

# PANEL PACKET

October 2021



**Employment Training Panel**





Employment Training Panel

## PANEL NOTICE/AGENDA

Friday, October 1, 2021

9:30 a.m.

### VIRTUAL MEETING

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

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

**Join Zoom Meeting:**

<https://us02web.zoom.us/j/84444943238>

**Webinar ID: 844 4494 3238**

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

**Conference code: 212627**

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

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

Webinar Login	9:00am	Amanda Flores
---------------	--------	---------------

For assistance, login and raise your hand or contact [mario.maslac@etp.ca.gov](mailto:mario.maslac@etp.ca.gov) or [Amanda.flores@etp.ca.gov](mailto:Amanda.flores@etp.ca.gov)

---

Webinar Instruction Intro	9:30am	Amanda Flores
---------------------------	--------	---------------

Virtual: Audio-Amanda/Voice-Panel Only

---

Call to Order by Acting Chairperson		Janice Roberts
-------------------------------------	--	----------------

Virtual: Audio-Janice/Voice-Panel Only

- Roll Call

Hand-Raise Pause for Public Comment-Amanda

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

---

Executive Report		Reg Javier
------------------	--	------------

Virtual: Audio-Reg/Peter/Jaime/Tara/Michael/Voice-Panel Only

- Legislative/Budget/Other
- Budget Update and Action on Allocations

Peter Cooper  
Tara Armstrong  
Michael Cable

Panel Date: October 1, 2021

- Request Motion to Adopt Consent Calendar Projects/Action

Jaime Guiterrez

---

**Policy Committee Report**

Virtual: Audio-Gretchen/Voice-Panel Only

Gretchen Newsom

---

**Action Item on Expansion Fund Guidelines**

Virtual: Audio-Heather/Voice-Panel Only

Heather Miguel

---

**Action Item on Community College Guidelines**

Virtual: Audio-Ryan/Voice-Panel Only

Ryan Swier

---

**Update on PFL SB and SEED Grants**

Virtual: Audio-Elisabeth/Voice-Panel Only

Elisabeth Testa

---

**Review and Action on Proposals**

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

Virtual: Hand-Raise Pause for Public Comment-Amanda

Diana Torres

Ryan Swier

Chris Hoover

Jana Lazarewicz

---

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

Virtual: Voice available for Panel Only

---

**Public Comment on Matters Not on the Agenda**

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

---

**Public Meeting Adjourns**

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

This Notice/Agenda of Panel Meeting and related documents are available on the ETP website at [www.etp.ca.gov](http://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, September 27, 2021, although the Panel may still change the order at the meeting. In regards to those items indicated below as an Amendment, please note that the dollar amount only reflects the proposed amendment amount, and not the total funding amount for the contract. Funding proposals are reviewed by the Panel on a case-by-case basis, and any action on a funding proposal shall not be binding on any other funding proposal.

### **North Hollywood Regional Office**

Central Valley Roofers and Waterproofers and Allied Workers Joint Apprenticeship and Training Trust Fund of Fresno, Madera, Kings, Tulare, Kern, Mono and Inyo Counties -----	\$190,930
Laborers Training, Retraining and Apprenticeship Trust of Southern California (The Laborers School)-----	\$596,610
Local Union 250 of the Southern California Pipe Trades District Council No. 16 of the United Association -----	\$598,290
Los Angeles & Orange Counties Air Conditioning and Refrigeration -----	\$598,770
Tri-Counties Sheet Metal Workers JATC-----	\$212,572

### **San Diego Regional Office**

California Fire Stop, Inc. -----	\$107,295
Glaziers, Architectural Metal and Glass Workers Local Union No. 636 -----	\$484,400
N.E.C.A/ I.B.E.W Inland Training Fund -----	\$555,480
United Association Local Union 342-----	\$599,251

### **San Francisco Regional Office**

Bay Area Counties Roofing and Waterproofing Industry Apprenticeship Training Fund -----	\$599,820
Northern California Elevator Industry Joint Apprentice Training Committee Trust Fund-----	\$599,872
Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County -----	\$588,468
Redwood Empire Electrical Joint Apprenticeship Trust-----	\$348,380

**Sacramento Regional Office**

Central Valley-Mother Lode Plumbers, Pipe and Refrigeration	
Fitters Joint Apprenticeship Training Committee -----	\$293,970
Descor, Inc. -----	\$131,100
Greater San Fernando Valley Chamber of Commerce -----	\$599,428
Iron Mechanical, Inc.-----	\$249,780
Meras Engineering Inc. -----	\$79,925
North State Electrical Contractors, Inc. -----	\$188,600
Schetter Electric, LLC -----	\$186,760
Valley Roofers and Waterproofers Joint Apprenticeship and Training Committee -----	\$123,753

**PROPOSALS APPROVED**  
**BY DELEGATION ORDER FOR 08/10/21 – 09/20/21**

<b>≤ \$75,000</b>	<b>Approved Date</b>	<b>Approved Amount</b>
<hr/>		
<b><u>Sacramento Regional Office</u></b>		
ACC-GWG, LLC	08/18/21	\$70,380





State of California—Labor and Workforce Development Agency

# Employment Training Panel

## TABLE OF CONTENTS

Panel Meeting of October 1, 2021

### PRELIMINARY MATTERS

Future Meeting Sites  
Prior Meeting Minutes  
Key Program Elements  
Legislative Memo

### OTHER MATTERS

Guidelines for Expansion of Funds  
Guidelines for Community Colleges  
Memo on PFL SB and SEED Grant Updates

### REVIEW AND ACTION ON PROPOSALS

#### **Consent Calendar** **Tab**

California Fire Stop, Inc.-----	1
Central Valley Roofers and Waterproofers and Allied Workers Joint Apprenticeship and Training Trust Fund of Fresno, Madera, Kings, Tulare, Kern, Mono and Inyo Counties -----	2
Descor, Inc. -----	3
Meras Engineering Inc. -----	4
North State Electrical Contractors, Inc. -----	5
Schetter Electric, LLC-----WITHDRAWN -----	6
Valley Roofers and Waterproofers Joint Apprenticeship and Training Committee -----	7

#### **Proposals for Single-Employer Contractors** **Tab**

<b>Sacramento Regional Office</b>	
Iron Mechanical, Inc. -----	8

## ***Proposals for Multiple-Employer Contractors***

***Tab***

### ***North Hollywood Regional Office***

Laborers Training, Retraining and Apprenticeship Trust of Southern California (The Laborers School) -----	9
---	---

### ***North Hollywood Regional Office (continued)***

Local Union 250 of the Southern California Pipe Trades District Council No. 16 of the United Association -----	10
Los Angeles & Orange Counties Air Conditioning and Refrigeration -----	11
Tri-Counties Sheet Metal Workers JATC -----	12

### ***San Diego Regional Office***

Glaziers, Architectural Metal and Glass Workers Local Union No. 636 -----	13
N.E.C.A/I.B.E.W Inland Training Fund -----	14
United Association Local Union 342 -----	15

### ***San Francisco Regional Office***

Bay Area Counties Roofing and Waterproofing Industry Apprenticeship Training Fund -----	16
Northern California Elevator Industry Joint Apprentice Training Committee Trust Fund -----	17
Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County--	18
Redwood Empire Electrical Joint Apprenticeship Trust -----	19

### ***Sacramento Regional Office***

Central Valley-Mother Lode Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee -----	20
Greater San Fernando Valley Chamber of Commerce -----	21

## SUMMARY OF DELEGATION ORDERS

***Delegation Orders***

***Tab***

ACC-GWG, LLC



# M e m o r a n d u m

To: Panel Members

Date October 1, 2021

From: Reg Javier  
Director

Subject: **Future Meeting Sites**

<b><i>October 1, 2021</i></b>	<b>Virtual Meeting</b>
<b><i>November 5, 2021</i></b>	<b>Virtual Meeting</b>
<b><i>December 17, 2021</i></b>	<b>Virtual Meeting</b>



**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL**

Zoom Virtual Meeting  
August 20, 2021

**Panel Members**

Janice Roberts  
Acting Chairperson

Gloria Bell  
Member

Chris Dombrowski  
*Ex-Officio* Member

Ernesto Morales  
Member

Gretchen Newsom  
Member

Rick Smiles  
Member

Douglas Tracy  
Member

Madison Hull  
Member

**Executive Staff**

Reg Javier  
Executive Director

Peter Cooper  
Assistant Director

Michael Cable  
Staff Attorney

**STATE OF CALIFORNIA**  
**EMPLOYMENT TRAINING PANEL**  
Zoom Virtual Meeting  
August 20, 2021

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

Acting Chairperson Janice Roberts called the meeting to order at 9:37a.m.

**II. ROLL CALL**

Present

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

Executive Staff

Mr. Javier, Executive Director  
Peter Cooper, Assistant Director  
Michael Cable, Staff Attorney

**III. AGENDA**

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

Mr. Javier stated there is a modification that we'd like to make. Staff would like to pull the apprenticeship funding for fiscal year 21/22 item off the agenda. explanation as to why, as we were putting together our funding levels for this fiscal year we use projections that were given to us, based on what was happening over the course of last year and the anticipated collections that make up the ETP fund . we've recently started hearing that we may be in a better position than we actually had thought at the time that we've had put together the budget so we really won't know exactly what that looks like in terms of the actual numbers until sometime in September, when we get the reports back around the last year's close out and the actual collections.

Mr. Javier added what we would like to do is bring back to the panel at the next meeting, a clear picture of what the budget looks like in the core funding levels look like, which we're hoping impact in a positive way, any core funding CAP discussions whatsoever so we'd like to pull this one off the table for now.

Acting Chairperson Roberts stated to Ms. Newsom anything that we've discussed on the subcommittee meeting you can talk to that as well, but it's off the agenda today and asked if there were other changes to the order of one of the projects.

Ms. Lazarewicz replied yes and stated she will be presenting Tab 33 after Tab 20 because it's a single employer, but it was mistakenly put in with the multiple employers, so we will jump ahead after Tab 20 to Tab 33 and then continue on after that, with the multiple employers.

Mr. Brauer stated he wanted to comment on the item that that was pulled in consideration for when it comes back in the future and glad to hear that the amount may be considerably higher that you're thinking about I came to that policy meeting recommending a significant increase with the new monies that were coming in. My suggestion would be strongly I think for us in the building trades is something around another \$15M on top of that \$11M towards apprenticeship would be entirely appropriate, you have a governor who set a goal of 500,000 apprentices that include the building and construction trades, a lot of the proposals that come forward. As well as their importance to the overall economy, and had a chart to share later on the benefits of supporting apprenticeship. In addition to raising that core funding, hopes the panel and staff will do everything that they can to avoid trying to do an RFT pay process.

Mr. Duscha wanted to say thank you and it's a good move.

Glenn Arvin SMJATC 617 also wanted to say thank you for considering them and the funds we've received in the past have been instrumental in us keeping with the highest level of training for our practices.

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

Motion carried, 8 to 0.

#### **IV. MINUTES**

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

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

Motion carried, 8 to 0.

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

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

Mr. Javier also reported today's Panel represents about \$12.8M in proposals with about their which includes about \$91,000 in delegation orders.

Mr. Javier then reported a few updates that the team has continued to work on the development of the new application Cal-E-Force. We are also, as requested, preparing to provide you all, with a status update on both the PFL and the SEED initiatives and will be receiving the progress reports on those initiatives in the next few weeks and Liz Testa will provide you all with that update at the next meeting. Also later this morning Kellen Hernandez from our staff will be reporting on an innovative way to better manage staff and contractor time. He'll be reporting on leveraging zoom for group startup meetings and Cohorts. And lastly wanted to provide some clarity and insight as to how we are putting out a new monies that have come to ETP and how we work with our thought process is around it because there's been a lot of discussion around it.

Mr. Javier then reported the intent is to get the money out as quick as possible, so we can give all of the contractors' ample time to hit the performance targets which are pretty robust with these monies. There are some factors are considerations that we had to take into account as we planned for the rollout of these funds, and most of those factors are considerations were born from experience.

Mr. Javier also reported as we were launching the PFL and SEED projects which were both funded through the general fund, were told by EDD and DGS at the time that we had to go through their procurement and contracting process, because in fact it was general fund. We debated that a little bit we were trying to use the ETP process, essentially for those projects as well, essentially, we were told that we had delegated authority over the ETF, which are the collections, by which ETP is funded, but not general fund.

Mr. Javier also reported as you all know, for PFL and SEED we complied, we did a procurement and subsequently brought to contracts back to the Panel for approval.

Mr. Javier then reported Legal counsel is working on developing our interpretation of ETP authorities as it pertains to the resources that come to ETP for us to manage. Our desire is to have the same authorities that we have with the ETF be applicable to general fund monies as well. All that to say that we are working on gaining as much flexibility in our processes, as we can, but with that said, in the spirit of trying to get these monies out quickly without delay, while we continue to work on our delegated authority issue we're trying to gain those authority, so we can just run things through ETP traditional process, we're moving forward with a plan to put out all the money through RFP very quickly, in a very, very short timeline in hopes to get all of the new monies out on the street, In the contractors hands by the end of the calendar year maybe early January at the latest. So that way we wouldn't lose any time in terms of having to create an RFP and then release that in the RFP process should we find out, we don't have the authorities that we were hoping for.

Mr. Javier reported Peter is going to talk about all of the RFP timelines during his presentation on all the new monies and lastly as Peter talks about those timelines we've been working internally to align all of the staff resources necessary to complete those RFP on time and consistent with the schedule that Peters going to present a little later on.

Acting Chairperson Roberts stated regarding the RFP for some reason we do get the flexibility to manage ourselves without having and putting it back into our core fund, we do have that flexibility at any one time to pull the trigger on that, Is that correct.

Mr. Javier replied that's correct, essentially what we're saying is that in trying to save time we don't know the outcome of the debate that we're having around our flexibilities if we lose that debate then



we wouldn't have lost time.

Acting Chairperson Roberts so more of a contingency plan in case something else doesn't happen, we need to think of how we can use these funds, like expediently if we need to.

## **VI. REPORT OF THE CHIEF DEUPTY DIRECTOR**

Mr. Gutierrez stated today's panel meaning is for approximately \$12.8M that includes \$90,850 in delegation orders are proposals cap that \$75,000 and approved under delegation authority by the director on continuous flow, since the last panel meeting we've had an approval of three delegation orders.

Mr. Gutierrez stated if all the proposals scheduled for this panel meeting are funded today the panel will be approving 36 projects and also, please note one project Airport Services is a holdover from last panel meeting and will be funded from prior year funding. As such, it is not included in the 21/22 funding. After today's panel meeting the employment training panel will have approximately \$32M left in contracting capacity Based on our previous projections some of that may change now that we're getting additional information on what our ETF funding is going to look like, so we will be doing a reassessment of our contracting capacity, once we have all the data.

Mr. Gutierrez then stated we have received approximately 515 applications, with an estimated value of over \$68.6M, 65 of those applications are in the Regional Offices and 450 applications are within the Application and Assessment Unit.

Mr. Gutierrez regarding the demand and allocations, we're currently within our allocations, we do have \$47.7M in demand for single employer contracts. We have \$5.4M in demand for multiple employer contracts, and we have \$7M in demand for small business contracts. We also do have \$8.5M in demand for partnerships and at this point we have zero demand for critical proposals.

Mr. Gutierrez that is the final portion of my fiscal report, and I do have one action item, I would like to request the motion to approve the consent calendar.

Ms. Newsom requested to pull Tab Bo. 7 for North State Electrical Contractors, Inc.

Acting Chairperson Roberts had some comments, some of them are more concerns. Tab No 2, 4, 6, 7 and 8 are all by the same subcontractor and this is just a comment that each of those that subcontract the same subcontractor is getting 10% of the funds on top of the 13% so in a sense, are getting 23% of the dollars from ETP for very small proposals, I don't know if that's just and I think that we need to figure out a better way to handle that. It's something that I know that the staff is looking at trying to develop other means to but at this point, I said that I don't know if it's just unfair for the small amount of dollars that we're talking about and

Acting Chairperson Roberts then noted Tab 4 going to see more and more of this, so the panel has to address. as we go forward and the ETP staff is probably going to work on it as well, but we're going to see more and more COVID related projects regarding performance and retention as we go forward have to take each one individually, but we'll be seeing that, and how we manage that will see in the future.

Acting Chairperson Roberts then commented Tab 6, 7, 9 have a disparity of retraining wages versus new hires. There is a big difference between \$4 to \$6 difference between that and don't know if they're here to discuss it, but one of the things that I would like to see in the future if there is such a

disparity with the wages of those contracts that we could have some justification in our 130 that we could look at to determine why there's so much difference in the training dollars in the wages of those both new hires and retraining.

**Tab No. 6: K.W. Emerson, Inc.**

Mr. Snead stated I do know that there is a difference between starting versus after a short while they tend to increase the wages and am not sure if you're asking about the low start wage and believe there is a wage progression and they do increase it fairly soon.

Acting Chairperson Roberts then added but remember those wages that we're seeing on our wage list those are Those are post retention wage so you're talking two years you are still going to be staying at that same wage that's why I don't know what kind of progress you're talking about. Five year progression or talking about a six to nine months progression

Mr. Snead replied that he believes the way the proposals that when the proposals approved how many people will have that starting wage from the gecko not two years from now, so two years from now yeah they should all be up wage one for job one wages. But when they first hire them and they start to train we enroll them and so that's usually they're starting wage as long as the starting wage makes the minimum wage, then we enroll them and track their hours, but so that's more starting wage not wages from two years from now.

Acting Chairperson Roberts added but if you look on our training plan table, you'll see under post retention wage, you see under job initiative \$17. Post retention means after two years after the project is ready to come to completion, so to me it's not saying that it's the wage currently it seems like it's going to be the wage two years from now. that's just a discrepancy that I have that around the wages that can be very confusing for a lot of people and what they put down on the packet, but remember we don't see the whole application process and only see what's in front of us and, sometimes, what in front of us isn't consistent so that's why we're asking you to explain it to us.

Mr. Snead replied since I put it together I've always written these as starting wages, so that you know if the start date on the contract is this Monday or a week from Monday whenever it starts and if they've hired anybody in the last few months that qualifies for job two then as long as they meet that \$15.65 , we can enroll them but again that's starting wage that's not ending wage, and can talk with staff and happy to change things on a go forward basis if that's the understanding of how many people will be making the retention wage and that's actually better for the company and happy to make those changes, for the ones that you outline, which is, six, seven and nine those will all be beginning wages not end of retention wages okay.

Ms. Newsom asked can those wages be more reflective of job number one

Mr. Snead replied absolutely the wage progression go up pretty quickly so I don't think they'll be a problem.

Ms. Newsom noted some of the commercial skills does seem to be duplicated apprenticeship training or curriculum that would be covered in apprenticeship, are you affiliated with an apprenticeship since you're doing construction.

Mr. Snead stated that as a Union shop, they're not training apprentices, but I also do know that, based on talks to them, there are some needs some times for a refresher courses, if there's been people that have not been on a certain type of project but also know that they do some things in

Paradise rebuilding things and so they're working on some PG&E work and PG&E is also requiring them to have a number of skill sets and to be retrained within each year, some of those skills are definitely mandated from PG&E. whether or not they're overlapped or not they're overlapped With any union skills in general, would just be an overlap, but they're not training any apprenticeship, I can assure you.

Ms. Newsom just to be clear it's not a matter of being a Union versus non Union but there's opportunities for to do some of these commercial skill upgrades and curriculum and training through apprenticeship Union or non-Union. And I just want to make sure that we're not duplicating those efforts, so you can work with staff on that to make sure of that there's ways of making sure that these workers are receiving this training through apprenticeship, and also getting the additional benefits of that as a best practice.

Mr. Snead explained one of them does go through an apprenticeship formal Program. It is accredited and they do bring their staff up through that.

Ms. Newsom it's a matter of having that curriculum go through the apprenticeship too so if you can look into that that'd be good.

Acting Chairperson Roberts inquired if Mr. Snead is the consultant.

Mr. Snead replied that yes he is the consultant.

Acting Chairperson Roberts noted her comment earlier regarding a consultant wages is that correct. It's not illegal to get 10% of the dollars, it's just doesn't seem to be equitable. We'll watch it and we'll make a comment on it, if we continue to see it.

Mr. Snead noted I do cap my fees they're not 10% on everything and some things are actually lowered so it's not an across the board.

Acting Chairperson Roberts stated there were some that were lower I saw there was some that were lower, but for the most part, probably all the ones that were here on the consent calendar almost exactly 10% of the dollars.

#### **Tab No. 6: School Innovations & Achievement**

Acting Chairperson Roberts stated their jobs for retrainees versus your new hires are about \$4 or \$5 difference and when I look at the post retention wage it mimics what In the panel packet, can you explain why the differences between new hires and retrainees. As long as you do more due diligence around it, so we don't see those big discrepancies between the wages that's all.

Mr. Snead i'll make adjustments on the applications in the future for sure, but rest assure these are beginning wages these aren't the two year from now retention wages.

Acting Chairperson Roberts then stated but you see in the panel packet it says post retention weight range so that's what we go by.

Ms. Newsom stated she would like to see those wages move up to being more consistent with Job Number One, please.

Mr. Snead they usually are and is very familiar with the company and they go up pretty quickly.

Ms. Newsom they have my support.

Acting Chairperson Roberts asked if there were any other questions from the public or Panel regarding the Consent Calendar and asked for a motion to approve the consent calendar and to pull Tab No. 7.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Consent Calendar with the removal of Tab No 7 to bring back for further discussion. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative for approval of the Consent Calendar with the removal of Tab No 7.

Motion carried, 8 to 0

## **VII. REPORT OF THE ASSISTANT DIRECTOR**

Mr. Cooper reported the recently signed budget provides \$86M in new funding from the state general fund. This is an amazing opportunity to build and expand ETP and work with new partners as well as old. We are trying to get the funds out as fast as possible while still following a process to insure they are successful. With the over-arching intent of getting the funds out quickly, we are going to deploy all the funds through the RFP process. We have assigned a manager to spearhead each of these programs and they will insure we have clear communications and information for stakeholders. Information will be posted on ETP's web site.

Mr. Cooper reported both ETP's current contractors and new applicants can apply for these funds. The PFL funds are awarded on an annual, on-going basis while the rest of the funds are one-time funds. Disbursement and encumbrance of these one-time funds will commence this fiscal year through June 30, 2024. These new programs will support goals and objectives for outcomes as directed by the administration and the legislature. ETP will report back to the panel and the legislature on the use and outcomes of the funds.

Regarding process for entering into contracts through RFP process, dates of the stakeholder information sessions will be posted on the ETP web site. Once this has been completed, ETP will finalize and release the RFPs.

Mr. Cooper reported we went through the goals, contracting, and timelines for each program. While the program specifics are still being developed, we do know some specifics: Earn & Learn Program: -- \$50M. This is to expand ETP into high-demand sectors and support 'earn-and-learn' programs. Goals expanding ETP programs to serve high-demand sectors, and support an equitable economic recovery serving sectors not served by core funds: public sector, healthcare nonprofits expanding the earn and learn and apprenticeship models support new apprentices in both traditional and non-traditional sectors supporting new-hire training supporting a just transition to a carbon neutral economy supporting economically disadvantaged communities.

Mr. Cooper then reported Contracting, the funding will go out in the form of a RFP, anticipated eligible applicants may include, DAS registered apprenticeship programs, apprenticeship intermediaries employers, workforce development board, non-profit organizations, community colleges, business associations, associations or other MECs, public entities (hospitals & localities).

Community College Program, \$15M, this will be used to align and operate programs with the community college system, in partnership with the California community college strong workforce program, will include goals strengthening coordination between workforce programs and long-term engagement with employers and the community college system. Target small businesses and workforce affected by pandemic to assist with economic recovery contracting after administrative costs are deducted, \$13M will be available for contracting with community college contract education partners through a RFP.

SEED program: \$20M, this will augment the \$10M, that we already have in place for seed. SEED is Social Entrepreneurs for Economic Development. Goals to establish new small businesses and worker-owned cooperatives that meet a community need, by supporting the entrepreneurship of immigrants of any status and limited English proficient individuals contracting funding applicants that did not get funded in the first round of seed contracts. Augmenting successful current contractors with additional funds panel will approve the selections that have the highest score as presented to them, although they are not involved in the scoring of the applications themselves.

PFL Program: we have \$1M for paid family leave for small businesses with goals to ease the strain on small businesses with less than 10 employees when one or more employees are out on paid family leave by supplying micro-grants to affected businesses which can be used to hire, train, or retrain other staff to cover the duties of the employee utilizing paid family leave; to increase outreach to small businesses on the paid family leave program. Contracting panel will approve the selections that have the highest score as presented to them, although they are not involved in the scoring of the applications themselves.

#### Timelines:

Paid Family Leave: this program is well established and we already have the applicant pool from the first round November panel meeting – approval of contract augmentations and newly awarded contracts by panel December 1st – newly awarded contracts start.

SEED: this program is well established and we already have the applicant pool from the first round. November panel – projected approval of contract augmentations and newly awarded contracts by panel January 1st – projected newly awarded contracts start.

Earn & Learn and Community College Programs: displayed a table showing the different dates

Acting Chairperson Roberts inquired if out of the \$50M, \$10M is going to go to SEED as well.

Mr. Cooper replied no, there are there are four different pots of money. \$50M for Earn and Learn, Community Colleges, which is \$15M, SEED \$20M additional dollars that are going to be added on to our existing SEED program and then Paid Family Leave which is just \$1M in recurring funding that we get from the state.

Acting Chairperson Roberts stated this is all very new to a lot of people, there's going to be a lot of questions and concerns regarding the RFP process. Especially when we feel that those a lot of those money should go back into the core funds versus putting them into special interests and didn't know if you mentioned anything about small businesses in that program and asked to explain what Earn & Learn exactly means

Mr. Cooper explained Earn & Learn as a pretty broad category, which can include anything from paid apprenticeship programs to paid internship programs, it could also include any kind of training, where there's instruction going on, as well as the individual being paid, so this could also include

single employers that have new hires that want to get funding through this program and we're in the process of developing RFP and we have listening session. But we are also going to keep it fairly broad so that we get some innovative ideas from applicants. So we'll have more information, you know as we go through the process.

Acting Chairperson Roberts asked if it is open for profit and nonprofit companies.

Mr. Cooper replied yes, that's true we're hoping to get some public sector and maybe some hospitals that participate as well as private sector.

Acting Chairperson Roberts and they don't actually have to pay into the unemployment funds, is that right.

Ms. Newsom wanted to point out the Earn & Learn concept to just be used as a mechanism to use productive laboratory, I want us to take a high road and continue to concentrate on what the value is to the trainee that they're receiving good wages, that they're receiving certifications that they're progressing along in their career paths, with some really solid training and it's not just a mechanism to use productive lab and then received ETP funding for that.

Acting Chairperson Roberts wanted to make sure we have enough resources within ETP to manage and are putting their full resources on it. But also understand that you're also short staffed and I just want to make sure that we have people on board that can handle these RFP projects so.

Mr. Cooper added that is a challenge, but I think we'll be okay, we are dedicating some of a staff specifically to this, as I mentioned, we were having four of our managers spearhead each of these different programs for example Heather Miguel will be spearheading the Earn & Learn piece and Ryan Swier spearheading the Community College piece and we're also using the opportunity of the zoom environment to really make it so that we can draw on resources from across ETP and so will have different specialist from whether its fiscal or it or different parts of the ETP will be part of teams that are already being developed and used. Teams at ETP, for example, for the Earn & Learn will have multiple members from across ETP so you know we will have some funds as well, we will be getting admin money and this is critical for adding additional staff to ETP so we can handle the administration of this. The type of programs that we're looking for, are going to follow the history and the direction that ETP has gone in the past, really looking for the quality career opportunities, high wages, the certificates that are transferable, all those good things, those good aspects we're going to build into the RFP and we're still building it out, but that's definitely in the back of our mind to make sure that this is something that the panel feels comfortable supporting and voting for and it's a good Program.

Acting Chairperson Roberts noted all the hard work that you guys have put together regarding this new project, so I know you've been working on it for several months, once you knew that these monies are coming through so I appreciate that and glad that we got our stakeholders involved, as well as the panel to make comments and question some of the proposals that come through. I noticed during the SEED project, it was just in front of us, it wasn't our core funds, we had to make a motion on what we saw in front of us, but we really had no input into where it was going to be funded and am glad that we will have that input down the road.

Ms. Bell is concerned about resources and because you're still trying to work this out, as well as fully bake it do you really think you're going to reach your September 24 deadline to be able to go live on this.

Mr. Cooper stated staff have been working on this, the different teams behind the scenes. We have very good examples from other RFP that have been released, for example, from DAS, the Committee Colleges, and the State Workforce Board. The templates there, it's just a matter of figuring out exactly the criteria that will go into the scoping details for each and we have general ideas and now leads have more details than I shared what they're thinking about and we're going to start building this RFP at the same time as we're planning for these information sessions. Before we finalize anything we will get their input as well, so we're on track to get there.

Acting Chairperson Roberts replied normally we don't open it up to the public in the middle of this discussion, but because it's such a new innovative program that we're having to administer, am going to open it up to the public for comment again.

Steve Duscha stated he is optimistic, based on the comments of the executive director that the \$65 M in new ETP general fund money will go to the core projects and not to the sorts of things that Mr. Cooper has described. Second, I am very surprised that the timeline that Mr. Cooper laid out does not include any time for the RFP to be approved by the panel. What the staff is actually proposing is that the staff will create this RFP without input from the panel or without approval from the panel. Put the RFP out and then decide who wins the RFP and bring the winning entities back to the Panel for approval as was noted in previous RFP they've been presented as approved at all or not, and this is a very different process from the regular ETP process, and I would certainly advise the panel to have a strong role in that. This money needs to go back into the ETP core funding and the ETP statute clearly states in several places that money coming into the ETP program does not need to be put out through competitive bidding and when this is reviewed will all find that the traditional ETP process is the way this money should be put out.

John Brauer stated we think the strong reasoning and opportunity to put it into core funding and has serious doubts as to whether ETP has the capacity to do an RFP process in the timeline that is being articulated and think that you do need to have some piece of the panel weighing in and affirming whatever comes out of that process is appropriate and necessary and glad that you're going to be looking at what you do under core funding, history and priorities. As you kind of move forward from us again, historically, we have tried to make the point that, particularly for the apprenticeship piece of this that it's JATC training for the industry, not just for the individual programs in the way that you've looked at them as a whole and made either adjustments on caps or total allocation of the core funding really has reflected that kind of Industry perspective and would ask you to continue in that. We think that the demand is probably significantly more, probably upwards of three and a half, three times what you have now and the 11 and a half allocated for apprenticeship. Some significant increase towards apprenticeship, is worthwhile for the panel to undertake and for the state of California and for workers, looking in high demand industry. We would ask that you add that listening session, or if you need some of us on the outside to suggest some areas in that listening session that there's discussion about like definition of new hires. If that's what you need to figure out, let alone the mechanics of the RFA and what that's going to look like, but I think there's a lot of sub issues and we would certainly be even prior to a listening session the industry would like to weigh in on some topics for that listening session.

Acting Chairperson Roberts appreciates the comments that the panel has input into it before we see it, as mentioned earlier, I like to have some input into what the RFP or proposed approved before we make a motion on it.

Robert Sanger thanked the panel for all your hard work on allocating this additional funding. This can be added to the core funding and think that's important if we can do it that way and thinks that's

going to be the most efficient. I just want to add, speed is an issue here, a lot of employers are having a hard time getting people in the doors, people working. In manufacturing capacity is increasing, for a lot of our clients, so they need to get people into the workplace and get them trained and one of the fastest ways to do that is through these multiple employer contracts and other initiatives apprenticeship programs are important too. But they serve a very small amount of the employment based in California, so speed is of other assets to get this money out to employers that need it quickly and if we're going to do that by the end of the year, really look at multiple contracts and an expedited process to get these projects approved.

Eric Hardeman stated he is in support of the increase to the core funding for the multi-employer apprenticeship programs. That does come in handy right now, with all the extra cleaning and things that we have to do during COVID.

Kelly Greer added that the JATC need ETP funding, more than ever, and during COVID they kept their doors open, but it was at great cost. Social distancing led to smaller classes and no sharing of tools or materials and the need for virtual learning lead to more digital tools, new safety standards, lead to building upgrades and materials. These changes, increased trainer costs, training materials and overhead costs tremendously. We asked you to reinstate the apprenticeship funding to previous years, and not to cut back.

Andy Gerber stated the current funding that we had received in the past, it really help us expand our curriculum to really update our training to what's really relevant what's happening in the field. We're able to build more projects and buy more tools for that training that's a little more expensive than what training for tile has been in the past, the industry is growing, tiles are getting a lot bigger and just the training is significantly different than it was even 5 -10 years ago, and with COVID, using a little more online options so we're able to purchase more computers and the funding would be great for apprentices. When I took over, we had a couple apprenticeship were bored with the training they thought they just come here and not really do anything just basically doing the same old thing that we're doing the job, but I was able to enhance their training with expanding the curriculum and made a lot more apprentices engaged in there at school. I was able to teach them how to use computers better also so a lot of them have left here and they felt had better training than years past. Apprenticeship trainings is important and hope our funding stays if not the current level, at least a little bit more.

Benjamin Rivera thanked the panel for taking in consideration to put that money back into the core budget and how important it is for our programs. We are building trades program and we offer a high roads pathway to careers. This is family changing, life changing careers, we have so many individuals that come and it's ranges from everything, single parents, both men and women, finding a way to earn that living, maintain it as a profession, have health care, have retirement and good family sustaining wages that allows them to own a home and raise their families in a consistent area. The successorship and sustainability of our Program is directly related to ETP funding, there are many programs that we offer as far as training and certifications that directly are related and in partnership, with State legislation, code changes, energy usage, fire life safety measures, life and safety systems, different things that way, ventilation now just with the recent COVID changes in our schools and our members are able to receive that training and it is expensive. We are able to augment our core components and different things that way because of ETP funding helping us to get new components, new tools and instructor training. These are programs that are in partnership very reactive to our needs here in the state and they provide long term solutions for families.

Rosie Borzillieri shared their program has implemented new classes in order to mimic job site construction conventions, using the same materials contractors do. Our apprentices and



journeymen are doing the rock carving at Universal Studios, Super Mario World, where they are building cages, painting, carving and simulating all of that here at school first so they could take their families and have a project that they've done that will be there forever. The safety certifications are mandated and all members get a minimum of 20 hours of ocean scaffold just to be eligible for dispatch with our program. They continue to certifications up to their OSHA 30, which is also a requirement at LAX, in which we have three contractors there and this funding is crucial for both our apprentices and journeyman. We've recently purchased steel to put up a fire proofing mock up so that our members can get real world experience with intumescent. Our graduation is scheduled in October, in which we will be honoring 25 graduates. We too would agree that the apprenticeship training is all core to the highest level of training.

Glenn Arvin SMJATC 617 would like to encourage the panel to consider putting more money back into the core for the training will help the apprentices. COVID itself put a great strain on educating the individuals, we had to put extensive training to the teacher, so they could teach in a professional manner that could be received by the students with the utmost of being able to understand the material, and able to see it. Classrooms are set up so that when we could come back and be in a webinar type, we can safely bring people back in and keep distancing on it. The concept demand from our economy with wanting to go to more and more electrification has required that more additional training is being done and now with looking at batteries, to help offset the demand on to our power generation system. What it really comes down to is with a high school education you go through a five year apprenticeship and you're able to come away with a good paying job, with health and retirement benefits, to be self-sufficient in this economy and not a drain on this economy, also to be able to provide for whoever you decide to spend your life with. We train people to be self-sufficient because we train them with the skills that's necessary for them to be able to work anywhere in the state of California, not just in one place in the state of California so wherever the demand is, we can meet those demands with being able to have portability of people being able to go from one jurisdiction to another. Please consider putting the money back into the core where it was so we can keep these demands that are put upon us and be able to meet them.

Preston Riehl wanted to advocate for apprenticeship funding to remain or increase. What we have been able to do with the help from ETP is really just be able to keep our doors open and keep apprenticeship progress going through this whole entire pandemic, which has been hard on everybody, as well as future items have more hands on training, etc., and it's very crucial to the state of California, with all the plans that are coming up.

Sara Gordon LTS wanted to speak to the importance of these apprenticeship funds and thanked ETP for supporting us throughout the years that these grants. The funds have allowed us to continue to provide skilled and trained laborers to the contractors in our area. Secondly, the funds allowed us to continue training our apprentices and journeymen throughout the pandemic, we were able to pivot to online synchronous training for our awareness classes using canvas and zoom and we created an online training class which teaches basic computer skills to apprentices and journeyman. Your support allowed our apprentices to continue to advance in the face of the pandemic. We continue to provide training both face to face and online formats, in order to meet the needs of our apprentices, especially those who live in the remote areas. She sat in one of our zoom online training classes and there was an apprentice who explained, he had never touched a computer in his life. He had borrowed the one he was using from a neighbor. This young man has now completed all of our online classes as well as face to face classes in is on track to graduate on time I came to find out this man had been incarcerated for most of his adult life and he expressed that the laborers were the only program he was able to join. One of our coordinators checked in with him recently and he told him that he now has goals, including buying a home and becoming an instructor at the Labor school to help others like himself. We have many of these success stories in our

apprenticeship program and we just want to thank ETP for helping us to support those in our communities to succeed through effective apprenticeship training and good Union jobs.

Jason Rafter wanted to share that not only skill and train is what we do at the apprenticeship, but safely skilled and trained. The ETP funding allows us to train our apprentices in a safe manner through our mock ups at our training facility, which allows them to be safer on the jobs sites. The state of California, is doing a lot of building now and the ironworkers are one of the most dangerous trades in the building trades and the funding that you guys give us allows us the ability to train these individuals in a safe manner so that they're safe on the job sites, so I appreciate everything that you guys are doing and keep up the good work.

Brian Hill started this position about seven years ago and run two schools, and at the time were not involved in ETP. We had two instructors and 18 students now we're up to nine instructors and north of 70 Students. We've been able to include summer upgrade classes to our journeyman, so the ETP funding has really helped us with our expansion over the last several years. Another thing to point out is just the symbiotic relationship we have with the State of California, the state, passes what we could call common good legislation. We train to meet the new mandates, our members then provide the services and their well paid for their work, and then they pay taxes on their wages too, so some of that tax money ends up coming back to their own training through the ETP funding. Which is very beneficial to continue on a certification and these mandates, one would be through the California Energy Commission, its mechanical acceptance testing technicians, and it's a certification. The CEC is going to start enforcing this this coming year, and there's going to be a shortage of technicians but we're there to provide that training for them. The other would be Assembly Bill 41, that has to do with classroom ventilation, we need to train technicians so they can get in and out of the classrooms, then we need to train our mechanics to get in there and do the repair. Both have to do with the quality of life, common good in California has to do with energy efficiency and being greener, the other has to do with actual air quality within the classroom. Our expanded role in the state requires additional training and ETP can be a big part of that too and would like to just encourage the additional funding.

Joe Estrada would like to thank you guys all for your efforts to make sure that the funding goes to where it's needed the most. At this point ETP funding is needing to stay bare minimum where it's been at and potentially even an increase. But one of the other point has been a phenomenon that we all known as the silver wave. For the last 15 to 20 years I've heard about the large numbers of people that are going to be retiring from the skilled and trained workforce. It's these numbers that has been an unusual phenomena or byproduct COVID, that more and more people are taking this opportunity to just hang up the hard hats and call it a career. Right now, more than any other time I think it's critical to maintain our funding levels at or above where they currently are so that we can have these additional offerings. The funding that's been afforded to us through ETP has been extremely vital, so that we can keep our skilled trades staffed to do all the projects that not only are ongoing but with the infrastructure from the current national administration. All of those project are just going to get more and more critical that we do have this additional funding to ensure that we get those training opportunities out there to as many people as possible.

David Garcia stated at a time when the ETP budget is that a record high, urge you to increase funding for apprenticeships not cut it. You're help in the past has enabled us to upgrade our facility to make it safe both apprentices and staff. To continue training, first hybrid now at full capacity during this pandemic, we've been able to replace outdated equipment, continue to buy expensive materials, essential for training and add new classes like indoor air quality, title 24 mechanical acceptance testing, classroom ventilation of all of these which would give valuable skills to our apprentices.

Brian Murphy stated the ETP money last year was vital in order for us to keep our doors open during COVID, we provided in depth training to all of our instructors to make the transition from all of our courses being developed online, also we provided every single one of our apprentices and instructors with laptops which that was a big cost and then not only that we had to purchase a lot more tools like threads and snap cutters so that we could socially distance our hands on classes and make sure that every apprentice had their own set of tools to be working with, whereas in the past we team them up. I would definitely love to see an increase in money for apprenticeship, moving forward we're going to continue, since we did put all this hard work into transforming our curriculum to an online environment, we're going to continue offering our courses in a hybrid format and so we'll be continuing to purchase laptops for all future apprentices coming into the program so that's going to be an additional cost that we hadn't incurred in previous years and then also we are now in the process of transforming all of our journey classes to an online format for our members that live out of area, so I would definitely love to see an increase to the ETP funds.

Quintin Morales stated we still have a high demand from our industry to maintain a high level training and with your help, and the funding that we do get and have received we're able to keep the additional equipment coming in, update our equipment, and make sure that we have the latest and greatest to train our apprentices on. Some more industry stays the same some changes, so we need to make sure we keep up with us and with your help, and with your continued help it does make a big difference, especially for the smaller schools, we don't have the apprenticeship staff that most of JATC do. We have a smaller student level as well, so we do appreciate everything you do for us and we continue hoping for your future assistance as well, thank you.

