

PANEL PACKET

December 2021



Employment Training Panel



PANEL NOTICE/AGENDA

**Friday, December 17, 2021
9:30 a.m.**

VIRTUAL MEETING

Attention: In accordance with Government Code section 11133, this Panel Meeting will not have a physical presence; but rather, this Panel Meeting will be held through teleconferencing as noticed herein.

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

Join Zoom Meeting:

<https://us06web.zoom.us/j/83025302562>

Webinar ID: 830 2530 2562

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

Conference code: 212627

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

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

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

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

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

- Roll Call

Hand-Raise Pause for Public Comment-Amanda

- Action to Approve December Panel Meeting Agenda
- Action to Approve November Panel Meeting Minutes

Executive Report	Reg Javier
Virtual: Audio-Reg/Peter/Jaime/Tara/Michael/Voice-Panel Only	Peter Cooper
• Legislative/Budget/Other	Tara Armstrong
• Budget Update and Action on Allocations	Michael Cable
• Request Motion to Adopt Consent	Jaime Guterrez
Calendar Projects/Action	

Panel Date: December 17, 2021

Policy Committee Report

Virtual: Audio-Gretchen/Voice-Panel Only

Gretchen Newsom

**Presentation with Action Items on Wages at Enrollment
and Net New Jobs Requirements**

Virtual: Audio-Elisabeth/Voice-Panel Only

Elisabeth Testa

**Presentation with Action Item on Changes to the Paid Family
Leave Small Business Grant**

Virtual: Audio-Chris/Voice-Panel Only

Chris Hoover

Review and Action on Proposals

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

Virtual: Hand-Raise Pause for Public Comment-Amanda

Diana Torres
Ryan Swier
Robert Meyer
Chris Hoover
Jana Lazarewicz
Heather Miguel

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

Virtual: Voice available for Panel Only

Public Comment on Matters Not on the Agenda

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

Public Meeting Adjourns

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

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

The meeting is accessible to the physically disabled. A person who needs a disability-related accommodation or modification in order to participate in the meeting, including without limitation auxiliary aids or services, may make a request by contacting Michael A. Cable, Staff Attorney, at (916) 327-5422, or Michael.Cable@etp.ca.gov, or sending a written request to Michael A. Cable, Staff Attorney, 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, December 13, 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.

***All proposals listed are funded under the ETP Expansion Funds Program, unless they're noted as California Community College Funds (CCCCF).**

North Hollywood Regional Office

Central Valley Roofers and Waterproofers and Allied Workers
Joint Apprenticeship and Training Trust of Fresno, Madera,
Kings, Tulare, Kern, Mono and Inyo Counties ----- \$190,930
El Camino Community College District (CCCCF) ----- \$1,511,016
Glendale Community College District Professional
Development Center (CCCCF) ----- \$1,510,970
Kern Community College District (CCCCF) ----- \$838,360
Kern County Electrical Joint Apprenticeship &
Training Committee ----- \$322,462
Los Angeles Pacific College ----- \$154,200
Los Angeles Trade Technical College (CCCCF) ----- \$1,007,132
Merritt College (CCCCF) ----- \$114,626
Mt. San Antonio College (CCCCF) ----- \$583,950
Santa Clarita Community College District (CCCCF) ----- \$1,509,840
Southern California Roofers and Waterproofers Joint
Apprenticeship and Training Fund ----- \$594,600

San Diego Regional Office

Butte-Glenn Community College District (CCCCF) ----- \$1,511,053
Chaffey Community College District (CCCCF) ----- \$881,412
College of the Sequoias (CCCCF) ----- \$1,508,630
Fresno, Madera, Kings and Tulare Counties JATC ----- \$339,635
Global Power Group, Inc. ----- \$138,000
San Bernardino Community College District (CCCCF) ----- \$1,510,820
Sheet Metal and Air Conditioning Apprenticeship and
Journeyman Training Fund ----- \$361,555
Sundt Construction, Inc. ----- \$93,150

Economic Development Unit

Economic Development Collaborative-
Ventura County (Critical Proposal/RESPOND) ----- \$106,600

