booth
- Trash Pump

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

PL Hours

0-200

MANUFACTURING SKILLS (1:1 trainer-to-trainee ratio)

- Blue Prints
- CNC Machine
- Crane/Hoist
- Drill Press
- Electronics
- Forklift
- Glue Booth
- Hoist
- Joiner
- Lathe
- Machining
- Mill
- Planer
- Saw
- Sewing Machine
- Shipping and Receiving
- Spray Paint Booth
- Trash Pump

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 OSHA 10/30)

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:

EDI Health Group

Delegation ≤ \$75,000 Single Employer

Contract Number: ET19-0482

Panel Meeting of: July 26, 2019

Approval Date: June 26, 2019

ETP Regional Office: San Diego

Analyst: C. Clady

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SB <100	Industry Sector(s):	Services (G) Information / Multi Media (51) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	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: 80	U.S.: 80	Worldwide: 80
<u>Turnover Rate:</u>	6%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution: (100% of Total ETP Funding Required)
\$74,100

Total ETP Funding
\$74,386

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:	IT, Managers of Engineering, Engineers, Administrative Staff, Directors, Client Service Supervisor, Manager, Sales/Support, Owner

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, Cont. Imp.	80	8-200	0-40	\$832	\$18.14
				Weighted Avg: 32			
2	Job Creation Priority SB<100	Business Skills, Computer Skills, Cont. Imp.	7	8-200	0-40	\$1118	\$15.12
				Weighted Avg: 43			

Minimum Wage by County: Job Number 1: \$18.14/hr. in Orange County
Job Number 2 (Job Creation): \$15.12/hr. in Orange 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 Numbers 1 and 2.

OVERVIEW

Year Company Founded:	1989	Company Headquarters: <input checked="" type="checkbox"/> Single location Irvine
Facility location(s) where training will occur	Irvine (Orange)	

Nature of Business:	<ul style="list-style-type: none"> EDI Health Group (EDI) provides technology services for dentists, patients and insurance
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	<p>companies. The Company offers business processes to increase productivity and streamline the billing process between payer, patients and providers.</p>
<p>Customer Base:</p>	<ul style="list-style-type: none"> • Dental Providers (Dental Offices) • Dental Payers (Insurance Companies)

<p>Business / Industry Needs / Changes</p>	<ul style="list-style-type: none"> • The industry is shifting toward more technology and a cloud-based environment. To remain competitive, EDI has made significant changes to several company applications and systems that require training to incumbent and new hire staff. • The majority of Company work is Cloud, known as Software as a Service or (SAS) where users log into a website that hosts their information instead of downloading from a personal computer. This service platform requires employees to be retrained to communicate and support customers. All trainees require training on cloud-based solutions. • EDI will hire seven Engineering and Sales/Support Staff in the next 12 - 24 months.
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Training Plan:

<p>Need for Training:</p>	<ul style="list-style-type: none"> • EDI is a solution provider that handles client needs from concept to installation through ongoing product support. The Company has identified training for new and existing staff to ensure workers are competent in their occupations. • Computer Skills will be offered to all occupations. Sales Staff will be trained to sell products and speak confidently to clients, while Support Staff needs Computer Skills training to troubleshoot and resolve technical issues. • Continuous Improvement training will focus on Managers/Supervisors to ensure teamwork methods, technical skills, and quality standards are met. • Companywide training will be provided in Business Skills so workers can effectively handle client complaints and requests. Training in Customer Relations will also be offered.
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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

Continuous Improvement	Business Skills	Computer Skills
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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 Infrastructure & Administrative Plan

<ul style="list-style-type: none"> • Project Oversight: The Director of Training & Development with the assistance of Content Developer will oversee the project administration. Managers/Supervisors will conduct all training. There is a training schedule in place and the Company is ready to begin training upon approval.
<ul style="list-style-type: none"> • Trainers: <input checked="" type="checkbox"/> In-house – Types of Training: Business, Continuous Improvement and Computer Skills <input type="checkbox"/> Vendor – Types of Training by vendor: TBD
<ul style="list-style-type: none"> • Administration: The Director of Training & Development will oversee training implementation with the assistance of in-house trainers. <input checked="" type="checkbox"/> In-house <input type="checkbox"/> Subcontractor

RECOMMENDATION

Staff recommends approval of this proposal and modifications.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	N/A		
Administrative	N/A		
Training Vendors	To Be Determined		

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Marketing Training
- Accounting Training
- Customer Relations
- Resolving Customer Complaints
- Identifying Customer Needs
- Telephone Skills
- Handling Customer Requests
- Sales Training
 - Customer Needs
 - Customer Complaints
 - Product Knowledge