Acting Chairperson Roberts mentioned that the Executive Director, his staff and even Stewart Knox are working very diligently, trying to use these funds to the best that we can, and so I just want to let you know that

## **VIII. UPDATE ON CAL-E-FORCE**

Tara Armstrong provided an update on ETP's IT systems and happy to announce that we have over 1300 contracts into our Cal-E-Force system, and we are now going to start moving over inactive contracts, so that we can have historical contracts in there and look at data like repeat contractor on prior performance things like that, over the next six months. The new application process, we are moving on to phase two are still on track for our paper process is going to go away and we will have it up and running this quarter, so that would be next month and we'll be sending out communications on our website and via email so everyone is aware of when that effective date will be. It will be relatively similar to the paper questions, it's just going to be on a web format. We are keeping that process the same and then using phase three to change those questions and think about what we really want to ask, in order to get the information we need and move them forward quickly. On our legacy systems, we are going to start the closed down of our back end which is online forums and online tracking Here in the next month or two and communications will also be going out about that so we've left them open for a few months to let people use and compare information back and forth and they are correct in the system now so we're able to shut those down. The front end of our legacy systems, which is our application registration that will go away once the new application is up and running, so that we have one application process. As for grants fund management added on to our Cal-E-Force system, we are working with the business side, so that our applications for these grants can be through our system so that we can collect the information more efficiently and be able to award these grants and manage them on the back end. We also

have our website, you have any questions and we've added a link on our webpage for recommendations, so if you have any ideas of how to enhance our system,

Ms. Armstrong stated if there are any questions, please don't hesitate to email us at our command center. [ETPCalEForce@etp.ca.gov](mailto:ETPCalEForce@etp.ca.gov).

Ms. Bell asked regarding the pre applications that have been submitted by employers my employer being one of them, those are all going to be thrown out and all the companies have to reapply on the application process.

Ms. Armstrong replied yes, that's the process that we had set up, was in order to have the information and made it make it a fair process was to shut down the current pre app and Apps that are in progress and allow for a complete submission of the application through our portal through our website. So that's why it's important that we do communicate to all when that will be happening so that you guys are ready to submit your applications when you're prepared.

Ms. Bell then noted that it's my understanding that is around 500 companies that need to receive the message is that correct.

Ms. Armstrong replied yes, considering the ones I think I may give that report as around 500 but will also be put it in our website and on our new page for those who have not yet applied as well.

Ms. Bel added and my understanding as well, in September, when this portal is open and you're accepting application is going to be first come, first serve.

Ms. Armstrong Yes, we'll continue that same process.

Ms. Bell then asked if any fallout or any type of Feedback from employers that have to reapply and have to go through that motion and that process and that hurdle again.

Ms. Armstrong replied there could be some but if their projection for the application is the same, they would just be putting it on to the online system they copy and paste from their application before into the system but it's going to help us be able to be more efficient and accepting them and processing them forward.

Ms. Bell stated I get that part of that I agree with you, because we do streamlining information. I know companies are going to be affected because I mean ours is as well in this process. Do you see the system being able to have capacity for everyone? Do you feel that the systems that you have right now have the capacity to take all these applications in on the day it opens?

Ms. Armstrong added that's a good question and I do. We are on top of the line platform, and we have licenses to cover that but I will be double checking so thanks for bringing that up.

Acting Chairperson Roberts mentioned just from what I see in this panel packet when you opened it up and that one time, you had seven days or something I can't remember the timeline on it to put a complete new application together guess what all of these are from consultants so consultants certainly have the advantage. To go ahead and submit applications on a first come, first serve basis versus somebody that's a company that has just internal people that are working in manufacturing that now are in charge of submitting an application. I don't know if they're going to have the same type of information or knowledge to get in on the right time, so if you even look at the panel pack

you'll see they're all consultants, there is not one project in here that's non consultant, so that is a concern I have is that we are favoring consultants versus non consultant company.

Ms. Bell added because that's how I see it as well. It's almost making it on user friendly for a small company, a mom and pop company to apply for the application file for the funds. And it almost seems like it's easier to go through a consultant, because they'll get it through faster.

Acting Chairperson Roberts on the consent calendar, and the delegation calendar, normally would see, companies come through that didn't have any consultant, but all of them are consultant based. So what that's what I'm afraid of. So I don't know if there's something we can do internally to make sure that we have a fair and equitable system for all companies to come through in the future.

Ms. Armstrong stated we're actually have our application workgroup who's taking a look at how we ask questions on the application, so that it makes sense to everyone and every entity and not just someone who has worked with us before or is a contractor or consultant. So that is our goal for the future on enhancements to the application.

## **IX. REPORT OF STAFF ATTORNEY**

Staff Attorney Michael Cable stated AB1106, which comes up on page 18 of that document to point out that's our ETP bill. It's officially within the suspense file, which is essentially a holding location for the Senate committee rules. So it's waiting for some type of appropriation for it. So it really hasn't changed much since we've last spoke. But I just wanted to point that we're still tracking that. The other item I just wanted to point out is that the memo is definitely long. So between now and the next time, we're going to go through and make some kind of formatting type changes to make it a more concise and user friendly type of document for you.

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

Ms. Newsom reported the Policy Committee Meeting was on Thursday, July 15. at 1pm via zoom the only topic on the agenda was a discussion regarding apprenticeship funding for this fiscal year. We just heard a lot of that public commentary again, after staff presented a few potential ways to handle the enormous apprenticeship demand with our very limited allocations and resources. The public comment discussion was quite extensive. In general, the comments centered on not cutting the allocations for apprenticeship projects, expanding funding for new hires and potential uses for the new funding awarded ETP by the legislature, for which there are many different ideas proposed, the next policy committee meeting will likely occur sometime this fall. If you have any ideas on for potential agenda items, please email them to Liz Testa.

Acting Chairperson Roberts also did want to mention that we did take the apprenticeship funding off the agenda, but I did want to make a comment to Willie and his staff for all the hard work they did put in to putting all the options together, what was equitable and any of those considerations but because we're going to relook at it. I just wanted to tell Willie, I appreciate all the hard work behind that.

## **XI. ETP GROUP START-UP MEETINGS & CONTRACTOR COHORTS**

Mr. Hernandez provide a quick overview on some of the work that we're doing and implementing, rolling out here shortly. So I'm going to start with our infographic. One of the things I wanted to

mention was a quick update on the timing. So at the July policy committee meeting that Gretchen just reviewed, we gave a quick announcement. The first group startup meeting will be on Thursday, September 9 now at 1pm. this is just for those August panel contractors out of the North Hollywood office only so we will be in touch with them after today's panel meeting with next steps the calendar invite for September 9 2021 at 1pm. I wanted to also start by acknowledging the GSM team. Thank you, Margarita Pacerelli, Karen Mann, Safdar Kandhro, Geraldine Giron, Hannah Rokni and Alayna Mollick, and our champion for work group, Diana Torres. Thank you, everybody, for all your hard work much appreciated. Our goals overall is to increase efficiencies for ETP contract monitoring, and maximizing ETP resources throughout the contract term. That's our broad board. That's what we're started off with in this whole pilot project. Our broad objective is to increase the value and impact of information provided to ETP contractors at the beginning of the contract term to increase the success of contract implementation for contractors in ETP. Those are the first two goals and objectives that we started with when we started developing this whole project. But I wanted to first give you a little background and context. So you could put some of this information into that context, starting with when we launched the overall project. In February, we presented information about this idea to executive staff and to all managers meeting, we got some positive feedback, and got the go ahead to move forward. So in April, we started forming the workgroup itself. I sent out a questionnaire to the different regional offices and to the different units that would potentially participate in this project, fiscal unit and the Cal-E-Force team. I'm hoping to get their participation in this workgroup. So we got the handful of people who I mentioned earlier, and we started developing the project. So baseline information will be a two hour virtual meeting focused on monitoring fiscal and Cal-E-Force information. So we're combining subject matter experts from the regional offices, the fiscal unit and the Cal-E-Force team to provide the most up to date, important, impactful information in one start up meeting. Now in July, we had that policy committee meeting gave a quick announcement, part of the process, letting all the stakeholders know about this change in the way that we'd be rolling out this startup meetings and transitioning into group startup meetings for this project. Now, here we are in August and we had an all staff meeting last week, presented much more detailed information about the implementation, the changes in our process flow for the regional offices, and just background on what we believe the impact would be, and, and overall our goals. So that was last week. Today here we are at the panel meeting, getting part of the process, educating the stakeholders about things that are going to be rolling out here in the future and get it let them get a sense of what we're trying to accomplish. And then next month in September, we will conduct that first group startup meeting, again, just for those North Hollywood contractors approved at this meeting today. The broad objectives, and I want to spend time on two of the seven objectives that are a little bit more specific. So we want to provide contractors with the tools they need earlier in the contract term that will help them build their own capacity to work more autonomously, and reduce the amount of technical assistance they need for contract analysts, fiscal analysts, and Kelly Force Command Center over to your contract. So ETP, as an agency, we've invested a lot of time and resources into building tools and guides. And this is a way for us to be a little bit more proactive and share some of that information at the group startup meetings themselves and over the two year contract term, to give them the tools they need to be successful, you know, manage their contract seamlessly and hopefully earn more of that funding. The second objective is to increase the consistency of ETPs communication, and messaging to contractors over a two year term. So really, we're going to try to do that in two different ways. The first is through bringing that collaboration of regional office staff, the fiscal unit, Cal-E-Force team, and sharing all that information in one group startup compared to one on one with just one individual contract analyst. So that consistent messaging instead of having, one multiple analysts across the state, giving their own presentation, covering around similar information, but not all the same, of course, this would be a way to have consistent messaging at each of one of those meetings. The second part is through the communication aspect of quarterly emails and using our tools that we have internally to share that information in a timely manner to make that information and resources that we have more impactful.

So I wanted to highlight what the collaboration would be from the fiscal union aspect and the Cal-E-Force team's aspect. So the fiscal unit will provide technical guides focused on invoicing ETP payments, enrollments, preventing errors and fixing mistakes. So currently, fiscal is involved throughout the process, but not as, involved earlier in the process to help troubleshoot some issues that could come up that usually pop up later in the contracts. It's a way for us to be a little more proactive, share that information earlier in the contract term. The second is with the Cal-E-Force team, providing contractors with Cal-E-Force system information and resources, how to access to Cal-E-Force system where to access Cal-E-Force reference cards and videos, and all the How to guides set.

Acting Chairperson Roberts noted looking at North Hollywood, if we approve all of the ones from North Hollywood, there's 11 of them I would say probably 90% of them are repeat contractors. So are you handling repeat contractors versus new contractors differently on the startup meetings because I can tell you if I was a repeat contractor a lot of that information I already know and, I'd be doing other things?

Mr. Hernandez replied we're going to treat all contractors the same whether you're repeat, or a first time contractor, whether your MEC or single employer, a lot of the information we're going to be sharing with them is new information, especially if they might have just recently migrated into Cal-E-Force, or the people who are involved in the contract management are new to the process, just because the contractor is repeat, maybe the people involved handling the day to day operations are different. So we're taking the aspect is, you're new to ETP, this a new contract, we have new information, this important meeting for you to participate in.

Acting Chairperson Roberts also added there's not going to be any proprietary information regarding any kind of fiscal information from any of these companies to each other. Is that correct? And then the last one is that I would like get this is a pilot program, and we want to make sure that it does come. But if for some reason, if you could put out a survey to those 11, contractors how the meeting went, and any kind of questions or concerns they had about it, I'd appreciate that. Because I'd like to know how they feel about it.

Mr. Hernandez replied absolutely. At our staff meeting last week, everybody who participated received a survey, we want feedback from internal stakeholders. And then after each one of these meetings, we're going to have a survey sent out to the participants where they can provide feedback recommendation, ask questions, we'll take that feedback and make any changes and keep moving forward and present that information to the executive leadership team in our final presentation.

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

### **Tab No. 7: North State Electrical Contractors, Inc.**

Ms. Lazarewicz stated North State Electrical Contractors, Inc. They're asking for total ETP funding of \$188,600.

Ms. Newsom wanted the applicants to respond to where it appears that under the commercial skills curriculum, much of it is duplicative of apprenticeship programs, specifically a low voltage electrical apprenticeship program, and why they're not using an apprenticeship program to fulfill those training needs.

Ms. Kirk stated we do use an approved apprenticeship program but it's a very small portion of our employee base. Currently, right now we have nine apprentices and we pay them their training out

of their package. The training that we do in house is more. We train all our guys the same way and we require their certified electricians, but, you know, we could have a one year or 10 year, you know, so for us, it's more of reinforcement refreshing. It's not a formal basic training, we expect them to be certified. But the apprenticeship program is in more for our prevailing wage jobs where we're required to have an apprentice on the job because they are paid a lot more.

Ms. Newsom stated it says under commercial skills that your field staff and training will be focused on electrical installation training topics includes electricity overview, equipment operation and switches, your commercial skills curriculum, as listed is very duplicative of the apprenticeship training program. And where these workers should be receiving their training. And then it would also move them to get the training over there. So then they can get their certifications as well, including California advanced lighting controls training program, so I would be supportive of this proposal by stripping out the commercial skills components, which should be covered under apprenticeship and then moving forward.

Acting Chairperson Roberts inquired how much of that is training dollars. Or could you supplement with something else? To fulfill the contract needs? Or do you need to have commercial skills in order to achieve 180,000? We're saying go ahead and train them, we're just not saying you're going to get funded for it. So can you do other supplemental training to fulfill the contract?

Ms. Kirk replied I'm sure we could, but I don't really have those facts and figures in front of me. If we if I have to meet with my, like I said, my staff and my consultant and figure that out. Because we're definitely having on the training side, and we got 200 employees, and we've grown tremendously. And so I would hope that we could fulfill that, but I couldn't give you an exact number right now.

Acting Chairperson Roberts stated maybe we should pull this and then come back next panel meeting to discuss it further. When you have all your ducks in a row regarding this commercial skill training,

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

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

Motion carried, 8 to 0.

#### **Tab No. 10: AppFolio, Inc.**

Mr. Swier stated they are repeat contractor requesting \$429,410 to train 700 to retrainees, and 370 job creation trainees. This proposal covers locations in Southern California. Please note a correction on their page one for the percentage of managers and supervisors which is listed at 13% which should be 19%. Additionally, the wage arrangements on page two and three indicated are actually higher than what's listed in the packet and correct wages will be added to the file upon project approval.

Mr. Swier stated joining virtually to respond to questions the panel members may have and introduced Nick Duggan, Director(Learning & Development); Kim Edelman, Consultant.



Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Hull seconded approval of the proposal submitted by AppFolio, Inc. in the amount of \$429,410. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 8 to 0.

**Tab No. 11: College Hospital, Inc.**

Mr. Swier stated they are first time contractor, requesting \$442,520 to train 476 retrainees and five job creation trainees. In both LA and Orange County, the hospital is requesting a wage modification to the set wage from \$34.77 per hour to the set priority wage of \$26.08 per hour.

Mr. Swier stated joining virtually to respond to questions the panel members may have and introduced Matt Lavalley, CFO, Bill Sacks, Consultant, Michelle Dalgarn, and Consultant.

Acting Chairperson Roberts stated that you have these two college hospitals. And we talked about this in length around entities and affiliations. We really haven't got our hands wrapped around it yet, we'd have a really good grasp of it. But I thinking that you're coming through almost \$900,000 in these two contracts, is there a way that we could reduce them for the cap on College Hospital

Mr. Lavalley replied these are separate entities. There are three main hospitals under the same ownership.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Bell seconded approval of the proposal submitted by College Hospital, Inc., with a reduction in the amount of 10%. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 8 to 0.

**Tab No. 12: Encompass Health Corporation**

Mr. Swier stated this is a repeat contractor requesting \$409,584 this is to train 318 retrainees and is located throughout Southern California. They are requesting a wage modification to the set wages from \$34.77 per hour to the set priority wage of \$26.08. Please note this proposal was originally presented at the June panel meeting. After discussion by the panel on prior performance reported and scheduled to expire the for the five year reporting period in less than 30 days.

Mr. Swier stated joining virtually to respond to questions the panel members may have and

introduced Shawn Patzkwsky-Director of Tax Compliance; Leslie Moore- Hospital Educator; Tammy Bialek-Consultant.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Hull seconded approval of the proposal submitted by Encompass Health Corporation in the amount of \$409,584. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 8 to 0.

**Tab No. 13: Infineon Technologies Americas Corp. dba Hexfet America.**

Mr. Swier stated they are repeat contractor and requesting \$443,716 in funding to train 516 retrainees and five job creation trainees located throughout Southern California.

Mr. Swier stated joining virtually to respond to questions the panel members may have and introduced Omekia Snider-Vice President, Tax; Glenn Jones-People/Leadership Dev Sr. Specialist; Bill Sacks-Consultant.

Acting Chairperson Roberts stated one area of consideration is that you've had past projects and 80 to 90% completion rate, you do have a consultant and it would be great if you could get it up to 100%.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tracy moved and Mr. Smiles seconded approval of the proposal submitted Infineon Technologies Americas Corp. dba Hexfet America in the amount of \$443,716. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 8 to 0.

**Tab No. 14: Trojan Battery Company, LLC**

Mr. Swier stated they are repeat contractor requesting \$444,360 to train 383 trainees and 100 job creation trainees and they are located in LA County. Please note a correction on page five. This is underneath the development services which is listed as \$44,991. But the correct amount is \$39,992.

Mr. Swier stated joining virtually to respond to questions the panel members may have and introduced Shelly Stratton, Senior HR Director, Judith Kriegsmann, President, JTS LLC.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Hull moved and Mr. Smiles seconded approval of the proposal submitted by Trojan Battery Company, LLC in the amount of \$444,360. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

**Tab No. 15: Cal Creative Solutions, Inc. dba CCS Global Tech**

Ms. Torres presented a proposal on behalf of Cal Creative Solutions, Inc. dba CCS Global Tech. They are a repeat ETB contractor and they are requesting a total of \$253,000 to train approximately 110 incumbent workers and various skills including productive lab. They while the company does not have a formal targeted Veterans Program, it encourages veterans to apply.

Ms. Torres stated joining virtually to respond to questions the panel members may have and introduced Hitesh Jain, CFO, California Creative Solutions; Bill Sacks, VP, Operations, National Training Company, Inc.; Michelle Dalgarn, Director of Contracts, National Training Company, Inc.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Newsom moved and Ms. Bell seconded approval of the proposal submitted by Cal Creative Solutions, Inc. dba CCS Global Tech in the amount of \$253,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

**Tab No. 16: CHCM Inc.**

Ms. Torres presented a proposal on behalf of CHCM Inc. they are also a repeat contractor with ETP and they are requesting a total of \$476,928 to train 384 set frontline workers. CHCM doesn't have a formal Veterans hiring program. However, Veterans are encouraged to apply for jobs with the hospital and are given priority for career advancement. The Company also encourages existing employees to contact Veterans who may be interested in opportunities at the hospital.

Ms. Torres stated joining virtually to respond to questions the panel members may have and introduced Alex Santiago - Director of Human Resources; Bill Sacks-Consultant.

Ms. Newsom stated just verify to move the wage ranges presented for tab 16 to be the same as the same occupation titles and wages presented in job one of tab 11.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Bell seconded with a reduction in the amount of 10%. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

**Tab No. 17: O'Neill Beverages Co. LLC dba O'Neill Vintners and Distillers**

Mr. Hoover presented a proposal on behalf of O'Neill Beverages Co. LLC dba O'Neill Vintners and Distillers. This will be O'Neill Beverages' second ETP Contract; the second in the last five years. The previous ETP training focused on upskilling and retaining employees. During that time, the Company grew from 242 to 330 employees. In this proposal, the Company will train newly-hired and incumbent employees on new equipment. Due to an increase in demand of its product, O'Neill Beverages is expecting to see a 21% growth in the next two years. To facilitate this growth, the Company has added new machinery and processes and will be expanding the workforce population while also expanding its facilities, adding a new 75,000 square-foot warehouse. The Company recently spent \$13 million on a new O'Neill Beverages Co. LLC dba O'Neill Vintners & Distillers.

Mr. Hoover stated joining virtually to respond to questions the panel members may have and introduced "Nancy Hyde- Vice President of Human Resources Palmira Licon- Recruitment Specialist Mike Snead- President (Sierra Consulting Services, Inc.)".

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by O'Neill Beverages Co. LLC dba O'Neill Vintners and Distillers in the amount of \$281,106. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve as moved.

Motion carried, 8 to 0.

**Tab No. 18: Airco Mechanical, Inc.**

Ms. Lazarewicz presented a proposal on behalf of Airco they are repeat contractor requesting \$219,305. This is to train a total of 172 workers including 15 new employees. Training will take place at their locations in Sacramento and Alameda County. They specializes in heating, ventilation and air conditioning systems, plumbing systems, process piping, and environmental control systems. Customers include general contractors, hospitals, commercial offices and utility plants. Training will take place at Airco's locations in Sacramento and Alameda County. This will be Airco's second ETP Contract; the second in the last five years.

Ms. Lazarewicz stated joining virtually to respond to questions the panel members may have and

introduced Nicol Langley, Accounting Manager; Mike Snead, Consultant - Sierra Consulting Services.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the proposal submitted by Airco Mechanical, Inc. Staff to adjust wages on Job 2. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

**Tab No. 19: Gallo Cattle Company LP dba Joseph Gallo Farms**

Ms. Lazarewicz presented a proposal on behalf Gallo Cattle Company LP dba Joseph Gallo Farms This is Gallo Cattle's third ETP Contract; the third in the last five years. The previous training focused on implementing new standards by becoming Safe Quality Food certified as well as increasing skills and cross-training staff in various topics. In this Contract, Gallo Cattle will provide training on new processes, product lines and equipment. To remain competitive domestically and in a growing international market, Gallo Cattle is expanding production with new product lines including new types of shredded cheeses and cheese flavor varieties. The Company is also expanding its production plants in order to utilize animal protein and feed in new products such as fitness shakes, protein bars, and supplements. New product lines will require training on processes and equipment such as Smart Lifts and Automated Palletizers to increase efficiency and speed of the manufacturing process.

Ms. Lazarewicz stated joining virtually to respond to questions the panel members may have and introduced Jennifer Cargill, Vice President of Human Resources; Joe Bauer, Training Coordinator; Beth Ingle, Consultant - BLI Co.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Ms. Newsom seconded approval of the proposal submitted by Gallo Cattle Company LP dba Joseph Gallo Farms in the amount of \$349,416. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0

**Tab No. 20: JLS Environmental Services, Inc.**

Ms. Lazarewicz presented a proposal on behalf of JLS Environmental Services, Inc. software and new coating and waterproofing procedures. The Company also became a member of the

Lionsbridge Contractor Group (LCG) which required training for all staff on the requirements and processes of LCG. For this proposal, JLS will focus training on new Company expansions including asbestos and lead removal, building demolition, insurance claims, and new software. JLS recently received certification in asbestos and lead paint removal which allows the Company to provide complete services to its customers on structures built before 1978. JLS will provide asbestos and lead paint removal training to all Estimators, Project Managers, Lead Technicians and Technicians. The initial asbestos training is 40 hours per trainee and the annual recertification course is eight hours per trainee. Lead paint removal takes another 32 hours per trainee with an eight hour annual refresher course. In addition, JLS is investing in new equipment used for asbestos removal including Negative Air Machines, floor scrapers, and High Efficiency Particulate Air vacuums.

Ms. Lazarewicz stated joining virtually to respond to questions the panel members may have and introduced Cigi Ramesbottom, Office/Human Resources Manager; Mike Snead, Consultant - Sierra Consulting Services.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Ms. Hull seconded approval of the proposal submitted by JLS Environmental Services, Inc. in the amount of \$213,440. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

**Tab No. 33: Modesto Industrial Electrical Co., Inc. dba Industrial Electrical Company**

Ms. Lazarewicz presented a proposal on behalf of Modesto Industrial Electrical Co., Inc. dba Industrial Electrical Company provides services in electrical contracting, advanced motor technology, field services, welder repair, generator sales and service, and small engine repair to commercial developers, building owners, and manufacturers throughout California. Training under this proposal will be for the Company's locations in Modesto and Fresno. This is Industrial Electrical Company's first ETP Contract.

Ms. Lazarewicz stated joining virtually to respond to questions the panel members may have and introduced Angelica Alba, Human Resources/Administrative Assistant; Amber Flynn, Human Resources Manager; Mike Snead, Consultant - Carrasco LP Innovative Tax Solutions.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Dombrowski seconded approval of the proposal submitted by Modesto Industrial Electrical Co., Inc. dba Industrial Electrical Company in the amount of \$245,640. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

{10 minute recess}

## **REVIEW AND ACTION ON PROPOSALS MULTIPLE EMPLOYER CONTRACTS**

### **Tab No. 21: Finishing Trades Institute DC 36 - Slauson, LLC**

Mr. Swier stated Finishing Trades Institute DC 36 - Slauson, LLC is a repeat contractor requesting \$598,680 in funding to train 60 journey workers and 200 apprentice workers.

Mr. Swier stated joining virtually to respond to questions the panel members may have and introduced David Burtle, Director of Training; Steve Duscha, Consultant.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the proposal submitted by Finishing Trades Institute DC 36 - Slauson, LLC in the amount of \$598,680. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

### **Tab No. 22: International Union of Elevator Constructors Local No. 18**

Mr. Swier stated International Union of Elevator Constructors Local No. 18 they are repeat contractor requesting \$598,290 in funding to train approximately 259 apprentice worker.

Mr. Swier stated joining virtually to respond to questions the panel members may have and introduced Tony Gazzaniga, Business Manager, IUEC Steve Duscha, and Consultant.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tracy moved and Mr. Morales seconded approval of the proposal submitted by International Union of Elevator Constructors Local No. 18 in the amount of \$598,290. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

### **Tab No. 23: Kern Community College District**

Mr. Swier stated Kern Community College District KCCD is also focused on helping unemployed or underserved individuals and has been effectively providing placement services for these individuals (including job search, interview skills, resume preparation, and job fairs), education, skills training, work experience and job placement services for the past several years. Additionally, KCCD designed and implemented a logistic/distribution training program to provide these individuals skills related to warehouse procedures, redistribution of products, workflow, inventory control, and time management. The District works closely with One-Stop Centers, Workforce Investment Board (WIB), HireUP, the Kern County Homeless Collaborative, and the Employment Development Department (EDD).

Mr. Swier stated joining virtually to respond to questions the panel members may have and introduced Dave Teasdale - Executive Director, Economic and Workforce Development Programs.

Acting Chairperson Roberts was looking at your past performance index and you currently have one that's about to close here. You have one that going to be 100% and your performance has been very good. I'm just wondering, going into the future, what it looks like with the COVID, I'm just going to ask you to maybe have some insight and wanted to know what employers are looking at to train new employees.

Mr. Teasdale replied that our employers are indicating that there's a demand for training and while this amounts can be very generous, I anticipate we'll probably get through it in less than two years, given the demand. The pandemic has underscored how important technology skills are and so there's a lot of investment in computer literacy and there's opportunity for people to gear back up as the economy starts to open back up plus the need for training very specific industrial hygiene topics, to be sure that the workplaces are safe, is also creating another demand for training.

Ms. Newsom asked If the applicant could tell me Is it possible to move the wage minimum to \$15 an hour up from \$14 for some of these positions, including clerical staff.

Mr. Teasdale replied it would be possible to do that the reason we did that is in the regulations and one of the things we're trying to support, we have a project called higher up, which is a homeless to job initiative for those folks, a minimum wage job is the first step out of homelessness membrane in the Central Valley wages are very expensive. So I did a quick math and the \$14.34 regulatory minimum on there is the equivalent to a \$20 an hour wage in San Diego and a \$26.75 wage in Santa Clara County, if you use the MIT living wage calculator, so we just wanted the most flexibility to get our folks in our project higher up homeless folks into a job and then progressing through that job as they continue to build their skills.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the proposal submitted by Kern Community College District in the amount of \$597,100. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.



**Tab No. 24: Studio Arts, Ltd.**

Mr. Swier stated Studio Arts, Ltd. is a repeat contractor requesting \$590,400 of funding to train approximately 600 re trainees located throughout Southern California. Please know under active projects it currently a whole payment has been placed on this contract due to current training documentation issues and also underneath prior projects. The past two audit findings have been listed.

Mr. Swier stated joining virtually to respond to questions the panel members may have and introduced Eric Huelsman - President; Art Morales - General Manager; Shish Aikat - Learning Manager.

Acting Chairperson Roberts stated under your performance status, as well as the findings of your audit, I am not in a position to move this forward until we get some of these items cleared up. And apparently, there's been many issues over the course of years. Now until we get those cleared up, I'm not really in a position to move this forward. But I'm not the only one that makes these decisions, so I'm going to pass it on to the rest of the panel to discuss as well.

Mr. Huelsman stated because we have a very broad spectrum of jobs in this particular area of entertainment. It goes anywhere from prop making, all the way out to editorial, and especially visual effects in animation. So I don't know how much we would be able to tell you that would be brief. But we'll certainly do our best to let everybody know what kind of training they'd be getting, especially the software training.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Bell seconded denial of the proposal submitted by Studio Arts, Ltd. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to deny the proposal.

Motion carried, 0 to 8.

{Ms. Newsom left the zoom meeting}

**Tab No. 25: San Diego Electrical Training Trust**

Ms. Torres stated San Diego Electrical Training Trust is requesting a total funding amount of \$596,872. This includes support cost of \$41,452 and they are proposing to train and three different groups, journey workers for a total of 73 workers, 329 apprentices and 20 apprentices' veterans. Trusted as governed by the Board of Trustees and is a joint effort of International Brotherhood of Electrical Workers IBEW Local 569, and the National Electrical Contractors Association. The 422 plan trainees, including this proposal are all members of IBEW Local 569. And covered by separate collective bargaining agreements for two occupational titles of which our electrical wireman and

sound technicians. The San new electrical training trust is committed to train veterans and to supporting job related training that helps veterans transition into California workforce. These electrical training trust is also committed to recruiting underrepresented groups. During COVID, the electrical training trust is providing 50% of training in person and at its training center and 50% via e learning. They do have current agreements, one of which is terminating in September 2, 2021 and on that occurred agreements they have equivalent trucked hours of \$749,880 which is 100% of the approved amount. They're more current agreement, which started in September of 2020. As the writing of this proposal had track potential earnings of \$15,049 which is about 4%. However, they are projecting 100% based on committed hours. The hours committed by the electrical training trust are reported not to be up to date within Cal-E-Force system due to Cal-E-Force uploading issues that HP is working out to help resolve together with the electrical training trust.

Ms. Torres stated joining virtually to respond to questions the panel members may have and introduced Kevin Johnson, Training Director, and San Diego Electrical Training Trust (SDETT)

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by San Diego Electrical Training Trust in the amount of \$596,872. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

{Ms. Newsom returns}

#### **Tab No. 26: Southern California Resilient Floor & Decorative Covering Crafts JATC**

Ms. Torres stated Southern California Resilient Floor & Decorative Covering Crafts JATC are also a repeat contractor. They're requesting a total of \$409,020 which is inclusive of a percent support cost of \$31,800. With the funding their proposal is to train 100 journey workers as well as 160 apprentices. The JTC was created in accordance with a collective bargaining agreement between painters and allied trades District Council number 36 of the International Union of painters and allied trades AFL CIO resilient for and decorative coverings local number 1247. Southern California Flooring JATC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Currently, there are four Veterans in the program and working to recruit more. For ease of administration, it is not requesting a separate Job Number for Veterans.

Ms. Torres stated joining virtually to respond to questions the panel members may have and introduced Sean Padilla/ Coordinator; Steve Duscha/ Consultant.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Hull seconded approval of the proposal submitted by Southern California Resilient Floor & Decorative Covering Crafts JATC in the amount of \$409,020. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

**Tab No. 27: Brick Masons' Apprenticeship and Training Trust Fund**

Mr. Meyer stated Brick Masons' Apprenticeship and Training Trust Fund is a repeat contractor requesting \$229,440 in funding to serve 70 apprentice and 60 journey workers.

Mr. Meyer stated joining virtually to respond to questions the panel members may have and introduced Robert Collins - Apprenticeship Director; Steve Duscha – Consultant.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Hull moved and Mr. Tracy seconded approval of the proposal submitted by Brick Masons' Apprenticeship and Training Trust Fund in the amount of \$229,440. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0

**Tab No. 28: Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry**

Mr. Hoover stated Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry. Which is a repeat contractor for the Southern California Pipe Trades District Council 16. They're requesting ETP funding amount of \$598,290 for an estimated number of trainees of 259 apprentices under job one. A&J Training Trust serves veterans and participates in veteran outreach and hiring activities, including Helmets to Hardhats. In addition, it has a program to connect with Marines at Camp Pendleton who are completing their military service. The training takes place at Camp Pendleton during the Marines' last 18 weeks of service. Once completed, trainees are entered as second-year apprentices into the trade. Some of these veterans are placed in jobs outside of California and may not be eligible for ETP funding. Therefore, a separate Veteran's Job Number is not requested.

Mr. Hoover stated joining virtually to respond to questions the panel members may have and introduced Preston Riehl, CEO; Steve Duscha, Steve Duscha Advisories (Subcontractor).

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the proposal submitted by Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry in the amount of \$598,290. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0

**Tab No. 29: Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties**

Mr. Hoover stated Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties. This is also a repeat contractor for the represented by the Plumbers, United Association Local Union 393. The JATC was created in collective bargaining between Local 393 and management represented by the, South Bay Piping Industry and the Santa Clara Valley Contractors Association. This will be Pipe Trades JATC's eighth ETP Contract, and the sixth in the last five years. Pipe Trades JATC provides Apprentice and Journey worker training to all the pipe trades involved in commercial, industrial and residential plumbing. Courses are designed to provide Commercial Skills, Computer Skills, and OSHA 10/30 training with an emphasis on green technology. In this proposal, Pipe Trades JATC is committed to supporting job-related training that helps Veterans transition into California's workforce and anticipates to train 15 Veterans (Job Number 3). Pipe Trades recruits Veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Mr. Hoover stated joining virtually to respond to questions the panel members may have and introduced "Brian Murphy (Curriculum Coordinator), Cindy Amaral (Office Manager), Kelly Greer (Strategy Workplace Communications), John Brauer (CA Labor Federation), & Carl Cimino (JATC Training Director).

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the proposal submitted by Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties in the amount of \$597,160. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0

**Tab No. 30: San Mateo County Electrical Apprenticeship and Training Trust**

Mr. Hoover stated San Mateo County Electrical Apprenticeship and Training Trust is a repeat contractor and they're requesting the ETP funding amount of \$599,383 SMJATC is governed by a

Board of Trustees comprised of four labor and four management representatives, and it is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 617 and the National Electrical Contractors Association (NECA). Training will be delivered to trainees at its facility in San Carlos. This will be SMJATC's ninth ETP Contract; the seventh in the last five years. ETP funding will be used to train Journey workers, Apprentices, and Veteran Apprentices of whom are all members of IBEW Local 617. The union currently represents over 1,500 Electricians in San Mateo County. The JATC is dedicated to providing up-to-date industry skills training, while securing long-term, high-wage job opportunities for its members. ETP funding will allow SMJATC to expand and upgrade its training to meet the needs of local employers and property owners.

Mr. Hoover stated joining virtually to respond to questions the panel members may have and introduced "Stephan Schnell (Training Director), Kelly Greer (Strategy Workplace Communications), & John Brauer (CA Labor Federation)

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the proposal submitted by San Mateo County Electrical Apprenticeship and Training Trust in the amount of \$599,383. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0

**Tab No. 31: SOMA AEC, Inc. dba Oxman College**

Mr. Hoover stated SOMA AEC, Inc. dba Oxman College is a repeat contractor and the total ETP funding being requested is for \$596,304 to train an estimate number of trainees of 20 under Job One which is the Small Business retrainees, 20 under Job Number Two, which is HUA and then job number three is 100 priority retrainees and then they also have Job Number Four and is a private, post-secondary vocational school. The College provides training in computer programming, computer applications, continuous improvement, and healthcare to employers throughout California. ETP-funded training will be delivered at its approved Bureau of Private Postsecondary Education (BPPE) offices statewide. This project will be Oxman College's sixteenth ETP Contract, and its sixth in the last five years. This proposal continues Oxman's successful training program on Autodesk Revit software for architectural and engineering firms, as well as training in Medical Skills for long-term nursing facilities in the healthcare industry. Both industries served are designated as priorities and have strong job growth demands in careers with strong wage progression possibilities.

Mr. Hoover stated joining virtually to respond to questions the panel members may have and introduced Michael Dvorkin, President; Lana Dvorkin, Administrator.

Acting Chairperson Roberts stated there are three active projects and know one is just probably ready to be completed should be completed this month with the 100% earnings. You got a COVID project then your current project, we just funded you in December, and you're coming back eight months later. I know I got this clarification from the staff because a little concern that you would

come back so soon after you had a project already approved in December. We want to be equitable here and we've always funded Oxman College. But to come back so soon, I just don't know if that's equitable, I would want you to wait either until the first of next year, or at the end of this year. But that's just in if you contracted in March of one year, you could come back in July of that same year, if you had completed 70%. To me, that's not equitable. So I'm saying the same thing here, it's only eight months since your last, I would hope that you would consider coming back at a different time and actually just like to pull it today, and have them come back at either December or January of next year. And asked why did they come back so soon and what the point is for that.

Ms. Dvorkin stated our actual numbers in this agreement have completed training of 175 and we have around 80% of ours completed. That's why we came in as far as training, we have different groups of trainees.

Acting Chairperson Roberts stated what I'm saying is do you think it's equitable to come back so soon a time, when we have other projects in our system that also need to be approved. That's all I'm saying is that we want to make sure that we're equitable among all of our constituents, and all of our stakeholders and it seems like we fund you over and over again.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Hull seconded denial of the proposal submitted by SOMA AEC, Inc. dba Oxman College and motion to table for a later date: Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to deny the proposal.

Motion carried, 0 to 8.

#### **Tab No. 32: California Manufacturers and Technology Association**

Ms. Lazarewicz stated California Manufacturers and Technology Association is a repeat contractor requesting \$599,968 to train a total of 1160 workers throughout the state of California.

Ms. Lazarewicz stated joining virtually to respond to questions the panel members may have and introduced Rob Sanger, Manager of Training.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Morales seconded approval of the proposal submitted by California Manufacturers and Technology Association in the amount of \$599,968. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0

**Tab No. 34: Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles**

Mr. Meyer stated Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles is a repeat contractor requesting \$598,675 in funding to serve 311 apprentice sheet metal workers and Serves the Southern California counties of Los Angeles, Orange, San Bernardino, Riverside, Inyo, Mono, and Kern.

Mr. Meyer stated joining virtually to respond to questions the panel members may have and introduced David Garcia, Administrator.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Hull seconded approval of the proposal submitted by Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles in the amount of \$598,675. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0

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

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

Ms. Bell state today of the 30 contracts that we approved, what I find interesting and is 26 of those contracts have contractors, consultants helping them get to the finish line, complete the application. So that means four have to do it independently on their own. Of those 30, one contractor has seven contracts, two contractors have four. But if our goal is to make higher wages for our employees, my concern is how we're going to get the small business person, the grocery store person or the upholstery store person to the finish line. It's very challenging. It's becoming extremely challenging to climb the mountain to get the application completed. So I don't think we have the answer right now but I think we need to start thinking about what are we creating here and what do we want our end results to be. My end result is to get people trained at all level. Not because you're a corporation, or you have this huge department hiring a consultant or doing it on their own to complete the application, but more so for the average person to get trained.

Acting Chairperson Roberts stated this was kind of an unusual panel packet, because that if you recall, they only gave us a small time window to get all these applications in. And as I said earlier, they all came in, like within minutes of when it opened up at midnight. So the ones that had it all put

together had consultants, obviously, were the first come first serve, is that the right approach is probably not. I'm hoping that they figure out a way to get the small businesses and people without consultants into the system. The only thing I will request is that in our 130, if you could put some justification in regarding the differences between wages between retraining and the new hires, if there is a big discrepancy that we don't have to mention it all the time, which we can read it, and then have a better understanding behind it.

## **XII. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA**

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

Robert Meyer wanted to follow up on a couple of the earlier projects in the comments regarding veterans training, and the inclusion, I have reached out to the consultant and will work with those companies to articulate a more formalized response in terms of their veterans engagement, providing additional support and some connection for them. Where we can seek some additional alignment with the division of apprenticeship standards, and their guidelines, we can do that similar to how we did in June. So I'll work with that consultant in those companies on the concerns raised.

Acting Chairperson Roberts added maybe you can give suggestions on how they can recruit. But, you know, seeing that in the panel packets kind of was a little bit concerning. And that's even though that wasn't their intention. It's just what we saw.

Robert Meyer stated he would certainly agree. I think given the spectrum of the employers that were fortunate enough to work with, that, you know, sometimes just getting the connection to those conversations and those resources, I think within your department will have much more expanded reach in that area. And if we have that circumstance in the future, please direct them our way.

Phillip Herrera wanted to acknowledge the ETP startup group led by Kellen Hernandez. That's the kind of thinking we need where we look at efficiencies to save time, and of course, time is money. Now's the time to reevaluate the current application approval system and get the panel to wean itself away from this first come first served. There is a way to come up with some competitive criteria. I know this idea has been rejected, certainly by my friends, and by staff. So it's probably a good idea. But I'm not saying we have to have straight up in your face stuff but now's the time for us to adopt some panel criteria for applications. This will weed out the high consulting fees, the repeats too soon, the bad wages, the poor justification, you name it.

Steve Duscha stated he is was very heartened by the comments from the executive director and the actions the panel took today, which I think lay the strong groundwork for putting the \$65M augmentation for ETP into the core funding projects. I was involved in the lobbying efforts for the for the \$50M. And I know many of you were involved as well. I found nothing in my conversations with legislators and legislative staff. Nor did I find anything in the paper that was publicly submitted to the legislature. Nor did I find anything in the budget act that was enacted by the legislature and signed by the governor that would encourage ETP to go off on new projects, new approaches, and new programs. The conversations I had, and others that I know others had were about how good ETP is how good the program has been for many, many years, and how there was an interest in sustaining the program as it has been in operation. So I'm glad that we're going to make a very strong effort to continue in that direction. And I think there is a very strong language in the ETP statute, allowing the augmentation, the \$65M to be put into the core funding without competitive bidding.



Acting Chairperson Roberts mentioned the help that to both Reg and his team, as well as Stewart Knox, which we're really fortunate to have back in the Department of Labor. He's on our side, he's a big proponent of ETP so between Stewart and Reg hopefully, everything will come to fruition

Robert Sanger stated the ETP startup group is going to be a great asset to be able to really spread the resources of ETP around and like how the ETP is working multifunctional, not just in single offices, but between offices. So I think that's going to be really important as all these new projects are moving forward.