San Francisco Regional Office

Brody Heating, Air Conditioning & Electrical Contractors, Inc. ----- \$97,520
California Manufacturers and Technology Association ----- \$599,440
FM Industries, Inc.----- \$496,800
Jewish Vocational and Career Counseling Service----- \$491,530
JobTrain, Inc. ----- \$381,250
KLA Corporation ----- \$499,100
On-Time Air Conditioning & Heating, LLC ----- \$400,200
Premier Medical Transport, Inc. ----- \$497,904
SOMA AEC, Inc. dba Oxman College----- \$596,304

Sacramento Regional Office

A. Teichert and Son, Inc. ----- \$499,100
Blue Mountain Construction Services, Inc.----- \$171,120
California Family Foods, LLC----- \$106,260
ELS Investments----- \$203,274
Gilmore Services, Inc. ----- \$303,600
O'Brien Steel Erectors, Inc. ----- \$209,760
Sacramento Area Electrical Workers Joint Apprenticeship and
Training Trust----- \$598,270
Sheet Metal Workers' Local Union No. 104 and Bay Area
Industry Training Fund - North Bay ----- \$597,766
Sierra Pacific Home and Comfort, Inc. ----- \$244,260
TimberWorks Construction, Inc. ----- \$451,950
Vino Farms, LLC----- \$313,260

Program Projects Unit

The Shirley Ware Education Center, SEIU-United Healthcare
Workers-West ----- \$584,400

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 11/09/21 – 12/06/21

≤ \$75,000	Approved Date	Approved Amount
<u>North Hollywood Regional Office</u>		
Ventura County Community College District (CCCF)	12/03/21	\$41,940
<u>Sacramento Regional Office</u>		
GAR Bennet, LLC	12/02/21	\$74,520
GS Williams, Inc.	12/02/21	\$23,000
<u>Program Projects Unit</u>		
Capital Concrete Solutions, Incorporated	11/17/21	\$53,130



State of California—Labor and Workforce Development Agency

Employment Training Panel

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Memo and Action Item: Changes to the Paid Family Leave
Small Business Grant

REVIEW AND ACTION ON PROPOSALS

***All proposals listed are funded under the ETP Expansion Funds Program, unless they're noted as California Community College Funds (CCCF).**

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M e m o r a n d u m

To: Panel Members

Date December 17, 2021

From: Reg Javier
Director

Subject: **Future Meeting Sites**

<i>December Panel – December 17, 2021</i>	Virtual Meeting
<i>February Panel – February 4, 2022</i>	Virtual Meeting



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Zoom Virtual Meeting
November 19, 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
November 19, 2021

I. PUBLIC PANEL MEETING CALL TO ORDER

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

II. ROLL CALL

Present

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

Executive Staff

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

III. AGENDA

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

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

Motion carried, 8 to 0.

IV. MINUTES

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

ACTION: 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 managers in attendance who will be presenting today's proposals: Chris Hoover, Foster City Manager, San Francisco Bay Area Regional Office, Manager; Diana Torres, Southern California District Manager; Ryan Swier, North Hollywood Regional Office Manager; Jana Lazarewicz, Sacramento Regional Office Manager; and Heather Miguel, Program Projects Unit Manager.

Mr. Javier stated that at today's Panel, there will be about \$17.4M in 55 projects.

Mr. Javier stated that at the last Panel Meeting, the Panel approved the guidelines around the general fund and Staff had said they would immediately begin funding projects solely out of the general fund in an effort to get that money out into contracts as quickly as possible because there is a sunset date on those monies. Additionally, Staff wants to make sure that contractors have enough time to be able to perform on those monies, because if this money is not used, it will need to be returned. So, today all projects will be funded out of the general fund, as well as in the December Panel. The difference in December is that there will also be Community College fund projects, also from the general fund. Then, in January there will be a mix of projects being funded out of the general fund and core funding ETF, because by then the general fund will almost be exhausted. Staff is trying to make sure that all projects that are only eligible to be funded through general funds are seen.