COMPUTER SKILLS

Software Application

- Review Browser & Microsoft Office

Enterprise Management System

- Proprietary Software

Software Applications

- Account Registration
- Create Claims using Direct Data Entry
- Website
- Review 3 Claims
- Review 4 Attachments
- Direct Data Entry & Attachment
- Explanation Of Benefits
- DentistUSA
- Statement
- Practice Management Systems and Master Job Aid
- HTML
- Activity Snapshot & Live Help
- Change of Ownership
- Partner Support
- Comprehensive Review
- Anatomy of a Transaction
- Electronic Data Interchange Transactions
- Engineering and System Development

CONTINUOUS IMPROVEMENT

- Dominant Influence Steadiness & Conscientious Behavioral Style
- Productive Conflict Dominant Influence Steadiness & Conscientious Behavioral Styles
- Manager Training/Leadership Behaviors
- Supervisor Training/Leadership Skills
- Supervisor/Manager/Coaching & Documentation
- Supervisor/Manager/Communication to Employees
- Supervisor/Manager/Defining & Building Teamwork
- Supervisor/Manager/Promoting Engagement
- Train-the-Trainer
- Technical Skills Development Training (Coding, HTML5, Programming, Content Writing)
- Emotional Intelligence
- Communication Skills

CBT Hours

0 – 17

BUSINESS SKILLS

Business Performance

- Bundles and Packages (0.13)
- DentalXChange Attachment Services (0.53)
- DentistUSA (0.33)
- Learning Management System Course Navigation (0.08)

COMMERCIAL SKILLS

Non-Manufacturing

- Labeling Teeth (0.07)
- DDS Enroll Enrollment (0.47)
- DDCO Credentialing Recredentialing (0.50)
- Understanding Dental Claims (0.13)
- Intraoral and Extraoral X-rays Defined (0.08)
- Dental Health Maintenance Organization Roster (0.25)
- Doctor of Dental Surgery Enroll Credentialing (0.42)
- Understanding Orientation of X-Rays (0.10)
- Differentiating Solicited and Unsolicited Attachments (0.08)
- Electronic Remittance Advice (0.40)
- Processing and Reviewing ERA Reports (0.13)
- Real-Time (0.48)
- How to Check Patient's Eligibility (0.07)
- Merchant Services – DentalXChange PayConnect (0.50)
- TransUnion Patient Credit Score Services Guide (0.42)
- Consent for Call Recording (0.45)
- Active Shooter (.5)

COMPUTER-SKILLS

Enterprise Management

- Proprietary software (2)

Software Applications

- Registration (0.28)
- Account Settings (0.47)
- Add a Service or Package (0.05)
- Alert Settings (0.08)
- Billing & Reporting (0.07)
- Managing Providers (0.08)
- Change Practice Management System (0.05)
- ClaimConnect Overview (0.08)
- Claim Submission DDE (0.52)
- Create a Claim (0.12)
- Create a Pretreatment Estimate (0.10)
- Delete a Claim (0.05)
- Understanding Claim Submission Statuses (0.08)
- Understanding Problem Claim Statuses (0.08)
- Understanding User Generated Statuses (0.10)
- Mark a Claim as Pending (0.08)
- Pend a Claim When Information is Missing (0.08)
- Save a Claim for Later (0.05)
- Correct a Claim with Validation Errors (0.05)
- Resubmit a Rejected Claim (0.05)
- Submit a Duplicate Claim (0.05)
- Create a Secondary Claim After a Primary Claim (0.10)
- Create a Secondary Claim With a Primary Claim (0.10)
- Create an Encounter (0.12)
- Claim Searches and Statuses (0.53)
- Research Claim History (0.03)
- Find a Claim (0.08)
- Batch Claims Overview (0.15)
- Claim Submission Batch (0.38)
- Complete a Provider Match (0.08)
- DentalXChange Attachment Installation (0.17)
- Install DentalXChange Desktop Services Application (0.07)
- Submit an Attachment when Creating a Claim (0.07)
- Submit an Attachment Requested by an ERA or EOB (0.15)
- Manage an Attachment Rule (0.07)
- National Electronic Attachment – Registration & Application (0.53)
- PatientConnect Patient Portal (0.45)
- Patient Education (0.08)
- E-Patient Statements (0.63)
- Provider Setup for E-Patient Statements (0.07)
- Create Patient Statements Using E-Patient Statements (0.10)
- Doctor of Dental Surgery WebStudio Advantage 1 (0.37)
- Doctor of Dental Surgery WebStudio Advantage 2 (0.38)
- Doctor of Dental Surgery TimeManager (0.67)
- Partner Support (0.10)
- DentalXChange Login and Password Rules (0.03)
- LiveHelp Now Chat (0.32)

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



AB118

Training Proposal for:

San Joaquin Regional Transit District

Delegation ≤ \$75,000 Single Employer

Contract Number: ET19-0803

Approved: June 21, 2019

Panel Meeting of: July 26, 2019

ETP Regional Office: Sacramento

Analyst: J. Lazarewicz

PROJECT PROFILE

Contract Attributes:	AB118 (Alt Funds) Retrainee HUA	Industry Sector(s):	Services (G) Transportation Warehousing (48-49) Priority Industry: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Counties Served:	San Joaquin	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Amalgamated Transit Union Local 276		
Number of Employees in:	CA: 280	U.S.: 280	Worldwide: 280
<u>Turnover Rate:</u>	1%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

In-Kind Contribution: (100% of Total ETP Funding Required)
\$21,000

Total ETP Funding
\$20,800

Occupations to be Trained:	Bus Mechanic, Facility Technologist, Utility Worker
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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 AB118	Commercial Skills	20	8-200	0	\$1,040	\$17.70
				Weighted Avg: 40			

Minimum Wage by County: \$17.70 per hour for San Joaquin County
Health Benefits: Used to meet the Post-Retention Wage?: Yes No
 Although employer provides health benefits, they are not being used to meet the Post-Retention Wage.

OVERVIEW

Year Company Founded:	1963	Company Headquarters: <input checked="" type="checkbox"/> Stockton
Facility location Where training will occur	<ul style="list-style-type: none"> • Stockton 	

Nature of Business:	<ul style="list-style-type: none"> • Operates and maintains hybrid diesel-electric and battery-electric buses.
Customer Base:	<ul style="list-style-type: none"> • San Joaquin County residents.

Business / Industry Needs / Changes	<ul style="list-style-type: none"> • In support of California's Clean Air Act, San Joaquin Regional Transit District (SJRTD) has committed to phasing out all gas-powered buses to electric by 2025. • SJRTD has purchased 5 electric buses at a cost of \$1,084,487.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> • Training ensures staff has the knowledge and skills to maintain and repair SJRTD's new electric buses. • The LEA for Local 276 has developed a community college course to provide the needed skills to trainees. The course will cover
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	<p>Alternative Fuels, Electric Vehicles, and Hydrogen Vehicles.</p> <ul style="list-style-type: none"> • Training will allow SJRTD to meet their goal of a 100% zero-emission bus fleet by 2025.
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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

Commercial Skills

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> • Project Oversight: <p>The Operations Superintendent and a San Joaquin Transit system Board Member will oversee the training project and track performance of the Contract. An Administrative Assistant will assist with administrative duties and report progress to the Operations Superintendent. SJRTD has a detailed training plan in place and is ready to begin training.</p>
<ul style="list-style-type: none"> • Trainers: <p><input type="checkbox"/> In-house – Types of Training: <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: Commercial Skills by Delta College</p>
<ul style="list-style-type: none"> • Administration: <p>The Operations Superintendent will oversee administrative tasks and an Administrative Assistant will with administrative functions.</p> <p><input checked="" type="checkbox"/> In-house <input type="checkbox"/> Subcontractor</p>

HUA Wage Modification

Although trainees work in a High Unemployment Area, SJRTD is not requesting a wage modification.

AB118

This proposal will be funded under the AB 118 Training Program that was created in FY 2009-10. The AB 118 Program is administered by ETP in partnership with the California Energy Commission (CEC). The overall goal of the AB 118 Program is to support a transition from petroleum-based transportation to alternative and renewable fuels and clean, low-carbon vehicle technologies. There is no expenditure of Employment Training Tax funds for the AB 118 Program.

Under the AB 118 guidelines, there is no exclusion for nonprofit employers, and no requirement for out-of-state competition. Public entity employers are eligible to participate, such as city and county regional transit authorities.

Training will focus on job skills to repair and maintain electric vehicles.

RECOMMENDATION

Staff recommends approval of this proposal and modifications.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	N/A	N/A	N/A
Administrative	N/A	N/A	N/A
Training Vendors	Delta College	Stockton	\$200 per trainee

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

8-200

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Introduction to Alternative Fuels, Electric, and Hydrogen Vehicle Technology
- Electric Drive Systems
 - Advanced Electric Drive System Diagnostics and Repair
 - Electronic Control Systems and Troubleshooting
 - Components and Characteristics of Electric Drive Systems
 - Intro to Electric Drive Systems Safety
 - Regulatory Compliance – Industry Specific Practices
- Hydrogen Drive Systems
 - Advanced Hydrogen Drive System Diagnostics and Repair
 - Hydrogen Control Systems and Troubleshooting
 - Components and Characteristics of Hydrogen Drive Systems
 - Intro to Hydrogen Drive Systems Safety
 - Regulatory Compliance – Industry Specific Practices

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