Juliana Kirby stated for those who are seeking resources to access veteran pipelines, I would encourage you to go talk to your local workforce investment board and partner with them as they are very tied into all kinds of different veterans recruiting groups. The additional criteria layered on top of these applications to get away from the first come first serve. There's already a lot of complexity to it. There's already priority industries and focuses on Veterans and high wages and occupations and things like that it's just would make it even so much more cumbersome. the reason you're seeing multiple projects from the same consultant come in on the same panel meeting is because of the administrative shut downs of the program, and opening and closing of the programs and having everybody submit all at once just keep the flow open, stop shutting down the program and creating these blips in backlog. These large backlogs are a tape, it does take months to get through that pre application review. And even though I'm a consultant and I do convene with my consultant, partners regularly, we do lament about how hard this is for employers to do this on their own. We don't take joy in the complexity of this program, for our own benefit, and we do feel that it should be made more accessible for employers to do directly. Based on the new cut off is what exactly is going to be the benchmark for being dumped out of the system again, when we just were dumped out and then had to redo it in May. Are you going to be dumped out? If you are in your seven day window to submit your application? Are you dumped out if you've submitted your application, but it's not approved? Are you dumped out because your pre app has been in since May but haven't heard anything? If staff is getting ready to do this, you must know exactly what your benchmark is going to be for who you're going to dump out. And we would like to know that because it's not just us to have to do a lot of rework, we still have to go back to the employers and refresh their information and explain yet another delay. So we would like to have as much clarity around that as possible

### **XIII. MEETING ADJOURNMENT**

Acting Chairperson Roberts adjourned the meeting at 1:10 p.m.

## Single Employer Contractor

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

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

These features apply to core program funding.

## Multiple Employer Contractor

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

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

### *Retraining*

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

### *New Hire Training*

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

These features apply to core program funding.

## Delegation Order Process

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



# MEMORANDUM

To: Panel Members Date: As of 09/23/2021

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

From: Michael A. Cable, Staff Attorney

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

---

## Table of Contents:

I.	Assembly Bills .....	1
II.	Senate Bills .....	15
III.	Budget Bills .....	18
IV.	Cannabis-Related Bills/Initiatives/Propositions .....	22
V.	Initiatives/Propositions .....	28

### I. **ASSEMBLY BILLS**

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

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

Status: On 05/20/2021: In committee. Held under submission.

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

Summary: Existing law requires a 3-part test, commonly known as the "ABC" test, to determine if workers are employees or independent contractors for purposes of the Labor Code, the Unemployment Insurance Code, and the wage orders of the Industrial Welfare Commission. Under the ABC test, a person providing labor or services for remuneration is considered an employee rather than an independent contractor unless the hiring entity demonstrates that the person is free from the control and direction of the hiring entity in connection with the performance of the work, the person performs work that is outside

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

Status: On 01/11/2021: Referred to Com. on L. & E.

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

Summary: Existing law, the Bagley-Keene Open Meeting Act, requires that all meetings of a state body, as defined, be open and public, and that all persons be permitted to attend any meeting of a state body, except as otherwise provided in that act. Existing law requires the state body to provide notice of its meeting, including specified information and a specific agenda of the meeting, as provided, to any person who requests that notice in writing and to make that notice available on the internet at least 10 days in advance of the meeting. This bill would require that notice to include all writings or materials provided for the noticed meeting to a member of the state body by the staff of a state agency, board, or commission, or another member of the state body that are in connection with a matter subject to discussion or consideration at the meeting. The bill would require those writings or materials to be made available on the state body's internet website, and to any person who requests the writings or materials in writing, on the same day as the dissemination of the writings and materials to members of the state body or at least 72 hours in advance of the meeting, whichever is earlier. The bill would prohibit a state body from discussing those writings or materials, or from taking action on an item to which those writings or materials pertain, at a meeting of the state body unless the state body has complied with these provisions.

Status: On 05/20/2021: In committee. Held under submission.

- **AB-55 Employment: telecommuting.**

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

Status: On 12/08/2020: From printer. May be heard in committee January 7.

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

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

Status: On 05/20/2021: In committee. Held under submission.

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

Summary: Among other things, this bill would express the intent of the Legislature in enacting the bill is to codify certain recommendations in the California Cradle-to-Career Data System Legislative Report published in December 2020, which describes the planning process and recommendations for phase one of the Cradle-to-Career Data System. The bill would set the vision, mission, and strategic objectives of the data system. The bill would establish a governing board, comprised of certain representatives from state agencies, educational organizations, and members of the public, to, among other things, ensure the data system is serving its intended purpose and oversee participation in the data system and provide for its governance structure.

Status: On 06/09/2021: Referred to Coms. on ED. and G.O.

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

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

Status: On 09/17/2021: Enrolled and presented to the Governor at 3 p.m.

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

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

competitive grants to eligible applicants within the program. The bill would define an eligible applicant as a regional collective composed of a diverse set of public and private stakeholders who organize themselves around one or more community challenges or priorities impacting multiple adjacent geographic areas and meet certain requirements.

Status: On 07/06/2021: In committee B., P. & E.D. Set, first hearing. Hearing canceled at the request of author.

- [\*\*AB-108 Governor's emergency orders and regulations: approval by the Legislature.\*\*](#)  
Summary: Mandating approval by the Legislature as to Governor's emergency orders and regulations.

Status: On 01/11/2021: Referred to Com. on E.M.

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

Status: On 09/17/2021: Enrolled and presented to the Governor at 3 p.m.

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

Status: On 09/17/2021: Enrolled and presented to the Governor at 3 p.m.

- [\*\*AB-230 Employment: flexible work schedules.\*\*](#)  
Summary: This bill would enact the Workplace Flexibility Act of 2021. The bill would permit an individual nonexempt employee to request an employee-selected flexible work schedule providing for workdays up to 10 hours per day within a 40-hour workweek, and would allow an employer to implement this schedule without the obligation to pay overtime compensation for those additional hours in a workday, except as specified. The bill would require that the flexible work schedule contain specified information and the employer's and the employee's original signature. The bill would also require the Division of Labor Standards Enforcement in the Department of Industrial Relations to enforce this provision and adopt regulations.

Status: On 01/28/2021, Referred to Committee on Labor and Employment.



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

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

Status: On 09/07/2021: Enrolled and presented to the Governor at 4 p.m.

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

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

Status: On 04/21/2021: In committee: Hearing postponed by committee.

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

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

Status: On 06/28/2021: Ordered to inactive file at the request of Assembly Member Lorena Gonzalez.

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

Summary: This bill would make it unlawful for a food delivery platform to charge a customer any purchase price, as defined, for food or beverage that is higher than the price posted on the food delivery platform's internet website by the food facility at the time

of the order. The bill would make it unlawful for a food delivery platform to retain any portion of amounts designated as a tip or gratuity. The bill would also require a food delivery platform to disclose to the customer and the food facility a cost breakdown of each transaction, including prescribed information. The bill would provide that a violation of the act constitutes unfair competition. The bill would make the provisions of the act severable.

Status: On 09/08/2021: Enrolled and presented to the Governor at 4:30 p.m.

- **AB-297 Fire prevention.**

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

Status: On 04/22/2021: Re-referred to Com. on NAT. RES.

- **AB-299 Career technical education: California Apprenticeship Grant Program.**

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

Status: On 03/24/2021: In committee: Hearing postponed by committee.

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

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

Status: On 09/01/2021: Ordered to inactive file at the request of Senator Eggman.

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

Summary: This bill would require the department, prior to January 1, 2023, and every 2 years thereafter, to prepare a report on gender and ethnicity pay equity in each classification under the Personnel Classification Plan where there is an underrepresentation of women and minorities. The bill would require the report to contain a plan for each state agency to attain pay equity that is consistent with existing state and

federal law if a discrepancy is found, a plan to recruit, attract, and retain women and minorities that is consistent with existing state and federal law in positions where there is an underrepresentation of those groups, and each state agency's efforts that are consistent with state and federal law toward meeting the goals for wage parity and increasing the number of women and minorities in the state agency. The bill would require the department to submit the report to the Legislature no later than January 1 following the completion of the report. The bill would further require the head of each state agency, or their representative, to present the facts and findings from the report for that state agency to the appropriate legislative budget committees when the budget of that state agency is before the subcommittee.

Status: On 09/08/2021: Ordered to the inactive file at the request of Senator Rubio.

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

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

Status: On 07/09/2021: Approved by Governor and Chaptered by the Secretary of State.

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

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

Status: On 02/12/2021: Referred to Com. on L. & E.

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

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

Status: On 09/08/2021: Enrolled and presented to the Governor at 4:30 p.m.

- **AB-474 California Public Records Act: conforming revisions.**

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

Status: On 09/09/2021: Enrolled and presented to the Governor at 4 p.m.

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

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

Status: On 03/15/2021: Re-referred to Com. on NAT. RES.

- **AB-513 Employment: telecommuting employees.**

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

Status: On 03/18/2021: Re-referred to Com. on L. & E.

- **AB-548 AMENDED**

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

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

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

Status: On 09/08/2021: Enrolled and presented to the Governor at 4:30 p.m.

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

Summary: Among other things, this bill would instead provide that the initiative in intended to focus on innovative approaches to, and proven practices for, addressing racial, ethnic, and socioeconomic disparities in the labor market. The bill would require

the executive director of the board to convene an advisory group, as prescribed, to make recommendations to the board on grant application criteria and parameters for eligible organizations, review and make recommendations to the board regarding grant proposals, support identification of prospective grantees, support technical assistance opportunities, and make recommendations to the board to strengthen implementation. The bill would require the board to consider the recommendations of the advisory group.

Status: On 09/17/2021: Enrolled and presented to the Governor at 3 p.m.

- **AB-630 Online Jobs and Economic Support Resource Grant Program.**  
Summary: This bill would establish the Online Jobs and Economic Support Resource Grant Program within GO-Biz for the purpose of supporting inclusive, cross-jurisdictional, and innovative online platforms that support job and earning opportunities and economic recovery with a strong focus on underserved and economically challenged communities. This bill would require an eligible applicant, which shall be a nonprofit, a cooperative, public benefit corporation, or a local government, to meet specified requirements, including, among other things, maintenance of an online platform that connects users with economic opportunities, training programs, and services. The bill would require GO-Biz, upon appropriation of funds by the Legislature, to issue grants to qualified online platforms based on a process for the awarding of competitive grants to eligible applicants that requires submission of a proposal narrative, a proposed budget, evidence of demonstrated experience in working with the proposed target populations, and a proposed impact assessment and timeline that includes progress reports and final deliverables. The bill would require grant recipients to submit an annual report to GO-Biz on how it used the grant funding that it was issued.

Status: On 05/20/2021: In committee: Held under submission.

- **AB-643 Apprenticeship programs: career fairs.**  
Summary: This bill would require a school district or school to notify each apprenticeship program in the same county as the school district or school of a career or college fair it is planning to hold, as specified.

Status: On 09/07/2021: Enrolled and presented to the Governor at 4 p.m.

- **AB-680 Greenhouse Gas Reduction Fund: California Jobs Plan Act of 2021.**  
Summary: This bill would enact the California Jobs Plan Act of 2021, which would require the Labor and Workforce Development Agency to work with the state board to update, by July 1, 2023, the funding guidelines for administering agencies to ensure that all applicants to grant programs funded by the Greenhouse Gas Reduction Fund meet specified standards, including fair and responsible employer standards and inclusive procurement policies, as defined. The bill would require administering agencies to give preference to applicants that demonstrate a partnership with an educational institution

or training program targeting residents of disadvantaged, tribal, and low-income communities.

Status: On 09/22/2021: Enrolled and presented to the Governor at 2 p.m.

- **AB-809 Information security.**

Summary: This bill would require state agencies not covered by the provisions described above to adopt and implement information security and privacy policies, standards, and procedures based upon standards issued by the National Institute of Standards and Technology and the Federal Information Processing Standards, as specified. This bill would require these state agencies to perform a comprehensive, independent security assessment every 2 years and would authorize them to contract with the Military Department for that purpose. This bill would require these state agencies to certify, by February 1, annually, to the Assembly Committee on Privacy and Consumer Protection that the agency is in compliance with all adopted policies, standards, and procedures and include a corrective action plans to address any outstanding deficiencies, the estimated dates of compliance, and any additional resources it requires in order to cure each deficiency. The bill would require that the certification be kept confidential and not be disclosed, except that the information and records would be allowed to be shared with the members of the Legislature and legislative employees, at the discretion of the chairperson of the committee. Because the required certification would be made under penalty of perjury, the bill would expand the crime of perjury and would thereby impose a state-mandated local program.

Status: On 05/20/2021: In committee: Held under submission.

- **AB-833 State government: grants: administrative costs.**

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

Status: On 02/25/2021: Referred to Com. on A. & A.R.

- **AB-884 State agencies: audits.**

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

Status: On 05/20/2021: In committee: Held under submission.



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

Summary: This bill would require a state body that elects to conduct a meeting or proceeding by teleconference to make the portion that is required to be open to the public both audibly and visually observable. The bill would require a state body that elects to conduct a meeting or proceeding by teleconference to post an agenda at the designated primary physical meeting location in the notice of the meeting where members of the public may physically attend the meeting and participate. The bill would extend the above requirements of meetings of multimember advisory bodies that are held by teleconference to meetings of all multimember state bodies. The bill would require a multimember state body to provide a means by which the public may both audibly and visually remotely observe a meeting if a member of that body participates remotely. The bill would further require any body that is to adjourn and reconvene a meeting on the same day to communicate how a member of the public may both audibly and visually observe the meeting. The bill would also make nonsubstantive changes to those provisions.

Status: On 03/25/2021: Re-referred to Com. on G.O.

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

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

Status: On 08/26/2021: In committee: Held under submission.

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

Summary: Among other things, This bill would permit an individual nonexempt employee to request an employee-selected remote work flexible work schedule providing for workdays up to 10 hours per day within a 40-hour workweek and would allow an employer to implement this schedule without the obligation to pay overtime compensation for those additional hours in a workday, except as specified. The authorization would apply only if an employee is working remotely and not under the physical control of the employer. The bill would require that the flexible work schedule contain specified information and the employer's and the employee's original signatures. The bill would except split shift premiums from application to the work of employees who are working an employee-selected remote work flexible work schedule. The bill would require the Division of Labor Standards Enforcement in the Department of Industrial Relations to enforce this provision and adopt regulations.

Status: On 03/04/2021: Referred to Coms. on L. & E. and JUD.

- **AB-1072 Small businesses: technical assistance: public contracts.**

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

Status: On 08/16/2021: In committee: Set, first hearing cancelled at the request of the author.

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

Summary: This bill, upon appropriation by the Legislature, would require the Employment Training Panel to establish a pilot program to serve the employment training needs of small businesses. The bill would require the program to leverage the capacity of the existing statewide network of community college contract education centers operating with multiple employer contracts. The bill would require the Employment Training Panel to develop the pilot project to achieve specified purposes, including strengthening the linkages between higher education institutions and employers. The bill would require the Employment Training Panel, in developing the program, to work with key workforce and economic development partners, including the Chancellor's Office of the California Community Colleges, the Governor's Office of Business and Economic Development, the Labor and Workforce Development Agency, and the California Workforce Development Board. The bill would also authorize the Employment Training Panel to establish one or more ad hoc advisory groups of stakeholders. The bill would require the Employment Training Panel to submit 2 reports to the appropriate legislative committees on the implementation of the program and program activities, as specified. The bill would repeal these provisions on January 1, 2026.

Status: On 08/26/2021: In committee: Held under submission.

- **AB-1122 Employment discrimination.**

Summary: This bill would provide that, under FEHA, it is not a violation of the rights of any individual who is not chosen for an employer to hire or promote a member of a



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

Status: On 03/15/2021: Re-referred to Com. on L. & E.

- **AB-1192 Employment information: worker metrics.**

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

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

Status: On 06/03/2021: Ordered to inactive file at the request of Assembly Member Kalra.

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

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

Consumer Affairs and the State Department of Public Health to use licensing or certification standards that authorize the use of earn and learn trainings.

Status: On 09/22/2021: Enrolled and presented to the Governor at 2 p.m.

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

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

Status: On 03/23/2021: Re-referred to Com. on L. and E.

- **AB-1460 State employment: COVID-19 telework: costs.**  
Summary: Existing law authorizes the Department of Human Resources (CalHR) to expend, in accordance with law, moneys made available for its use or for the administration of any statute administered by it. Existing law vests in CalHR the administration of salaries generally and provides for the payment of miscellaneous compensation under specified circumstances. Existing law requires CalHR to provide the extent to which, and establish the method by which, ordered overtime or overtime in times of critical emergency is compensated, as specified. This bill would authorize CalHR to provide a one-time payment of an unspecified amount to employees who have been required to telework as a result of the COVID-19 pandemic in order to offset costs associated with working remotely.

Status: On 04/27/2021: In committee: Set, first hearing. Hearing canceled at the request of author.

- **AB-1539 AMENDED.**

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

## II. **SENATE BILLS**

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

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

Status: On 06/17/2021: Re-referred to Com. on RLS. pursuant to Assembly Rule 96.

- **SB-46 American Rescue Plan Act funds: federal recovery funds: funded projects.**

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

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

Status: On 03/18/2021: Re-referred to Coms. on G.O., L., P.E. & R., and E.Q. On 03/18/2021: Referral to Com. on E.Q. rescinded because of the limitations placed on committee hearings due to ongoing health and safety risks of the COVID-19 virus.

- **SB-74 Keep California Working Act.**

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

Status: On 03/11/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on B., P. & E.D.

- **SB-209 State of emergency: termination after 45 days: extension by the Legislature.**

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

Status: On 03/04/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on G.O.

- **SB-270 Public employment: labor relations: employee information.**

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

Status: On 09/17/2021: Enrolled and presented to the Governor at 1:30 p.m.

- **SB-419 Oil and gas: regulation: skilled and trained workforce.**

Summary: This bill would, except as provided, for work performed by a licensed contractor, require that the owner or operator of a well or production facility, when contracting for the performance of construction, alteration, demolition, installation,

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

Status: On 08/24/2021: From committee with author's amendments. Read second time and amended. Re-referred to Com. on NAT. RES.

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

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

Status: On 07/16/2021: Approved by Governor and Chaptered by the Secretary of State.

- **SB-690 The California aerospace industry.**

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

Status: On 03/03/2021: Referred to Com. on RLS.

- **SB-779 California Workforce Innovation Opportunity Act: earn and learn programs.**

Summary: This bill would amend the list of "earn and learn" programs by specifying that an "earn and learn" program includes transitional jobs, as described in the federal

Workforce Innovation and Opportunity Act, and subsidized employment, including, but not limited to, subsidized employment provided by an employment social enterprise, as defined, or a worker cooperative, as defined, particularly for individuals with barriers to employment.

Status: On 09/09/2021: Enrolled and presented to the Governor at 1 p.m.

- **SB-805 Small nonprofit performing arts organizations: payroll and paymaster services grants: employment grants.**

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

Status: On 09/17/2021: Enrolled and presented to the Governor at 1:30 p.m.

### **III. BUDGET BILLS**

- **AB-79 Budget Act of 2020.**

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

Status: On 05/18/2021: Re-referred to Com. on B. & F.R.



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

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

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

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

Status: On 04/29/2021: Approved by the Governor and filed with the Secretary of State.

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

Summary: This bill would, except as provided, make both payments automatically exempt from a garnishment order, as defined, and would require a financial institution to employ a certain procedure to identify a deposit exempt pursuant to that provision. The bill would prohibit a financial institution that attempts to comply with those provisions in good faith from being subject to liability, as specified. The bill would also further clarify the definition

of “qualified recipient” for purposes of the Golden State Stimulus payment and a “grant recipient” eligible to receive a Golden State Grant payment. The bill would appropriate \$100,000 from the General Fund to augment Schedule (1) of Item 7730-001-0001 of the 2020 Budget Act for the Franchise Tax Board to be allocated to existing California Earned Income Tax Credit outreach contracts to provide increased awareness of the Golden State Stimulus and would exempt, for the purpose of providing timely distribution of funds for Golden State Stimulus awareness, the Franchise Tax Board and its administrative partner, the Department of Community Services and Development, from all provisions of state contracting law governing the amendment of contracts.

Status: On 03/17/2021: Approved by the Governor and filed with the Secretary of State.

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

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

Status: On 02/23/2021: Approved by the Governor and filed with the Secretary of State.

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

Summary: Among other things, this bill would authorize the Controller to make a one-time Golden State Stimulus payment to each qualified recipient, as defined, of an applicable amount, as specified, in a form and manner determined by the Franchise Tax Board, in order to provide relief to low-income Californians impacted by the COVID-19 emergency. This bill would create the Golden State Stimulus Emergency Fund, a new fund in the State Treasury, for the purposes of making these one-time payments, and would continuously appropriate that fund. This bill would also authorize one-time grant payments to qualified grant recipients, as defined, of \$600, to be administered by the State Department of Social Services, in order to provide relief to low-income Californians impacted by the COVID-19 emergency.

Status: On 02/23/2021: Approved by the Governor and filed with the Secretary of State.



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

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

Status: On 01/28/2021: Approved by the Governor and filed with the Secretary of State.

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

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

Status: On 01/28/2021: Approved by the Governor and filed with the Secretary of State.

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

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

Status: On 03/19/2021: Approved by the Governor and filed with the Secretary of State.

#### IV. **CANNABIS RELATED BILLS/INITIATIVES/PROPOSITIONS**

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

Status: Introduced; Assembly; on 12/16/2020. Read first time. To Print. May be heard in committee on 01/16/2021.

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

Status: On 04/27/2021: In committee: Set, first hearing. Failed passage. Reconsideration granted.

- **AB-287 Civil actions: statute of limitations.**  
Summary: MAUCRSA imposes a civil penalty on a person engaging in commercial cannabis activity without a license required by MAUCRSA of up to 3 times the amount of

the license fee for each violation. MAUCRSA does not supersede or limit state agencies from exercising their existing enforcement authority. MAUCRSA authorizes a local jurisdiction to enforce its provisions and the regulations promulgated by a licensing authority if delegated the power to do so by the licensing authority, as specified. Existing law generally requires an action upon a statute for a penalty or forfeiture to commence within one year. This bill would require a civil action for a penalty described above to commence within 3 years.

Status: On 09/10/2021: Enrolled and presented to the Governor at 4 p.m.

- **AB-290 Cannabis testing.**

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

Status: On 01/28/2021, Referred to Committee on B. & P.

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

Summary: This bill would additionally prohibit the board from disciplining a veterinarian licensed under the act who recommends the use of cannabis on an animal for medicinal purposes, unless the veterinarian is employed by or has an agreement with a cannabis licensee, as specified. The bill would require the board to adopt guidelines, on or before January 1, 2023, for veterinarians to follow when recommending cannabis within the veterinarian-client-patient relationship, and would require the board to post the guidelines on its internet website. This bill would revise the definitions of “cannabis products,” “cannabis concentrate,” and “edible cannabis product” under MAUCRSA to include products intended to be used for animal consumption. The bill would define “animal” for these purposes to mean any member of the animal kingdom other than humans, including fowl, fish, and reptiles, wild or domestic, whether living or dead, but would exclude livestock and food animals, as specified.

Status: On 05/20/2021: In committee: Held under submission.

- **AB-527 Controlled substances.**

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

regulation. The bill would exempt from Schedule IV specific compounds, mixtures, or preparations that contain a nonnarcotic controlled substance in combination with a chlordiazepoxide or phenobarbital that are listed in the federal Table of Exempted Prescription Products and have been exempted from scheduling under federal law or regulation.

Status: On 09/22/2021: Enrolled and presented to the Governor at 2 p.m.

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

Summary: This bill would require, on or before January 1, 2023, the regulations established by the bureau regarding the minimum security and transportation safety requirements to include regulations that would allow for different value tiers of cannabis goods to be carried during delivery of those cannabis goods to customers by employees of a licensed retailer based on the type of vehicle used for the delivery. The bill would require, on or before January 1, 2023, the bureau, in coordination with the Department of the California Highway Patrol, to develop transportation safety standards for all the different value tiers of cannabis goods carried during delivery to customers by employees of a licensed retailer based on the type of vehicle used for the delivery, as specified, and to develop a standardized inspection and certification process for each delivery vehicle based on the transportation safety standards developed pursuant to the bill, including the form of the certifications, to be implemented on and after January 1, 2024.

Status: On 05/20/2021: In committee: Hearing postponed by committee.

- **AB-1034 Cannabis: retail preparation, sale, or consumption of noncannabis food and beverage products.**

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

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

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

Status: On 07/14/2021: In committee: Set, first hearing. Hearing canceled at the request of author.

- **AB-1138 Unlawful cannabis activity: civil enforcement.**

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

Status: On 09/20/2021: Enrolled and presented to the Governor at 3 p.m.

- **AB-1256 Employment discrimination: cannabis screening test.**

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

Status: On 04/13/2021: Re-referred to Com. on L. & E.

- **AB-1514 Cannabis transportation and delivery.**

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

Status: On 02/22/2021: Read first time.

- **SB-59 Cannabis provisional licenses: local equity applicants.**

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



of perjury, the bill would expand the scope of the crime of perjury, and would thereby impose a state-mandated local program..

Status: On 05/24/2021: Ordered to inactive file on request of Senator Caballero.

- **SB-235 Industrial hemp products.**

Summary: This bill would require a manufacturer of dietary supplements and food that includes industrial hemp to be able to demonstrate that all parts of the plant used come from a state or country that has an established and approved industrial hemp program, as defined, that inspects or regulates hemp under a food safety program or equivalent criteria to ensure safety for human or animal consumption and that the industrial hemp cultivator or grower is in good standing and compliance with the governing laws of the state or country of origin. This bill would state that a dietary supplement, food, beverage, cosmetic, or pet food is not adulterated by the inclusion of industrial hemp or cannabinoids, extracts, or derivatives from industrial hemp if those substances meet specified requirements, and would prohibit restrictions on the sale of dietary supplements, food, beverages, cosmetics, or pet food that include industrial hemp or cannabinoids, extracts, or derivatives from industrial hemp based solely on the inclusion of those substances. The bill would also prohibit a manufacturer, distributor, or seller of an industrial hemp product from including on the label, or publishing or disseminating in advertising or marketing, a health-related statement, as defined, that is untrue in any particular manner or that tends to create a misleading impression as to the effects on health of consuming products containing industrial hemp or cannabinoids, extracts, or derivatives from industrial hemp. By creating a new crime, this bill would impose a state-mandated local program. This bill would create an authorization process for hemp manufacturers who produce specified products that include industrial hemp or who produce raw hemp extract, as defined, including requirements for testing and labeling on products. The bill would authorize the department to collect specified fees, which would be used, upon appropriation, to implement the program. By creating a new crime, this bill would impose a state-mandated local program. The bill would also impose a \$250 fee on each manufacturer who produces industrial hemp products or raw hemp extract, to be used, upon appropriation, to fund an Industrial Hemp Research Program at the University of California. The bill would require the Department of Food and Agriculture and the State Department of Public Health, in consultation with the Bureau of Cannabis Control, if necessary, to develop a process to share license, registration, cultivar, and enforcement information to facilitate compliance and enforcement against unlicensed industrial hemp product and raw extract manufacturers and retailers. The bill would make communications shared between these agencies and local law enforcement for this purpose exempt from the California Public Records Act.

Status: On 06/01/2021: Ordered to inactive file on request of Senator Allen.

- **SB-292 Industrial hemp.**

Summary: This bill would instead require the sampling to occur within a timeframe determined by the department. The bill would require a registrant to destroy or dispose of

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

Status: On 09/03/2021: Enrolled and presented to the Governor at 2 p.m.

- **SB-311 Compassionate Access to Medical Cannabis Act or Ryan's Law.**

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

Status: On 09/17/2021: Enrolled and presented to the Governor at 1:30 p.m.

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

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

Status: On 05/04/2021: May 3 hearing: Placed on APPR suspense file.

- **SB-544 Cannabis testing.**

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

Status: On 09/09/2021: Enrolled and presented to the Governor at 1 p.m.

- **19-0011: ACTIVE INITIATIVE – EXPANDS LEGALIZATION OF CANNABIS AND HEMP. INITIATIVE STATUTE.**

- [19-0010: ACTIVE INITIATIVE – EXPANDS LEGALIZATION OF CANNABIS AND HEMP. INITIATIVE STATUTE.](#)
- [19-0016: ACTIVE INITIATIVE – DECRIMINALIZES PSILOCYBIN MUSHROOMS. INITIATIVE STATUTE.](#)

**V. INITIATIVES/PROPOSITIONS**

- [20-0004: ACTIVE INITIATIVE – LIMITS STATE AND LOCAL OFFICIALS' AUTHORITY TO RESPOND TO PUBLIC HEALTH EMERGENCIES. INITIATIVE STATUTE.](#)
- [20-0001A1: ACTIVE INITIATIVE – REQUIRES VOTE ON WHETHER CALIFORNIA SHOULD BECOME A SEPARATE COUNTRY. INITIATIVE STATUTE.](#)
- [19-0028A1: ACTIVE INITIATIVE – REQUIRES STATE REGULATIONS TO REDUCE PLASTIC WASTE, TAX PRODUCERS OF SINGLE-USE PLASTICS, AND FUND RECYCLING AND ENVIRONMENTAL PROGRAMS. INITIATIVE STATUTE.](#)
- [19-0012: ACTIVE INITIATIVE – REPLACES STATE SENATE AND ASSEMBLY WITH SINGLE-HOUSE LEGISLATURE; INCREASES NUMBER OF LEGISLATORS. INITIATIVE CONSTITUTIONAL AMENDMENT.](#)
- [19-0005: ACTIVE INITIATIVE – AUTHORIZES BONDS TO FUND PROJECTS FOR WILDFIRE PREVENTION, SAFE DRINKING WATER, AND PROTECTING WILDLIFE AND LANDS FROM CLIMATE RISKS. INITIATIVE STATUTE.](#)





## Guidelines for: Expansion Funds

**Effective: 10/1/2021**

These are guidelines only. If a proposal raises the need for further modifications, those variations will be accomplished on a case-by-case basis with direction from Executive Staff. **Unless modified by these guidelines, all other Core Program (Program) criteria apply.**

### **BACKGROUND**

Governor Newsom's 21/22 budget, approved in SB129, allocated \$50 million in general fund dollars to ETP to expand its program in high-demand sectors. These allocations shall be known as "Expansion Funds" within ETP's programs. This funding is available for encumbrance or expenditure until June 30, 2024.

Funding appropriated from the general fund to ETP for the purpose of workforce training, which is funding from a source other than the Employment Training Fund, is defined as an "Alternative Funding Source" subject to Unemployment Insurance Code section 10214.6 that mandates guidelines for the purpose of supporting and implementing an Alternative Funding Source program.

Pursuant to Unemployment Insurance Code section 10214.6(a), and Section 4451(d) of Title 22 of the California Code of Regulations, the purpose of these guidelines is to support and implement the "Expansion Funds" Alternative Funding Source program approved in SB129. The intent of these guidelines is to ensure that this Alternative Funding Source program builds upon existing ETP Core Program and is consistent with its mission to assist California businesses in the development of performance-based customized training that will attract and retain businesses, provide workers with secure jobs that pay good wages, and have opportunities for advancement. This includes the Legislative intent to meet the needs of small business.

In addition, these guidelines are consistent with the Panel's vision and goals to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business, labor, and government. Encompassed in these goals is the support of high-road employers; training that leads toward licensing and certification; and workforce training efforts for communities disproportionately impacted by the Pandemic.

## **OVERVIEW**

As a part of the annual report, ETP is required to provide interim reports to the Legislature by November 30, 2022 and final reporting on November 30, 2024. The reporting will include information on the use and outcomes of the funds and will be submitted to the Joint Legislative Budget Committee. ETP is required to report the following:

- The number of applicants
- Number of eligible applicants
- Number of awardees
- Types of industry sectors that received an award
- Average award amount
- Geographic distribution of awardees
- Number of workers served
- Re-employment information
- Information on participation of high road employers
- Information on participant wage gain
- Description of the use of funds
- Changes in participant employment status as a result of the program

## **GUIDELINES**

These funds will be distributed in conjunction with ETP's Core Program and will follow the same program standards with the exceptions listed below.

### **Approved Amount**

- Contract amount may be amended up to the program project cap.

### **Contractor Eligibility**

- Contractors may apply for both a standard Core Program funded project and an Expansion Funds project in the same fiscal year. The prohibition on concurrent enrollment remains in place.
- Public entities, and nonprofit organizations that have elected an alternate method of financing its liability for unemployment insurance compensation, are eligible for Expansion Funds training contracts. Eligibility for Expansion Training funds is not contingent upon an applicant's payment of the Employment Training Tax.
- All other ETP eligibility requirements apply.

### **Trainee Eligibility**

- Retrainee Job Creation trainees can include backfilled positions and are not required to be "net" new hires.
- Standard Incidental Placement rules do not apply for MECs.

**Wage**

- SET wages do not apply.

**Reporting**

- Contractors will be required to report the start of training wages at enrollment for all trainees.
- In the instance where ETP cannot verify trainee's wages through existing processes, ETP may request payroll information from the contractor.

**Record Keeping**

- All training hours must be reported in ETP systems within 90 days of the delivery of training.

**Miscellaneous**

- If not otherwise specified in these guidelines, ETP program standards apply.



## Guidelines for: California Community College Funds

**Effective: 10/1/2021**

These are guidelines only. If a proposal raises the need for further modifications, those variations will be accomplished on a case-by-case basis with direction from Executive Staff. **Unless modified by these guidelines, all other Core Program (Program) criteria apply.**

### **BACKGROUND**

Governor Newsom's FY 21/22 budget, approved in SB129, \$15 million in general fund dollars to ETP to align and operate programs with the community college system, in partnership with the California Community Colleges Strong Workforce program. These allocations shall be known as "California Community College Funds" (CCCF) within ETP's programs. This funding is available for encumbrance or expenditure until June 30, 2024.

Funding appropriated from the general fund to ETP for the purpose of workforce training, which is funding from a source other than the Employment Training Fund, is defined as an "Alternative Funding Source" subject to Unemployment Insurance Code section 10214.6 that mandates guideline for the purpose of supporting and implementing an Alternative Funding Source program.

Pursuant to Unemployment Insurance Code section 10214.6(a), and Section 4451(d) of Title 22 of the California Code of Regulations, the purpose of these guidelines is to support and implement the "California Community College Funds" Alternative Funding Source program approved in SB129. The intent of these guidelines is to ensure that this Alternative Funding Source program is consistent with ETP's mission to assist California businesses in the development of performance-based customized training that will attract and retain businesses, provide workers with secure jobs that pay good wages, and have opportunities for advancement. This includes the Legislative intent to meet the needs of small business.

In addition, these guidelines are consistent with the Panel's vision and goals to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business, labor, and government. Encompassed in these goals is the support of high-road employers; training that leads toward licensing and certification; and workforce training efforts for communities disproportionately impacted by the Pandemic.

## **OVERVIEW**

As a part of the annual report, ETP is required to provide interim reports to the Legislature by November 30, 2022 and final reporting on November 30, 2024. The reporting will include information on the use and outcomes of the funds and will be submitted to the Joint Legislative Budget Committee. Those requirements are as follows:

- Number of applicants
- Number of Eligible applicants
- Number of awardees
- Types of industry sectors that received an award
- Average award amount
- Geographic distribution of awardees
- Number of workers served
- Number of workers created
- Re-employment information
- Information on participation of high road employers
- Information on participant wage gain
- Description of use of funds
- Changes in participant employment status as a result of program

## **GUIDELINES**

These funds will be distributed in conjunction with ETP's Core Program funding and will follow the same program standards with the exceptions listed below.

### **Approved Amount**

- ETP Multiple Employer Contractor (MEC) program project caps do not apply.
- Contract amount may be amended.

### **Contractor Eligibility**

- Must be a California Community College Contract Education Unit as a MEC.
- Contractors may apply for both a standard Core Program funded project and a CCCF project in the same fiscal year. The prohibition on concurrent enrollment remains in place.
- Public entities, and nonprofit organizations that have elected an alternate method of financing its liability for unemployment insurance compensation are eligible as Participating Employers. Eligibility is not contingent upon a Participating Employer's payment of the Employment Training Tax, which is deposited into the Employment Training Fund.
- All other standard ETP eligibility requirements for Participating Employers will apply.

**Trainee Eligibility**

- Retrainee Job Creation trainees can include backfilled positions and are not required to be “net” new hires.
- Standard Incidental Placement rules do not apply

**Wage**

- SET wages do not apply.

**Reporting**

- Contractors will be required to report the start of training wages at enrollment for all trainees.
- In the instance where ETP cannot verify trainee’s wage, ETP may request payroll information from the contractors.

**Record Keeping**

- All training hours must be reported in ETP systems within 90 days of the delivery of training.

**Miscellaneous**

- If not otherwise specified in these guidelines, ETP program standards apply.



Employment Training Panel

## M e m o r a n d u m

To: Panel Members

Date: October 1, 2021

From: Lis Testa, Policy Manager

File:

Subject: PFL SB and SEED Grant Updates

### **PFL SB and SEED Grant Updates**

#### **Paid Family Leave Small Business (PFL SB) Grant:**

- The PFL SB Grant provides \$1M in General Fund dollars every year to assist small businesses affected by employees who are on leave utilizing the PFL program to either care for a new child or sick family member. Affected eligible small businesses can receive a \$500 micro-grant to help offset the costs of training or hiring other employees to help cover the duties of the employee who is out on PFL.
- FY 20/21 Grant:
  - o 2 awardees;
  - o Contracts have been fully executed;
  - o \$250,000 of \$1M total has been distributed to the awardees;
  - o Beginning grant activities focused in this first quarter on getting the grant programs up and running;
  - o Both joined together to create a website application portal [www.CaliforniaPaidFamilyLeaveAlliance.com](http://www.CaliforniaPaidFamilyLeaveAlliance.com);
  - o Created PFL SB fliers in English and Spanish;
  - o Delivered 6 live presentation webinars to 100 Small Business Development Center (SBDC) consultants, 40 Hispanic Chamber board members, a regional SBDC, and a banking partner;
  - o Issued a press release;
  - o Launched a marketing blast through LinkedIn;
  - o Were invited to announce the grant in a Posh Boss Babes podcast;
  - o Presenting at CA SBDC network Director's meeting;
  - o Will launch a marketing campaign to over 800 CA Chambers of Commerce;
  - o Have issued 5 micro-grants to-date.
- FY 21/22 Grant:
  - o Have received \$1M from the General Fund into ETP's accounts;

- Will be releasing a Solicitation for Proposals in October – please check the ETP website once announced for details. A stakeholder notification will also be sent announcing the opening of the application period.
- Other Notes:
  - The eligible population of small businesses for this grant is quite small – these small businesses must have less than 10 employees, and have one employee out and utilizing the PFL program.
  - ETP has begun working on creating a referral network, using company data from EDD's Labor Market Information Division and the PFL Division to help identify potential eligible small businesses. Once fully implemented, this should help us to aid the grant awardees in finding participating small businesses to disperse micro-grants to.
  - Chris Hoover, SF Regional Office Manager, has assumed the management duties of this grant, and is now ETP's main PFL SB Grant contact.

### **Social Entrepreneurs for Economic Development (SEED) Grant**

- The SEED Grant supports the entrepreneurship of immigrant and limited English proficient individuals through two grant programs: the Entrepreneurship Program, which provides entrepreneurial training, micro-grants, and technical assistance to aid in the formation of new small businesses, and the Demonstration Project, which provides entrepreneurial training, micro-grants, and technical assistance to aid in the formation of new worker-owned cooperatives.
- FY 20/21
  - ETP received \$10M in General Fund dollars through an inter-agency agreement with the CA Workforce Development Board to run the grant program;
  - A solicitation for proposals was launched mid-January, 2021;
  - We received 51 applications, and chose 9 final awardees (8 Entrepreneurship Program awardees and 1 Demonstration Project awardee);
  - All 9 grant contracts have been fully executed;
  - ETP launched a Community of Learning and Practice for all grant awardees and their partners – this Community allows them to network together to share hints, tips, and strategies. The awardees have embraced the Community and are in frequent contact with each other;
  - \$2,162,500 has been distributed to the awardees to date;
  - SEED awardees have so far:
    - Done much of the preliminary work necessary to establish their grant programs, including: hiring personnel, developing training curriculum, creating outreach materials, etc.;
    - Conducted outreach to approximately 328,900 individuals in nearly 20 languages: English, Spanish, Mixteco, Amharic, Arabic, Burmese, Dinka, Haitian Creole, Karen, Kizigua, Nuer, Somali, Swahili, Tigrinya, Mandarin, Khmer, Korean, Thai, Tagalog



- Outreach has taken the forms of flyers, radio announcements and interviews, job fairs, social media, texting, newsletters, street-based outreach
  - Enrolled 1,065 individuals in entrepreneurship training
  - Completed training for 171 individuals in entrepreneurship topics, with multiple additional training sessions already scheduled;
  - Accepted 145 applications for micro-grants from those individuals who completed training;
  - Approved 119 of those individuals for micro-grants;
  - Worked on developing their training plans, hiring required personnel, setting up technical assistance contracts, setting up fund distribution systems, developing applications for micro-grants, and conducting outreach;
  - Next quarter's work will focus mostly on continued outreach, training, accepting micro-grant applications, and providing technical assistance to the micro-grantees as they begin to get their new businesses launched.
- The search for the independent evaluator for the SEED Grant will launch within the next few months.
- FY 21/22
  - The Legislature has allocated an additional \$20M to the SEED Grant;
  - ETP is in the process of entering into a second inter-agency agreement with CWDB;
  - Once the inter-agency agreement has been executed, ETP will need to apply for spending authority for the additional \$20M;
  - We are waiting a legal determination on if the additional SEED funds must be put out through a competitive Request for Proposals process or not.
- Other Notes:
  - Jana Lazarewicz, Sacramento Regional Office Manager, has assumed the management duties of this grant, and is now ETP's main SEED Grant contact.