Mr. Javier shared that the consent calendar has also been expanded and Staff anticipates seeing a large number of projects at the next few Panel Meetings. This Panel Meeting is \$17M, December is going to be well over \$20M, and January is going to look similar in size. This is the first attempt at expanding the consent calendar, so it may not be perfect. Over time, Staff plans to become more aligned with what items the Panel Members want to see on the consent calendar versus other parts of the Agenda. Mr. Javier encouraged the Panel Members to pull items out of the consent calendar; whether it be to just discuss, ask questions about items, or even just want to hear about the good work that's being proposed in those items. The purpose of this is not to prevent any one project from being heard, but as a tool to manage time. Mr. Javier suggested that Panel Members should feel free to pull out any or as many items out of the consent calendars as they wish.

Regarding ETP minimum wage, Mr. Javier shared that the new required minimum wage levels for calendar year 2022 have been posted on the ETP website and as a result, Staff has been hearing a lot of questions and concerns as to why the wage levels appear to have increased significantly from year to year. First, ETP calculates the required wages every year and those calculations are based off of data received from EDD's Labor Market Information Division. The formula includes data points such as the average statewide and county wages and unemployment levels for both the state and the county. Thus, as the data moves up or down, so does the calculation. So, when Staff saw the average wage rise so significantly, they went to EDD for an explanation as to why such a significant increase occurred given the fact that we're just coming out of a pandemic. Mr. Javier explained that the increase in average wages was due to the impacts of the Pandemic; not because people were making more money in the Labor force, but, rather, because lots of people that were making lower wages were no longer in the Labor force, thereby increasing the average hourly wages that were in the Labor market for the last year. This illustrates the disparities in the economy due to the Pandemic and the significant effect on lower wage earners. A lot of those lower wage earners were laid off in the economy, thereby leaving higher wage earners in the economy, and then the average hourly wage was calculated from there. Mr. Javier explained that

as the economy continues to recover the wage amounts will revert back to more regular patterns that have been traditionally seen.

Acting Chairperson Roberts expressed appreciation for Staff taking the Panel's recommendations of moving to a heartier consent calendar and including the projects that normally would get approved during the Meeting anyway. Acting Chairperson Roberts explained that for the items that are outside of the consent calendar, it may be due to some modifications or some other concern for discussion, not because there is anything different with the projects.

VI. REPORT OF THE ASSISTANT DIRECTOR

Peter Cooper reported that the expansion funds are part of the overall general funds that ETP receives and there is currently \$42.5M from the general fund. After today's Panel, which will take up 17M in contracts, we'll have 24.7M in general fund dollars. In the December Panel Meeting, there will be more expansion projects and 13M in Community College fund projects will be in contracting. Then the rest of the general fund dollars will likely be used up in the January Panel. Mr. Cooper thanked staff and managers for getting the dollars out as quickly as possible for the stakeholders and thanked Ryan, Diana, and Robert for strengthening ETP's relationship with the Community College Chancellor's Office.

VII. REPORT ON CAL-E-FORCE ROLLOUT

Tara Armstrong reported that the Cal-E-Force system is now complete from start to finish. So with the implementation of the application, users can now enter and finish all the way through. ETP has also launched Cal-E-Grants, which is a collaboration between the State Board (CWDB) and ETP and launching grants online. Last Friday, we went live with CWDB's first grant, the Workforce Accelerator Fund, which went smoothly. ETP opened up a command center and provided all the technical support and build for it.

Ms. Armstrong shared what's next for ETP will be to build a common portal for our customers, so when they come into the ETP website or any related site, they can go to a common area where they can apply for any funding source. Users will be able to go to Cal-E-Force, State Board grants, or ETP grants, which will be added soon.

Ms. Armstrong also shared that ETP will soon begin adding on enhancements to the application. The baseline application has been added, now staff is working on efficiencies on the internal side to make the processes more streamlined and staff will also be looking at adjusting the external application so that it reaches all ETP's customers, by such things as reducing the use of ETP-specific lingo so that the process will make sense to even first-time users.

Ms. Armstrong explained that there is a new data field called "Wage at Enrollment" that is being collected for the alternative funding. So that is something that will start being collected within the system for these types of funding and will now be able to measure wage progression. So, wage at enrollment and wage at completion of training and retention.