## RETRAINEE - JOB CREATION

Training Proposal for:

**California Fire Stop, Inc.**

**Contract Number: ET22-0131**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** San Diego

**Analyst:** J. Lima

### **PROJECT PROFILE**

Contract Attributes:	SB <100 Retrainee Job Creation Initiative	Industry Sector(s):	Construction (C)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	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: 70	U.S.: 70	Worldwide: 70
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	11%		

### **FUNDING DETAIL**

<b>In-Kind Contribution</b>
\$151,250

<b>Total ETP Funding</b>
\$107,295

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee SB <100	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, HazMat, OSHA 10/30 PL-Comm Skills	57	8-200	0-3	\$1,035	\$19.12
				Weighted Avg: 45			
2	Job Creation SB <100	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, HazMat, OSHA 10/30 PL-Comm Skills	30	8-200	0-3	\$1,610	\$17.00
				Weighted Avg: 70			

\*Post-Retention Wage is the Contractual Wage.

**Minimum Wage by County:** San Diego County – Job 1 (\$19.12), Job 2 (\$15.81)

**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 \$1.12 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Administrative Support		1
		4
Installers		11
		16
		12
Estimator/Project Managers		2
		1
		2
Sales		2
Foremen		5
Owner(s)		2
<b>Job Number 2</b>		
Administrative Support		1
Installers		18
		7
Estimator / Project Managers		1
Sales		1
Foremen		1
		1

## **INTRODUCTION**

California Fire Stop, Inc., (Fire Stop) founded in 2013 with one facility in Oceanside (San Diego County), installs fire stop applications to building systems, as well as tubs, showers, and expansion joints. The Company provides these services to general contractors and trade contractors; however, the Company is looking to expand its reach into single-family homes, subdivisions, and multi-family structures. Fire Stop is one of five California Certified U.L. Firestop contractors. The Company primarily serves the San Diego, Orange, and Los Angeles County areas.

### **Veterans Program**

While the Company doesn't have a formal targeted Veterans program, Fire Stop encourages veterans to apply.

## **PROJECT DETAILS**

Primarily a fire-stop process company, Fire Stop recently added full-service shower and tub installation earlier this year. With this new service, the Company is looking to expand its geographical service areas, thereby increasing market share statewide. To support this growth, Fire Stop expects to hire 40 new employees for its new tub and shower division, expansion of its joints division, as well as additional employees for its core firestop service. Fire Stop has procured the additional contract work for most of these additional employees, therefore, is now exploring the potential opening 1 to 2 more offices in Northern and Central California to meet business needs and company expansion.

Additionally, Fire Stop will continue to expand its past/current training program, making improvements to create a more robust program with new topics as market changes require. Training will also help the company remain competitive and attract top candidates for recruiting and expanding its business size since many new candidates ask about the strength of a training program.

### **Retrainee - Job Creation**

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

As part of its aforementioned hiring project, the Company will hire and train 30 new employees (Job Number 2). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into "net new jobs" as a condition of contract.

The projected hiring numbers for Job Number 2 (30 trainees) are based off 18 new employees hired in the past two months and the expected hires over the course of the ETP training. California Fire Stop, Inc. holds letters of intent from clients that will require additional hiring of 20 to 30 more employees within the next three months to meet customer demand.

### **Training Plan**

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

**Business Skills:** Training will be offered to all occupations as needed. Skills to be learned include project management and methodology, strategic planning, customer relationship management, business fundamentals, operational skills, product knowledge.

**Commercial Skills:** Training will be offered to installers, estimator/project managers, foremen, and owners as needed. Skills to be learned include bonds, blue print reading, change orders, planning and scheduling, quality control.

**Computer Skills:** Training will be offered to all occupations as needed. Skills to be learned include Bluebeam and intermediate Microsoft Office.

**Continuous Improvement:** Training will be offered to all occupations as needed. Skills to be learned include cross training, process improvement, project management, and leadership.

**Hazardous Materials –** Training will be offered to Installers, Estimator/Project Managers, Foremen. Skills to be learned include hazardous materials handling and hazardous chemical cleaning/handling.

### **Certified Safety Training**

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
2. Hazardous Materials (HAZMAT). This training is a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors. In this proposal, the certification entity has not yet been determined.

### **Productive Laboratory**

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

With the planned growth projections, the Company wants to encourage and invest in skills training of all foremen, installers and Estimator/Project Managers. PL will expand and increase the opportunity for workers to grow talents through the modality of productive laboratory skill sets with the max hours of 60 and the trainer to trainee ratio of 1:3. This ratio will allow for a greater learning environment for trainees to gain the knowledge base of skills needed within the industry.

**Computer-Based Training (CBT):** CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-3 hours of CBT.

### **Commitment to Training**

Currently, Fire Stop provides employees with training which includes: business skills, commercial skills, computer skills, continuous improvement skills, hazardous materials, and OSHA 10/30 at

a cost of \$50,000 annually. The company has both job specific and company-wide training with over 80% of the training tailoring to job-specific skills.

ETP funding will help improve the Company's current training efforts by enabling the Company to design additional curriculum and classes that have been identified as critical areas to keep current employees satisfied and committed to staying with the organization long-term.

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

Fire Stop's Office Manager and Payroll Administrator will coordinate the ETP employee enrollment information and roster gathering/compliance. The Company has also retained a subcontractor to assist with administration.

Training will be conducted by in-house trainers such as a Seismic Specialist, Tub Crew Specialist, and Intumescent Specialist among others. The Company has a detailed training schedule in place and is ready to begin training at approval.

Training for Job Number 2 is averaged at 70 hours per trainee for the following reasons: It takes about 160 hours of training (4 weeks) to train a new employee to become proficient with Fire coatings for UL fire rated systems to comply with job qualifications before they can perform independently. Seismic expansion joints require technical skill sets and each job is unique and customized. Tub and shower installers need to learn HazMat for different chemicals such as acrylic and acetone to cure the showers and tubs. It takes about 160 hours of training to train a new employee to be able to properly install a shower or tub alone.

### **Impact/Outcome**

Fire Stop's goal after training:

- expand into other geographical areas around the state, increase business from existing/new client base, and increase revenue by 66%.
- branch out from general contractors on multi-family structures towards single-family homes will need extensive training to adhere to different set of building codes, scheduling and certifications.
- add seismic and expansion joint services to new contracts from companies Fire Stop has working relationships with and in turn gain a reputation for effective work in the field.
- maintain certifications and product knowledge for all current and future employees.

### **DEVELOPMENT SERVICES**

The Company retained Carrazco LLP, Innovative Tax Solutions in Sacramento to assist with development of this proposal for a flat fee of \$12,000.

### **ADMINISTRATIVE SERVICES**

The Company also retained Carrazco LLP, Innovative Tax Solutions to perform administrative services in connection with this proposal for a fee of not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

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

8 - 200      Trainees may receive any of the following:

**BUSINESS SKILLS**

- Business Communication
- Business Fundamentals
- Conflict Resolution
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication Styles
- Cost Control
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Engagement
- Essential Skills for New Supervisor
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Retaining Customers
- Relationship Building
- Strategic Planning
- Time Management

**COMMERCIAL SKILLS**

- Bonds
- Blue Print Reading
- Change Orders
- Construction Contract Administration
- Construction Cost Awareness and Production
- Construction Job Site logistics/Sequencing
- Construction Management
- Construction Team Support
- Contract Documents and Construction Law
- Estimating
- Forklift/Scissor Lift
- How to Complete a Work Authorization
- Insurance

- Personal Protection Equipment
- Planning and Scheduling
- Product Knowledge – Firestopping & Sealants
- Product Knowledge – Intumescent Paints
- Product Knowledge – Tubs and Showers
- Project Management
- Quality Control
- Traffic Control
- Unit Cost Tracking
- Work Order Processing

**COMPUTER SKILLS**

- Advanced Excel
- Bluebeam
- Intermediate and Advanced Microsoft Office

**CONTINUOUS IMPROVEMENT**

- 5S
- Cross Training
- Communication Skills
- Creating a Quality Organization
- Change Management
- Decision Making
- Effective Meetings for Leaders
- Leadership
- Process Improvement
- Operations/Workflow
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Supervisor Skills
- Team Building
- Teamwork Development Skills
- Time Management

**HAZARDOUS MATERIALS**

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

**OSHA 10/30** (OSHA Certified Instructor)

- OSHA 10
- OSHA 30



**Productive Lab Hours**

0 – 60

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

- Blue Print Reading
- Change Orders
- Construction Job Site Logistics/Sequencing
- Construction Management
- Estimating
- Expansion Joints
- Firestopping & Sealants
- Forklift/Scissor Lift
- Intumescent Paints
- Personal Protection Equipment
- Project Management
- Quality Control
- Traffic Control
- Tubs and Showers
- Unit Cost Tracking

**CBT Hours**

0 – 3

**COMPUTER SKILLS**

- Microsoft Office (Intermediate) – 3 hours

Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER)

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



## Training Proposal for:

# Central Valley Roofers and Waterproofers and Allied Workers Joint Apprenticeship and Training Trust Fund of Fresno, Madera, Kings, Tulare, Kern, Mono and Inyo Counties

**Contract Number: ET22-0916**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** North Hollywood

**Analyst:** L. Vuong

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship SB <100	Industry Sector(s):	Construction (c)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Madera, Kings, Tulare, Kern, Mono, Inyo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Roofers and Waterproofers Local Union 27		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$178,560		\$12,370 8%		\$190,930

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

## **TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm'l Skills, Computer Skills, OSHA 10/30	40	8-200	0	\$442	\$32.00
				Weighted Avg: 18			
2	Retrainee Priority Rate Apprentice	Comm'l Skill, Computer Skill, OSHA 10/30	90	8-200	0	\$1,925	\$26.08
				Weighted Avg: 100			

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

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$26.08 per hour

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

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

Up to \$6.68 per hour may be used to meet the Post-Retention wage in Job Number 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker Roofer		40
<b>Job Number 2</b>		
Apprentice Roofer		40
		40
		10

## **INTRODUCTION**

Founded in 1919 and located in Fresno, Central Valley Roofers and Waterproofers and Allied Workers Joint Apprenticeship and Training Trust Fund of Fresno, Madera, Kings, Tulare, Kern, Mono and Inyo Counties (Central Valley Roofers) is jointly sponsored by Roofers and Waterproofers Local Union 27. Central Valley Roofers trains both Apprentices and Journeyworkers for the roofing and waterproofing industry and serves over 300 union members across Fresno, Madera, Kings, Tulare, Kern, Mono and Inyo counties. There are five signatory employers, two of which are small businesses.

The Training Center for Central Valley Roofers is located in Fresno and offers Apprentice programs (Roofers and Waterproofers) accredited through the Division of Apprenticeship

Standards. The program designs to familiarize Apprentices and Journeyworkers with the industry and improve their skills to increase employment opportunities.

### **Veterans Program**

Although there is not a Veterans component, Central Valley Roofers actively recruits, maintains, and serves Veterans who seek a career in the building trades. Central Valley Roofers works with several community-based organizations to attract, recruit and retain Veterans. These organizations include; Fresno Economic Opportunities Commission Valley Apprenticeship Connections program, The Valley Build Multi-Craft Pre-Apprenticeship Program, Central Valley Training Center, and Fresno City College. It also 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. To continue to recruit Veterans to join the program, Central Valley Roofers is committed to establishing more relationships through new partnerships with local organizations.

Recently, the Central Valley Roofers has reached out to additional nonprofits in the San Joaquin Valley like the Central Valley Veterans, to continue to strengthen additional opportunities for outreach and hiring of Veterans in the area. Currently, Central Valley Roofers has three Veterans enrolled in the program and anticipates additional enrollments during the contract term.

Central Valley Roofers has women enrolled in the pre-apprenticeship program and continuing encouraging women candidates to join the program.

### **COVID-19**

Due to the hands-on nature of the Roofing Industry, all training occurring under this proposal requires in-person instruction to ensure roofers are receiving the highly skilled training needed to be successful. All course work is currently being held in-person at the Fresno Training Center. To continue in-seat instruction, Central Valley Roofers has implemented COVID-19 guidelines that include regular temperature checks, questionnaires for staff and trainees, smaller class sizes, outdoor training when applicable, social distancing, masks and disinfection of tools and classrooms before, during and after class.

### **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 three-and-a-half years. The curriculum is developed with input from DAS and a designated Local Educational Agency.

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

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

## **PROJECT DETAILS**

This is Central Valley Roofers' third ETP Contract, and the third in the last five years. This proposal designs to begin and continue as soon as training completed under the active contract. (See Active Project Table.)

Training under this proposal will allow Central Valley Roofers to keep up with changes in the roofing industry. Specifically, Apprentices and Journeyworkers must learn new and much-needed skills as the Industry moves away from traditional hot tar systems and towards new roofing systems and materials. New roofing systems include a variety of single ply systems and a variety of modified roofing systems (mopping, torching, primed, adhesives, hot rubber, and peel-n-stick). Training in this proposal will also be provided on updated waterproofing systems as well. These systems include photovoltaic systems, vegetative roofs and rainwater harvesting systems.

Central Valley Roofers must also keep up with employer demand. The employers normally specialize in a small variety of roofing systems. However, in order to remain competitive, they must be more flexible and increase knowledge of new roofing systems to meet the demands of building owners and managers for a wide variety of roofing systems and materials. Likewise, the need for highly skilled, highly trained workers has also created a competitive environment in California, specifically with large out-of-state roofing contractors who are formidable competition to California employers. Training will allow Central Valley Roofers to ensure there is a flexible and highly skilled workforce who can compete against these companies. Finally, demand for Roofers in the Fresno area is strong and with many Journeyworkers retiring there is a shortage of Apprentices needed to bid on jobs. In this proposal, three large companies and eight small businesses have made firm commitments to participate upon Panel approval.

Current projects being worked on in the San Joaquin Valley for Roofers include local hospitals, industrial buildings, and schools. For Waterproofers, the California High Speed Rail has been a large project with waterproofing the steel tracks for cross streams or to go underground.

### **Training Plan**

Training will be provided via Class/Lab, Video Conference and E-Learning in the following:

**Commercial Skills:** Training will be offered to all occupations allows workers to gain the skills needed to work safely and productively in the roofing industry. Apprentice topics include an Introduction to the Roofing and Waterproofing, Asphalt and Wood Shingles, Metal Roofing, Maintenance and Repair, Green Roofs, Solar Systems, Rain Water Harvesting and Infection Control Procedures for working in healthcare facilities. Journeyworkers will receive training in specialty skills, products, materials that are new to the industry. Topics include Single Ply Materials and systems, Advanced Waterproofing Systems, Complex Maintenance and Repair Procedures, project planning and coordination, installation and maintenance of drainage systems, and other skills necessary to work as foremen.

**Computer Skills:** Training will be offered to all occupations. Training will allow all trainees to effectively use software applications and provide them the tools needed while at the jobsite. For Apprentices topics include Use of Computers in Construction, Planning, and Modelling. Journeyworker topics include Building Information Modeling, Estimating, and Project Management.

## **Certified Safety Training—Journeyworkers & Apprentices**

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

### **Learning Management System**

Staff has reviewed and approved Central Valley Roofers’ use of a Learning Management System for recordkeeping.

### **Commitment to Training**

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

#### **➤ Training Infrastructure**

Training will begin upon Panel approval. The Director will oversee ETP training and training will take place at the Training Center in Fresno. Several part-time staff will be assisting with administration, scheduling of training and ETP administration. Central Valley Roofers has also retained a third party administrator to assist with administrative duties.

### **Trainer Qualifications**

Trainers are experienced Journeyworkers who have experience working in the trade and formal instruction in training methods and subject matter.

### **Impact/Outcome**

In addition, contractors are requiring training and certifications for Apprentice and Journeyworkers to insure they are prepared to work safely and productively. Certifications from the proposed training include OSHA 30, Fall Prevention, Scaffold Safety, Torch Application, Rigging and Signaling, Handling Hazardous Materials, Traffic Flagging, and Specialized Training for Manufacturing.

### **Marketing and Support Costs**

Employers are notified of training through Central Valley Roofers’ web site, mailings and presentations. Employers participate as members of the joint committee that operates the program, and training is designed around their needs and the general needs of the industry. Marketing also includes emails to employers, local unions and roofing material representatives. Central Valley Workers also works closely with 14 local EDD offices, 11 local community colleges, and 7 offices of Superintendents in school districts around the area.

Central Valley Roofers requests, and staff recommends, 8% support costs to assist in Apprentice and Journeyworker recruitment, employer outreach, and assessment of employer-specific job requirements.

## **Tuition Reimbursement**

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

## **ACTIVE PROJECTS**

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0951	\$125,405	02/01/21 – 01/31/23	93	TBD	TBD

Of an estimated 93 trainees, 124 have been enrolled and 48 started training. To date, the ETP Systems show 2,600 reimbursable hours have been tracked for potential earnings of \$50,478 (40% of approved amount). Central Valley Roofers projects final earnings of 100% based on training currently committed to by employers and in progress through November 2021.

## **PRIOR PROJECTS**

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0911	Fresno, Madera, Kings, Tulare, Kern, Mono, Inyo	09/22/18 – 03/21/21	\$174,980	\$157,834 (90%)

## **DEVELOPMENT SERVICES**

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

## **ADMINISTRATIVE SERVICES**

Steve Duscha Advisories will also perform administrative services for a fee not to exceed 12.2% of payment earned.

## **TRAINING VENDORS**

N/A

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

8-200            Trainees may receive any of the following:

**Journeyworker****COMMERCIAL SKILLS**

- Advanced Concepts in Waterproofing and Damp Proofing
- Advanced Hot Air Welding
- Advanced Maintenance and Repair Techniques
- Advanced Single-Ply Roofing
- Advanced Systems of Built-Up Roofing
- Air Barriers for Ventilation and Heat Escape
- Chemical Usage
- Coordinating Plans and Schedules with Other Building Trades
- Creating and Implementing Project Plans
- Creating Safe Working Conditions
- Designing Rigging and Hoisting Systems and Procedures
- Drainage Systems Including Rain Water Recovery Systems
- Electronic Leak/Failure Detection
- Green Roof Specific Safety Issues
- Handling Pressurized Equipment
- Infection Control in Healthcare Facilities
- Project Management Systems
- Rainwater Harvesting Systems
- Rigid Roofing
- Roofing Materials
- Single-Ply Products and Uses
- Title 24 Energy Standards for Roofing
- Torch-On Product
- Vegetative Roofs
- Waterproofing on Vertical Surfaces
- Wind Uplift and Load Issues Related To Green Roofing
- Working Around Hazardous Materials
- Working on Scaffolding
- Working with Photovoltaic Material

**COMPUTER SKILLS**

- Advanced Use of Computers in Construction
- Building Information Modeling Software
- Computer Skills Related to Product Application & Testing
- Estimating Systems
- Project Management Software

**OSHA 10/30 (OSHA Certified Instructor)**

- OSHA 10
- OSHA 30



**Class/Lab/Video Conference/E-Learning Hours**

8-200

**Apprentice****COMMERCIAL SKILLS**

- Asphalt and Wood Shingles
- Batten Seam Roofing
- Bermuda and Shingle Panel
- Blueprint Reading
- Built-Up Roofing Materials
- Cold Applied Roofing and Caulking
- Common Roofing Materials
- Ethylene Propylene Diene Monomer Single-Ply Roofing
- Flashing Materials
- Flat Seam Roofing
- Following Plans and Specifications
- Following Project Plans
- Green Roofs
- Hot Air Welding for Apprentices
- Infection Control in Healthcare Facilities
- Insulation Materials
- Low Slope Roofing
- Maintenance and Repair
- Measurement and Calculation Problems in Roofing
- Metal Roofing
- Mopping Operations
- Rainwater Harvesting Systems
- Regulations Governing Roofing and Waterproofing
- Rigging and Hoisting
- Roof Pumps and Tankers
- Roof Surfacing and Sealing
- Roofing Tools
- Safe Working Procedures for Roofers and Use of Safety Equipment
- Single-Ply Roofing
- Single-Ply Roofing Materials and Systems
- Single-Ply Roofing Systems
- Specialty Tile
- Standing Seam Roofing
- Steep Slope Roofing
- Types of Rigid Roofing
- Ventilation
- Waterproofing and Below Grade Materials
- Waterproofing and Damp Proofing
- Working with Concrete and Mission Tile

**COMPUTER SKILLS**

- Computer Operations for Construction
- Construction Modeling

**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 per trainee, regardless of the method of delivery.



## RETRAINEE - JOB CREATION

Training Proposal for:

**Descor, Inc.**

**Contract Number: ET22-0127**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** Sacramento

**Analyst:** A. Reyes

### PROJECT PROFILE

Contract Attributes:	Job Creation Initiative Priority Rate Retrainee SET SB <100	Industry Sector(s):	Construction (C)    Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Napa, Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 87	U.S.: 87	Worldwide: 87
<u>Turnover Rate:</u>	2%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

### FUNDING DETAIL

<b>In-Kind Contribution</b>
\$297,500

<b>Total ETP Funding</b>
\$131,100

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SET SB <100	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Hazzwoper, OSHA 10/30	82	8-200	0-100	\$1,150	\$26.08
				Weighted Avg: 50			
2	Retrainee Job Creation Priority Rate SET SB <100	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Hazzwoper, OSHA 10/30	20	8-200	0-100	\$1,840	\$20.00
				Weighted Avg: 80			

**Minimum Wage by County: Job Number 1** (SET/Priority Industry): \$26.08 per hour  
**Job Number 2** (SET/Job Creation): \$15.65 per hour in Napa and Sacramento 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 \$2.43 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (Retrainee)</b>		
Accounting		4
Administrative Support		1
		3
Estimating		6
Field Crew		2
		14
Project Oversight		52
<b>Job Number 2 (Job Creation)</b>		
Accounting		1
Administrative Support		1
Estimating		1
Field Crew		2
		4
Project Oversight		11

## **INTRODUCTION**

Founded in 2005 and headquartered in Rancho Cordova, Descor, Inc. (Descor) ([www.descorbuilders.com](http://www.descorbuilders.com)) is a general contracting company that specializes in full service preconstruction, general contracting and construction management throughout Northern California. The Company provides a wide array of building services for a variety of consumers including hospitals and car dealerships. Training will be delivered at Descor's two locations in Napa and Sacramento. This will be Descor's first ETP Contract.

### **Veterans Program**

Currently Descor does not actively recruit Veterans, however the Company is actively looking for ways to proactively hire veterans.

## **PROJECT DETAILS**

As a result of an expanding construction industry and customer demand, Descor is expanding its current business project portfolio into residential multifamily homes. Staff requires extensive training as the majority of employees have construction experience in either commercial buildings or single family homes.

The increase in demand for residential multifamily homes in the North Bay has led to Descor opening a new office in Napa County. Additional training will be provided to Project Oversight and Field Crew staff as North Bay has specific construction rules and regulations.

In addition, the Company has implemented new software systems, Buildr, Destini and ClockShark, as part of Descor's new process improvement. These software include a bid estimator, warranty management and facility maintenance system, and a time keeping software for clocking in and out from a phone or computer. Training will be provided to all staff to ensure they are proficient in operating the new software systems.

### **Retrainee - Job Creation**

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

Descor recently opened a new office in Napa County due to new contracts for several large projects in the North Bay. The additional projects are more than the current staff can manage, so to help meet the demand Descor will hire 20 new employees (Job Number 2). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into "net new jobs" as a condition of contract.

### **Training Plan**

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

**Business Skills:** Training will be offered to all occupations and focus on customer service. Training will include Business Communication, Negotiating and Strategic Planning.

**Commercial Skills:** Training will be offered to Estimating, Project Oversight and Field Crew and focus on process necessary to complete projects. Training will include Concrete and Masonry, Contractual Risk Transfer and Project Management.

**Computer Skills:** Training will be offered to all occupations and focus on new software, Buildr, Destini and Website Maintenance.

**Continuous Improvement:** Training will be offered to all occupations and focus on cross-training on processes as well as leadership and development skills. Training topics include Cross Training, Process Improvement and Team Building.

**Hazardous Materials:** Training will be offered to Project Oversight and Field Crew and focus on the proper handling and safety when dealing with hazardous materials. Training topics include Asbestos Awareness, Hazardous Materials Handling and Global Hominization System/Safety Data Sheets.

### **Certified Safety Training**

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Computer-Based Training (CBT)**

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive up to 100 hours of CBT.

### **Special Employment Training**

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

#### **➤ Wage and Retention Modifications**

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$34.77 per hour to \$26.08 per hour). The Company requests this modification for Job Number 1.

### **Temporary to Permanent Hiring**

The Company will train two workers under Panel guidelines for the Temporary-to-Permanent program (Job Number 2). The Company has retained these employees on a temporary basis, with the intention of hiring them into full-time, permanent positions after training. The average time for “converting” temporary workers into full-time permanent employment is three to six

months. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums while on temporary status, and upon hire into full-time permanent employment.

Under Panel guidelines for the Temporary to Permanent program, these trainees must be eligible to participate in ETP-funded training pursuant to Unemployment Insurance Code Section 10201(c). Trainees cannot be enrolled until after they have been hired by the Company into full-time, permanent employment. Until they are hired, retention and post-retention wage requirements cannot be met, and the Company will not receive progress payments.

### **Commitment to Training**

Descor's annual training budget is approximately \$150,000 per facility for safety and employee improvement. The Company is committed to improving performance and knowledge for all employees. 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**

Descor has a structured training plan in place and is ready to start training upon project approval. The Controller/Human Resources will oversee project administration along with the Safety Director, who will handle training rosters and tracking performance.

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

### **DEVELOPMENT SERVICES**

Carrasco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of \$13,100.

### **ADMINISTRATIVE SERVICES**

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

### **TRAINING VENDORS**

To Be Determined

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

8-200                      Trainees may receive any of the following:

**BUSINESS SKILLS**

- Business Communication
- Business Fundamentals
- Behavior Style Strategies
- Customer Relationship Management
- Customer Service
- Communication Styles
- Company Culture Development
- Cost Control
- Dealing with Difficult People
- Employee Coaching
- Employee Engagement
- Leadership
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Relationship Building
- Strategic Planning
- Time Management

**COMMERCIAL SKILLS**

- Boom Lift
- Change Order Negotiations
- Construction Contract Administration
- Construction Cost Awareness and Production
- Construction Job Site Logistics/Sequencing
- Construction Management
- Construction Quality Management
- Construction Team Support
- Contract Documents and Construction Law
- Contractual Risk Transfer
- Crisis Management
- Estimating
- Excavation and Trenching
- Forklift/Scissor Lift
- Heat Illness
- Insurance
- Lien Law and Remedies
- Managing Subcontractors
- Motor Vehicles
- National Fire Protection Association 70E V6



- Observing/Correcting Unsafe Behaviors
- Planning and Scheduling
- Preventing Injuries
- Project Management
- Public/Private Lien Laws, Stop Pay and Mechanic's Liens
- Rigging and Signaling
- Safety Trained Supervisor Construction
- Scaffolding
- Steel Erection
- Traffic Control
- Valley Fever Awareness
- Welding

### **COMPUTER SKILLS**

- Bluebeam
- Buildr
- Customer Relationship Management
- Destini
- Financial Management System – Sage 100
- In Design Software Training
- Intermediate and Advanced Microsoft Office
- Microsoft Project
- Website Maintenance

### **CONTINUOUS IMPROVEMENT**

- Cross Training
- Communication Skills
- Creating a Quality Organization
- Decision Making
- Effective Meetings for Leaders
- Leadership
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Quality Measurement Systems
- Root Cause Analysis
- Supervisor Skills
- Team Building
- Teamwork Development Skills

### **HAZARDOUS MATERIALS**

- Asbestos Awareness
- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling
- Hazardous Waste Awareness
- Hazard Communication
- Global Hominization System/Safety Data Sheets
- Bloodborne Pathogens

**HAZWOPER**

- HAZWOPER 40

**OSHA 10/30** (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER)

**CBT Hours**

0-100

**OSHA 10**

- Caught In or Between – 30 min
- Cranes, Derricks, Hoists, Elevators & Conveyors – 30 min
- Electrocution – 1 hr
- Excavations – 30 min
- Falls – 1.5 hr
- Health Hazards in Construction – 30 min
- Introduction to OSHA – 1 hr
- Materials Handling, Storage, Use and Disposal – 30 min
- Personal Protective and Lifesaving Equipment – 30 min
- Scaffolds – 30 min
- Stairways and Ladders – 30 min
- Struck-By – 1 hr
- Tools – Hand and Power – 30 min

**OSHA 30**

- Asbestos Awareness - 30 min
- Asbestos for Supervisors - 2 hr
- Caught-In or Between – 1.5 hr
- Confined Spaces – 30 min
- Cranes, Derricks, Hoists, Elevators and Conveyors – 30 min
- Electrical Safety – 2 hr
- Ergonomics – 30 min
- Excavations – 30 min
- Fall Prevention 1.5 hr
- Fire Protection and Prevention – 30 min
- Foundations for Safety Leadership – 2.5 hr
- Hand and Power Tool Safety 1 hr
- Hazard Communication – 30 min
- Hazardous Materials – 30 min
- Health Hazards in Construction – 2 hr
- Introduction to OSHA – 1 hr
- Lead Awareness - 30 min
- Lead Exposure – 30 min
- Managing Safety and Health – 2 hr
- Materials Handling, Use and Disposal – 30 min
- Motor Vehicles – 30 min
- Personal Protective Equipment – 2 hr

- Rollover Protective Structures, Signs, Signals and Barricades – 30 min
- Safety and Health Programs – 30 min
- Scaffolds – 30 min
- Silica Exposure – 30 min
- Stairways and Ladders – 1 hr
- Steel Erection – 30 min
- Struck-By - 1 hr
- Welding and Cutting – 30 min

### **COMMERCIAL SKILLS**

- 100% Fall Protection for Construction - 45 min
- Accident Prevention for Heavy Construction - 30 min
- Advanced Asbestos Awareness for Construction - 2 hr
- Advanced Cal Flagger for Construction - 30 min
- Advanced Lead Awareness for Construction – 1.5 hr
- Advanced Mold for Construction – 3 hr, 20 min
- Advanced Rough Terrain Forklift for Construction – 1.5 hr
- Asbestos Hazards for Construction - 30 min
- Bloodborne Pathogen Awareness for Construction - 10 min
- Bloodborne Pathogens Awareness for General Industry - 10 min
- Bloodborne Pathogens for Construction - 40 min
- Cal Fall Protection Awareness for Construction - 15 min
- Cal IIPP For Construction - 15 min
- Cal Scaffold Use for Construction - 30 min
- Competent Person, Excavations for Construction – 2 hr, 50 min
- Competent Person, Fall Protection for Construction – 3 hr, 50 min
- Compliance Basics for Construction - 1 hr
- Concrete And Masonry for Construction - 45 min
- Conducting Tailgate Meetings for Supervisors and Managers for Construction - 40 min
- Confined Spaces Awareness for Construction - 20 min
- Construction Zone Fitness for Construction - 30 min
- Container Labeling Awareness for General Industry - 15 min
- Contractors Safety & Health Program - 1 hr
- Control Of Hazardous Energies Awareness for General Industry - 20 min
- Control Of Hazardous Energies for Construction - 30 min
- Crane Safety Basics for Construction - 1 hr, 20 min
- Defensive Driver Awareness for Construction - 20 min
- Defensive Driving Techniques for Construction - 1 hr
- Demolition Hazards for Construction - 25 min
- Dust Disturbance and Mitigation for Construction - 40 min
- Electrical Hazard Recognition & Control for Construction - 45 min
- Electrical Safety Awareness for Construction - 10 min
- Electrical Safety for Construction - 40 min
- Emergency Action Planning Awareness for Construction - 10 min
- Emergency Action/Response for Construction – 1hr
- Excavation Safety for Construction - 45 min
- Fall Protection Awareness for Construction - 15 min
- Fall Protection Equipment for Construction - 50 min
- Fall Protection for Construction – 1.5 hr

- Fire Prevention Awareness for Construction - 10 min
- Fire Prevention for Construction - 1 hr
- Flammable And Combustible Liquids Awareness for General Industry - 20 min
- Focus Four Caught Between Fatality Prevention for Construction – 1 hr
- Focus Four Electrocution Prevention for Construction - 2 hr
- Focus Four Falls Fatality Prevention for Construction - 2 hr
- Focus Four Struck-By Fatality Prevention for Construction - 1 hr
- Forklift Hazard Awareness for All Industries - 30 min
- Forklift Hazards for Construction - 1 hr
- Forklift Operator Certification Preparation for Construction - 1 hr, 30 min
- Gas Monitoring and Calibration for Construction - 10 min
- General Housekeeping on The Jobsite Awareness for Construction - 10 min
- Ground Fault Protection for Construction - 35 min
- Hand And Power Tools for Construction - 1 hr
- Hazard Communication Awareness For All Industries - 20 min
- Hazard Communication for Managers and Supervisors - 1 hr, 5 min
- Hazardous Waste for Construction - 30 min
- Health And Safety Leadership for Supervisors and Managers For Construction - 4 hr
- Heat Stress/Heat Illness for Construction - 20 min
- Housekeeping Awareness for Construction - 15 min
- Hydrogen Sulfide Awareness for General Industry - 20 min
- Intro To Heavy Construction Safety and Health for Construction - 30 min
- Introduction To Confined Spaces in Construction - 1 hr, 15 min
- Job Safety Awareness For Construction - 20 min
- Jobsite Safety Orientation for Construction - 1 hr
- Ladder Safety Awareness for Construction - 10 min
- Laser Hazards for Construction - 15 min
- Lead Hazards for Construction - 30 min
- Managing Mold Issues for Fixed Site Facilities for Supervisors and Managers for Construction – 1.5 hr
- Materials Handling for Construction - 40 min
- Mold Awareness for Facility Operators for Supervisors and Managers for Construction - 1 hr
- Mold For All Other Trades for Supervisors and Managers for Construction - 2 hr, 10 min
- Mold Maintenance Procedures for Supervisors and Managers for Construction - 20 Minutes
- Mold Remediation & Restoration for Supervisors and Managers for Construction - 1 hr, 45 min
- Mold, OSHA Position for Construction - 50 min
- Motorized Mobile Platforms for Construction - 45 min
- Noise And Hearing Conservation for General Industry - 20 min
- Noise And Hearing Protection for Construction - 15 min
- Office Safety for Construction - 30 min
- Other Construction Health Hazards for Construction - 50 min
- Power Tool Safety Awareness for Construction - 10 min
- Power Tool Use and Guarding for Construction - 45 min

- Respiratory Crystalline Silica Awareness for Construction -10 min
- Respiratory Crystalline Silica in Construction for The Exposed Worker - 1 hr
- Return-To-Work for Supervisors and Managers for Construction - 1 hr
- Rigging Safety for Construction - 45 min
- Road Construction Common Hazards for Construction - 35 min
- Safety And Health During Disaster Recovery for Construction - 35 min
- Scaffold Erection Guidelines for Construction - 30 min
- Scaffold Safety Awareness for Construction - 10 min
- Scaffold User Guidelines for Construction - 40 min
- Signs Signals Barricades for Construction - 30 min
- Slips, Trips and Falls for Construction - 30 min
- Soils Analysis and Classification for Construction - 50 min
- Stairways And Ladders for Construction - 45 min
- Subpart C General Safety and Health for Construction - 1 hr
- Subpart D Construction Health Hazards for Construction - 1 hr
- Subpart D Occupational Health/Environmental Controls for Construction - 30 min
- Subpart O Motor Vehicles, Mechanized Equipment for Construction – 1 hr, 15 min
- Subpart R Steel Erection for Construction – 1.5 hr
- Sun And Other Outdoor Hazards for Construction - 45 min
- Tool And Equipment Decontamination - 30 min
- Trenching & Excavation Awareness for Construction - 15 min
- Trenching And Excavation for Construction - 25 min
- Trenching And Excavation Practical Applications for Construction - 50 min
- Tubular Welded Frame Scaffold Erectors for Construction - 1 hr
- Valley Fever Awareness for All Industries - 30 min
- Welding/Hot Work for Construction - 35 min
- Work Zone Traffic Control for Construction - 45 min
- Work Zone Traffic Safety Tips for Construction - 20 min
- Worker Right To Know Awareness For General Industry - 10 min
- Working Around Mobile Equipment Awareness for Construction - 10 min
- Working Safely with Electricity for Construction - 20 min

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



## RETRAINEE - JOB CREATION

Training Proposal for:

**Meras Engineering Inc.**

**Contract Number: ET21-0129**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** Sacramento

**Analyst:** J. Dongallo

### PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SB <100	Industry Sector(s):	Services (G) Professional, Scientific Technology (54)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Stanislaus	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: 41	U.S.: 42	Worldwide: 42
<u>Turnover Rate:</u>	18%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

### FUNDING DETAIL

<b>In-Kind Contribution</b>
\$96,100

<b>Total ETP Funding</b>
\$79,925

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SB <100	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Hazwoper	37	8-200	0-7	\$1,150	\$19.12
				Weighted Avg: 50			
2	Retrainee Priority Rate SB <100 Job Creation Initiative	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Hazwoper	25	8-200	0-7	\$1,495	\$15.65
				Weighted Avg: 65			

\*Post-Retention Wage is the Contractual Wage.

**Minimum Wage by County:** Job Number 1: \$19.12 per hour for Stanislaus County. Job Number 2: \$15.65 per hour for Stanislaus County.

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

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

Up to \$2.12 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Up to \$0.65 per hour may be used to meet the Post-Retention Wage for Job Number 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1: Retrainee</b>		
Administration		3
		6
Agricultural Service Staff		8
		2
		4
Sales		7
Management		2
Fleet Staff		1
		1
Customer Service		1
		1
Owner		1
<b>Job Number 2: Retrainee/ Job Creation</b>		
Administration		3

		3
Agricultural Service Staff		7
		4
		2
Sales		1
Fleet Staff		2
Customer Service		2
		1

## **INTRODUCTION**

Founded in 2004 and headquartered in Modesto, Meras Engineering Inc. (Meras) ([www.meras.com](http://www.meras.com)) is a water treatment company that provides customized water treatment solutions for Industrial, Agricultural, and Food Safety Water Treatment, and Legionella Risk Management. The Company has specialty products, such as water softeners, Legionella, Reverse Osmosis, Condensers and Chillers that are pumped into growers' irrigation systems, reservoirs, and soil to improve water quality, efficiency, and retention. Meras provides treated water services to its customer base of local growers, wineries, canneries, and commercial buildings. All training will take place at Meras' location in Stanislaus County. This is Meras' first ETP Contract.

### **Veterans Program**

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

## **PROJECT DETAILS**

Due to California's ongoing drought, there is an undergoing seismic shift from flood irrigation, such as large sprinklers that spray huge amounts of water over large areas of crops and ground, to drip irrigation systems which significantly reduce water consumption. This market trend favors Meras' products and services which are geared more towards the commercial drip irrigation system. To acclimate with the shifting of industry demands, the Company will focus training on field operations to ensure the delivery of services are made on time and safely. The training plan will address any deficiencies and allow the Company to standardize its processes and training so that it can ensure its clients will receive the highest quality product. Training in Building Systems, Water Sampling, Distribution Uniformity, Chemical Distribution and Remediation will allow Meras to increase staffs knowledge, project efficiency and work quality. All employees must learn new products and equipment which will allow the Company to expand its market, as well as, outperform customer expectations.

In addition, Meras has identified the need to cross-train and develop the skills of its staff on workflow processes including proactive communication to ensure the Company can meet and exceed customer expectations from start to finish. The training plan will focus on Communication Skills, Change Management, Process Improvement, Production Operation/Workflow, Quality Measurement Systems, and Project Management. Training will also be used to assist staff on determining needs for improvement and set up a career path for each trainee. Establishing a career path for trainees will allow Meras to promote internally from a pool of experienced employees.



The Company prefers to promote from within so they offer leadership and management courses, such as, Finance for Technical Managers, Interpersonal Communication, Decision Making, Production Scheduling, Product Knowledge and Root Cause Analysis to employees interested in management. This plan will allow Meras to increase staffs knowledge, project efficiency, and work quality.

## Training Plan

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

**Business Skills:** Training will be offered to all occupations. Training will provide staff with the skills to effectively and efficiently maintain business operations. Training topics include Business Writing, Customer Service, Cost Control, Financial Analysis, Operational Skills and Planning and Organization.

**Commercial Skills:** Training will be offered to all occupations. Training will focus on improving water treatment and service related processes. Training topics include Building Systems, Environment Impact Planning, Work Order Processing, Water Sampling, Inventory Control and Chemical Distribution.

**Computer Skills:** Training will be offered to all occupations. Training will improve software skills. Training topics include Intermediate/Advanced Microsoft Office, Salesforce, Microsoft Smart Sheets and Financial Management System.

**Continuous Improvement:** Training will be provided to all occupations. These courses are intended to eliminate waste and improve processes. Training topics include Communication Skills, Decision Making, Process Improvement, Production Scheduling, Project Management, Process Capability, Quality Measurement Systems and Systems Failure Analysis.

**Hazardous Materials:** Training will be provided to Agricultural Service Staff and Fleet Staff. Training will focus on developing knowledge of proper use, disposal, and cleanup of hazardous materials. Training topics include Hazardous Materials Handling and Hazardous Waste Cleaning.

## Certified Safety Training

1. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Trainees will not receive 40 hours unless they work full time onsite at the clean-up location.

## Computer-Based Training

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-7 hours of CBT. Courses include Heat Stress, Hazard Material Labels, and Respiratory Protection and Safety.

**Retrainee – Job Creation**

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

Since the reduction of COVID mandates, Meras' services have expanded back to pre-COVID levels and the Company expects to continue its growth over next couple years. In addition, the recent droughts throughout the state has created a huge demand for Meras services, in which, clients are looking for efficient ways to reduce and treat water consumption for greater yields. Meras has been growing 27% annually for the past 2 years, for a current total of 54%. The Company expects to grow another 50% within the next couple years, as they expect this growth pace to continue. To support this anticipated growth, the Company will hire 25 trainees (Job Number 2) to expand business capacity. Newly hired staff will receive certification training on Distribution Uniformity, Warehousing/Chemicals and Remediation. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into "net new jobs" as a condition of contract.

**Commitment to Training**

Meras' annual training budget is approximately \$45,000 per facility for safety and employee improvement. The Company is committed to making sure all staff is up-to-date with the new safety plan and be able to efficiently use and operate the new equipment and software.

➤ Training Infrastructure

Meras has a structured training plan in place. The Chief Financial Officer and Human Resources Manager will oversee the ETP project. A third party administrator will assist with administrative duties. Training will be delivered by in-house experts and vendors as needed.

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

**DEVELOPMENT SERVICES**

Carrasco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of \$7,900.

**ADMINISTRATIVE SERVICES**

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

**TRAINING VENDORS**

To Be Determined

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

8-200            Trainees may receive any of the following:

**BUSINESS SKILLS**

- Behavior Style Strategies
- Business Communication
- Business Writing
- Communication styles
- Conflict Resolution
- Cost Control
- Customer Relationship Management
- Customer Service
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Coaching
- Essential Skills for New Supervisor
- Finance for Technical Managers
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques & Strategy
- Operational Skills
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Relationship Building
- Retaining Customers
- Strategic Planning
- Supervisor Skills
- Time Management

**COMMERCIAL SKILLS**

- AutoCAD Drafting
- Building Systems
- Chemical Distribution
- Distribution Uniformity
- Environment Impact Planning
- Inventory Control
- Remediation
- Warehousing/Chemicals
- Water Sampling
- Work Order Processing

**COMPUTER SKILLS**

- Financial Management System
- Intermediate/Advanced Microsoft Office
- Microsoft Smart Sheets

- QuickBooks
- SalesForce

### **CONTINUOUS IMPROVEMENT**

- Change Management
- Coaching Procedures
- Communication Skills
- Cross Training
- Decision Making
- Developing an Effective Corporate Culture
- Effective Meetings for Leaders
- How to Coach and Mentor
- Leadership
- Problem Solving and Decision Making
- Process Capability
- Process Improvement
- Production Operations/Workflow
- Production Scheduling
- Project Management
- Quality Measurement Systems
- Root Cause Analysis
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Time Management

### **HAZARDOUS MATERIALS**

- Department of Transportation (DOT) Hazmat General Awareness
- Hazard Materials Labels
- Hazardous Chemical Cleaning/Handling
- Hazardous Material Transfer
- Hazardous Materials Handling
- Hazardous Waste Cleaning

### **HAZWOPER**

- HAZWOPER 40

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

### **Computer Based Training Hours**

0-7

### **HAZARDOUS MATERIALS**

- Hazard Materials Labels – 30 minutes
- Department of Transportation Hazmat General Awareness – 45 minutes
- Dealing with Hazardous Spills – 30 minutes
- Heat Stress – 30 minutes

**COMMERCIAL SKILLS**

- Computer Workstation Safety – 30 minutes
- Distracted Driving – 30 minutes
- DOT Safety Training – 45 minutes
- Hearing Conservation and Safety – 45 minutes
- Personal Protective Equipment – 45 minutes
- Respiratory Protection and Safety – 45 minutes
- Safe Lifting – 30 minutes
- Safety Housekeeping & Accident Prevention – 30 minutes

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:

**North State Electrical Contractors, Inc.**

**Contract Number: ET22-0122**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** Sacramento

**Analyst:** K. Mam

### PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative	Industry Sector(s):	Construction (C)    Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 172	U.S.: 172	Worldwide: 172
<u>Turnover Rate:</u>	15%		
<u>Managers/Supervisors:</u> (% of total trainees)	14%		

### FUNDING DETAIL

<b>In-Kind Contribution</b>
\$213,000

<b>Total ETP Funding</b>
\$188,600

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Commercial Skills, Computer Skills, Continuous Imprv, Mgmt Skills, OSHA 10/30, PL-Commercial Skills	169	8-200	0-1	\$920	\$19.12
				Weighted Avg: 40			
2	Retrainee Priority Rate Job Creation Initiative	Business Skills, Commercial Skills, Computer Skills, Continuous Imprv, Mgmt Skills, OSHA 10/30, PL-Commercial Skills	18	8-200	0-1	\$1,840	\$16.00
				Weighted Avg: 80			

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

**Minimum Wage by County:** Job Number 1: \$19.12 per hour for Sacramento County  
Job Number 2 (Job Creation): \$15.65 per hour for Sacramento County

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

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (Retrainees)</b>		
Administrative Support		2
		2
Estimating Staff		5
Project Oversight		9
Field Crew		40
		55
		53
Accounting		2
		1
<b>Job Number 2 (Job Creation)</b>		
Administrative Support		1
		1

Estimating Staff		1
Project Oversight		2
Field Crew		8
		4
Accounting		1

## **INTRODUCTION**

Founded in 2006 and headquartered in Rancho Cordova, North State Electrical Contractors, Inc. (North State) ([www.northstate-eci.com](http://www.northstate-eci.com)) provides electrical, telecommunications and audio/visual contracting services to general contractors and property management developers. Training under this proposal will be for the Company's location in Rancho Cordova. This is North State's second ETP Project, and the second in the last five years.

### **Veterans Program**

North State does not actively recruit specifically to Veterans outside of its general recruiting efforts.

## **PROJECT DETAILS**

In previous project, North State's training focused on telecommunication systems. In this project, the Company will continue training on telecommunications systems as well as new services in fire alarm installation and building access control systems installation. These new services will require staff to receive extensive training due to the complexity of these systems. The Company has also implemented a new construction software called LaborChart which will allow staff to know how much labor is needed for each project. Training under this proposal will allow the Company to successfully integrate these new services and improve efficiencies. Although training topics are similar to those provided in the prior project, trainees will not repeat the same training courses previously received.

### **Retrainee - Job Creation**

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

North State is expanding its service area to outside of Sacramento into Vacaville, Chico and San Jose and offering a wider scope of services. To meet demands the Company will hire 18 new employees (Job Number 2) including Administrative Support, Estimating Staff, Project Oversights, Field Crew, and Accounting. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into "net new jobs" as a condition of contract.

### **Training Plan**

Training will be delivered via Class/Lab, E-Learning, Videoconferencing, Computer-Based Training (CBT) and Productive Lab (PL) methods. Training will be delivered by in-house experts and vendors as needed in the following:

**Business Skills:** Training will be offered to all occupations. Training will focus on time management and customer service. Training topics include Business Communication, Customer Relationship Management, and Time Management.



**Commercial Skills:** Training will be offered to Estimating Staff, Project Oversight, and Field Crew. Training topics include Building Systems, Energy Systems, and Audio Visual.

**Computer Skills:** Training will be offered to all occupations. Training will focus on the Company's software. Training topics include Autodesk/AutoCAD, Bluebeam Software, and Estimating Software.

**Continuous Improvement:** Training will be offered to all occupations. Training will focus on process improvement. Training topics include Cross Training, Change Management, and Production Scheduling.

**Management Skills:** Training will be offered to Project Oversight. Training will focus on improving supervising skills. Training topics include Decision Making, Leadership, and Teambuilding.

**OSHA 10/30:** This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Productive Laboratory (PL)**

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

North State will train Field Crew on telecommunications and audio visual installations. Since equipment cannot be reproduced in a classroom setting, PL-Commercial Skills training is necessary to ensure safety standards are met. This training will be provided at a much slower pace than regular production with significantly higher defects as trainees gain proficiency. A subject matter expert will conduct training. The trainer will demonstrate how to use the equipment, then supervise trainees' use of the equipment. A department supervisor will certify trainee competency once training is completed. Training will be under constant supervision.

The Company is requesting a trainer-to-trainee ratio of 1:3 as trainees typically work in groups of three to ensure safety precautions are met.

Trainees may receive up to 140 hours of hands-on training due to complexity of electrical installation and repairs.

### **Computer-Based Training (CBT)**

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive 1 hour of CBT.

### **Commitment to Training**

North State invests \$150,000 annually on training including new hire orientation and safety training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Company's CFO and HR Manager will oversee all aspects of the training project including enrolling trainees and tracking hours. Additionally, the Company has retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by North State Electrical Contractors, Inc. under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0167	Rancho Cordova	08/06/2018- 08/05/2020	\$153,400	\$153,400 (100%)

### **DEVELOPMENT SERVICES**

Carrasco LLP, Innovative Tax Solutions in Sacramento assisted with development of this proposal for a flat fee of \$18,000.

### **ADMINISTRATIVE SERVICES**

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

### **TRAINING VENDORS**

To Be Determined













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

8 - 200      Trainees may receive any of the following:

**BUSINESS SKILLS**

-  Business Communication
-  Business Fundamentals
-  Business Writing
-  Behavior Style Strategies
-  Conflict Resolution
-  Creative Marketing
-  Customer Relationship Management
-  Customer Service
-  Communication styles
-  Company Culture Development
-  Cost Control
-  Dealing with Difficult People
-  Develop Employee Accountability
-  Employee Coaching
-  Employee Engagement
-  Essential Skills for New Supervisor
-  Financial Analysis
-  Financial Forecasting & Budgeting
-  Interpersonal Communications
-  Leadership
-  Marketing/Sales Techniques & Strategy
-  Negotiating
-  Operational Skills
-  Organizational Structure Development
-  Planning and Organization
-  Product Knowledge
-  Project Management and Methodology
-  Project Requirements Analysis and Specifications
-  Property and Resource Management Skills
-  Retaining Customers
-  Relationship Building
-  Strategic Planning
-  Time Management

**COMMERCIAL SKILLS**

-  Audio Visual
-  Building Systems
-  Construction Overview
-  Construction: Job Site Preparation
-  Construction: Job Site Sequencing
-  Construction: Methodologies
-  Energy & Environmental Design for Green Building
-  Energy Systems
-  Engineering Theory/Planning/Design
-  Environment Impact Planning
-  Equipment Operation
-  Equipment Safety

- + Telecommunication Overview
- + Telecommunication Equipment
- + Work Order Processing

### **COMPUTER SKILLS**

- + Autodesk/AutoCAD
- + Bluebeam Software
- + Click Safety Software
- + Customer Relationship Management (CRM) Software
- + Dexter+Chaney/Viewpoint Software
- + Estimating Software
- + Intermediate/Advanced Microsoft Office
- + LaborChart
- + McCormick Software
- + PlanGrid Software

### **CONTINUOUS IMPROVEMENT**

- + Cross Training
- + Communication Skills
- + Creating a Quality Organization
- + Change Management
- + Decision Making
- + How to Coach and Mentor
- + Kaizen
- + Leadership
- + Meeting Management
- + Process Improvement
- + Production Scheduling
- + Production Operations/Workflow
- + Project Management
- + Problem Solving and Decision Making
- + Process Capability
- + Quality Measurement Systems
- + Systems Failure Analysis
- + Team Building
- + Time Management
- + Visual Controls

### **MANAGEMENT SKILLS** (Management Trainees Only)

- + Administration
- + Coaching Procedures
- + Decision Making
- + Effective Meetings for Leaders
- + Finance for Technical Managers
- + Leadership
- + Motivation
- + Supervisor Skills
- + Teambuilding

### **OSHA 10/30** (OSHA Certified Instructor)

- + OSHA 10
- + OSHA 30

Safety Training will be limited to 10% of total training hours per-trainee.  
This cap does not apply to OSHA 10/30.

**CBT Hours**

0 - 1

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- Safety Overview – Equipment Usage, Ladder, and Heat Exhaustion (45 Minutes)

**Productive Lab Hours**

0 - 140

Trainees may receive any of the following:

**COMMERCIAL SKILLS** (trainer-to-trainee ratio 1:3)

- ✚ Audio Visual
- ✚ Building Systems
- ✚ Building Access Systems
- ✚ Construction Overview
- ✚ Construction: Job site preparation
- ✚ Construction: Job site sequencing
- ✚ Construction: Methodologies
- ✚ Energy & Environmental Design for Green Building
- ✚ Energy Systems
- ✚ Engineering Theory/Planning/Design
- ✚ Environment Impact Planning
- ✚ Equipment Operation
- ✚ Equipment Safety
- ✚ Fire Alarm Systems
- ✚ Telecommunication Overview
- ✚ Telecommunication Equipment
- ✚ Work Order Processing

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

Schetter Electric, LLC

WITHDRAWN



**Training Proposal for:**  
**Valley Roofers and Waterproofers Joint Apprenticeship and  
 Training Committee**

**Contract Number: ET22-0928**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** Sacramento

**Analyst:** J. Dongallo

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Apprenticeship Retrainee	Industry Sector(s):	Construction (C)   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Roofers, Waterproofers and Allied Workers Local No. 81		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$115,728		\$8,025 8%		\$123,753

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

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills, OSHA 10/30	21	8-200	0	\$393	\$34.28
				Weighted Avg: 16			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	60	8-210	0	\$1,925	\$26.08
				Weighted Avg: 100			

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

**Minimum Wage by County: Job Numbers 1 and 2 (SET/Priority Industry):** \$26.08 per hour

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

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

Up to \$0.86 per hour may be used to meet the Post-Retention Wage for Job Number 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Journeyworker: Roofer/Waterproofer		21
Apprentice: Roofer/Waterproofer		60

**INTRODUCTION**

Founded in 1972 and located in Stockton, Valley Roofers and Waterproofers Joint Apprenticeship Training Committee (Valley Roofers) trains Apprentices and Journeyworkers in the roofing industry working for small and large businesses in Northern California. This will be the Valley Roofers third ETP Contract; the third in the past five years.

Valley Roofers is comprised of Local No. 81 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO and the Associated Roofing Contractors of the Bay Area Counties, Inc. Valley Roofers was created through collective bargaining, with an equal number of members appointed by union and management with employer contributions to a training trust fund. The employers are not “participants” but are signatories to the Collective Bargaining Agreement.

Training will be delivered at the Valley Roofers 5,000 square-foot, fully equipped Training Center in Stockton. The Training Center offers programs that focus on various phases of the roofing and waterproofing industry. The Apprenticeship program is a 3.5 year (42 month) program, which requires 4,200 hours of on-the-job training and 144 hours per year of Related and Supplemental Instruction (RSI).

**Veterans Program**

Valley Roofers does have a hiring preference for Veterans, however, due to the low number of Veterans participating in this proposal, Valley Roofers will not track Veterans in a separate 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 RSI portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is three and a half 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 \$26.08 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

## **PROJECT DETAILS**

The primary purpose of the program is to help Apprentices and Journeyworkers by providing training in the various phases of the roofing and waterproofing industry. The program is designed to assist individuals in becoming familiar with the different facets of the trade and to increase the number and variety of employment opportunities available. Another two important purposes of the program are to improve the quality of craftsmanship in the industry and train skilled workers that employers need to successfully bid for more work.

### **Employer Demand for Training**

Valley Roofers is changing its training program to meet changing demands in the industry. The roofing industry continues to progress and move towards new roofing systems and materials. Today's roofing systems include a variety of single ply systems and a variety of modified roofing systems (mopping, torching, primed, adhesives, hot rubber, and peel-n-stick). There are improved waterproofing systems, photovoltaic systems, vegetative roofs, and rainwater harvesting systems. These improved systems require new skills for both (Apprentices and Journeyworkers.)

Modern contractors must be more skilled and flexible to meet the demands of building owners and managers for a wide variety of roofing systems and materials. This is especially true as developers build larger and more complex structures. Employer needs, including changing needs for apprentice training, the need for workers trained in specialty areas, and general shortages of workers are also reported through the union to the committee.

In addition, employers must hire an adequate number of skilled craftsmen to work in specialized jobs and to replace retiring Journeyworkers. Currently, there is a regional shortage of Roofers and Water proofers in the industry, especially at the journey level. To meet employer demand for Journeymen, Valley Roofers must train Apprentices to attain the skills and experience necessary to reach the journey level.

### **Training Plan**

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

**Journeyworker Training:**

**Commercial Skills:** Journeyworkers will receive training in roofing, waterproofing, rigging and scaffolding. These courses will help develop skills with new products and materials. Training also includes specialty training for Journeyworkers who may have completed their apprenticeship training before certain systems were included in Apprentice training or whose employers are seeking special training or certifications for their workers.

**Apprenticeship Training:**

**Commercial Skills:** The apprenticeship program includes hands-on training in each of the specialty areas of the trade. Apprentice training includes an introduction to the roofing and waterproofing industry, introduction to waterproofing and damp proofing, common materials, built-up roofing, cold applied and caulking, rigid roofing, asphalt and wood shingles, plans and specifications, single ply, maintenance and repairs, upgrades, metal roofing, kettle safety, advanced materials, specialty systems and conservation standard.

**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.

**Curriculum Development**

Valley Roofers is a joint labor-management committee made up of representatives from the roofing industry. The committee continuously reviews and updates the curriculum, training materials, and training facilities based upon the industry expertise of the membership.

Curriculum is developed by the roofing industry with national and local input. Union and management are consulted through joint committees at all levels.

**Marketing and Support Costs**

Sacramento Valley Union Roofing/Waterproofing Contractors represents employers in this project. Employers are notified of training through the association. Employers participate as members of the joint committee that operates the program, and training is designed around their needs and the general needs of the industry.

Valley Roofers requests, and staff supports, 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. 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. Valley Roofers disseminates information about the program to One-Stop Centers throughout Northern California.

**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 Contract Representative is the dedicated administrator for this proposal. Valley Roofers staff will provide all ETP training. Trainers are experienced Journeyworkers with formal instruction in training methods and subject matter. The training facility is located in Stockton. Administration will be performed in a partnership with a third party administrator. Class scheduling and completing training rosters will be the role of the applicant. The third party administrator will assist in uploading training and enrollment data to ETP and reporting ETP related activities.

### Impact/Outcome

Certifications include OSHA 10 and OSHA 30. In addition, Apprentices who complete their apprenticeships become Journeyworkers.

### **ACTIVE PROJECTS**

The following table summarizes Valley Roofers' performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0942	\$81,403	12/23/2019 – 12/22/2021	59	45	0

\*Based on ETP Systems, 5,707 reimbursable hours have been tracked for potential earnings of \$140,178 (90% of approved amount).

### **PRIOR PROJECTS**

The following table summarizes Valley Roofers' performances under active ETP Contracts:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0904	Stockton	8/01/2017 - 7/31/2019	\$112,340	\$101,107 (90%)

\*Final invoice is in progress and contractor is projected to earn 100% of Approved Amount

### **DEVELOPMENT SERVICES**

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

### **ADMINISTRATIVE SERVICES**

Steve Duscha Advisories will also perform administrative services for a fee not to exceed 12.2% of payment earned.

### **TRAINING VENDORS**

N/A

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

8-210

Trainees may receive any of the following:

**Apprentice Training****COMMERCIAL SKILLS**

- Special Orientation and Safety
- Introduction to Waterproofing and Damp Proofing
- Common Materials
- Built-Up Roofing
- Waterproofing and Damp Proofing
- Cold Applied and Caulking
- Rigid Roofing
- Asphalt and Wood Shingles
- Plans and Specifications
- Single-Ply
- Maintenance and Repairs
- Upgrades
- Metal Roofing
- Kettle Safety
- Advanced Materials
- Specialty Systems
- Conversion Standards

**OSHA 10/30**(Certified OSHA Instructor)

- OSHA 10
- OSHA 30

**Class/Lab Hours**

8-200

Trainees may receive any of the following:

**Journeyworker Training****COMMERCIAL SKILLS**

- Advanced Concepts in Waterproofing and Damp Proofing
- Advanced Single-Ply Roofing
- Advanced Systems of Built-Up Roofing
- Coordinating Plans and Schedules with Other Building Trades
- Creating Safe Working Conditions
- Creating Project Plans
- Designing Rigging and Hoisting Systems and Procedures
- Rigid Roofing
- Roofing Materials
- Title 24 Energy Standards for Roofing
- Torch-On Product
- Working Around Hazardous Materials
- Working on Scaffolding

**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 and 210 total training hours per trainee in Job Number 2, regardless of the method of delivery.



## RETRAINEE - JOB CREATION

Training Proposal for:

**Iron Mechanical, Inc.**

**Contract Number: ET22-0130**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** Sacramento

**Analyst:** A. Reyes

### PROJECT PROFILE

Contract Attributes:	SET Retrainee Priority Rate Job Creation Initiative Veterans	Industry Sector(s):	Construction (C)    Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange, Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 325	U.S.: 325	Worldwide: 325
<u>Turnover Rate:</u>	15%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

### FUNDING DETAIL

In-Kind Contribution
\$451,440

Total ETP Funding
\$249,780

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SET	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, OSHA 10/30, PL-Comm'l. Skills	242	8-200	0-12	\$690	\$26.08
				Weighted Avg: 30			
2	Job Creation Priority Rate SET	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, OSHA 10/30, PL-Comm'l. Skills	50	8-200	0-12	\$1,380	\$23.58
				Weighted Avg: 60			
3	Retrainee Priority Rate SET Veterans	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, OSHA 10/30, PL-Comm'l. Skills	15	8-200	0-12	\$920	\$26.08
				Weighted Avg: 40			

\*Post-Retention Wage is the Contractual Wage.

**Minimum Wage by County:** Job Numbers 1 & 3 (SET/Priority Industry): \$26.08 per hour  
Job Number 2 (SET/Job Creation): \$15.65 per hour in Sacramento County; and \$15.93 per hour in Orange County

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

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 & 3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (Retrainee)</b>		
Accounting/Administrative Staff		3
		6
Detail/Design Staff		1
		14
Estimating Staff		1
		5
Foreman/Laborer		19
		180

Project Oversight		1
		12
<b>Job Number 2 (Job Creation)</b>		
Accounting/Administrative Staff		1
		2
Detail/Design Staff		2
		4
Estimating Staff		1
		1
Foreman/Laborer		3
		31
Project Oversight		2
		3
<b>Job Number 3 (Veterans)</b>		
Accounting/03Administrative Staff		1
Detail/Design Staff		1
Estimating Staff		1
Foreman/Laborer		1
		10
Project Oversight		1

## **INTRODUCTION**

Founded in 2009 and headquartered in Sacramento, Iron Mechanical, Inc. (Iron Mechanical) ([www.ironmechanical.com](http://www.ironmechanical.com)) designs and installs mechanical and plumbing systems for commercial buildings, high rises, multifamily homes and medical facilities throughout Northern and Southern California. Training will be delivered at its locations in Buena Park and Sacramento. This will be Iron Mechanical's first ETP Contract.

### **Veterans Program**

Iron Mechanical plans to train 15 Veterans (Job Number 3) who have served on active full-time duty in the Armed Forces. The Company is committed to retaining Veterans and actively recruits Veterans through WorkforWarriors.org and the Facebook Team Work for Warriors. In addition, Iron Mechanical recruits Military Officers as they transition to civil life.

## **PROJECT DETAILS**

Due to an increase in client demand, Iron Mechanical will focus training on business expansion from industrial building design to multi-family building design. Staff must training in specialized mechanical and plumbing work for multi-family buildings. Training will include application of current technology to ensure staff has the skills to streamline the process and improve efficiency.

Training will also include new software systems and equipment. This training will ensure staff are able to operate new equipment and software efficiently and effectively.



## Retrainee - Job Creation

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

Iron Mechanical is expanding business functions into multi-family housing which has led to an increase in demand. Due to this expansion and other large projects throughout the state, the current staff are unable to match the demand. The Company will hire 50 new employees (Job Number 2). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into “net new jobs” as a condition of contract.

## Safety Cap Waiver

The Company is implementing a new safety program, and staff must train on the new safety procedures to obtain new safety certifications that general contractors are now requiring for job sites. As a result, the Company is requesting for the 10% safety cap to be increased to 30%.

## Training Plan

Training will be delivered via Class/Lab, Videoconference, E-Learning, Computer-Based Training (CBT) and Productive Lab (PL) in the following:

**Business Skills:** Training will be offered to all occupation and focus on Business Communication, Employee Engagement and Strategic Planning

**Commercial Skills:** Training will be offered to Detail/Design Staff, Estimators, Foreman/Laborer, and Project Oversight and focus on processes necessary to complete projects. Training topics will include Building Systems, Ducting Overview & Install and Product Knowledge.

**Computer Skills:** Training will be offered to all occupation focus on new software. Training will include Autodesk/AutoCAD, Crystal Reports and Vista by Viewpoint (ERP).

**Continuous Improvement:** Training will be offered to all occupation and focus on cross-training on processes as well as leadership and development skills. Training topics include Cross Training, Project Management and Root Cause Analysis.

**Hazardous Materials:** Training will be offered to Project Oversight and Foreman/Laborer and focus on the proper handling and safety when dealing with hazardous materials. Training topics include Asbestos Awareness, Hazardous Materials Handling and Global Hominization System/Safety Data Sheets.

## Certified Safety Training

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

## Productive Laboratory

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

Approximately 100 hours of PL training will be delivered to the Foreman/Laborer. The trainer will demonstrate step-by-step instructions and then observe trainees perform these tasks. Training will be provided on A/C Systems, Boom Lift, Ducting Overview & Install, Electricity Overview, Equipment Operation, Forklift, HVAC Systems, Piping Systems, Scissor Lift and Mechanical Systems. Training will provide staff with the tools they need to complete their job duties and repairs on products they did not install. Trainees will also be knowledgeable in many skill sets that will assist them at the different job sites. Production will be impacted because an experienced staff member will be used to train and observe trainees.

The Company's equipment is complex and has numerous components that varies with the different types of buildings. Staff is required to read very technical engineering plans on where to install heating and air conditioning equipment. Foremen/Laborers also needs to connect equipment to electrical panels which can be dangerous if executed incorrectly. Due to these equipment complexities, the machinery requires multiple workers to operate. Iron Mechanical is requesting a 1:3 trainer-to-trainee ratio.

### **Computer-Based Training**

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-36 hours of CBT.

### **Special Employment Training**

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

#### **➤ Wage and Retention Modifications**

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$34.77 per hour to \$26.08 per hour). The Company requests this modification for Job Numbers 1 and 3.

### **Other Resources**

Iron Mechanical has received federal hiring tax credits over that past few years. In the past year, it has received \$36,296 in Work Opportunity Tax Credits and \$12,012 in California Competes. The Company anticipates additional Work Opportunity Tax Credits and California Competes hiring tax credits this fiscal year as well.

### **Commitment to Training**

Iron Mechanical's annual training budget is approximately \$180,000 per facility for safety and employee improvement. The Company is committed to improving performance and knowledge for all employees. 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**

Iron Mechanical has a structured training plan in place and is ready to start training upon project approval. The Human Resources Manager will oversee project administration along with the Controller, who will handle training rosters and tracking performance. A third party administrator

will assist with the implementation, compliance, reporting and reimbursements for the contract. Training will be provided by in-house experts and vendors as needed.

### **DEVELOPMENT SERVICES**

Carrazco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of \$19,000.

### **ADMINISTRATIVE SERVICES**

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

### **TRAINING VENDORS**

To Be Determined

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

8-200 Trainees may receive any of the following:

**BUSINESS SKILLS**

- Business Communication
- Business Fundamentals
- Business Writing
- Behavior Style Strategies
- Conflict Resolution
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication Styles
- Company Culture Development
- Cost Control
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Coaching
- Employee Engagement
- Essential Skills for New Supervisor
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Retaining Customers
- Relationship Building
- Strategic Planning
- Time Management

**COMMERCIAL SKILLS**

- A/C Systems
- Boom Lift
- Building Systems
- Confined Space Entry
- Construction: Job Site Preparation
- Construction: Job Site Sequencing
- Construction: Methodologies
- Control Panels
- Defensive/Distracted Driver Training
- Ducting Overview & Install
- Environment Impact Planning
- Electricity Overview
- Engineering Theory/Planning/Design

- Equipment Operation
- Fall Prevention
- Forklift
- Global Harmonized System
- High Heat Training
- HVAC Systems
- Infection Control and Aseptic Practices
- Lock Out/Tag Out
- Mechanical Systems
- National Fire Protection Association 70E Arc Flash Safety
- Piping Systems
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Rigging and Signaling
- Scissor Lift
- Work Order Processing

**COMPUTER SKILLS**

- Autodesk/AutoCAD
- BIM
- CRM
- Crystal Reports
- Intermediate/Advanced Microsoft Office
- Rivet
- Spreadsheet Server (Financial Management System)
- Vista by Viewpoint (ERP)

**CONTINUOUS IMPROVEMENT**

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

**HAZARDOUS MATERIALS**

- Asbestos
- Blood Borne Pathogen
- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling
- Hazardous Waste Cleaning

**OSHA 10/30** (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

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

**Productive Lab**

0 – 100

**COMMERCIAL SKILLS** (1:3 trainer-to-trainee ratio)

- A/C Systems
- Boom Lift
- Building Systems
- Construction: Job Site Preparation
- Construction: Job Site Sequencing
- Construction: Methodologies
- Control Panels
- Ducting Overview & Install
- Environment Impact Planning
- Electricity Overview
- Engineering Theory/Planning/Design
- Equipment Operation
- Forklift
- HVAC Systems
- Mechanical Systems
- Piping Systems
- Project Requirements Analysis and Specifications
- Scissor Lift
- Work Order Processing

**CBT Hours**

0-12

**COMMERICAL SKILLS**

- Electricity Overview – 2 hours
- Back Safety Basics & Update - 30 Minutes

**OSHA 10**

- Caught In or Between – 30 Minutes
- Cranes, Derricks, Hoists, Elevators & Conveyors – 30 minutes
- Electrocution – 1 hour
- Excavations – 30 minutes
- Falls – 1.5 hours
- Health Hazards in Construction – 30 minutes
- Introduction to OSHA – 1 hour

- Materials Handling, Storage, Use and Disposal – 30 minutes
- Personal Protective and Lifesaving Equipment – 30 minutes
- Scaffolds – 30 minutes
- Stairways and Ladders – 30 minutes
- Struck-By – 1 hour
- Tools – Hand and Power – 30 minutes

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



## Training Proposal for:

# Laborers Training, Retraining and Apprenticeship Trust of Southern California (The Laborers School)

**Contract Number: ET22-0923**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** North Hollywood

**Analyst:** M. Niquet

## 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:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Southern California District Council and Affiliated Laborers International Union Locals 89, 220, 300, 585, 652, 783, 309, and 1184		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$555,096		\$41,514 Jobs 1-3: 8% Job 4: 20%		\$596,610
<b>In-Kind Contribution:</b>	<b>50% of Total ETP Funding Required</b>			<b>Inherent</b>



**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills, OSHA 10/30	103	8-200	0	\$590	\$35.30
				Weighted Avg: 24			
2	Retrainee Apprentice	Commercial Skills, OSHA 10/30	316	8-210	0	\$1,540	\$26.08
				Weighted Avg: 80			
3	Retrainee Apprentice	Commercial Skills, OSHA 10/30	10	8-210	0	\$1,540	\$26.08
				Weighted Avg: 80			
4	Retrainee Apprentice Veterans	Commercial Skills, OSHA 10/30	20	8-210	0	\$1,690	\$26.08
				Weighted Avg: 80			

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

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

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

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

Participating employers may use health benefits up to \$3.36 per hour to meet the Post-Retention Wage in Job Numbers 2-4. This amount has been verified in the collective bargaining Contract wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (Journeyworker)</b>		
Laborers Landscape & Irrigation Fitter		51
Construction Craft Laborer		52
<b>Job Number 2 (Apprentice)</b>		
Construction Craft Laborer		316
<b>Job Number 3 (Apprentice)</b>		
Laborers Landscape & Irrigation Fitter		10
<b>Job Number 4 (Veteran Apprentice)</b>		
Laborer Landscape & Irrigation Fitter		10
Construction Craft Laborer		10

## **INTRODUCTION**

Founded in 1970, The Laborers Training, Retraining and Apprenticeship Trust Fund for Southern California (SoCal Laborers) ([www.laborerstrainingschool.com](http://www.laborerstrainingschool.com)) funds training for three separate Apprenticeship Programs, two of which will participate in this proposal: Laborers Southern California JATC and Southern California laborers Landscape and Irrigation Fitters JATC. SoCal Laborers serves eight Southern California Local Unions (89, 220, 300, 585, 652, 783, 1309, and 1184) and 14 training sites, which are collectively called The Laborers School.

The Laborers School provides training to the local unions' members in Southern California. This proposal is only for trainees attending the Azusa site in Los Angeles County.

### **Veterans Program**

The Laborers School is committed to supporting job-related training that helps Veterans transition into the California workforce and anticipates training 20 Veterans (Job Number 4). Veterans are recruited 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. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance, which are paid directly to the Veteran trainees. The Laborers School is committed to supporting job-related training that helps Veterans transition into the California workforce.

### **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 case, the training program for the Construction Craft Laborer program is 18 months and the Landscape & Irrigation Fitter program is 5 years. Apprentices are required to attend a week of training each semester for three years to certify as a Journeyworker Laborer. The curriculum is developed with input from DAS and a designated Local Educational Agency, Hacienda La Puente Unified School District.

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

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

## **PROJECT DETAILS**

This will be The Laborers School's ninth ETP Contract and the seventh within the last five years. The demand for Laborers with high cutting, welding, and pipe layout techniques continues to grow as Employers are continually working with new, alternative building materials while managing rising costs and improving construction techniques to reduce waste and increase efficiency. ETP funds from this proposed project will address the need for increased speed and precision to offset

higher costs of materials and will update trainee knowledge base concerning higher-quality standards including new green and energy efficiency standards while also reducing injuries.

ETP funding will facilitate training more Apprentices and upgrading Journeyworker skills to meet employer demands and keep pace with out-of-state competition and non-union competition. The training program provides trainees with skills necessary to perform construction duties with new materials and processes to meet employer needs. Trainees will learn skills that include pneumatic and various construction tools, welding, organizing and lifting heavy materials, and reading construction plans/blueprints. Laborers will also learn to perform many safety-related duties such as proper scaffolding, flagging, and traffic control.

The new funding request is driven by the continuous demand of the construction industry for skilled Apprentices and Journeyworkers in Southern California. Some of the projects that trainees will be trained to work on include: 1) LAX CONRAC (Consolidated Rent-A-Car Facility), 2) IBEC-Inglewood Basketball & Entertainment Center (Aecom Turner), 3) Lucas Museum of Narrative Art, Hathaway Dinwiddie, 4) Purple Line Extension Section 2 & 3, Tutor Perini/O & G JV, 5) Regional Connector, RCC (Skanska Traylor JV).

## **Training Plan**

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

**Commercial Skills:** Training will be offered to Journeyworkers and Apprentices. Course include topics such as concrete repair, landscape, welding, and lifting heavy materials.

## **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 training for all trainees and additional 30 hours for Journeyworkers. The coursework is geared to construction work. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Marketing and Support Costs**

Laborers School is requesting support costs of 8% for Job Numbers 1-3 and 20% for Job Number 4 to fund marketing to employers for this program and to conduct ongoing assessments of employer specific job requirements.

Training information is dispersed throughout the year to all Apprentice and Journeyworker laborers within the local unions’ jurisdictions as well as to the contractors who employ them via newsletters, informational flyers, personal contacts, telephone calls, emails, and websites. Announcement are also sent to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations.

## **Commitment to Training**

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

### ➤ Training Infrastructure

The Executive Director will oversee the project. There are 20 staff members from the eight Locals who will provide assistance with marketing, recruitment, needs assessments, and

scheduling of training. An administrative subcontractor has also been retained to assist in data entry/uploading of training data, ETP recordkeeping, and other administrative duties to ensure that The Laborers School is in compliance with ETP requirements.

### **Trainer Qualifications**

Trainers are former or current laborers who are experts in the subject matters they teach and certified by its local educational agency, Hacienda La Puente Unified School District.

### **Tuition Reimbursement**

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

### **ACTIVE PROJECTS**

The following table summarizes The Laborers School's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0927*	\$378,860	09/14/2020–09/13/2022	288	0	0
ET21-0917**	\$378,860	08/14/2020–08/13/2022	288	0	0

\*ET21-0927: Based on ETP Systems, 8,240 reimbursable hours have been tracked for potential earnings of \$159,790 (42% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. More trainee enrollments and hours are pending submission in this contract until the trainees are closed in the ET20 contract.

\*\*ET21-0917: Based on ETP Systems, 5,956 reimbursable hours have been tracked for potential earnings of \$117,820 (31% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. More trainee enrollments and hours are pending submission in this contract until the trainees are closed in the ET20 contract.

### **PRIOR PROJECTS**

The following table summarizes performances by The Laborers School under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0904	Multiple Locations	07/01/2019-06/30/2021	\$746,706	\$114,724 (15%)*
ET19-0903	Multiple Locations	07/01/2018-06/30/2020	\$938,666	\$938,666 (100%)
ET17-0921	Multiple Locations	12/31/2016-12/30/2018	\$706,731	\$706,731 (100%)
ET16-0916	Multiple Locations	11/19/2015-11/18/2017	\$490,565	\$490,565 (100%)

\*ET20-0904: \$114,724 earned to date and \$246,271 final payment in process. Contractor is in the process of submitting a Final Closeout Invoice and projects final earnings of 100% based on the total 43,101 reimbursable hours in the ETP Systems.

## **DEVELOPMENT SERVICES**

California Labor Federation in Sacramento and Strategy Workplace Communications in Alameda assisted with development at no charge.

## **ADMINISTRATIVE SERVICES**

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

## **TRAINING VENDORS**

N/A

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

8-200 (Job Number 1)

8-210 (Job Numbers 2-4)

Trainees may receive any of the following:

**COMMERCIAL SKILLS – JOURNEYWORKER**

- 24-hr Confined Space Entry
- Above Ground Drilling
- Aerial Boom Lift
- Air Tools
- Air Tools Awareness
- Anthrax Remediation
- Asbestos Abatement
- Asbestos Awareness
- Asbestos Worker Refresher-8 hrs. (English & Spanish)
- Asbestos Worker Supervisor Refresher- 8 hrs. (English & Spanish)
- Asbestos Worker Supervisor-40 hrs. (English & Spanish)
- Asbestos Worker-40 hrs. (English & Spanish)
- Asphalt R & R
- Basic Blue Print Reading
- Basic Clay Pipe Awareness
- Basic Emergency Response Awareness
- Basic Weatherization
- Blue Print Reading
- Brick Tending
- Bricktender Duties
- Bricktender Forklift
- Bricktender Scaffold Erecting & Dismantling
- California Class A Prep
- Class A License
- Class A License Preparation
- Concrete Cutting & Coring
- Concrete Placements & Finishing Tech 1
- Concrete Placements & Finishing Tech 2
- Concrete R & R
- Concrete Repair
- Concrete Sawing
- Concrete: Coring and Drilling, Cutting, Placement, R & R & Sawing
- Concrete-Intro to Epoxy and Epoxy Injection
- Confined Space Awareness
- Confined Space Entry
- Construction Math
- Decorative Concrete
- Disaster Site Worker
- Drilling Operations
- Environmental Hazards
- Environmental Hazards of Highway Work

- Fall Protection
- Fence Installation and Repair
- Fire Safety
- Fire Watch
- Foreman Training
- Fork Lift
- Forklift Safety
- Forklift-Rough Terrain
- Formsetting Techniques (Concrete)
- General Construction
- Green Construction
- Green Construction Awareness
- Hazard Communication
- Hazardous Waste Worker-40 hrs (English & Spanish)
- Hazardous Waste Worker-80 hrs (English & Spanish)
- Hazardous Waste Worker Refresher (English & Spanish)
- Heat Illness
- Heat Stress Prevention
- Hoisting & Rigging-Advanced Math
- Hoisting and Rigging
- ICRA Awareness
- ICRA-Infection Control Risk Assessment
- Introduction to Epoxy-Concrete
- Introduction to MSE Wall
- Jobsite Erosion Control
- Landscape 1
- Landscape 2
- Landscape 3
- Landscape 4
- Landscape Laborer
- Laser, Transit and Building Level
- Lead Abatement and Awareness
- Lead Awareness
- Lead Worker Refresher CEW (English & Spanish)
- Lead Worker Supervisor (English & Spanish)
- Lead Worker-24 hours (English & Spanish)
- Machine Operations and Concrete Sawing
- Mini Excavator
- Mixing Mortar and Silica Awareness
- Nuclear Power Plant Worker
- Paver Installation
- Permit Required Confined Space Entry
- Pipelaying
- Pipeline Procedures
- Pipeline Procedures: Polyethylene Pipe Fusion
- Pipeline Technologies
- Process Safety Management
- Qualified Rigger & Signal Person
- Rail Worker
- Reducing Silica Exposure

- Residential Construction Landscaping
- Respiratory Awareness
- Rigging & Signaling Awareness (formerly QRSP)
- Sandblasting
- Saw Cutting
- Scaffold Builder
- Scaffold User
- Signal Person
- Silica Awareness
- Skid Steer
- Skid Steer 1
- Skid Steer 2
- Skip Loader
- Superintendent Training
- SWPPP (Storm Water Pollution Prevention Plan) Awareness
- Tilt-Up
- Traffic Control & Flagging
- Traffic Control 2
- Traffic Control Technician
- Treated Wood Waste Awareness
- Trench Plate Protection
- Trench Safety
- Trencher
- Valley Fever Awareness
- Water Truck Operation Safety
- Weatherization Technician and Installer

### **COMMERCIAL SKILLS – APPRENTICE**

#### **Laborer: General**

- Air Tools
- Asphalt Remove & Replace
- Blue Print Reading
- Brick Tending
- Construction Math
- Concrete
- Hand & Power Tools
- Hazardous Waste Worker
- Lead Abatement Worker
- Pipe Laying
- Steward Training
- Tilt-Up Construction

#### **Laborer: Landscape**

- Landscape 1: Planting & Maintenance
- Landscape 2: Construction Math & Irrigation Systems
- Landscape 3: Erosion Control, Grading & Drainage
- Landscape 4: Retention Walls, Dividers & Flatwork
- Mini Excavator
- Skip Loader
- Utility Trailer



## All Laborers

- 24-hr Confined Space Entry
- Adult First Aid/CPR/First Aid
- Aerial Boom Lift (ABL)
- Aerial Boom Lift Safety
- Air Tools Awareness
- Asbestos Abatement
- Asbestos Awareness
- Asbestos Worker Refresher-8 hrs. (English & Spanish)
- Asbestos Worker Supervisor Refresher- 8 hrs. (English & Spanish)
- Asbestos Worker Supervisor-40 hrs. (English & Spanish)
- Asbestos Worker-40 hrs. (English & Spanish)
- Basic Blue Print Reading
- Basic Clay Pipe Awareness
- Basic Emergency Response Awareness
- Basic Weatherization
- Blue Print Reading
- Bricktender Duties
- Bricktender Forklift
- Bricktender Scaffold Erecting & Dismantling
- Class A License
- Class A License Preparation
- Concrete Cutting & Coring
- Concrete Placements & Finishing Tech 1
- Concrete Placements & Finishing Tech 2
- Concrete R & R
- Concrete Repair
- Concrete Sawing
- Concrete-Intro to Epoxy and Epoxy Injection
- Confined Space
- Confined Space Awareness
- Construction Math
- Decorative Concrete
- Demolition and Deconstruction
- Disaster Site Worker
- Environmental Hazards
- Environmental Hazards of Highway Work
- Facility Systems and Maintenance
- Fall Protection
- Fence Installation and Repair
- Fire Safety
- Fire Watch
- First Aid/CPR
- Foreman Training
- Forklift and Forklift Safety
- Forklift Safety
- Forklift-Rough Terrain
- Formsetting Techniques (Concrete)
- General Construction

- Green Construction Awareness
- Hazard Communications
- Hazardous Waste Worker
- Hazardous Waste Worker Refresher
- Hazardous Waste Worker Refresher (English & Spanish)
- Hazardous Waste Worker-40 hrs (English & Spanish)
- Hazardous Waste Worker-80 hrs (English & Spanish)
- Heat Illness/Stress
- Heat Stress Prevention
- Hoisting & Rigging
- Hoisting & Rigging-Advanced Math
- ICRA Awareness (Infection Control Risk Assessment)
- ICRA for Occupied Facilities (Infection Control Risk Assessment)
- ICRA-Infection Control Risk Assessment
- Indoor Air Pollution
- Introduction to Epoxy-Concrete
- Introduction to MSE Wall
- Landscape Laborer
- Laser Transit and Building Level
- Laser/Transit/Building Level Basics
- Lead Awareness
- Lead Worker Refresher CEW (English & Spanish)
- Lead Worker Supervisor (English & Spanish)
- Lead Worker-24 hours (English & Spanish)
- Machine Operations and Concrete Sawing
- Mixing Mortar and Silica Awareness
- MSE Wall Construction
- Paver Installation
- Permit Required Confined Space Entry
- Pipeline Procedures
- Pipeline Technologies
- Process Safety Management
- Quality Rigger/Signal Person
- Rail Worker
- Reducing Silica Exposure
- Respiratory Awareness
- Respiratory Protection
- Rigging & Signaling Awareness (formerly QRSP)
- Sandblasting
- Saw Cutting
- Scaffold Builder
- Scaffold User
- Signal Person
- Skid Steer
- Skid Steer 1
- Skid Steer 2
- Superintendent Training
- SWPPP (Storm Water Pollution Prevention Plan) Awareness
- Tilt-Up
- Traffic Control 2

- Traffic Control and Flagging
- Traffic Control Technician
- Treated Wood Waste Awareness
- Trench Plate Protection
- Trench Plates and Shoring
- Trench Safety
- Trencher
- Valley Fever Awareness
- Water Truck
- Water Truck Operation Safety
- Work Area Prep

**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 Job Number 1 training is capped at 200 total training hours per trainee. Reimbursement for Job Numbers 2-4 is capped at 200 total training hours per trainee in Commercial Skills and 10 hours of OSHA 10 for a total of 210 hours regardless of the method of delivery.