Ms. Armstrong shared that staff is also working at migration of closed contracts, which will be happening in a phased approach. Then repeat customers will be able to see their prior contract information, their prior application information, and be able to collect that information.

Finally, Ms. Armstrong reported on launching the ETP grants application online. This includes the Paid Family Leave and the SEED (Social Entrepreneurs for Economic Development) grants, which will have applications online coming in a few months.

VIII. REPORT OF STAFF ATTORNEY

Staff Attorney Michael Cable reported on the Legislation Memo. The Legislature is in recess until January 3, so there is not much to report on currently. Staff is still tracking and monitoring the ability to conduct remote Panel Meetings which is currently set to expire on January 31, 2022; but it is anticipated to be either extended or made permanent through legislation. Mr. Cable shared that he reached out to Agency recently and is waiting to hear if there is more news.

IX. REPORT OF THE ASSISTANT DIRECTOR

Jaime Gutierrez welcomed Panel Members and Stakeholders and provided a summary of the Employment Training Panel's funding.

Regarding Funding:

As Director Javier stated, today's Panel Meeting is for \$17.8 M. If all the proposals scheduled for this Panel Meeting are funded today, the Panel will be approving 58 projects. That includes 11 projects for \$360,230 in Delegation Orders. Delegation Orders are Proposals capped at \$75K and approved under delegated authority by the Director on a continuous flow basis. So far, we have received approximately 521 pre-applications, with an estimated value of just over \$65.3M. Of those, 58 applications are in development with the Regional Offices and 462 applications are with the Application and Assessment Unit (AAU).

Regarding GF Funding and increased contracting capacity:

Mr. Gutierrez shared that with the approval of the Expansion Funds and California Community College Guidance in the last Panel Meeting, ETP now has contracting capacity of \$87.5M and approximately \$50.6M in contracting capacity after this Panel Meeting. We also have PFL (\$1M) and Social Entrepreneurs for Economic Development (SEED) (\$18M) funds that are separate but will require Panel approval in the future.

Regarding Demand and Allocations:

Mr. Gutierrez also shared that ETP is currently within the allocations of \$47.7M in demand for Single Employer Contracts, \$6.4M in demand for Multiple Employer Contractors (MEC) requests, \$6.9M in demand for Small Business, \$4.3M in demand for Apprenticeships, and \$0 in demand for Critical Proposals.

Mr. Gutierrez stated that, as mentioned earlier, in an effort to be more efficient and streamline Panel Meetings, ETP has expanded which projects are included in the consent calendar. In addition to proposals which normally appear on the consent calendar, Staff is also including other proposals that are presumably likely uncontested or non-controversial, such as repeat contracts with high priority performance and wages. Of course, as always, Panel Members retain the ability to pull any proposal from Consent in order to hear them individually, and likely there are some Panel Members who will want to do so with this consent calendar. Additionally, there are three proposals listed that have requested to be moved from today's Panel to the December Panel Meeting. They are: Tab #10 – Global Power Group Inc.; Tab #25 – Safran Passenger Innovation LLC; and Tab #31 Sundt Construction, Inc.

Mr. Gutierrez requested that at this time, the Panel Members identify which proposals they would like to pull from today's consent calendar, if any, and then for a motion to approve the consent calendar with the exception and identity of those proposals being pulled, which will be heard individually in order.

[Ms. Bell recused herself from Tab. No. 24.]

Ms. Newsom requested to pull Tab #1 – A. Preman Roofing, Inc.; Tab #5 – AWT Construction Group; Tab #8 – Cook General Engineering, Tab #9 – District Council 16 Northern California Journeymen and Apprentice Trainee Trust Fund- Glaziers; Tab #19 Northern California Surveyors Joint Apprenticeship Committee; Tab #20 Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprenticeship and Journeyman Affirmative Action Training Fund; Tab #27 Schetter Electric; and Tab #32 Synergy Enterprises.