## Training Proposal for:

# Local Union 250 of the Southern California Pipe Trades District Council No. 16 of the United Association

**Contract Number: ET22-0922**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** North Hollywood

**Analyst:** M. Niquet

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction (C)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local Union 250 of the Southern California Pipe Trades District Council No. 16 of the United Association		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$559,440		\$38,850 8%		\$598,290

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

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Comm'l. Skills, OSHA 10/30	259	8-210	0	\$2,310	\$26.58
				Weighted Avg: 120			

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

**Minimum Wage by County:** Job Number 1 (SET Priority/ Industry): \$26.08 per hour  
CBA wage has been verified.

**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	Actual Wage Range	Estimated # of Trainees
Apprentice Steamfitter/Pipefitter		259

**INTRODUCTION**

Founded in 1945, Local Union 250 of the Southern California Pipe Trades District Council No. 16 of the United Association (Local Union 250) provides training for Steamfitters and Industrial Pipefitters who primarily work in oil refineries in Southern California. Apprentices learn to lay out, fabricate, assemble, install, maintain, and repair piping systems that transport oil and other fluids, including fluids under high temperatures and high pressures which requires high hazard safety training.

**Veterans Program**

Although there is not a separate job component, Local Union 250 actively recruits Veterans and participates in the Veterans In Piping program at Camp Pendleton to hire Veterans and place them as second year Apprentices.

To recruit women into the trade, Local Union 250 works closely with WINTER, Women In Non-Traditional Employment Roles an organization that prepares women for careers in the construction industry.

**Apprenticeship Program**

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

length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency in this case Los Angeles Unified School District.

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

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

## **PROJECT DETAILS**

This will be the Local Union 250's fourth ETP Contract, and the fourth in five years. The request for funding is driven by the growing volume of new construction and the need to train members to install, maintain and repair piping systems while working safely and productively on various projects. Training in this proposal includes refinery operations, high hazard safety, and all around skill sets needed for Steamfitters and Pipefitters who perform work at facilities that generate, store, treat, handle, refine, process and transport hazardous materials.

Participating employer signatories require workers with specific skillsets which Local Union 250 provides through its Apprenticeship program. Demand for highly-strained, highly-skilled workers from the participating signatory employers has increased and ETP funding will help Local Union 250 to meet that increased demand.

### **Training Plan**

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

**Commercial Skills:** Training will be offered to Apprentices and focus on increasing skills and techniques in piping systems and oil refineries. Training focuses on installation, understanding piping and oil flow, Refinery practices, equipment operations and working in high hazard facilities. Class topics will include Refinery Gaskets, Energy Control, Confined Spaces, Flame Cut and Bevel Pipe, Advanced Drawing, and Isometric Drawings.

### **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.

### **Electronic Recordkeeping**

Staff has reviewed and approved Local Union 250's use of a Learning Management System for recordkeeping.

## Marketing and Support Costs

Participating employers are notified of training via websites, mailings, and program presentations throughout the Los Angeles area. Class information gets disseminated throughout the year to all Apprentices within the jurisdiction, as well as to the refinery contractors who employ them. These refinery contractors are signatory members of the JATC. Approximately four staff will perform duties related to marketing, recruitment, needs assessments and scheduling of training.

Local Union 250 requests, and staff supports, 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.

## Commitment to Training

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

### ➤ Training Infrastructure

Training will be overseen by the Local 250's Director of Training with four staff working on project administration. Administration will be performed in a partnership between the applicant, the Los Angeles Unified School District and a third party administrator. Class scheduling and completion of training rosters will be the role of the applicant. The two administration vendors will assist in employer liaison, documentation of work hours, uploading training and enrollment data, reporting, and related activities.

## Trainer Qualifications

All trainers are qualified journey level workers with extensive practical and training experience in oil refinery.

## Tuition Reimbursement

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

## ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0910	\$427,350	10/05/20-10/04/22	185	0	0

Based on ETP Systems, 11,048.97 reimbursable hours have been tracked for potential earnings of \$212,705.84 (50% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through September 2021 of final training.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance by Local Union 250 under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0941	Los Angeles	12/23/19- 12/22/21	\$375,310	\$375,310 (100%)
ET19-0931	Los Angeles	11/01/18- 10/31/20	\$582,999	\$582,999 (100%)

**DEVELOPMENT SERVICES**

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$7,500.

**ADMINISTRATIVE SERVICES**

Steve Duscha Advisories and Los Angeles Unified School District in Los Angeles will perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A



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

8-210 Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- Refinery safety: working in high hazard facilities
- High tech work process
- Refinery gaskets
- Understanding oil flows
- Refinery systems
- Fundamentals of the petroleum refining industry
- Crude oil and its pipelines
- Classes of refinery processes and refinery configurations
- Properties of the refinery-produced streams
- Hazard communication
- Emergency action plans
- Toxicology
- Personal protective equipment for working in a refinery
- Respiratory protection
- Hearing conservation
- Energy control
- Confined space
- Prevention of heat stress
- Refinery safe working practices
- Refinery process overview
- Introduction to OSHA
- Hazard communication
- Personal protective equipment
- Material handling
- Electrical safety
- Tool safety
- Scaffold safety
- Fall protection
- Stairways and ladders
- Confined spaces
- Mathematics used in the piping trades
- Units of measurement
- "Rigging" in the piping trades
- Materials, hardware and tools associated with "rigging"
- Incorporate units of measuring and mathematical formulas with "rigging"
- Use of copper and acetylene torches
- Gas distribution systems and their components
- Uniform plumbing code and other administrative authorities
- Fittings, pipes, appliances and materials
- Drainage systems and their components
- Water treatment
- Water treatment & water sizing
- Water mains & water sizing
- Water mains & services

- Building water systems
- Hot water supply & water sizing
- Introduction to basic drawing tools, measuring tools and lettering skills
- Three view, plan view and elevation view drawings
- Graphic symbols for pipe fittings and valves
- Interpretation of technical diagrams and piping drawings
- Interpretation of isometric drawings
- Service & repair/fixtures & controls
- Basic electricity, pneumatics, hydraulics and servicing of gas and electrical appliances
- Failure analysis
- Advanced drawing
- Isometric drawings
- Drawing structural backgrounds
- Drawing sleeves on structural backgrounds
- Drawing sleeves without dimensions
- Review other trades drawings
- Design & layout
- Isometric drawing of water, water gas, waste and vent systems
- Plan view drawing of water, gas waste and vent systems
- Material take-off list for installation
- Laying out trenches, figure grade and backfill
- Ordering material for the job site and maintain an inventory
- Uniform Plumbing Code
- Fundamentals of welding
- How to strike and maintain an arc with shielded metal arc welding process
- Flat, vertical and overhead positions with 610 and 7018 welding rod on plate
- General knowledge of oxy fuel and arc welding safety
- Flame cut and bevel pipe
- Proper use of grinders for welding preparation
- Welding techniques for plate and pipe
- Weld rod designations, amp settings and polarity
- Creating models and estimating
- Qualities and role of a leader
- Computer-based technologies
- Medical gas installer & brazing

**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 210 total training hours per trainee, regardless of the method of delivery.
---



## Training Proposal for:

# Los Angeles & Orange Counties Air Conditioning and Refrigeration JJATC Contract Number: ET22-0918

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** North Hollywood

**Analyst:** D. Tran

### PROJECT PROFILE

Contract Attributes:	Priority Rate Apprenticeship Retrainee	Industry Sector(s):	Construction (C)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Kern, Los Angeles, Orange, San Bernardino, Riverside, San Diego, 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 Steam-Refrigeration-Air Conditioning-Pipefitters and Apprentices of the United Association of the United States and Canada, Local Union 250		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

### FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$559,880		\$38,890 8%		\$598,770

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

## **TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	223	8-210	0	\$2,310	\$30.12
				Weighted Avg: 120			
2	Retrainee Journeyworker Priority Rate	Commercial Skills, OSHA 10/30	52	8-200	0	\$984	\$50.20
				Weighted Avg: 40			
3	Retrainee Priority Rate'	Commercial Skills, OSHA 10/30	22	8-200	0	\$1,476	\$26.08
				Weighted Avg: 60			

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

**Minimum Wage by County:** Job Numbers 1-3 (SET/Priority Industry): \$26.08/Hour  
CBA wages apply

**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 \$0.98 per hour may be used to meet Post-Retention Wage for Job Number 3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice		223
<b>Job Number 2</b>		
Journey Worker		52
<b>Job Number 3</b>		
*Mechanical Equipment Servicemen		11
*Tradesmen		11

\*The Mechanical Equipment Servicemen (MES) classification was created for service personnel with experience, but little or no formal training. It is an intermediate classification created through collective bargaining, with salaries and skills lower than a journey level worker. Persons in the MES classification do not complete an apprenticeship and do not receive apprentice training. The tradesmen classification is for entry-level helpers, drivers, parts persons, and yard workers. Tradesmen may become apprentices and advance to journey level.

## **INTRODUCTION**

Los Angeles & Orange Counties Air Conditioning and Refrigeration JJATC (JJATC) ([www.hvcar-training.com](http://www.hvcar-training.com)) was founded in 1949 by a consortium of labor and management organizations to provide training for air conditioning and refrigeration technicians in Southern California. The JJATC administers a training trust fund created through collective bargaining and funded by signatory employers.

### **Veterans Program**

Trainees will include Veterans, who receive direct entry into the program and start at the year two pay rate. The program also provides assistance in finding work with employers throughout the area at no cost to the Veteran. JJATC is committed to supporting job-related training that helps veterans transition into the California workforce.

### **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 \$26.08 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

## **PROJECT DETAILS**

This will be JJATC's ninth ETP Contract, and the sixth within the last five years. In this proposal, training will be provided to Apprentices, Journeyworkers, and workers in the special "helper" classifications. Training includes inspection, servicing, maintenance, start-up, testing, balancing, adjusting, repair modification and replacement of mechanical and refrigeration equipment. These workers are represented by the Steam-Refrigeration-Air Conditioning-Pipefitters and Apprentices of the United Association of the United States and Canada, Local Union 250. Trainees work for contractors who serve a wide variety of industrial and commercial businesses throughout Southern California.

Demand for energy efficiency is changing the industry, especially in California. The California Building Energy Efficiency Standards, also known as Title 24, requires higher levels of efficiency from air conditioning and refrigeration systems, including new types of equipment and controls and the setting up of zones within buildings so only the occupied portions of a building are cooled. Title 24 also sets standards for commercial refrigeration including supermarkets. These standards are part of the implementation of AB32, the Global Warming Solutions Act of 2006, which mandates that California substantially reduce its greenhouse gas emissions.

In depth training on the principles of air conditioning and refrigeration will be provided, including thermodynamics, energy efficiency rating and coefficient of performance calculations. Specialized training will be provided for workers who install and service supermarket refrigeration systems. Training will include how to select components and lay out systems for maximum efficiency. Training will also include how to communicate effectively with customers and describe energy systems, efficiency requirements, and savings from more efficient systems. Finally, training will help workers learn to install, troubleshoot, and repair air conditioning and refrigeration components and systems.

### **Training Plan**

Training will be provided through classroom/Laboratory and E-Learning settings. Trainers are subject matter experts and experienced Journey Level Workers.

**Commercial Skills:** Training will be offered to all occupations on installation, troubleshooting and repairing air conditioning and refrigeration components and systems. Training will include instruction in the use of electrical controls, digital controls, and new equipment. In-depth training on the principles of air conditioning and refrigeration, including thermodynamics, energy efficiency rating, and coefficient of performance calculations, will also be provided. Workers who install and service supermarket and other commercial system will receive specialized training.

### **Certified Safety Training**

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

### **Commitment to Training**

Employers will continue to make contributions to the Trust for every hour worked by apprentices and journey level workers. These contributions, which are established through collective bargaining, will continue during and after ETP funding. The employer contributions described above support a portion of the cost of apprentice and journey level worker 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.

This project continues training began in the prior contracts. It enables persons trained under previous contracts to extend and expand their skills and enables others to be trained for the first time. JJATC understands that a trainee must complete all training and retention before starting training in a subsequent contract or different Job Number per ETP’s Concurrent Enrollment Regulations. JJATC understands that a trainee must complete all training and retention before starting training in a subsequent Contract or different Job Number per ETP concurrent regulations.

#### **➤ Training Infrastructure**

The Director of Training will oversee training and internal project administration. In-house staff will handle class scheduling and completion of training rosters. JJATC has retained two

administration vendors, Steve Duscha Advisories and Los Angeles Unified School District to assist with administrative tasks.

### **Impact/Outcome**

Journey worker trainees will receive an industry certificate for completing the HVAC core course and an Energy Auditor certificate for completing the energy-auditing course. All trainees will receive an OSHA 10/30 card for completing the OSHA course.

### **Marketing and Support Costs**

Participating employers are notified of training through the Air Conditioning, Refrigeration and Mechanical Contractors Association of Southern California via websites, mailings and presentations. Workers are notified of training through their local union and directly by the training center through website postings and mailings.

JJATC is requesting, and staff supports, 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 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 all take place during the term of the contract.

### **Electronic Recordkeeping**

ETP Staff has reviewed and approved the use of a learning management system for electronic recordkeeping.

### **ACTIVE PROJECTS**

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0926	\$427,686	10/26/20 – 10/25/22	159	0	0

According to the Administrative Contractor, all eligible hours for the current Contract ET22-0926 have been accounted for and projects earning to be \$427,686 (100%) of approved amount. JJATC has zero (0) hours tracked in the ETP Systems, however, expects to track hours by 09/17/21. JJATC states that the data upload hours has been delayed due to processing of its last Contract. However, expects 100% potential earnings once hours are tracked.

## **PRIOR PROJECTS**

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0921	Los Angeles	09/01/19 – 08/31/21	\$748,386	\$748,386 (100%)
ET19-0921	Los Angeles	09/01/18 – 08/31/20	\$948,124	\$948,124 (100%)
ET17-0908	Los Angeles	09/24/16 – 09/23/18	\$601,060	555,812 (93%)

## **DEVELOPMENT SERVICES**

Steve Duscha Advisories, in Sacramento, assisted with development of this proposal for a flat 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 13% of payment earned.

## **TRAINING VENDORS**

N/A



## **Exhibit B: Menu Curriculum**

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

8 - 210

Trainees may receive any of the following:

#### **Apprentices (Job Number 1)**

##### **COMMERCIAL SKILLS**

- Air Conditioning HVAC Troubleshooting V
- Air Conditioning: Market Systems for HVAC Mechanics
- Compressors III-
- Customer Relations II
- Direct Digital Controls (DDC) III
- Electrical Controls II
- Electrical Controls III
- Heat Loads & Air Distribution IV
- HVAC Start Test Balance V
- HVAC Systems IV
- Hydronic Troubleshooting V
- Installation II
- Market Applications IV
- Pneumatics IV
- Safety Training
- Thermodynamics III
- Variable Frequency Drives V
- Water Chillers V

##### **OSHA 10/30** (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

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

8 – 200

#### **Journey worker (Job Number 2)**

##### **COMMERCIAL SKILLS**

- Absorption Chillers
- Belimo Motors
- Boilers
- Centrifugal
- Combustion Analysis
- Compressors
- Customer Relations
- Direct Digital Controls (DDC)
- Electronically Commutated Motors (ECM) Motors
- Electrical Code
- Electrical Controls
- Electrical for Start-up
- Electrical Protocol
- Electronic Variable Speed Drives

- Energy Audit
- Energy Retrofit
- Evaporative Condensers/Cooling Towers
- Green Professional Building Skills
- GreenChill
- HVAC Core
- Market Core
- Market EMS E-2/Control
- Mechanical
- National Environmental Balancing Bureau (NEBB) (sound and vibration testing)
- Pneumatics
- Project Management
- Refrigerant Piping
- Screw Chillers
- Solar Applications
- Thermal Energy Storage
- Title 24 Acceptance Test Certification
- Vane Axial Fans
- Variable Air Volumes (VAV) Systems

**OSHA 10/30** (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

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

8-200

**Mechanical Equipment Serviceman and Tradesman (Job Number 3)**

**COMMERCIAL SKILLS**

- Electrical Training
- Mechanical Cycles
- Brazing & Soldering
- Package Systems
- Advanced Troubleshooting Techniques
- Refrigerant Controls
- Electrical Controls

**OSHA 10/30** (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Safety Training cannot exceed 10% of total training hour's per-trainee. This cap does not apply to OSHA 10/30.

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



## Training Proposal for: Tri-Counties Sheet Metal Workers' JATC

**Contract Number: ET22-0926**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** North Hollywood

**Analyst:** J. Romero

### **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:	San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers' International Local 104		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

### **FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$197,010		\$15,562 Job Numbers 1-2: 8% Job Number 3: 20%		\$212,572

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

**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 30	9	8-200	0	\$738	\$49.62
				Weighted Avg: 30			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 30	48	8-210	0	\$3,850	\$27.29
				Weighted Avg: 200			
3	Retrainee Priority Rate Apprentice Veterans	Commercial Skills, OSHA 30	5	8-210	0	\$4,226	\$27.29
				Weighted Avg: 200			

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

**Minimum Wage by County:** SET Priority Industry: \$26.08/hr. Statewide for all Job Numbers

**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	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 - Journeyworker</b>		
Sheet Metal Journeyworker		9
<b>Job Number 2 - Apprentices</b>		
Sheet Metal Apprentice		48
<b>Job Number 3 – Veteran Apprentices</b>		
Sheet Metal Veteran Apprentice		5

**INTRODUCTION**

Tri-Counties Sheet Metal Workers' Joint Apprenticeship Committee (Tri-County JATC) was founded jointly by the Sheet Metal Workers' International Local 104 and the Sheet Metal and Air Conditioning Contractors National Association in 1941. In the past 10 years, its contractors have worked on over 100,000 new homes and many schools, libraries and other public buildings. Tri-Counties JATC has provided industry skills training to apprentice and journey-level sheet metal workers employed by Sheet Metal/Air Conditioning and General Contractors. Counties served are Tulare, Kings and Kern Counties. Due to the school's recent growth in number of apprentices, Tri-Counties JATC has purchased a property and plans to build a new training facility to replace its Santa Maria school in 2022. There will be two training centers participating in this project, one located in Ventura and the other in Santa Maria. This will be Tri-County JATC's third contract with ETP; the third within the last five years.

## **Veterans Program**

Tri-Counties JATC recruits Veterans locally through career fairs in partnership with Navy bases located in Point Mugu and Point Hueneme, as well as a Veteran's Career Day in Ventura County. Nationally, Tri-Counties JATC participates in SMART Heroes program. This program trains both active duty and separated Veterans for seven weeks. Once completed, the Veteran is eligible for automatic entry to any SMART JATC program nationwide and start as 2<sup>nd</sup> year Apprentices. Tri-Counties JATC has included a separate Job Number (Job Number 3) to better track Veterans in the program.

## **COVID-19**

Despite the pandemic, all classes are taught onsite with the exception of HVAC & Detailing which are provided via E-Learning. However, in order to ensure trainees do not share tools or protective gear, the JATC made significant investments in new materials to keep trainees safe. Further, all staff, students and trainers must follow social distancing rules, agree to temperature checks and wear masks at all times in the training facilities. Class schedules have been adjusted so fewer students are in the building at the same time. Finally, training classes have been modified so that half of the trainees are in a lecture while the other half are in the lab, practicing their skills.

## **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 \$26.08 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

## **PROJECT DETAILS**

The sheet metal trade is one of the only trades that designs, manufactures and installs its own products. Sheet Metal Workers take ordinary pieces of flat metal and make them into specialized products such as duct systems and solar panels. Currently the workforce is aging out and retiring from the industry, creating major staffing challenges for employers. The proposed training will upgrade Journeyworkers' skills and train Apprentices to fill the skills gap. Further, due to an increased need for Apprentices to backfill those retiring, Tri-Counties JATC has grown in the last few years.

Apprentices and Journeyworkers will be trained to work on the following upcoming major construction projects: Cal Poly SLO Building, AB 841 School Ventilation Work, Amazon Distribution Center, Diablo Nuclear Power Plant decommissioning, Measure T Santa Maria Elementary School Project, Hospital New Building project, Mechanical Acceptance testing

Technician Mandatory Measures CEC 2021, and Oroville Union High School District school bond work in Ventura County.

## Training Plan

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

**Commercial Skills:** This training will be offered to all occupations. Trainees will learn pattern development used to draw, fabricate and install anything out of a piece of flat metal. They will learn to read plan specifications to ensure that they are able to fabricate and install products correctly. Classes will also include Architectural & General Sheet Metal, Duct Cleaning, and Introduction to Welding.

**Computer Skills:** This training will be offered to journey-level occupation. Training will include 3-Dimensional (3-D) virtual construction software and AutoCAD training. This additional training in software applications will provide trainees the ability to schedule, plan, and track jobs; meet Lean construction project requirements; and install and adjust automated systems.

## Certified Safety Training

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

## Marketing and Support Costs

Marketing is provided through Tri-Counties JATC’s website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Tri-Counties JATC also promotes this training program at labor-management meetings and industry assemblies.

Tri-Counties JATC requests 8% support costs for Job Numbers 1-2, and 20% support costs for Job Number 3 (Veterans) to fund recruitment and assessment of additional participants. While many participants have already been recruited, additional recruitment and assessment activities with employers and the JATC must occur to support apprenticeship training.

## Commitment to Training

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

## Training Infrastructure

The Training Coordinator will oversee the project. Two staff members will assist with the marketing, recruitment, needs assessments, scheduling and administration of training. In addition, Strategy Workplace Communications has been retrained to assist with administrative functions.

## Trainer Qualifications

Tri-Counties JATC has eight trainers who will provide training. The trainers are former or current members of the trade and experts in the subject matter.

## **Impact/Outcome**

Trainees earn certifications in subjects such as OSHA 30, welding, fall protection safety, construction safety, forklift safety, platform lift safety, scaffold safety, hoisting, rigging and signaling.

## **Tuition Reimbursement**

Tri-Counties Sheet Metal Workers' Joint Apprenticeship Committee represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Tri-Counties JATC's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0935	\$114,871	08/24/2020-08/23/2022	71	27	0

Based on ETP Systems, 4,683 reimbursable hours have been tracked for potential earnings of \$90,885 (79% of approved amount) for ET21-0935. The Contractor projects final earnings of 100% based on training currently committed.

## **PRIOR PROJECTS**

The following table summarizes performance by Tri-Counties JATC under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0913	Ventura	08/01/2019-07/31/2021	\$226,830	\$170,123 (75%)

Based on ETP Systems, 12,898 reimbursable hours have been tracked for potential earnings of \$248,286 (109% of approved amount) of which \$170,123 (75%) has been submitted in final payment invoices for ETP earned approved. The Contractor projects final earnings of 100%.

## **DEVELOPMENT SERVICES**

Tri-Counties JATC retained Strategy Workplace Communications in Alameda and California Labor Federation in Oakland to assist with development of this proposal for no fee.

## **ADMINISTRATIVE SERVICES**

Tri-Counties JATC also retained Strategy Workplace Communications in Alameda to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

Tri-Counties Sheet Metal Workers' Joint Apprenticeship Committee has retained 360 Training for OSHA 10/30 online training. The cost of service per trainee is \$159 for OSHA 30.

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

8-200            Trainees may receive any of the following:

**Journeyworkers – Job Number 1****COMMERCIAL SKILLS**

- AB841 (Energy Efficiency in Public Schools)
- Architectural & General Sheet Metal
- Beginning HVAC
- Duct Cleaning
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Service & Start-Up
- Sheet Metal/HVAC Detailing
- Stick Welding (SMAW)
- TAB Certification
- TIG Welding (GTAW)
- Title 24 MATT Level 1 -- (Mechanical Acceptance Test Technician)
- Trimble GPS Training

**COMPUTER SKILLS**

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Revit Detailing Software
- Bluebeam Software
- Building Information Modeling Software

**OSHA 30 (OSHA Certified Trainers)**

- OSHA 30



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

8 – 210

Trainees may receive any of the following:

**Apprentices – Job Numbers 2 & 3****COMMERCIAL SKILLS**

- AB841 (Energy Efficiency in Public Schools)
- 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
- Architectural & General Sheet Metal
- AutoCAD (Introduction, Intermediate, Advanced)
- Beginning HVAC
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Core 1 (Safety/Tools)
  - Communication
  - Emergency Procedures
  - Field Safety
  - Geometric Construction
  - Hand Tools
  - Hazard Communication
  - Hoisting and Rigging
  - 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
- Duct Cleaning
- Energy Auditing

- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Foreman and Project Management Training
  - Foreman Training
  - Human Relations
  - Introduction to Supervision
  - Personnel Records
  - Planning and Organizing
  - Project Management
  - Supervisory Training
- 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
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Plans and Specifications
  - Architectural Drawings
  - Electrical Drawings
  - Mechanical Drawings
  - Sheet Metal Shop Drawings
  - Specifications
  - Structural Drawings
  - The Contract Documents
- Revit Detailing Software
- Service & Start-Up
- Sheet Metal/HVAC Detailing
- Sheet Metal Welding
  - Codes and Symbols
  - GMAW Process
  - GTAW Process
  - Introduction to Welding
  - SMAW Process

- Welding Equipment Set-Up
- Welding Equipment Safety
- Welding Safety
- Stick Welding (SMAW)
- TAB
- TAB Certification
- TIG Welding (GTAW)
- Title 24 MATT Level 1 -- (Mechanical Acceptance Test Technician)
- Trimble GPS Training

**OSHA 30** (OSHA Certified Trainers)

- OSHA 30

Safety training cannot exceed 10% of total training hours for any individual trainee. This 10% safety training cap does not apply to Hazardous Materials or OSHA 30 training.

Note: Reimbursement for Job Number 1 training is capped at 200 total training hours per trainee. Reimbursement for Job Numbers 2 & 3 Apprenticeship training is capped at 200 total training hours per trainee in Commercial Skills and 10 hours of OSHA 30 for a total of 210 hours.



**Training Proposal for:**  
**Glaziers, Architectural Metal and Glass Workers**  
**Local Union No. 636**

**Contract Number: ET22-0924**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** San Diego

**Analyst:** C. Clady

**PROJECT PROFILE**

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction (C)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Glaziers, Architectural Metal and Glass Workers Local Union No. 636		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$452,640		\$31,460 8%		\$484,100

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

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills	200	8-200	0	\$2,214	\$25.13
				Weighted Avg: 115			
2	Retrainee Journeyworker Priority Rate	Commercial Skills	70	8-200	0	\$590	\$52.25
				Weighted Avg: 24			

**\*Post-Retention Wage is Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$26.08 CBA wages have been verified.

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Glazier		200
<b>Job Number 2</b>		
Journeyworker Glazier		70

**INTRODUCTION**

The Glaziers, Architectural Metal and Glass Workers Local Union No. 636 (Glaziers JAC) operates the training program and provides training for Glaziers, Architectural Metal and Glass workers represented by Local Union No. 636 (Glaziers Local 636) ([www.dc36.org](http://www.dc36.org)). The Glaziers JAC ([www.socialglaziers.org](http://www.socialglaziers.org)) is a part of the Finishing Trades Institute (FTI) of District Council 36 Joint Apprenticeship Training Trust Fund. This Trust fund was formed between multiple management associations and the District Council 36 of the International Union of Painters and Allied Trades AFL-CIO. The Organization is comprised of three formerly separate training trusts that have merged into one in order to consolidate expenses and focus revenue on training and infrastructure. The Glaziers JAC program through Local 636 is one of those trusts folded into the FTI Trust. However, only trainees under the Local 636 jurisdiction will participate in this project.

The Glaziers JAC covers six counties: Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura. Training will be conducted in Los Angeles at the JAC training center. This will be the Glaziers Local 636's second ETP Contract.

### **Veterans Program**

Glaziers Local 636 works with Helmets to Hardhats to actively market to Veterans. While Veterans are not given direct entry into the apprenticeship program, they are all given advanced priority for testing and admission. Although, Glaziers Local 636 does not have a separate Job Number for Veterans, they plan to have Veterans participate. Currently, there are 8 Veterans in the program.

### **PROJECT DETAILS**

Demand for workers in the industry remains high due to the complexity of jobs Glaziers perform. They select, cut, assemble, install, remove, and replace a variety of glass and glass substitutes. Glaziers also build and install metal sashes and moldings using aluminum or steel framing. The metal is cut and shaped for facings on storefronts and multi-story buildings; entrances in commercial offices and factory buildings; including skylights, solar photovoltaic glass, doors, mirrors, show cases, tabletops, shower doors, tub enclosures, and windows of all types. Projects range from simple window installation to installation of multi-story curtain walls. With many Journeyworkers retiring, Apprentices are needed to replace the Journeyworkers that are retiring at a fast rate.

Like other industries, glazing contractors must meet high technical standards to maintain and increase work hours. The commercial and industrial construction industry demands installation to much tighter tolerances than in years past and workers need retraining to be able to meet those standards. In addition, safety is a high priority in the industry and contractors are seeking to increase the level of knowledge about how to create and maintain safe working conditions on a wide variety of job sites.

Trainees may work on the following projects: UCLA Lot 15 Residence Hall, Cypress College New Science Engineering & Math & Veterans Resource Center, Century Plaza Redevelopment, and Universal Studios Nintendo Land 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 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 \$26.08 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

## **Commitment to Training**

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

### **➤ Training Infrastructure**

The Coordinator will oversee the ETP project. Four Administrative Staff will assist with the Administrative duties. An Administrative subcontractor and the Los Angeles Unified School District have also been retained to perform administrative services.

## **Impact/Outcome**

The goal of apprentice training is to allow apprentices to progress to higher skill and pay levels and finally to journey level status. The goal of journey level training is to provide additional skills so journey level workers can work more hours.

## **Marketing and Support Costs**

Marketing is performed through Glaziers Local 636's website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. The company is asking for, and staff support the 8% in support costs.

## **Trainer Qualifications**

Trainers are experienced Journeyworkers who have experience and formal instruction in training methods and subject matter.

## **Training Plan**

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

**Commercial Skills:** Training will be offered to all occupations to increase worker knowledge and capabilities in the Glazier industry. Trainees will learn new methodologies that include Blueprints, Welding, Scissor Lifting, and the Use of Rigging Materials.

## **Learning Management System**

Staff has reviewed and approved Glaziers Local 656's use of a Learning Management System for recordkeeping.

## **Tuition Reimbursement**

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

**ACTIVE PROJECTS**

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0936	\$343,888	12/14/20 – 12/13/22	192	TBD	TBD

Based on ETP Systems, reimbursable hours have been tracked for potential earnings of \$152,782.08 (52% of approved amount) with training continuing. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through May 2022.

**DEVELOPMENT SERVICES**

Steve Duscha Advisories in Sacramento assisted with development of this proposal for a flat fee of \$10,000.

**ADMINISTRATIVE SERVICES**

Steve Duscha Advisories and Los Angeles Unified School District in Los Angeles will perform administrative services for a combined fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

To Be Determined
































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

8-200

Trainees may receive any of the following:

**COMMERCIAL SKILLS**










-  Advanced Blueprints Part 1
-  Advanced Blueprints Part 2
-  Basic Blueprints Part 1
-  Basic Blueprints Part 2
-  Curtainwall Part 1
-  Curtainwall Part 2
-  Introduction to Glazing Part 1
-  Introduction to Glazing Part 2
-  Storefront Part 1
-  Storefront Part 2
-  Welding Part 1
-  Welding Part 2
-  Welding Part 3
-  Welding Part 4
-  Boom lift
-  Crane Operator Certification
-  Crane Safety
-  Crane Setup
-  Emergency Response Training
-  Erecting and Dismantling Scaffold
-  Fall Protection
-  Scaffolds
-  Project Management
-  Reach Forklift
-  Safe Working Conditions
-  ScissorLift
-  Spyder Glass Manipulator
-  Total Station Instrumentation
-  Use of Rigging Materials

**Journeyworker****Class/Lab Hours**

8-200

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

-  BoomLift
-  Crane Operator Certification
-  Crane Safety
-  Crane Setup
-  Emergency Response Training
-  Erecting and Dismantling Scaffold
-  Fall Protection
-  Fixed and Suspended Scaffold
-  Foreman Training

- 🚧 Project Management
  - 🚧 Reach Forklift
  - 🚧 Safe Working Conditions
  - 🚧 Scissor Lift
  - 🚧 Spyder Glass mManipulator
  - 🚧 Total Station Instrumentation
  - 🚧 Use of Rigging Materials
  - 🚧 Welding
- Safety Training cannot exceed 10% of total training hours per-trainee.

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



**Training Proposal for:**  
**N.E.C.A/I.B.E.W Inland Training Fund**

**Contract Number: ET22-0919**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** San Diego

**Analyst:** S. Phillips

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Veterans Apprenticeship	Industry Sector(s):	Construction (C)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Inyo, Mono, Riverside, San Bernardino	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 440 & 477		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$555,480		\$41,014 Job Numbers 1-3: 8% Job Number 4: 20%		\$596,494
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**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, Computer Skills, OSHA 10/30	15	8-200	0	\$590	\$37.60
				Weighted Avg: 24			
2	Retrainee Apprentice Priority Rate (Local 440)	Comm'l. Skills, OHSA 10/30	204	8-210	0	\$1,925	\$23.38
				Weighted Avg: 100			
3	Retrainee Apprentice Priority Rate (Local 477)	Comm'l. Skills, OHSA 10/30	87	8-210	0	\$1,925	\$22.88
				Weighted Avg: 100			
4	Retrainee Apprentice Priority Rate Veterans (Local 440 &477)	Comm'l. Skills, OHSA 10/30	13	8-210	0	\$2,113	\$23.38
				Weighted Avg: 100			

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

**Minimum Wage by County:** Job Numbers 1-4 (SET/Priority Industry): \$26.08 per hour. CBA wages apply.

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker Inside Wireman (Riverside-Local 440)		8
Journeyworker Sound and Communications (Riverside-Local 440 & San Bernardino-Local 477)		7
<b>Job Number 2</b>		
Apprentice Inside Wireman (Riverside-Local 440)		204
<b>Job Number 3</b>		
Apprentice Inside Wireman (San Bernardino-Local 477)		87
<b>Job Number 4</b>		
Veteran Apprentice Sound and Communications (Riverside-Local 440 & San Bernardino-Local 477)		13

## **INTRODUCTION**

The N.E.C.A/I.B.E.W Inland Training Fund (ITF) was founded in 1985 to jointly manage the training trust funds for International Brotherhood of Electrical Workers (IBEW) Local 440 (Riverside) and Local 477 (San Bernardino) ([www.inlandempirejatc.org](http://www.inlandempirejatc.org)). Each Local sponsors a separate apprenticeship program, as registered with the Division of Apprenticeship Standards. The ITF manages Apprentice and Journeyworker training for both programs and serves over 150 signatory employers. These programs were established through collective bargaining between Locals 440 and 477, and the Southern Sierras Chapter National Electrical Contractors Association (NECA). This is ITF's fifth ETP Contract, and the fifth within the last five years.

### **Veterans Program**

This proposal includes 13 Veteran Apprentices (Job Number 4). The training curriculum is the same as the Apprentices, and these trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans. ITF works with Helmets-to-Hardhats to recruit veteran applicants. Military applicants with a DD414 who have a minimum of two years of electrical/electronic experience may be eligible to enter the program on an expedited basis, following an oral interview and aptitude test. This applies to both apprenticeship programs (Locals 440 and 477).

The funding for the Veteran Apprentices (Job Number 4) will be split to both Local 440 and Local 477. Local 440 expects to train 8 Veteran Apprentices and Local 477 anticipates training 5 Veterans Apprentices.

ITF also actively recruits women through a partnership with Women in Non-Traditional Employment Roles, which prepares women for careers in the construction industry. ITF sponsors boot camps at local high schools where it provides hands on training in electrical safety, math relevancy and interview skills with a strong emphasis on female participation. Additionally, Local 440 has hired a Resource Development staff member who is responsible for participation in Career Day events as well as connecting with individuals and entities who can help increase women recruitment numbers.

## **PROJECT DETAILS**

The construction trades face an increased need for Electricians to replace the high volume of Journeyworker Electricians that are due to retire in upcoming years. Both programs prepare tradesmen for the electrical, transportation, and telecommunication industries. Local 440 currently serves approximately 109 Apprentices, 25 Veteran Apprentices and 3,500 Journeyworkers. Local 477 (San Bernardino) serves approximately 100 Apprentices, 15 Veteran Apprentices and 2,500 Journeyworkers. There will be two occupational titles included for Apprentices in this project: Inside Wireman and Sound Installers. Generally, the Inside Wireman program is five years in length and the Sound Installer program is three years.

Local 440 and Local 447 Apprentices are building and servicing multi-billion dollar projects in the state that include energy efficient retrofits and construction of schools, commercial development and public works projects. The electricians will be working on the following projects: the multi-billion dollar sports entertainment complex, waste water treatment plants expansions and upgrades, energy efficiency retro-fit and new construction projects, medical office buildings, school renovations, commercial developments, and public works projects. In addition, projects will include building code improvements, and expansion of the electric vehicle infrastructure.

## COVID-19

To accommodate social distancing some training will be provided via E-Learning. For in-person classroom based training, class sizes will be reduced and safe practices will be implemented to ensure health and safety. ITF will use alternative recordkeeping for E-Learning and classroom based training approved by ETP as permitted by ETP's Response to Covid-19.

## 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 has been consolidated into a four year program. The curriculum is developed with input from DAS and a designated Local Educational Agency.

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

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

## Training Plan

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

### Journeyworker Training

**Business Skills:** Training will give workers the tools to plan, manage and organize construction projects. Courses will include following certification guidelines; Budgets, Project Management, Leadership Skills, Decision Making Skills, Advanced Time Management and Green Awareness Training.

**Commercial Skills:** Training will help participating employers meet local work demands. Courses include; Advanced Lighting, Fiber Optics, Cable Splicing, Motor Controls, and Welding.

**Computer Skills:** Training will give Journeyworkers tools to read and modify blueprints as necessary on a job site. Courses include; AutoCAD, Job Tracking, and Scheduling and Planning Jobs.

### Apprentice Training

**Commercial Skills:** Training courses include Blue Print Reading, Electrical Theory, Building Automation, Code and Practices.

**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. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ **Training Infrastructure**

Training will be overseen by the ITF Director of Training. Most of the training under this proposal will occur at the main training site in San Bernardino. However, on an as needed basis, training may be provided at training locations in Palm Springs & Blithe (Riverside County) and other locations depending on employers need and the locations current projects. Training will be provided by one of the ITF’s 35 trainers, regardless of location and will be provided via Classroom/Laboratory. All trainers are former or current member of the trade and experts in the subject matter.