Acting Chairperson Roberts confirmed that Ms. Newsom has requested to pull eight projects off the consent calendar and asked if any other Panel Members would like to pull any items off the consent calendar before a motion is made. There were no additional requests. Acting Chairperson Roberts also shared that there is 10 brand new projects on the consent calendar for today's Panel and she congratulated those who are bringing in all the new projects.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

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

Motion carried, 7 to 0.

X. POLICY COMMITTEE MEETING REPORT TO PANEL

As there was no Policy Committee Meeting in November, there is nothing to report.

If anyone has a potential agenda topic for future Committee meetings, please email your suggestions, ideas, or comments to Elisabeth.Testa@etp.ca.gov.

XI. REVIEW AND ACTION ON PROPOSALS REMOVED FROM THE CONSENT CALENDAR

Tab No. 1: A. Preman Roofing, Inc.

Ms. Torres presented a proposal on behalf of A. Preman Roofing, Inc. who is requesting \$199,479 to train 177 Retraintees under one job number which includes various occupations and a post-retention wage of no less than \$23.58, excluding health benefits. A. Preman Roofing is a priority industry and first-time contractor, they offer a variety of roofing and solar options for commercial and residential properties and specialize in custom solar panel designs for any size property. They are also including one of their affiliates, Pro Prep Incorporated, which is also located in the same

headquarters location and under the same ownership. Training will help the company grow its business and allow the company to expand its training efforts into new areas to help its employees gain higher skill levels. They are requesting funding for productive laboratory for approximately 60 trainees under the occupations of drivers, roofing staff, and solar staff to operate proprietary equipment that requires hands-on experience. Productive lab skills will include equipment operations procedures quality control procedures roofing installation, solar system installation procedures, as well as standard operating procedures. This proposal will be funded under the expansion funds.

Ms. Torres stated that there are representatives here to answer any questions that the Panel Members may have and introduced Gary Preman, Operations/Safety Manager; Katie-Grace Preman, Administrative Operations Manager; Bill Sacks, Consultant, and Michelle Dalgarn, Consultant.

Ms. Newsom noted that it does not appear that they are utilizing apprenticeship to train their workers when there is a priority from the Governor of reaching 500,000 apprentices by the year 2029 and apprenticeship programs, specifically in the construction industry, are very adept at providing this kind of training. Ms. Newsom asked the contractor to elaborate.

Ms. Preman shared that they are actually using an apprenticeship. They will be having prevailing wage projects and there are apprentices that are used on those projects through the Union.

Regarding the rest of their workers, Ms. Newsom asked if they are going through that training institute to get that kind of training. Ms. Newsom stated that she understands the need to do proprietary training specific to the modules that they are building and incorporating, but asked about the rest of the training, because there's some commercial skills that look a little duplicative of apprenticeship training that workers would be able to get at that training institute.

Ms. Preman explained that currently they do not have an apprentice program in their company and their business strategies are driven by our customer need, given the volatile business environment of inflation right now and in the supply chain emergency during Covid, they only have three sources needed to meet specific project demands.

Ms. Newsom requested that as they proceed forward, this being their first proposal, that they do take another look at that because there are a lot of opportunities there.

Acting Chairperson Roberts clarified that there are some opportunities, but it is not mandated at all, so they can continue what they are doing, and this was not the reason they were pulled from the consent calendar.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the proposal submitted by A. Preman Roofing, Inc. in the amount of \$199,479. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by A. Preman Roofing, Inc. in the amount of \$199,479.

Motion carried, 8 to 0.

Tab No. 5: AWT Construction Group, Inc.

Mr. Hoover presented a proposal on behalf of AWT Construction Group, Inc., a priority industry and first-time contractor, who is requesting \$144,532 to train an estimated 75 retrainees under Job Number 1 and 31 under Job Number 2, Job Creation. Training will be delivered at the company's two training sites in Venetia, customer job sites, and/or training vendor sites. Although the proposal doesn't include a veteran's job number component, AWT Construction's recruitment efforts includes using local workforce agencies like CalJobs to recruit veterans for all positions and the company plans to hire 31 new employees under the Job Number 2.

Mr. Hoover stated that there are representatives here to answer any questions that the Panel Members may have and introduced Mark Edelman, Senior VP; Monique Kint, Office Manager; and Mike Snead, Consultant.

Ms. Newsom state that she had similar questions because this project is related to HVAC and construction services and it doesn't appear they are utilizing apprenticeship programs. Additionally, Ms. Newsom noted that the wages are a bit lower in this industry and asked the representatives to elaborate on that.

Mr. Edelman explained that they are a specialty industry and do a lot of reconstruction, instead of new construction. They have a certain set of skills that they achieve and a standard they try to meet.

Ms. Newsom noted that under Job Number 1 with the trainees, there is a field crew and a third tier of wages that 41 of their estimated trainees would fall between \$27 to \$45. And under Job Number 2 Job Creation, there is also a field crew listed, but they don't have that third tier to be able to work themselves toward. Ms. Newsom asked, regarding the 23 new folds under Job Creation, how long before they will be able to start progressing to that top tier of the wage.

Mr. Edelman explained that most of the crews they are bringing in are not starting out on the bottom, they are beginning in tier two or tier three at around \$35 each for field workers. Mr. Edelman stated that they like to promote from within and stated that once they bring someone in, it usually takes two or three months to see their first increase. Workers get evaluations every December and can get increases from that, as well as when they reach set skills goals.

Ms. Newsom shared that the Panel likes to see wage progressions, so if they come back next year, the Panel would love to hear the stories of how their new workers have received this training and how they've progressed in their wages.

Ms. Bell asked if there was a probationary period for the 23 new hires and what the process for entry is, and when they receive medical benefits.

Mr. Edelman answered that everyone has a 90-day probationary period just to make sure that they have the skill sets that require. On the 60th day, they fill out paperwork for benefits, so that on the 91st day their medical benefits will begin, and this applies for all workers.

Acting Chairperson Roberts asked Mr. Snead if he did any training for this company or just advisory administrative type of services.

Mr. Snead stated that he does no training whatsoever and offers strictly traditional consultant advising only on ETP projects.

Acting Chairperson Roberts asked how Mr. Snead was tied into Carrasco Innovative Tax Solutions.

Mr. Snead responded that he is the owner of Sierra Consulting, but has known Carrasco for a while and Carrasco, as a tax credit company, wanted to provide ETP for his clients, so they contracted Mr. Snead to provide the ETP consulting for their clients.

Acting Chairperson Roberts stated that she wanted to make sure he was not doing all the training, all of the administration, and all of the development and that Mr. Snead's development fees are much higher compared to other consultants, getting 10% administration development fees, which is very high for small businesses. However, Acting Chairperson Roberts expressed appreciation to Mr. Snead for bringing in new people and new small businesses.

Ms. Newsom asked who provides the training, specifically for the commercial skills and the construction components.

Mr. Edelman explained that they use a third party depending on what the need is, and they need a lot of manufacturers because they have to meet the manufacturer's specifications for warranties.

Mr. Tracy asked who the third party trainers will be because if the Contractor is predicting a certain dollar amount for training, he would assume that they would have already identified who the trainers will be.

Mr. Edelman said that he did not have a list of names with him, but would provide it later to the Panel.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the proposal submitted by AWT Construction Group, Inc. in the amount of \$144,532. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by AWT Construction Group, Inc. in the amount of \$144,532.

Motion carried, 8 to 0.

Tab No. 8: Cook General Engineering, Inc.

Ms. Lazarewicz presented a proposal on behalf of Cook General Engineering, Inc., a first-time contractor requesting \$90,229 to train 67 trainees.

Ms. Lazarewicz stated that there are representatives here to answer any questions that the Panel Members may have and introduced Sean Cook, President and Mike Snead, Consultant.

Ms. Newsom noted that this proposal did seem a little bit duplicative of apprenticeship training and curriculum, and specifically for the operating engineers and we have a practice of not duplicating curriculum and apprenticeship training. Ms. Newsom asked why, if a sizable portion of their training is for dangerous jobs, they are not using apprenticeship programs to provide this kind of training. She also asked where the certifications for their workers are and who would be training them.