**Impact/Outcome**

As a result of the training proposed, trainees may earn one or more of the following certifications: Arc Flash Safety Awareness, OSHA 10, OSHA 30, Building Automation Systems, Title 24 Lighting Installations and Codes, Energy Storage, Electric Vehicle Infrastructure, Fall Protection, Fork Lift, Boom Lift, Scissor Lift.

**Marketing and Support Costs**

Training will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and ITF’s website. Class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the Inland Empire region. Application announcements for the Apprentice program are also provided to local, state, and federal agencies, high schools, community colleges, and community-based organizations, by way of recruitment.

Five staff people will assist with marketing, recruitment, needs assessments and scheduling of classes. ITF is requesting 8% support costs in Job Numbers 1-3 to help with recruiting and qualifying additional participating employers for this program and to assist with assessments and curriculum development. Many participating employers have already been recruited; however, additional recruitment and assessment activities are anticipated. In addition, ITF is requesting 20% support costs for Veteran Apprentices in Job Number 4 to attract and recruit Veterans. Staff recommends the request for support costs.

**ACTIVE PROJECTS**

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0900	\$375,833	8/17/20-8/16/22	221	0	0

Based on ETP Systems, 25,269 reimbursable hours have been tracked for potential earnings of \$491,229 (100% of approved amount).

**PRIOR PROJECTS**

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0906	San Bernardino, Riverside, Mono, Inyo	7/01/19-6/30/21	\$742,620	\$4742,620 (100%)
ET18-0908	San Bernardino, Riverside, Mono, Inyo	8/28/17-8/27/19	\$924,880	\$819,087 (89%)
ET17-0912	San Bernardino, Riverside, Mono, Inyo	9/25/16-9/24/18	\$801,440	\$718,012 (90%)

**DEVELOPMENT SERVICES**

California Labor Federation in Sacramento and Strategy Workplace Communications in Alameda assisted with development 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****Journeyworker****Class/Lab/E-learning Hours**

8 - 200 Job Number 1

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- Advanced Lighting
- Automated Demand Response
- Cable Splicing
- CPR First Aide
- Electrical Vehicle
- Estimation
- Fiber Optics
- Foreman
- Fork Lift – Boom lift- Scissor Lift
- Instrumentation
- Motor Controls
- National Electric Code- Exam Prep- Code Calculations
- NFPA 70E –Arc Flash
- Pipe Bending – Conduit Fabrication
- Rigging Hoisting and Signaling
- Solar Power Systems
- Test Instruments
- Welding

**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****Class/Lab/E-learning Hours**

8 - 200 Job Numbers 2-4

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

Inside Wireman

**2nd Year**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2020 Code Book review
- Electrical Safety related work practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

**3rd Year**

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2020 Code Book review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- OSHA
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

**4th Year**

- Automated Demand Response
- Building Automation

- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2020 Code Book review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

#### 5th Year

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology- National Electric Code- 2017 Code Book review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

#### Sound Program (All Years)

- AC Theory
- AC Systems
- Blueprint
- Building Automation
- Closed Circuit - CCTV
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- CPR First Aide
- DC Theory
- Electrical Systems
- Electrical Theory
- Electronic Systems
- Fiber Optics

- Fire Alarms
- Grounding and Bonding
- Network Technologies
- NFPA 70-E- Arc Flash
- Nurse Call Systems
- OSHA
- Paging and Voice Systems
- Pipe Bending – Conduit Fabrication
- Power Quality Analysis
- Radio Frequency Communications
- Residential Advanced Technologies
- Security Systems
- Semiconductor
- Sound Reinforcement Systems
- Structured Cabling
- Telephony
- Test Instruments

Inside and Sound (All Trainees in All Years)

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Blueprints Reading
- Building Automation
- Catastrophic Failure Response
- Code and Practices
- Code Calculations
- Codeology- National Electric Code
- Code Book review
- Code of Excellence
- Electrical Safety
- Electrical Safety related work practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- Estimating
- Exam Prep
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lightning Protection
- Lighting Design Basics
- Motor Control
- Motors

- MSHA
- NFPA 70E
- Network Technologies
- Pipe Bending
- Photovoltaic Systems
- Preparing For Leadership
- Programmable Logics
- Rigging, Hoisting and Signaling
- Structured Cabling
- Test Instruments
- Torque
- Transformers

**OSHA 10/30** (OSHA Certified Instructor) (All Apprentice Years)

- OSHA 10
- OSHA 30

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

Note: Reimbursement for Job Number 1 training is capped at 200 total training hours per trainee. Reimbursement for Job Numbers 2- 4 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.



**Training Proposal for:**  
**United Association Local Union 342**

**Contract Number: ET22-0925**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** San Diego

**Analyst:** J. Lima

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction (C)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 342		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$560,484		\$38,767 8%		\$599,251
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**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	Comm'l. Skills, OSHA 10/30	72	8-200	0	\$590	\$69.95
				Weighted Avg: 24			
2	Retrainee Apprentice	Comm'l. Skills, OSHA 10/30	263	8-210	0	\$2,117	\$34.98
				Weighted Avg: 110			

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

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$26.08 per hour. CBA wages have been verified.

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker Plumber, Pipe Fitter, Steamfitter, Refrigeration Fitter/Air Conditioning Mechanic		72
<b>Job Number 2</b>		
Apprentice Plumber, Pipe Fitter, Steamfitter, Refrigeration Fitter/Air Conditioning Mechanic		263

**INTRODUCTION**

The United Association Local Union 342 (UA Local 342) ([www.ua342.org/training](http://www.ua342.org/training)) trains Apprentices and Journeyworkers for the plumber and pipefitting industry in Northern California. The UA Local 342 serves Journeyworkers and Apprentices working primarily in Alameda and Contra Costa counties. Employers are represented by the Industrial Contractors UMIC, Inc. the Northern California Piping Contractors, the Mechanical Contractors Association of Northern California, the Air Conditioning & Refrigeration Contractors Association of Northern California; and the Residential Plumbing and Mechanical Contractors Association of Northern California. Workers to be trained are employed by a variety of firms, including plumbing and mechanical contractors, utility contractors, refineries, building and industrial plant owners, and utility and pipeline companies. The UA Local 342 operates a 45,000 square-foot, training center located in Concord where all in-person training will occur. This will be UA Local 342 seventh ETP Contract, and the fifth in the last five years.

## **Veterans Program**

UA Local 342 is committed to supporting job-related training that helps Veterans transition into California's workforce. It 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 building trades.

In addition to Helmets to Hardhats, UA Local 342 also works with the Veterans in Piping (VIP) program offered by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. The VIP program offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave military service. The VIP program consists of 18 weeks of highly specialized, intensive training in marketable skills such as welding; heating, ventilating, air conditioning and refrigeration; and sprinkler fitting. Upon completion of the VIP program, the trainees are connected to established apprenticeship training programs such as the UA Local 342. This program is a major factor in the program's recruitment of Veterans and UA Local 342 currently has Veterans who are a direct result of recruitment through the VIP Program. However, to provide administrative simplicity for this project, a Veteran job number is not included in this project.

UA Local 342, also actively recruits, hires, and incentivizes women to join the apprenticeship program and partners with local organizations such as the Oakland Chapter of Tradeswomen Inc. and the Rising Sun Center for Opportunity. It has also sponsored delegates to attend National Women in Construction events in the past.

## **COVID-19**

To keep up with the demand for highly-trained, highly-skilled plumbers and pipefitters, it is critical for UA Local 342 offer classes online and in-person during the state-mandated shelter-in-place order. Currently classes are a mix of E-Learning and in-person training to allow workers to receive the hands-on, high-skills training needed. In-person classes are currently offered for shop and lab courses and include: Pipe Shop, Plumbing Shop, Welding, Cutting & Burning, Drainage, Tube Bending, Valve Repair, Med Gas Brazing, Fixtures, Backflow Certification, R-78 Brazing, HVAC Brazing-Soldering, Drawing Plan Interpretation, Lay Out Off-Set Miter, Start Test Balance, Title-24, Refrigeration Lab, Boilers, Rigging, and High Hazzard Facility Classes.

In order to keep trainees, staff, and trainers' safe, UA Local 342 has implemented several COVID safety precautions including temperature checks, glove and mask mandates, reduced class sizes, and extra cleaning of the facility. All Staff and trainees must sign and agree to the safety precautions onsite and answer a COVID questionnaire before returning to in-person training.

## **Apprenticeship Program**

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

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



hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

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

## **PROJECT DETAILS**

Apprentices and Journeyworkers in the pipe trades build and service everything from sanitary plumbing in homes to ultra-pure process piping systems in semiconductors and biotech plants. Plumbing, pipefitting and HVAC contractors participating in this agreement are in demand for highly-skilled workers in "green" energy requirements and systems. Additionally much of the expansion in demand for trained workers comes from oil refineries meeting the requirements of SB 54. These skilled workers are needed to replace retiring baby boomers and fill the growing demand for workers in San Francisco area. The proposed training will give Journeyworkers and Apprentices skills such as valve repair, medical gas installation, welding, refrigerant handling, industrial rigging, foreman skills, geothermal systems, green awareness, instrumentation, field computer systems, AutoCAD and Title 24 requirements. This specialized training leads to certifications that are recognized nationally in the pipe trades industry.

Workers trained under this application are employed by a variety of types of firms and work on sites across the bay area including local hospitals, oil refineries, and a large job with PG&E to replace gas pipelines throughout Northern California. Other examples of work projects include: design-build, installation and service of high-purity process piping for semiconductor, biotechnology, and pharmaceutical manufacturing; construction, service and replacement of pipeline systems, including pumps and other installations; installation, service and repair of piping systems that provide hospital patients with oxygen and other medical gases; and construction, service and repair at oil refineries.

### **Training Plan**

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

**Commercial Skills:** Training will provided to all trainees. Journeyworkers will receive training in topics such as Blueprint Reading, Advanced Plan Reading, CCO Certification, Construction Management, Downhill Welding and Industrial Instrumentation. Apprentices will receive training in topics such as Beginning Electrical Theory, Advanced Compressor and Motor Theory, Trade Mathematics, Water Supply Systems and all Plumbing and Mechanical Systems.

### **Certified Safety Training**

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

### **Electronic Recordkeeping**

Staff has reviewed and approved the UA Local 342's use of a Learning Management System for recordkeeping.

## Marketing and Support Costs

All training is marketed through the various participating employer associations and through the UA Local 342's newsletters, public service announcements, personal contacts, telephone calls, the Internet, emails, and the UA Local 342's website. While many participating employers have already been recruited, additional recruitment and assessment activities with employers must occur.

UA Local 342 requests, 8% support costs to assist in trainee recruitment, employer outreach and assessment of employer-specific job requirements. Staff recommends approval.

## Commitment to Training

Signatory employers will continue to make contributions to the Trust for every hour worked by Apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

Training will be overseen by the Training Director. Four staff will assist with administration, coordinate the training schedule, and assist with training attendance. A third party administrator has been retrained to assist with administrative duties.

## Trainer Qualifications

Training will be delivered by highly-trained and skilled employees of the UA Local 342. These trainers are experienced Journeyworkers with formal instruction in training methods and subject matter.

## Impact/Outcome

Training will lead to industry certifications in Welding, National Inspection Testing Certifications, Medical Gas Installation Systems, Backflow Testing, Tube Bending and Title 24 requirements.

## Tuition Reimbursement

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

## **ACTIVE PROJECTS**

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0938	\$427,774	12/14/20 - 12/13/22	254	0	0

ET20-0938	\$723,600	11/04/19 - 11/03/21	450	0	0
-----------	-----------	------------------------	-----	---	---

ET21-0938: UA Local 342 reports that training has started, however, based on ETP Systems, 0 reimbursable hours have been tracked for potential earnings of \$0. However, UA Local 342 projects 100% performance based on hours committed. The hours committed by UA Local 342 are reported to not be up-to-date within the Cal-E-Force (CEF) system due to CEF uploading issues that ETP is working to help resolve with UA Local 342.

ET20-0938: Based on ETP Systems, 30,621 reimbursable hours have been tracked for potential earnings of \$723,600 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through contract closeout.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by UA Local 342 under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0906	Concord	8/1/18 – 7/31/20	\$839,300	\$839,300 (100%)
ET17-0931	Concord	4/3/17 – 4/2/19	\$533,399	\$533,399 (100%)
ET16-0914	Concord	10/5/15 – 10/4/17	\$534,555	\$520,598 (97%)

## **DEVELOPMENT SERVICES**

UA Local 342 retained Steve Duscha Advisories in Sacramento to assist with development of this proposal for a flat fee of \$10,000.

## **ADMINISTRATIVE SERVICES**

UA Local 342 retained Steve Duscha Advisories in Sacramento to perform administrative services in connection with this proposal not to exceed 10% of payment earned.

## **TRAINING VENDORS**

N/A

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

8-200 (Job Number 1)

**Journeyworkers**

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- Auto CAD
- Advanced Drawing (Pipe Drafting)
- Advanced Plan Reading
- Basic Electricity
- Beginning Instrumentation
- Blueprint Reading
- Boiler
- Brazing
- CCO Certification
- CFC Certification
- Construction Management
- Detailing
- Diametrics
- Downhill Welding
- Drawing
- Foreman Training
- Gas
- Gas Installations (Plumbing)
- Hand Fusion
- HVAC Theory
- Industrial Instrumentation (Tube Bending)
- Instrumentation
- Med Gas
- Med-Gas Installer/Brazer (For UA Certification)
- MIG
- Orbital Welding
- OSHA 10
- OSHA 30
- Plumbing Code
- Plumbing Fixtures & Appliances (Plumbing)
- PVDF
- Rigging
- RSO
- Signal Person
- TGO
- Tig & Fusion Welding
- Title 24
- Trimble
- Tube Bending

- Variable Speed
- Water Supply

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

8-210 (Job Number 2)

**Apprentice**

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

Refrigeration Fitter/Air Conditioning Mechanic:

- Beginning Electrical Theory
- Mechanical Refrigeration Theory
- Advanced Electrical Theory/Beginning Schematics
- The Refrigeration Cycle
- Intermediate Electrics I
- Intermediate Mechanical Refrigeration I
- Intermediate Electrical II
- Intermediate Mechanical Refrigeration II
- Electrical Troubleshooting I
- Electrical Troubleshooting II
- Introduction to Direct Digital Controls
- Introduction to Variable Frequency Drivers
- Introduction to Market Refrigeration Systems
- Introduction to Pneumatic Controls
- Introduction to Boilers
- Advanced Compressor and Motor Theory
- Start Test Balance: Water Side I
- Start Test Balance: Air side I
- Start Test Balance: Water Side II
- Start Test Balance: Air Side II

Plumber/Pipefitter:

- OSHA-CPR
- Trade Mathematics
- Water Supply systems
- Sewage Disposal
- Plumbing System Service and Repair
- Construction Management in Plumbing
- Medical Gas Systems
- Related Science in the Piping Trades
- Beginning Drawing and Plan Reading for the Piping Trades
- Advanced Drawing in the Piping Trades
- Plumbing Tool Workshop I
- Plumbing Tool Workshop II
- Plumbing Code I
- Plumbing Code II
- Welding for Plumbers
- Electricity for Plumbers
- Gas Installation in Plumbing

- Backflow Prevention
- Plumbing Fixtures
- Certification Preparation
- Computer for the field

Steamfitter:

- 17
- OSHA-CPR
- Trade Mathematics
- Use and Care of Tools
- Welding Safety/Plate Welding
- Oxygen/Acetylene Cutting
- Pipe Shop I
- Pipe Shop II
- Related Science in the Piping Trades
- Beginning Drawing and Plan Reading for the Piping Trades
- Advanced Drawing in the Piping a
- Instrumentation 1
- Instrumentation 2
- Steam Systems
- Electricity for Steamfitting
- Industrial Rigging
- Beginning AutoCAD
- Advanced AutoCAD
- Pumps
- Tube Bending
- Pipe Welding 1
- Welding 5
- Welding 6
- Welding 7
- Welding 8
- Welding 9
- Welding 10
- Orbital Welding
- Construction Management in Steamfitting
- Computer for the field

**All Occupations**

**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.

Note: Reimbursement for Journeyworker training is capped at 200 total training hours per trainee; and capped at 210 total training hours per trainee for Apprentices, regardless of the method of delivery.



**Training Proposal for:**  
**Bay Area Counties Roofing and Waterproofing Industry**  
**Apprenticeship Training Fund**

**Contract Number: ET22-0921**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** S. Wang

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	Construction (C)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Union of Roofers, Waterproofers, and Allied Workers Locals 40, 81 and 95		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$560,880		\$38,940 8%		\$599,820

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

## **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	Commerical Skills, Computer Skills, OSHA 10/30	30	8-200	0	\$590	\$43.02
				Weighted Avg: 24			
2	Retrainee Apprentice	Commerical Skills, Computer Skills, OSHA 10/30	252	8-210	0	\$2,310	\$26.08
				Weighted Avg: 120			

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

<p><b>Minimum Wage by County:</b> Job Numbers 1 &amp; 2 (SET/Priority Industry): \$26.08 per hour</p> <p><b>Health Benefits:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.</p> <p><b>Used to meet the Post-Retention Wage?:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Up to \$3.58 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.</p>
--

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker Roofer		30
<b>Job Number 2</b>		
Apprentice Roofer		150
		102

## **INTRODUCTION**

Established in 1960, Bay Area Counties Roofing and Waterproofing Industry Apprenticeship Training Fund (Bay Area Roofers) (<http://rwprogram.com/>) is a joint trust serving three apprenticeship programs in the Bay Area. The program provides training for both Apprentices and Journeyworkers in the roofing industry. The program is funded through collective bargaining agreements between signatory employers with the Associated Roofing Contractors of the Bay Area Counties, Inc., and three union locals of the United Union of Roofers, Water Proofer, and Allied Workers: Local 40 West Bay Counties; Local 81 East Bay & North Bay Counties; and, Local 95 Santa Clara Counties. Training will be delivered at Bay Area Roofers' training facility in Livermore. This facility is a 9,600 square-foot building that allows instructors to use actual roofing materials and a multitude of new systems used in the construction industry.

Each union local has its own collective-bargaining agreement (CBA) and its own Joint Apprenticeship Training Committee (JATC). Each JATC sponsors an apprenticeship program approved by the Division of Apprenticeship Standards (DAS). Currently, the program serves more



than 650 Apprentices and 1,470 Journeyworkers in 14 Northern California counties. This will be the Bay Area Roofers seventh ETP Contract, and its fifth within the last 5 years.

### **Veterans Program**

Even though Bay Area Roofers has committed to training Veterans in its program, the JATC is not including a Veteran's Job Number in this project at this time for ease of project administration. Bay Area Roofers participates in Helmets to Hardhats program and gives veterans accelerated admission to its apprenticeship program.

### **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 portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is three and a half years. The curriculum is developed with input from DAS and three designated Local Educational Agency (LEA) in this case Petaluma Adult School, Martinez Adult School, and Metropolitan Education District in San Jose.

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

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

### **Employer Demand**

ETP funding will expand and upgrade the Bay Area Roofers' program. Additionally, the need for highly-skilled, highly-trained workers has created a competitive environment in California, specifically with large out-of-state roofing contractors who are formidable competition to California employers. Training will allow Bay Area Roofers to have flexible and highly-skilled workers who can compete against these companies.

Bay Area Roofers reports that the following projects are driving employer demand under this proposal: Reroofing several San Francisco fire stations, Google, Facebook, and Stanford University.

### **PROJECT DETAILS**

Funding for this proposal will allow Roofers to learn much needed skills as their industry moves away from traditional hot tar systems and towards new roofing systems and materials. New roofing systems include a variety of single ply systems and a variety of modified roofing systems (mopping, torching, primed, adhesives, hot rubber, and peel-n-stick). Training will be provided on updated waterproofing systems as well. These systems include photovoltaic systems, vegetative roofs, and rainwater harvesting systems.

## Training Plan

Training will be delivered via Class/Lab and E-Learning as follows:

### **Journeyworker Training:**

**Commercial Skills:** This training includes topics such as Advanced Concepts in Waterproofing and Damp Proofing, Advanced Hot Air Welding, Chemical Usage, and Designing Rigging and Hoisting Systems and Procedures. This training will include specialty skills covering products and materials that are new to the industry and products and skills that have been in use, but which were not taught during the apprenticeship.

**Computer Skills:** Training topics include: Advanced Use of Computers in Construction, Building Information Modeling (BIM) Software, and Estimating Systems to ensure proper knowledge while using these systems.

### **Apprentice Training:**

**Commercial Skills:** This training includes topics such as Asphalt and Wood Shingles, Batten Seam Roofing, Cold Applied Roofing Materials, and Ethylene Propylene Diene Monomer (EPDM) Single Ply Roofing to ensure the knowledge of commonly used materials.

**Computer Skills:** Topics in this training will include Computer Operations for Construction and Construction Modeling.

## Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 or 30 hours of classroom (or CBT training for journey-level workers only) for Apprentices and Journeyworkers. The coursework is geared to construction work and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Commitment to Training

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

### ➤ Training Infrastructure

Training will be overseen by the Bay Area Roofers’ Director of Training (dedicated administrator). Trainers are journey-level workers who have experience working in the trade and are subject-matter experts. Training administration will be performed in a partnership between the Bay Area Roofers and a third-party subcontractor, and staff.

## Impact/Outcome

Certifications include OSHA 10/30, Fall Prevention, Scaffold Safety, Torch Application, Rigging and Signaling, Handling Hazardous Materials, Traffic Flagging, and Specialized Training for Manufacturing.

## Electronic Recordkeeping

Staff has reviewed and approved Bay Area Roofers use of a Learning Management System for recordkeeping.

## Marketing and Support Costs

Employers are notified of training through the association web site, mailings, and presentations. Employers participate as members of the joint committee that operates the program, and training is designed around their needs and the general needs of the industry. Marketing also includes emails to employers, local unions, and roofing material representatives. Thus, Bay Area Roofers requests and staff recommends 8% support costs to assist in Apprentice and Journeyworker recruitment, employer outreach, and assessment of employer-specific job requirements.

## Tuition Reimbursement

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

## ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0915	\$427,160	10/5/20 – 10/4/22	208	0	0

Based on ETP systems, 16,762 reimbursable hours have been tracked for potential earnings of \$339,552.90 (79% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2022 of final training. As of August 27, 2021, the above statistics is current. This project is still in training and no training has been completed with trainees retained. However, there has been 323 trainees that met the reimbursable training hours.

## PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0924	Livermore	10/1/18 – 6/27/21	\$949,386	\$884,434 (93%)
ET17-0926	Livermore	1/27/17 – 1/26/19	\$448,875	\$442,554 (99%)
ET16-0904	Livermore	9/28/15 – 9/27/17	\$299,250	\$299,250 (100%)

## **DEVELOPMENT SERVICES**

Bay Area Roofers retained Steve Duscha Advisories in Sacramento to assist with development of this proposal for a flat fee of \$10,000.

## **ADMINISTRATIVE SERVICES**

Steve Duscha Advisories will also perform administrative services in connection with this proposal for a fee not to exceed 10% of payment earned.

## **TRAINING VENDORS**

N/A

## **Exhibit B: Menu Curriculum**

### **Class/Lab/E-Learning Hours**

8–200 (Job Number 1)

Trainees may receive any of the following:

### **Journeyworker**

#### **COMMERCIAL SKILLS**

- Advanced Concepts in Waterproofing and Damp Proofing
- Advanced Hot Air Welding
- Advanced Maintenance and Repair Techniques
- Advanced Single Ply Roofing
- Advanced Systems of Built-Up Roofing
- Air Barriers for Ventilation and Heat Escape
- Chemical Usage
- Coordinating Plans and Schedules With Other Building Trades
- Creating Project Plans
- Creating Safe Working Conditions
- Designing Rigging and Hoisting Systems and Procedures
- Drainage Systems Including Rain Water Recovery Systems
- Electronic Leak / Failure Detection
- Foreman Skills Including Creating and Implementing Project Plans
- Green Roof Specific Safety Issues
- Handling Pressurized Equipment
- Infection Risk Control Assessment
- Project Management Systems
- Rainwater Harvesting Systems
- Rigid Roofing
- Roofing Materials
- Single Ply Products and Uses: Advanced Course
- Title 24 Energy Standards for Roofing
- Torch-on Product
- Vegetative Roofs
- Water Proofing on Vertical Surfaces
- Wind Uplift and Load Issues Related to Green Roofing
- Working Around Hazardous Materials
- Working on Scaffolding
- Working With Photovoltaic Materials

#### **COMPUTER SKILLS**

- Advanced Use of Computers in Construction
- Building Information Modeling (BIM) Software
- Computer Skills Related to Product Application and Testing
- Estimating Systems
- Project Management Software

**OSHA 10/30** (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

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

8–210 (Job Number 2)

**Apprentice**

**COMMERCIAL SKILLS**

- Asphalt and Wood Shingles
- Batten Seam Roofing
- Bermuda and Shingle Panel
- Blueprint Reading
- Built-Up Roofing Materials
- Cold Applied Roofing and Caulking
- Common Roofing Materials
- Ethylene Propylene Diene Monomer (EPDM) Single Ply Roofing
- Flashing Materials
- Flat Seam Roofing
- Following Plans and Specifications
- Following Project Plans
- Green Roofs
- Hot Air Welding for Apprentices
- Infection Risk Control Assessment
- Insulation Materials
- Low Slope Roofing
- Maintenance and Repair
- Measurement and Calculation Problems in Roofing
- Metal Roofing
- Mopping Operations
- Rainwater Harvesting Systems
- Regulations Governing Roofing and Waterproofing
- Rigging and Hoisting
- Roof Pumps and Tankers
- Roof Surfacing and Sealing
- Roofing Tools
- Safe Working Procedures for Roofers and Use of Safety Equipment
- Single Ply Roofing
- Single Ply Roofing Materials
- Single Ply Roofing Systems
- Solar Systems
- Specialty Title
- Standing Seam Roofing
- Steep Slope Roofing
- Types of Rigid Roofing
- Ventilation
- Waterproofing and Below Grade Materials

- Waterproofing and Damp Proofing
- Working With Concrete and Mission Title

**COMPUTER SKILLS**

- Computer Operations for Construction
- Construction Modeling

**OSHA 10/30** (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Safety Training cannot exceed 10% of total-training hours per trainee (This cap does not apply to Hazmat, OSHA 10/30, or HAZWOPER)

Note: Reimbursement for Job Number 1 (Journeyworker) retraining is capped at 200 total-training hours per trainee, regardless of the method of delivery. Reimbursement for Job Number 2 (Apprentice) training is capped at 210 total-training hours per trainee regardless of the method of training delivery.



**Training Proposal for:**  
**Northern California Elevator Industry Joint Apprentice Training  
 Committee Trust Fund**

**Contract Number: ET22-0914**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** S. Wang

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	Construction (C)    Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Elevator Constructors Local Union No. 8		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$560,968		\$38,904 8%		\$599,872

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



**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	67	8–200	0	\$196	\$72.10
				Weighted Avg: 8			
2	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 10/30	254	8–210	0	\$2,310	\$39.66
				Weighted Avg: 120			

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

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$26.08 per hour

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

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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1: Journeyworker		
Journeyworker Elevator Constructor		67
Job Number 2: Apprentice		
Apprentice Elevator Constructor		254

**INTRODUCTION**

Established in 2004, the Northern California Elevator Industry Joint Apprenticeship and Training Committee Trust Fund (NorCal Elevator JATC) ([www.iuec8.org](http://www.iuec8.org)) serves over 500 apprentices and 800 journey-level 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. Training will be delivered at NorCal Elevator JATC's headquarters in San Francisco or one of its leased facilities in Martinez, Sacramento, Santa Clara, or Marin. This will be NorCal Elevator JATC's fourth ETP project; the fourth in the last five years.

**Veterans Program**

Even though NorCal Elevator JATC has committed to training veterans; participates in the Helmets to Hardhats program; and gives veterans an accelerated admission to its apprenticeship program, it is not including a Veteran's Job Number for ease of project administration.

**Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental

Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is four years. The curriculum is developed with input from DAS and two designated Local Educational Agencies (LEA) in this case Los Angeles Unified School District (LAUSD) and Martinez Adult School.

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

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

## **PROJECT DETAILS**

Training in this proposal will focus on the growing volume of new construction and need for long-term service modernization 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. In addition to elevators, workers in this trade build and repair escalators, chairlifts, moving walkways, and similar equipment in buildings.

### **Employer Demand**

ETP funding will expand and upgrade the NorCal Elevator JATC's program. Training will also help transition its training program to include more hands-on tests and expand the use of virtual elevators and escalators computer programs so that trainees will learn to troubleshoot equipment.

NorCal Elevator JATC reports that the following projects are driving employer demand under this proposal: UC Bakersfield Office Building; County Administration Parking Garage; Rosewood Senior Living; Hotel San Carlos; Ikea in Emeryville; Warm Springs Metro Crossing; and, Novato High School.

### **Training Plan**

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

#### **Journeyworker Training:**

**Commercial Skills:** Journeyworkers will receive training on topics such as Asbestos, Advanced Hydraulic Valve Operating Adjustment and Troubleshooting, and Solid State Theory and Application to ensure proper knowledge and safety while operating equipment.

#### **Apprenticeship Training:**

**Commercial Skills:** Apprentices will receive training on topics such as Alternating Current Theory, Basic Components and Series and Parallel Resistance, Confined Spaces, and Detail Drawings and Material Specifications to ensure proper knowledge and safety while operating equipment.

## **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 or 30 hours of classroom (or CBT training for journey-level workers only) training for Apprentices and Journeyworkers. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Commitment to Training**

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

### **➤ Training Infrastructure**

The JATC’s Chairman (dedicated administrator) will oversee the project with four staff dedicated to ETP-project administration. All trainers are qualified journey-level workers with extensive practical and training experience in the elevator industry. Additionally, LAUSD representatives and Steve Duscha Advisories have been retained as subcontractors to help in overseeing training.

## **Tuition Reimbursement**

NorCal Elevator JATC 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.

## **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 promote training opportunities for journeyworkers and apprentices with signatory employers. 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 NorCal Elevator 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 NorCal Elevator JATC.

## **Electronic Recordkeeping/LMS**

Staff has reviewed and approved NorCal Elevator JATC’s use of a Learning Management System (LMS) for recordkeeping.

## **ACTIVE PROJECTS**

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0918	\$427,952	7/1/2020 – 6/30/2022	242	0	0

Based on ETP systems, 28,851.80 reimbursable hours have been tracked for potential earnings of \$427,952 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through March 2022.

## **PRIOR PROJECTS**

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0909	Multi-Counties	8/1/19 – 7/31/21	\$749,420	\$749,420 (100%)
ET18-0921	Multi-Counties	4/2/18 – 4/1/20	\$742,742	\$742,742 (100%)

## **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 in Los Angeles will perform administrative services for a fee not to exceed 13% (6.5% each) of payment earned.

## **TRAINING VENDORS**

N/A

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

8–200 (Job Number 1)

**Journeyworker Training**

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- Advanced Hydraulic Valve Operating Adjustment and Troubleshooting
- Aerial Lift Certification
- Arc Flash Safety in the Workplace
- Asbestos
- Customer Relations
- DC Generators and Motors
- Door Operator Series
- Escalators Series
- Financial Tools for the Trades
- Forklift Certification
- Harassment and Discrimination in the Workplace
- Hydraulic Theory and Troubleshooting
- Introduction to Automated People Movers
- Limited Use / Limited Acquisition Series
- Maintenance
- Mechanic Review Eligibility
- Meters
- Microprocessor Based Control
- New Hire Program
- Rack & Pinion
- Re-Roping
- Safety Testing for Code Compliance
- Scaffolding Competent Person Course
- Signaling and Rigging
- Solid State Motor Control
- Solid State Theory and Application
- Solid State Theory and Application II
- Traveling Cable
- Virtual Escalator
- Welding Training

**OSHA (OSHA-Certified Instructor)**

- OSHA 10
- OSHA 30

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

8–210 (Job Number 2)

**Apprentice Training****COMMERCIAL SKILLS**

- AC Motors
- Advanced Topics in Elevators

- Alcohol and Other Drugs
- Alternating Current Theory
- Analog Integrated Circuits
- Asbestos Awareness
- Basic Components and Series and Parallel Resistance
- Basic Electrical Circuit Components
- Basic Electricity Orientation
- Basic Hydraulic Theory
- Basic Mathematic Concept
- Capacitors and Capacitance
- Car and Counterweight Assembly and Roping
- Care Studies
- Collective Systems, Hydraulic Controller Theory & Troubleshooting
- Competent Person Training
- Components of DC Motors and Generators
- Confined Spaces
- Constant Pressure Push Button Systems & Single Automatic Push Button Systems
- Crosby Fasteners
- Customer Relations
- DC Generator and Motor Theory
- Detail Drawings and Material Specifications
- Digital Integrated Circuits
- Diodes
- Diversity and Success
- Dumbwaiters
- Electrical Fundamentals
- Electrical Safety
- Electrical Safety
- Electrical Theory and Application
- Elevator Cab Assembly and Door Operators
- Elevator Cab Modernization, Refinishing, and Floor Covering
- Elevator Control Equipment Installation
- Elevator Rope and Roping
- Equations and Formulas
- Ergonomics
- Escalator Components and Installation Process
- Fall Protection
- Fire Safety
- Freight Door Operators
- Freight Elevator Doors and Gates
- Harassment and Discrimination in the Workplace
- Hazard Communication
- Hoistway Maintenance
- Hoistway Structures
- Hydraulic Elevator Maintenance
- Inductors and Inductance
- Installation
- Installation of Guide Rails
- Installing and Servicing the Jack

- Introduction to Analog and Digital Meters
- Introduction to Circuit Tracing
- Introduction to Guide Rails
- Introduction to Installation Drawings
- Introduction to OSHA
- Introduction to Safety
- Labor History and IUEC History
- Logic Controls
- Machine and Sheave Installation
- Machine Room Maintenance
- Magnetism and Electromagnetism
- Magnetism, Electromagnetism, AC Theory and Transformers
- Maintenance and Service
- Materials Handling
- Mathematics of Ohm's Law
- Measurement
- Motor Vehicle Safety
- Moving Walk Components and Installation Procedures
- Passenger Elevator Door and Entrance Installation
- Piping and Temporary Operation
- Piping and Wiring Car
- Piping and Wiring the Machine Room and Hoistway
- Pit Structure
- Planning, Piping, and Wiring
- Power & Logic
- Power and Power Control
- PPE (Personal Protective Equipment)
- Rack and Pinion Hoists
- Ratio and Proportion
- Relays and Timers
- Re-roping
- Residential and Limited Use / Limited Acquisition Elevators
- Residential and Limited Use / Limited Acquisition Platforms and Chair Lists
- Rigging and Hoisting
- Safety During Construction and Modernization
- Safety During Maintenance and Repairs
- Scaffold Safety
- Series and Parallel DC Resistive Circuits
- Service Maintenance and Repair
- Signed Numbers and Powers of 10
- Solid State
- Stairways and Ladders
- Start-Up Procedures
- The Metric System
- Tool Safety
- Tools and Material Handling
- Trade Skills
- Training Program for Suspended Scaffolds
- Transformers

- Transistors and Thyristors
- Types of DC Motors and Generators
- Understanding the Relationships Between Voltage, Current, and Resistance
- Variable Voltage Selective Collective Systems

**OSHA (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 for Job Number 1 and 210 total-training hours for Job Number 2 per trainee, regardless of the method of delivery.





**Training Proposal for:**  
**Pipe Trades Apprentice and Journeymen Training Trust Fund**  
**for San Mateo County**

**Contract Number: ET22-0910**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** K. Lappen

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship Veterans	Industry Sector(s):	Construction (C)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Mateo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA Local 467)		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$549,200		\$39,268 Job Numbers 1 & 2: 8% Job Number 3: 20%		\$588,468
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**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, Computer Skills, OSHA 10/30	10	8–200	0	\$984	\$70.00
				Weighted Avg: 40			
2	Retrainee Apprentice Priority Rate	Comm'l. Skills, Computer Skills, OSHA 10/30	147	8–210	0	\$3,850	\$35.00
				Weighted Avg: 200			
3	Retrainee Veteran Apprentice Priority Rate	Comm'l. Skills, Computer Skills, OSHA 10/30	3	8–210	0	\$4,226	\$35.00
				Weighted Avg: 200			

**Minimum Wage by County:** Job Numbers 1–3 (SET/Priority Industry): \$26.08 per hour  
CBA wages have been verified.

**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	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (Journeyworker)</b>		
Plumbers		3
Pipefitters		4
Refrigeration Worker		3
<b>Job Number 2 (Apprentice)</b>		
Plumbers		60
Pipefitters		44
Refrigeration Worker		43
<b>Job Number 3 (Veteran Apprentice)</b>		
Plumbers		1
Pipefitters		1
Refrigeration Worker		1

## **INTRODUCTION**

For over 100 years, the Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County (Plumbers AJTF of San Mateo) ([www.ualocal467.org](http://www.ualocal467.org)) has provided workers in the plumbing, pipefitting and HVAC (heating, ventilation and air conditioning) trades throughout San Mateo County. Plumbers AJTF of San Mateo operates a 30,935 square-foot training center in Burlingame with 15 classrooms and laboratories equipped for specialized-skills training. ETP training will be delivered to trainees at its training center in Burlingame.

This will be Plumbers AJTF of San Mateo's sixth ETP Contract, and its sixth in the last five years. Participating employers (PE) are located in San Francisco Bay Area. These companies are primarily building and plumbing contractors. Approximately 60% of the PEs meet the Panel's definition of a small business.

### **Veterans Program**

In this proposal, Plumbers AJTF of San Mateo is committed to including three Apprentice Veterans (Job Number 3) and to supporting job-related training that helps Veterans transition into California's workforce. The AJTF recruits Veterans in cooperation with Helmets to Hardhats, which is a national (joint-labor-management) program that recognizes the link between skills acquired in military service and employment opportunities in the building trades.

In addition, the veterans in Piping (VIP) program offered by the United Association (UA) of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada offers high-quality skills' training and jobs in the pipe trades to active-duty military (personnel) preparing to leave military service. The VIP program consists of 18 weeks of highly specialized, intensive training in marketable skills such as welding, heating, ventilating, air conditioning and refrigeration, and sprinkler fitting. The VIP Program has been recognized as one of the leading programs in the country for assisting veterans. The VIP does all this at no cost to the military, government, or participants because all costs are paid by the UA and its contractors.

The Panel has established other incentives for training California Veterans. Higher support costs are available to reach participants for this program.

### **Employer Demand**

ETP funding will expand and upgrade the Plumbers AJTF of San Mateo program. Demand for Apprentices has continued to climb over the past few years with 227 Apprentices currently registered. Graduates of this program work in construction and repair for industries that include: semiconductor, energy, biopharmaceutical, healthcare, aerospace, education, housing, water treatment, and technology industries. There is currently a high demand for welders in the area. The Plumbers AJTF of San Mateo reports that the following projects are driving employer demand:

- San Mateo General Hospital
- 1400 Sierra Point Brisbane
- Burlingame and at Millbrae Recreational Centers
- Millbrae Gate Project and at the Skyline Housing 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 portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (LEA) - Foothill Community College.

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

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

## **PROJECT DETAILS**

In this ETP-funded proposal, Plumbers AJTF of San Mateo is responding to increased construction demands in the SF Bay Area. Ninety percent of the training in this project will be Commercial Skills' training and will be delivered on plumbing and piping equipment, updated-building standards, and green-business practices necessary to meet commercial interest and demand to develop, retrofit, and maintain greener energy and water flow into and out of buildings.

### **Training Plan**

The following training will be delivered via classroom/laboratory (Class/Lab) and via E-Learning:

#### **Journeyworker Training**

**Commercial Skills:** Training will include Green Compliance, which includes the installation of new plumbing, piping, and air-conditioning equipment to meet updated building standards while focusing on the use of energy-efficient technologies and the use of new products such as: green-building materials, solar installations, new motor controls and programming, medical-gas welding and advanced-testing equipment.

**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.

#### **Apprenticeship Training**

**Commercial Skills:** Apprentices learn to assemble, install, and repair pipes, fittings, and fixtures for heating, water, and drainage systems to meet specifications and new plumbing codes. The RSI coursework includes industry math and courses that support building plan/blueprint reading and drawing. Apprentices learn to install heating and air-conditioning systems including assembling a variety of piping for air, ammonia, gas, and water systems. Trainees also learn to test and balance air and water systems using the latest technologies.

The proposed Class/Lab training will supplement on-the-job training in fabrication, assembly, installation, and maintenance of piping, plumbing systems, and air-conditioning systems.

**Computer Skills:** Courses include scheduling, planning, and modeling software, AutoCAD, and job-tracking software applications. Trainees learn to use these applications to modify blueprints,

look up project requirements, build budgets and timelines, design virtual systems, and adjust computerized-control systems.

**Certified-Safety Training:** Journeyworkers and Apprentice Plumbers and related occupations may work under extremely dangerous conditions and on tight timelines. OSHA 10/30 is not included in the 10% limitation on safety training.

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 or 30 hours of classroom (or CBT training for journey-level workers only) for Apprentices and Journeyworkers. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Commitment to Training**

Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is provided by PEs in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

Training Director (dedicated administrator) and the AJTF’s administrative-staff person will assist in ETP administration including scheduling of training and collection of rosters from the trainer. Training will be delivered by 26 internal subject-matter experts who are members of the trade and who most have received Master Certification status by the National Joint Apprenticeship and Training Committee and meet standards by the LEA. Plumbers AJTF of San Mateo has also retained a third-party subcontractor, Strategy Workplace Communications, to work with ETP staff and with the administration of the project within ETP’s Cal-E-Force (CEF) system.

### **Impact/Outcome**

Trainees will receive training in the use of plumbing and piping equipment, updated building standards, and energy efficiency business practices necessary to meet commercial interest and demand to develop, retrofit, and maintain better energy and water flow into and out of buildings.

Training will meet the following objectives:

- Upgrade vocational skills of frontline workers to remain competitive in a rapidly expanding construction industry and to meet Title 24 changes that pertain to the tasks performed by Apprentices and Journeyworkers.
- Obtain certifications for the Journeyworkers and Apprentices that include OSHA 10/30, HVAC Star, Medical Gas Installer, Medical Gas Brazier, Foreman’s Certification, Industrial Signal Person Certification, welding, and more. Apprentice and journey-level welders will receive medical-gas certifications after successful completion of this training. There is a high demand for this certification in the San Francisco Bay Area.

### **Marketing and Support Costs**

Plumbers AJTF of San Mateo 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 journey-level workers within the jurisdiction, as well as to the pipe trades’ contractors who employ them. Application

announcements for the Apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations.

Plumbers AJTF of San Mateo's Training Director will be working with a dedicated-administrative assistant who will be responsible for marketing, recruiting, needs assessments, and scheduling. The AJTF is requesting, and staff supports, 8% in support costs for Job Numbers 1 and 2 (Journeyworker and Apprentice); and 20% in for Job Number 3 (Veteran Apprentice) to fund its staff in recruiting, qualifying, and assessing participating employers for this program.

### **Recordkeeping**

Alternative recordkeeping method is requested due to the current COVID-19 pandemic.

### **ACTIVE PROJECTS**

The following table summarizes performance by the Plumbers AJTF of San Mateo under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	Estimated No. Retained
ET21-0905	\$272,768	8/17/20 – 8/16/22	113	0	113

Based on the CEF system, 10,280 potentially earnings of \$157,778 (76% of contracts amount). The Contractor projects final earnings of 100% based on high-employment rates in the local area and additional training hours to be entered into the CEF system by August 2022.

### **PRIOR PROJECTS**

The following table summarizes performance by the Plumbers AJTF of San Mateo under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0900*	Burlingame	7/1/19 – 6/30/21	\$538,290	\$395,519* (73%*)
ET19-0904	Burlingame	8/1/18 – 7/31/20	\$556,832	\$556,521 (99%)
ET17-0918	Burlingame	12/26/16 – 12/25/18	\$409,176	\$380,925 (93%)
ET16-0900	Burlingame	8/3/15 – 8/2/17	\$386,124	\$353,061 (91%)

\*Based on ETP systems for ET20-0900, payment earned to date equals \$395,519 (73% of Contract's amount). The Contractor projects final earnings of 100% based on additional (Final) invoicing of training hours.

### **DEVELOPMENT SERVICES**

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

### **ADMINISTRATIVE SERVICES**

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

### **TRAINING VENDORS**

N/A

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

8–200 (Job Number 1)

**Journeyworkers**

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- ARC Welding:
  - Mitsubishi City Multi VRF Basics
  - Open and Inspect/Teardown of a Carrier 5H Series Compressor
  - Stainless Steel TIG & Orbital Welding Certification
  - NITC Medical Gas Re-Certification Refresher Course
- BACnet Programming
- Brazing
- Certifications:
  - Industrial Rigging
  - Signalperson
  - National Environmental Balancing Bureau Commissioning  
(Certification for Heating & Cooling Systems)
  - Medical Gas -- Installation, System Testing, Maintenance, Repair,  
Standards and Brazing
  - Foreman
  - Backflow
  - Orbital Welding
  - Tungsten Inert Gas Welding
  - Star Review
  - NITC Medical Gas Recertification
- Compressor Overhaul
- Direct Digital Controls – Principals of Operation, Calibration,  
Documentation, Shutdowns
- Green Compliance:
  - Energy Efficiency in Existing Equipment and Materials
  - Design and Installation of New Energy Efficient Equipment and  
Materials
  - LEED Standards Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
- Medical Gas - installation, System Testing, Maintenance, Repair,  
Standards and Brazing (4 hours)
- NFPA99 2015/ASSE 6000 (National ITC Corporation- NTC Medical  
Gas System Personnel
- Orbital Welding
- Robotic Total Station
- Safe-Working Conditions (supplements Cal-OSHA)
  - Foreman and Worker Responsibility
  - Scaffolding
  - Fall Protection
  - Electrical Safety
  - Falling Objects



- Working in Confined Spaces
- Working Around Pipelines
- Solar Installations
- Specialty Seminars for Service Work
- Start Test and Balance
- Welding

**COMPUTER SKILLS**

- 3-D Drawings Software
- Basic Computer Skills
- BIM360/Navis
- Bluebeam
- Computer-Aided Drafting
- Laser Scanning
- Online FABmep
- PlanGrid
- Procore
- Revit 1
- Robotic Total Station

**OSHA 10/30** (OSHA-Certified Instructor)

- OSHA 10
- OSHA 30

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

8–210 (Job Numbers 2 & 3)

**Apprentices**

Trainees may receive any of the following:

**COMMERCIAL SKILLS****Plumbing and Steamfitters**

- 2nd Year
  - Code/Water Supply
  - Drawing I
- 3rd Year
  - Drawing II
  - Oxygen / Acetylene Training
  - Pipe Fitting
  - Welding
- 4th Year
  - Hydronics/Steam
  - Medical Gas Certification
  - Pipefitting and Service
  - Rigging
  - Signal Person Certification
  - Steam Systems
- 5th Year
  - Advanced Drawing/Layout
  - Code II
  - Junior Mechanics Review and Exam

Refrigeration

- 2nd Year
  - Advanced Electricity
  - Basic Electricity
  - Pneumatic DDC Introduction
- 3rd Year
  - Advanced Pneumatics
  - Calibration
  - Controls I
  - Controls II
  - Electro Pneumatics
  - Hydronics
- 4th Year
  - Start, Test and Balance I
  - Start, Test and Balance II
- 5th Year
  - Chillers
  - HVAC Star Certificate
  - Special Systems

All Trades

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

**COMPUTER SKILLS** (All Trades)

- 3-D Drawings Software
- Basic Computer Skills
- BIM360/Navis
- Bluebeam
- Computer-Aided Drafting
- Laser Scanning
- Online FABmep
- PlanGrid
- Procore

- Revit 1
- Robotic Total Station

**OSHA 10/30** (OSHA-Certified Trainer)

- OSHA 10
- OSHA 30

Safety Training cannot exceed 10% of total-training hours per trainee  
(This cap does not apply to OSHA 10/30.)

Note: Reimbursement for Job Number 1 (Journeyworker) training is capped at 200 total-training hours per trainee. Reimbursement for Job Numbers 2 & 3 (Apprentice) training is capped at 200 total training hours per trainee in Commercial Skills and 10 hours of OSHA for a total of 210 hours regardless of the method of training delivery.



**Training Proposal for:**  
**Redwood Empire Electrical Joint Apprenticeship Trust**

**Contract Number: ET22-0932**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** S. Wang

**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:	Del Norte, Humboldt, Lake, Marin, Mendocino, Sonoma	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 551		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$324,000		\$24,380 Job Number 1: 8% Job Number 2: 20%		\$348,380

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

**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 Skill, OSHA 10/30	85	8-210	0	\$3,850	\$27.95
				Weighted Avg: 200			
2	Retrainee Priority Rate Apprentice Veterans	Commercial Skill, OSHA 10/30	5	8-210	0	\$4,226	\$27.95
				Weighted Avg: 200			

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

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$26.08 per hour  
CBA wages have been verified

**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	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Inside Wireman		85
<b>Job Number 2</b>		
Veteran Apprentice Inside Wireman		5

**INTRODUCTION**

Since 1941, Redwood Empire Electrical Joint Apprenticeship Trust (Redwood Electrical Trust) provides education and training to Journeyworkers and Apprentices in electrical construction throughout the Redwood Empire region. Redwood Electrical Trust is a non-profit organization established by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association. Located in Santa Rosa, IBEW Local 551 and its Redwood Empire Electrical Training Center serve Northern California communities. The region includes Del Norte, Humboldt, Lake, Marin, Mendocino and Sonoma counties. Training will occur at the Redwood Empire Electrical Training Center located in Santa Rosa.

This will be Redwood Electrical Trust's second ETP Contract, and it's second in the last five years. Redwood Electrical Trust has also participated in previous ETP Contracts within the State Building

Trades' umbrella Contracts, and it has now graduated into holding its own. Redwood Electrical Trust has successfully graduated 350,000 apprentices through to journey-level status.

### **Veterans Program**

In this proposal, Redwood Electrical Trust will train five Veterans (Job Number 2). Redwood Electrical Trust recruits and hires veterans in cooperation with Helmets to Hardhats, and the Veteran Apprentices' 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. In some cases, veterans who apply for Redwood Electrical Trust's apprenticeship program who also have construction experience can skip the first stage of the application process.

The Panel has established other incentives for training California veterans. Higher support costs are available to reach participants for this program.

### **Apprenticeship Program**

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

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

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

### **Employer Demand**

ETP funding will expand and upgrade the Redwood Electrical Trust's program. Redwood Electrical Trust partners with 328 signatory employers and the training in this project will prepare new apprentices to replace retiring journey-level workers and to accommodate increased need for qualified apprentices in the area. Training during this project will keep up with changes in the electrical construction (code, safety, etc.), while offering classes in new and emerging technologies that focus on renewable energy and highly efficient electrical control systems. The shift from analog to digital equipment dictates the need for extensive training.

Redwood Electrical Trust reports that the following projects are driving employer demand: BioMarin 300; Evergreen Elementary School; Graton Resort and Casino; Highway 101 – Marin County; Kaiser Permanente in San Rafael; Marin General Hospital; Sausalito Wastewater Treatment Plant; Sonoma County Airport; Tiburon Library; and, Venetia Valley Middle School.

## **PROJECT DETAILS**

Redwood Electrical Trust is currently working to retrofit its 27,000 square-foot training facility to be zero-net energy. Once completed, the buildings will utilize new technologies and renewable power generation to achieve energy independence. By consuming less energy than what the training center conserves and generates onsite, the Trust aims to be an example for updating its region's infrastructure.

## **Training Plan**

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

**Commercial Skills:** Training topics include AC Systems, AC Theory, Blueprint Reading, Code and Practices, Automated Demand Response, Building Automation, Codeology, Catastrophic Failure Response, and Electrical Safety to ensure their safety and efficiency.

## **Certified Safety Training**

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

Redwood Electrical Trust has customized the standardized education programs developed by the National Joint Apprenticeship and Training Committee for the Electrical Industry, supporting both the National Electrical Contractors Associations and International Brotherhood of Electrical Workers with input from both labor and management representatives. 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. A hundred percent of the training is center-based training.

## **Commitment to Training**

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

### **➤ Training Infrastructure**

The Director of Training (dedicated administrator) will oversee the project with three office staff who will assist with the marketing, recruitment, needs assessments, and scheduling of training. Training will be provided by two full-time trainers and one part-time trainer, who are all former or current member of the trade and experts in the subject matter. Redwood Electrical Trust has also retained a third-party subcontractor to assist with project administration.

## **Impact/Outcome**

As a result of the training proposed, trainees may earn one or more of the following certifications: Arc Flash Safety Awareness, OSHA 10, OSHA 30, Building Automation Systems, Title 24 Lighting Installation and Codes, Energy Storage, Electric Vehicle Infrastructure, Fall Protection, Fork Lift, Boom Lift, and Scissor Lift.

**Marketing and Support Costs**

The program will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and the website, class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the jurisdiction as well as to the electrical contractors who employ them. Application announcements for the program are disseminated to local, state, and federal agencies as well as to local high schools and community colleges. Community-based organizations are also included in this effort (mailings and on-site job fairs). As such, Redwood Electrical Trust is requesting, and staff recommends, 8% support costs for Job Number 1 (Apprentice) and 20% support costs for Job Number 2 (Veteran Apprentice).

**Tuition Reimbursement**

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

**Recordkeeping**

Alternative recordkeeping method is requested due to the current COVID-19 pandemic.

**ACTIVE PROJECTS**

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0904	\$139,067	7/1/20 – 6/30/22	80	0	0

Based on ETP systems to date, 3,106 reimbursable hours have been tracked for potential earnings of \$59,798 (43% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through April 2022.

**DEVELOPMENT SERVICES**

California Labor Federation in Sacramento and Strategy Workplace Solutions in Oakland, assisted with development at no cost.

**ADMINISTRATIVE SERVICES**

California Labor Federation and Strategy Workplace Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

To Be Determined



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

8–210

Trainees may receive any of the following:

**COMMERCIAL SKILLS****2<sup>nd</sup>-Year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code and Practices
- Code Calculations
- Codeology – National Electric Code (2014 Code Book Review)
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

**3<sup>rd</sup>-Year Curriculum**

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

**4<sup>th</sup>-Year Curriculum**

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology – National Electric Code (2014 Code Book Review)
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection

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

#### 5<sup>th</sup>-Year Curriculum

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

#### All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code and Practices
- Code Calculations
- Codeology – National Electric Code
- Code Book Review
- Code of Excellence
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- Estimating
- Electrical Vehicle Infrastructure Training Program
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection

- Lightning Protection
- Lighting Design Basics
- Motor Control
- Motors
- Mine Safety and Health Administration Training
- National Fire Protection Association (NFPA 70E)
- Network Technologies
- Pipe Bending
- Photovoltaic Systems
- Preparing for Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Test Instruments
- Torque
- Transformers

**OSHA 10/30** (OSHA-Certified Instructor)

- OSHA 10
- OSHA 30

Safety Training cannot exceed 10% of total-training hours per trainee (This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER)

Note: Reimbursement for Apprentices is capped at 210 total-training hours per trainee, regardless of the method of delivery.
--



## Training Proposal for:

# Central Valley-Mother Lode Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee

**Contract Number: ET22-0929**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** Sacramento

**Analyst:** J. Fetsch

## 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:	San Joaquin, Stanislaus	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Central Valley-Mother Lode Plumbers, Pipe and Refrigeration Fitters Local Union 442		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$271,368		\$22,602 8% (Jobs 1 & 2) 20% (Job 3)		\$293,970
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**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, Business Skills, OSHA 10/30	9	8-200	0	\$590	\$45.00
				Weighted Avg: 24			
2	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	64	8-210	0	\$3,850	\$26.08
				Weighted Avg: 200			
3	Retrainee Apprentice Veterans Priority Rate	Commercial Skills, OSHA 10/30	10	8-210	0	\$4,226	\$26.08
				Weighted Avg: 200			

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

**Minimum Wage by County:** Job Numbers 1-3: \$26.08 per hour in San Joaquin and Stanislaus Counties

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

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

Up to \$2.45 per hour may be used to meet the Post-Retention Wage in Job Numbers 2 and 3.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
<b>Job Number 1 (Journeyworker)</b>		
Plumber		3
Pipe Fitter		3
Refrigeration Fitter		3
<b>Job Number 2 (Apprentice)</b>		
Plumber		3
		18
Pipe Fitter		3
		18
Refrigeration Fitter		4
		18

Job Number 3 (Veteran/Apprentice)		
Plumber		1
		3
Pipe Fitter		1
		2
Refrigeration Fitter		1
		2

## **INTRODUCTION**

Founded in 1955, Central Valley-Mother Lode Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee (Central Valley-Mother Lode) ([www.lu442.com](http://www.lu442.com)) is a Joint Apprenticeship Training Committee (JATC). Signatory employers fund the JATC pursuant to the collective bargaining agreement. Central Valley-Mother Lode operates in San Joaquin and Stanislaus counties, supplying employers with qualified employees in the plumbing, pipe, and refrigeration fitter industry.

Central Valley-Mother Lode is responsible for training 490 journey level and approximately 84 Apprentice field plumber, pipe and refrigeration fitters. Its mission is to ensure union plumber, pipe, and refrigerator fitters gain the skills, knowledge, and experience necessary to build and service commercial and residential buildings. Central Valley-Mother Lode provides training, training materials, experienced instructors, and leadership to uphold union values and principles of service and professionalism.

This is Central Valley Mother-Lode's seventh ETP Contract and the fifth in the last five years.

### **Veterans Program**

The veteran training falls under the Apprentice training curriculum. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans. Central Valley-Mother Lode is committed to supporting job-related training that helps Veterans transition into the California workforce.

Central Valley-Mother Lode is an approved GI Bill site. Veterans in the apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance. These benefits are paid directly to the Veteran trainees. Central Valley-Mother Lode also 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.

### **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 \$26.08 per hour. However, the actual wages paid are shown in the Training Plan Table for the Panel's information.

## **PROJECT DETAILS**

Through partnerships with 25 contractors in the Modesto and Stockton areas, graduates of Central Valley Mother-Lode's program work in residential, commercial, industrial, and refrigeration/air conditioning services and repair in industries that include: energy, biopharmaceutical, healthcare, education, housing, food and beverage processing, and water treatment. Central Valley-Mother Lode will support the Central Valley by providing highly skilled plumber, pipe, and refrigeration fitters for the following projects:

- High Speed Rail,
- Amazon Warehouse Projects, and
- Port of Stockton.

The increased industrial work in the region that includes:

- The wine industry
- The cheese industry, and
- Tomato processing plants.

Central Valley-Mother Lode is supporting Stanislaus County in meeting its water and energy efficiency goals. Trainees receive skills that will assist the County in maintaining older buildings to be more water and energy efficient as well as build and maintain new water efficient buildings. Training workers in using water saving equipment and practices will help the State meet its water waste reduction goals.

Many commercial and industrial businesses seek Leadership in Energy and Environmental Design (LEED) certification, leading them to contract with companies who employ workers trained in energy efficient methods. Efficient energy management remains a key element in much of the plumbers, pipe, and refrigeration work. The training listed in this project assures the Central Valley-Mother Lode maintains quality standards in plumbing, pipe, and refrigeration fitter construction training while staying current by offering emerging technology training that requires highly honed skills in the industry.

## **Training Plan**

All class/lab training will be delivered at Central Valley-Mother Lode's headquarters in Modesto. Trainers are qualified Journeyworkers with extensive technical expertise and training experience, employed by Central Valley-Mother Lode. All instructors meet standards set by the LEA.

**Business Skills:** Training will be delivered to Journeyworkers on topics such as Customer Service, Teambuilding, Inventory Checklist, Advanced Time Management, and Creating Project Bids. Training will give workers the skills needed to complete jobs quickly and with the highest quality workmanship.

**Commercial Skills:** Training will be offered to all occupations to develop high skills levels needed in the plumbing industry. Courses will include topics such as Medical Gas/Foreman's Class, AC & Refrigerants, Valve Repair & Foreman's Class, Plumbing Code Application & Drainage, and Water Supply, Backflow Prevention & Pumps.

### **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.

### **Curriculum Development**

Central Valley-Mother Lode's Director, along with labor and management representatives, develop and customize the national plumber, pipe, and refrigeration fitter curriculum to address the local needs of its members, participating employers, and the industry at large.

Employers and union representatives provide direct feedback based on workplace performance, customer requests, and industry needs. Student course evaluations also contribute toward curriculum development. The union has direct involvement in the development of this curriculum and fully supports the training of its members.

Local projects also help shape the curriculum. For example, the need for more plumber, pipe, and refrigeration fitters with the ability to weld on more technically advanced construction projects contributed toward adding welding as a component to the curriculum.

### **Marketing and Support Costs**

Central Valley-Mother Lode markets through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. They disseminate information on the class to all apprentice and journey level plumber, pipe, and refrigeration fitters and their employers within their jurisdiction. They partner with local workforce investment boards and community workforce development work. Additionally, they send out application announcements for the apprentice program to local, state, and federal agencies, local high schools, community colleges, and community-based organizations. Classes for the journey level and Apprentice trainees are offered January through May and August through December.

Central Valley-Mother Lode employs two administrators to conduct the marketing, recruitment, needs assessments, and scheduling of training.

Central Valley-Mother Lode requests 8% support costs for Job Numbers 1 and 2, and 20% support costs in Job Number 3 to fund its staff in recruiting and qualifying additional participating employers for this program. While Central Valley-Mother Lode already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATC will cover these additional expenses.



## Trainer Qualifications

Twelve part-time in-house trainers will conduct the training. The trainers consist of former or current plumber, pipe, and refrigeration fitters who are experts in the fields they teach. Instructors attend special courses provided by the United Association Instructor Training Program to stay current with changes in the industry

## Tuition Reimbursement

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

## Commitment to Training

ETP funding will not displace Central Valley-Mother Lode's financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers as defined in their collective bargaining agreement. General safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

The Training Coordinator with an Administrative Assistant will assist with administration of this project. Both have previous experience administering ETP contracts. Staff will coordinate training and review attendance rosters for ETP compliance. Central Valley-Mother Lode employs 12 part-time trainers who will deliver all training and document the training in accordance with ETP regulations. Central Valley-Mother Lode contracts with a third party administrator to provide administrative services for the ETP Contract.

## **ACTIVE PROJECTS**

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0901	\$196,124	7/27/2020-7/26/2022	62	0	0

Based on ETP Systems, 0 reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through 4/2022.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance by Central Valley-Mother Lode under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0903	Modesto, Stockton	7/1/2019- 6/30/2021	\$387,330	\$127,037 (33%)*
ET19-0908	Modesto, Stockton	8/6/2018- 8/5/2020	\$227,799	\$227,799 (100%)
ET17-0919	Modesto, Stockton	12/26/2016- 12/25/2018	\$208,820	\$196,409 (94%)

\* Closeout invoice is in progress and contractor is projected to earn 100% of Approved Amount

**DEVELOPMENT SERVICES**

Central Valley-Mother Lode retained California Labor Federation in Sacramento, and Strategy Workplace Solutions in Oakland, to assist with development of this proposal at no cost.

**ADMINISTRATIVE SERVICES**

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

**TRAINING VENDORS**

To Be Determined

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

8-200

**Journeyworker (Job Number 1)**

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- 1<sup>st</sup> period Class; OSHA 30, Soldering, Tools & Materials
- 2<sup>nd</sup> Period Class; Math & Beginning Rigging
- 3<sup>rd</sup> Period Class; Drawing Interp. Science, Basic Electricity
- 4<sup>th</sup> Period Class; Shielded Metal Arc Welding
- 5<sup>th</sup> Period Class; Pipe Fitting & the Calculator, G-PRO Cert
- HVAC 3rd Refrigeration (Volume I & II), Customer Service
- HVAC 4th AC & Refrigerants
- HVAC 5th Electronics for MES
- HVAC 6th DC Electronics
- HVAC 7th Refer II & Pneumatics
- HVAC 8th Motor Alignment & AC
- HVAC 9th Air & Water Balance
- Pipe Fitter 6th Patterns, Pumps, Hydronic, & Steam Systems
- Pipe Fitter 7th Fitter Advanced Plan Reading, CAD & Math Chpt 6
- Pipefitter 8th Instrumentation, Tube Bending & Rigging Cert
- Pipefitter 9th Detail & Layout of Piping/Advanced Welding
- Pipe Fitter 10th Valve Repair & Foreman's Class
- Plumber 6th Plumbing Code Application & Drainage
- Plumber 7th Plumbing Service & Gas Installations
- Plumber 8th Advanced Plan Reading, CAD & Math Chpt. 6
- Plumber 9th Water Supply, Backflow Prevention & Pumps
- Plumber 10th Medical Gas/Foreman's Class

**BUSINESS SKILLS**

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

**OSHA 10/30 (OSHA Certified Instructor)**

- OSHA 10
- OSHA 30

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

8-210

**Apprentice (Job Numbers 2-3)****COMMERCIAL SKILLS****Plumbing, Pipe Fitters and Refrigeration Fitters**

- 1<sup>st</sup> period Class; OSHA 30, Soldering, Tools & Materials
- 2<sup>nd</sup> Period Class; Math & Beginning Rigging
- 3<sup>rd</sup> Period Class; Drawing Interp. Science, Basic Electricity
- 4<sup>th</sup> Period Class; Shielded Metal Arc Welding
- 5<sup>th</sup> Period Class; Pipe Fitting & the Calculator, G-PRO Cert
- HVAC 3rd Refrigeration (Volume I & II), Customer Service
- HVAC 4th AC & Refrigerants
- HVAC 5th Electronics for MES
- HVAC 6th DC Electronics
- HVAC 7th Refer II & Pneumatics
- HVAC 8th Motor Alignment & AC
- HVAC 9th Air & Water Balance
- Pipe Fitter 6th Patterns, Pumps, Hydronic, & Steam Systems
- Pipe Fitter 7th Fitter Advanced Plan Reading, CAD & Math Chpt 6
- Pipefitter 8th Instrumentation, Tube Bending & Rigging Cert
- Pipefitter 9th Detail & Layout of Piping/Advanced Welding
- Pipe Fitter 10th Valve Repair & Foreman's Class
- Plumber 6th Plumbing Code Application & Drainage
- Plumber 7th Plumbing Service & Gas Installations
- Plumber 8th Advanced Plan Reading, CAD & Math Chpt. 6
- Plumber 9th Water Supply, Backflow Prevention & Pumps
- Plumber 10th Medical Gas/Foreman's Class

**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 per trainee in Job Number 1 and 210 total training hours per trainee for Job Numbers 2 & 3, regardless of the method of delivery.



**Training Proposal for:**  
**Greater San Fernando Valley Chamber of Commerce**

**Contract Number: ET22-0132**

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** Sacramento

**Analyst:** K. Mam

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee SB <100	Industry Sector(s):	MEC (H) Agriculture (11) Construction (23) Manufacturing (33)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$560,648		\$38,780 8%		\$599,428

In-Kind Contribution:	50% of Total ETP Funding Required	\$900,000
-----------------------	-----------------------------------	-----------

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Computer Skills, Continuous Impr	468	8-200	0	\$1,082	\$19.12
				Weighted Avg: 44			
2	Retrainee Priority Rate SB <100	Business Skills, Computer Skills, Continuous Impr	86	8-200	0	\$1,082	\$19.12
				Weighted Avg: 44			

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

**Minimum Wage by County: Job Numbers 1 & 2:** \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$20.79 per hour for Contra Costa County; \$19.77 per hour for Los Angeles County; \$19.12 per hour for Orange, San Diego, and all other counties.

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

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Administration Staff		26
		10
Operator		35
		55
		15
Production Worker		55
		30
		15
Engineer		15
Manager/Supervisor		20
		35
		20
Shop Lead		35
		43
Customer Service Staff		30
		25
		25
Technician		65

## **INTRODUCTION**

Founded in 1911 and located in Van Nuys, the Greater San Fernando Valley Chamber of Commerce (The Chamber) ([www.sanfernandovalleychamber.com](http://www.sanfernandovalleychamber.com)) is a nonprofit membership organization dedicated to providing business education, networking opportunities, advocacy, and community improvement. The Chamber maintains partnerships with community organizations in a shared commitment to stimulate a diverse and strong economic climate.

The Chamber provides a comprehensive array of business services and programs targeted to help small, large, micro, women, veterans, and minority-owned businesses, as well as provide programs for manufacturers, exporters, aviation, healthcare, education, technology, distribution and warehousing, engineering firms, food processing, and pharmaceuticals, among other industries. This will be The Chamber's fifth ETP Contract; the fifth in the last five years.

### **Veterans Program**

Although there is no separate Veterans component in this project, the Chamber works directly with local organizations that focus on Veteran needs. In addition, participating employers regularly employ Veterans through their normal hiring practices.

## **PROJECT DETAILS**

The Chamber is continuously leading a job initiative focused on driving economic growth and job creation and retention in the San Fernando Valley. Businesses have been hit hard by the COVID-19 crisis, and The Chamber's goal for 2021/2022 is to assist businesses in creating strategies and opportunities that will help them retain skilled employees. Training under this proposal will help foster growth and allow participating employers the ability to stay competitive.

The Chamber will continue training on social media marketing for its small business members as well as customized training in sales prospecting, communication skills, leadership, computer skills, technical skills, and continuous improvement training. Although training topics are similar to previous projects, no trainees from previous participating employers will receive duplicate training in any subject matters.

### **Training Plan**

Training will be delivered via Class/Lab and E-Learning/Videoconferencing delivery methods.

**Business Skills:** Training will be offered to all occupations to improve communication skills, customer relations, business writing skills and business problem solving. Training topics include Customer Service, Social Media Marketing, and Time and Priority Management.

**Computer Skills:** Training will be offered to all occupations 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. Training topics include E-Commerce, Social Media Networking Training, and Advanced Microsoft Office Suite.

**Continuous Improvement:** Training will be offered to all occupations to promote teamwork, improve workflow, troubleshooting, and problem solving. Training includes Process Mapping, Lean Enterprise, and ISO Auditor Training.

## **Commitment to Training**

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 and 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 and 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.

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

### **➤ Training Infrastructure**

The CEO 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 has also retained the services of a third party subcontractor to assist in administration of the project.

## **Trainer Qualifications**

A large portion of the training will be provided by Custom Corporate Communications in Redondo Beach and Western Training Group in Playa Del Rey. Other vendors may be identified as needed.

## **Impact/Outcome**

The 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.

## **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 requests 8% support costs to fund extensive marketing efforts to recruit additional participating employers and assessment activities of employers.

## **Tuition Reimbursement**

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



## **ACTIVE PROJECTS**

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0242	\$200,00	12/14/2020–12/13/2022	100	100	100
ET21-0118	\$599,440	7/1/2020–6/30/2022	508	379	379

**ET21-0242 (COVID Pilot):** Based on ETP Systems, 408 reimbursable hours have been tracked for potential earnings of \$200,000 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2022.

**ET21-0118:** Based on ETP Systems, 24,452 reimbursable hours have been tracked for potential earnings of \$599,440 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through June 2022.

## **PRIOR PROJECTS**

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0112	Statewide	08/05/2019–08/04/2021	\$749,300	\$749,300 (100%)
ET18-0136	Statewide	10/30/2017–10/29/2019	\$603,464	\$580,886 (96%)

## **DEVELOPMENT SERVICES**

DLI & Associates LLC in San Juan Capistrano will 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 will provide Continuous Improvement training for a fee of approximately \$350,000.

Western Training Group in Playa Del Rey will provide Business Skills and Computer Skills training for a fee of approximately \$250,000.

Additional outside training vendors may be identified and retained during the term of the Contract.

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

8-200

Trainees may receive any of the following:

**BUSINESS SKILLS**

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

**COMPUTER SKILLS**

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

**CONTINUOUS IMPROVEMENT**

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

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

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

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Greater San Fernando Valley Chamber of Commerce CCG No.: ET22-0132

Reference No: 21-0759 Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: AMAX	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
---------------	--

Address: 1565 Reliance Way

City, State, Zip: Fremont, CA 94534

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 160

Total # of full-time company employees in California: 160

Company: Bentley Mills	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
------------------------	--

Address: 14641 E. Don Julian Road

City, State, Zip: City of Industry, CA 91746

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 200	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
---	---

Total # of full-time company employees worldwide: 400

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

Company: Brasstech	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--------------------	--

Address: 2001 Carnegie Avenue

City, State, Zip: Santa Ana, CA 92705

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 150	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
---	---

Total # of full-time company employees worldwide: 373

Total # of full-time company employees in California: 373

Company: Cambro	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
-----------------	--

Address: 5801 Skylab Road

City, State, Zip: Huntington Beach, CA 92647

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 150	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
---	---

Total # of full-time company employees worldwide: 1,060

Total # of full-time company employees in California: 816

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Greater San Fernando Valley Chamber of Commerce CCG No.: ET22-0132

Reference No: 21-0759

Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: Cuao Chocolatier -The Kairos Group

Priority Industry? ☒ Yes ☐ No

Address: 2350 Camion Vida Roble

City, State, Zip: Carlsbad, CA 92011

Collective Bargaining Agreement(s): No

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

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 40

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

Company: General Sealents Inc.

Priority Industry? ☒ Yes ☐ No

Address: 300 S. Turnbull Canyon Road

City, State, Zip: City of Industry, CA 91745

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 36

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 99

Total # of full-time company employees in California: 99

Company: Kush Alley Inc.

Priority Industry? ☒ Yes ☐ No

Address: 16733 Schoenborn Street

City, State, Zip: North Hills, CA 91343

Collective Bargaining Agreement(s): No

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

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 70

Total # of full-time company employees in California: 70

Company: Maintex

Priority Industry? ☒ Yes ☐ No

Address: 13300 E. Nelson Avenue

City, State, Zip: City of Industry, CA 91746

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 100

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 201

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

**Participating Employers in Retrainee  
Multiple Employer Contracts**

***Self-reported listing of potential employers participating in the contract***

Contractor's Name: Greater San Fernando Valley Chamber of Commerce CCG No.: ET22-0132

Reference No: 21-0759 Page 3 of 3

ALPHABETIZE BY COMPANY NAME

Company: Prolacta Bioscience

Priority Industry? ☒ Yes ☐ No

Address: 757 Baldwin Park Blvd.

City, State, Zip: City of Industry, CA 91746

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 80

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 272

Total # of full-time company employees in California: 272



## RETRAINEE - JOB CREATION

Training Proposal for:

**ACC-GWG, LLC**

**Delegation  $\leq$  \$75,000 Single Employer**

**Contract Number: ET22-0113**

**Approval Date:** August 18, 2021

**Panel Meeting of:** October 1, 2021

**ETP Regional Office:** Sacramento

**Analyst:** C. Kaiser

### PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100 Job Creation Initiative HUA	Industry Sector(s):	Manufacturing (E)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Colusa, Glenn	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: 97	U.S.: 97	Worldwide: 97
<u>Turnover Rate:</u>	1%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

#### **In-Kind Contribution**

\$81,200

#### **Total ETP Funding**

\$70,380

<b>Small Business Only:</b>	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Years
<b>Out-of-State Competition:</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HUA Only:</b>	Number of trainees in HUA location: 25
<b>Occupations to be Trained:</b>	Administrative Staff, Drying Staff, Maintenance/Sanitation Staff, Management, Operations, Packaging Staff, Shipping Staff

### **TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority SB<100	Business Skills Computer Skills Continuous Impr. HazMat Literacy Skills Mfg. Skills OSHA 10/30	51	8-200	0-1	\$805	\$19.12
				Weighted Avg: 35			
2	Retrainee HUA Priority SB<100	Business Skills Computer Skills Continuous Impr. HazMat Literacy Skills Mfg. Skills OSHA 10/30	25	8-200	0-1	\$805	**\$14.34
				Weighted Avg: 35			
3	Retrainee Job Creation Priority SB<100	Business Skills Computer Skills Continuous Impr. HazMat Literacy Skills Mfg. Skills OSHA 10/30	5	8-200	0-1	\$1,840	\$15.00
				Weighted Avg: 80			

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

\*\*It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail. \*ETP Required Wage floats down to a High Unemployment Area wage modification if trainees in Job number are located in an HUA, regardless if they are requesting a wage modification.

<p><b>Minimum Wage by County: Job Number 1:</b> \$19.12 per hour for Colusa and Glenn County;</p> <p><b>Job Number 2:</b> \$14.34 per hour for Colusa County;</p> <p><b>Job Number 3:</b> \$15.00 per hour for Colusa and Glenn Counties.</p> <p><b>Health Benefits: Used to meet the Post-Retention Wage?:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Up to \$2.37 per hour may be used to meet the Post-Retention Wage for Job Number 1.</p>
--

**OVERVIEW**

<b>Year Company Founded:</b>	2005	<b>Company Headquarters:</b> <input type="checkbox"/> <i>Single location</i> Willows, CA
<b>Total Number of Facility locations in California</b>	2	
<b>Facility location(s) where training will occur</b>	<ul style="list-style-type: none"> <li>• Willows (Glenn County)</li> <li>• Williams (Colusa County)</li> </ul>	

<b>Nature of Business:</b>	<ul style="list-style-type: none"> <li>• Rice drying and storage</li> <li>• Milling</li> </ul>
<b>Customer Base:</b>	<ul style="list-style-type: none"> <li>• Grocery chains including Costco and Raley's</li> <li>• Distributors/Wholesalers</li> </ul>

<b>Business / Industry Needs / Changes</b>	<ul style="list-style-type: none"> <li>• ACC-GWG, LLC (ACC-GWG) is adding a Biomass Energy Plant which will convert the rice hull into electricity to generate power for the plant.</li> <li>• The Company projects a 7% increase in production for the next two years due to consumer demand. To achieve this, the Company purchased additional milling equipment including a shrink wrapper and new software such as Up Keeping and Microsoft Dynamics.</li> <li>• Changes and updates to County, State, and Federal laws and certification standards.</li> </ul>
--	---

**Training Plan:**

<b>Need for Training:</b>	<ul style="list-style-type: none"> <li>• ACC-GWG is completing a new Biomass Energy Plant by October 2021 to generate power for the milling plant. Due to the technical nature of the plant, ACC-GWG will provide in-depth and critical training in areas such as operating and maintaining the plant and equipment to allow staff to run the energy plant 24/7.</li> <li>• ACC-GWG's current accounting system is antiquated and time consuming for staff. The Company has invested in two new systems, Microsoft Dynamics and Upkeep, to import and export data via the cloud allowing the company and employees to update and track products in real time. All occupations will receive training.</li> <li>• To address changes in procedures along with food certification standard updates, the Company will provide training to all current and new employees. Training will cover updated requirements for procedure changes, the British Retail Consortium,</li> </ul>
---------------------------	--



	<p>the Global Food Standard, and the California Good Manufacturing Practices.</p> <ul style="list-style-type: none"> <li>• Per County, State and Federal regulations, new updates have been provided for Chemical and Waste Cleaning. Drying Staff, Maintenance/ Sanitation Staff, and Operations will receive training on the updates in order to keep in compliance.</li> <li>• The Company is also focused on cross training in multiple areas of the business. This will provide new opportunities for current employees and will involve training all occupations.</li> </ul>
--	--

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

<b>Business Skills</b>	<b>Computer Skills</b>	<b>Continuous Improvement</b>
<b>Hazardous Materials</b>	<b>Literacy Skills</b>	<b>Manufacturing Skills</b>

<b>Certified Safety Training</b>	<input checked="" type="checkbox"/> OSHA 10/30 <input type="checkbox"/> HAZWOPER <input type="checkbox"/> Hazardous Materials (HAZMAT)
----------------------------------	--

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

### Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	80 Hours (Job Number 3)
<p>ACC-GWG is opening a Biomass energy plant by October 2021 to convert rice hull into energy to generate power for the rice plant. Prior to opening the facility, the five job creation trainees will need to be experts on the equipment, hazards, control panels, environment, and maintenance. Training will start early August 2021 and will continue throughout the Contract. Trainees must know how to generate energy, dispose of waste, and control the process the proper way. This takes time and precise training.</p>	

The following Modification(s) fall within Panel guidelines:

### Temp-to-Perm

Temp-to-Perm	The Company will train 10 workers under Panel guidelines for the Temporary-to-Permanent program (Job Numbers 1 and 2).
--------------	--

Average days to convert temporary workers to full time permanent employment.	180 days (6 months)
Employer-paid healthcare premiums while on temporary status.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No It is expected that these workers will receive employer-paid health benefits immediately upon hire.

### Veterans Program

Number of Veterans	The Company does not track how many employees are Veterans.
--------------------	---

### Training Infrastructure & Administrative Plan

<p>• <b>Project Oversight:</b></p> <p>ACC-GWG represents that ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law. Training is both job specific and companywide, and includes safety, legal compliance, product knowledge, and on-the-job training. Training will be delivered at ACC-GWG's locations in Willows (1) and Williams (1). The Company's annual training budget is approximately \$50,000 annually for both locations and includes new hire orientation and safety training.</p> <p>ACC-GWG's Human Resource manager will oversee the Contract along with one additional staff member who will coordinate training and gather rosters. In addition to the assigned staff members, ACC-GWG has also retained the services of a third party subcontractor with extensive ETP experience to assist with administration.</p>
<p>• <b>Trainers:</b></p> <p><input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Computer Skills, Continuous Improvement, Hazardous Materials, Literacy Skills, Manufacturing Skills</p> <p><input checked="" type="checkbox"/> Vendor – Types of Training by vendor: OSHA 10/30</p>
<p>• <b>Administration:</b></p> <p><input type="checkbox"/> In-house</p> <p><input checked="" type="checkbox"/> Subcontractor</p>

### SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Carrasco LLP, Innovative Tax Solutions	Sacramento	\$7,000
Administrative	Carrasco LLP, Innovative Tax Solutions	Sacramento	13% of Earned Amount
Training Vendors	To Be Determined		

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

8-200            Trainees may receive any of the following:

**BUSINESS SKILLS**

- Business Communication
- Business Fundamentals
- Business Writing
- Behavior Style Strategies
- Conflict Resolution
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication Styles
- Company Culture Development
- Cost Control
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Coaching
- Employee Engagement
- Essential Skills for New Supervisor
- Financial Analysis
- Finance for Technical Managers
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Retaining Customers
- Relationship Building
- Strategic Planning
- Supervisor Skills
- Time Management

**COMPUTER SKILLS**

- Autodesk/AutoCAD
- Crystal Reports
- Financial Management System
- Management Studio Server
- Microsoft Dynamics Upkeep Management Software
- Microsoft Office Intermediate/Advanced
- Wits Weight Inventory Tracking System

**CONTINUOUS IMPROVEMENT**

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

**HAZARDOUS MATERIALS**

- Bloodborne Pathogens
- Flammable Hazards
- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling
- Hazardous Waste Cleaning

**LITERACY SKILLS**

- Vocational English as a Second Language

**MANUFACTURING SKILLS**

- Assembly Process Control
- Augers
- Biomass Ash Discharge
- Biomass Facility Control Panel
- Biomass Facility Operations
- Biomass Hull Receiving
- Biomass Thermal Oil Heater/Combuster
- Biomass Organic Rankine Cycle
- British Retail Consortium

- Changeover Procedures
- Confined Spaces
- Conveyor Belts
- Computer Numeric Control (CNC) Machining
- Electrical and Electronics
- Equipment Operation
- Food Safety Training (All Departments)
- Global Food Standard
- Good Manufacturing Practices
- Heat Illness Prevention
- Hydraulics
- Inventory Control
- Lock Out/Tag Out
- Machine Maintenance
- Machine Operation
- Manufacturing Practices
- Packaging
- Parts and Products Manufacture
- Personal Protective Equipment
- Pneumatics
- Production Operations
- Respirators
- Sanitation
- Shrink Wrapping
- Troubleshooting
- Warehousing
- Welding
- Work Order Processing

**OSHA 10/30 (Certified OSHA Instructor)**

- OSHA 10
- OSHA 30

**CBT Hours**

0-1

**COMPUTER SKILLS**

- Microsoft Office Intermediate (1 hour)

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.
---