Mr. Cook explained that regarding their training, they do have PG&E, they have apprentices when they are on public works projects, and the trainings that they are discussing are more specific to equipment and the utilization of that equipment. Mr. Cook stated that it has become very technical

in today's world and it is constantly being updated; they use a lot of GPS equipment, as well, which is different for every piece of equipment that they have. Mr. Cook explained that a lot of the trainings pertaining to things like grading, are specific to not only the processes and the quality but specific to that individual piece of equipment.

Ms. Newsom noted that the apprenticeship programs could collaborate with them to perform that kind of curriculum.

Mr. Cook agreed and said they do.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Ms. Hull seconded approval of the proposal submitted by Cook General Engineering, Inc. in the amount of \$90,229. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Cook General Engineering, Inc. in the amount of \$90,229

Motion carried, 8 to 0.

[Ms. Hull recused herself from Tab No. 9.]

Tab No. 9: District Council 16 Northern California Journeymen and Apprentice Training Trust Fund - Glaziers

Mr. Swier presented a proposal on behalf of District Council 16 Northern California Journeymen and Apprentice Training Trust Fund- Glaziers, a repeat contractor requesting \$588,453 to train 435 apprentices, 19 of which are veterans. Training is to take place throughout Northern California.

Mr. Swier stated that there are representatives here to answer any questions that the Panel Members may have and introduced Alex Beltran, Executive Director; Kelly Greer, Consultant; and John Brauer, Consultant. Mr. Swier added that Ms. Greer has some updated stats if needed.

Ms. Newsom asked for the updated stats.

Ms. Greer stated that the contractor has about 80% of the project uploaded, but were having difficulty with the website yesterday and they actually have over 100% of performance in their database.

Ms. Newsom asked for clarification on the proposal because it states that they serve counties statewide, but she thought they were just Northern California.

Mr. Beltran confirmed that they are just Northern California.

Ms. Newsom noted that in previous years, they have had separate contracts for the other trades that they represent: floor covering installers, painters, glaziers, and drywall finishers, and this proposal is just for the glaziers. She also noted that in previous years, under the three separate contracts they have put forward for each of the trades they were seeking training funding for, that they did not collectively exceed the apprenticeship cap, but here it appears that the glaziers are going to come in and then later perhaps in December or January, the other trades will come in. Ms. Newsom asked if they are willing to lower this contract so that the others can come in and still remain under the cap.

Mr. Beltran responded that they did not want to exceed any caps, and they do have three different programs that they are applying with, so they will agree to request funding of \$200,000 for each.

Ms. Newsom stated that she would be willing to do a motion to approve this contract at \$200,000.

Mr. Swier added that there are two other applications currently in his regional office that have not been developed, so if all three were to be developed at \$200,000 each, it would come out right at the \$600,000 cap.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the proposal submitted by District Council 16 Northern California Journeymen and Apprentice Training Trust Fund- Glaziers in the amount of \$200,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by District Council 16 Northern California Journeymen and Apprentice Training Trust Fund- Glaziers in the amount of \$200,000.

Motion carried, 7 to 0.

Tab Nos. 19 & 20: Northern California Surveyors Joint Apprenticeship Committee and Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprenticeship and Journeyman Affirmative Action Training Fund

Mr. Hoover stated that there are representatives here to answer any questions that the Panel Members may have and introduced Lois Blackwell, Administrator and Steve Duscha, Consultant.

Ms. Newsom requested that these two proposals be considered together because her concern is that when they are added together, they exceed the \$600,000 apprenticeship cap. Ms. Newsom noted that it appears to be the same training entity providing training for both contracts, so she would like to get these two together and fund as many apprentices and pre-apprentices as they can within the cap.

Mr. Duscha stated that he has discussed with Ms. Blackwell and she agrees to reduce these to the cap and would prefer to have a single contract for \$600,000 instead of two separate contracts.

Ms. Newsom stated that she would like to make a motion to approve tabs 19 and 20 collectively not to exceed the \$600,000 cap.

Acting Chairperson Roberts stated that before they make a motion, she wanted to make a comment regarding the performance and no hours being inputted – Kelly mentioned that she has now put in some of her hours and had additional hours to input and Steve sent an email to her clarifying that there hours have now been put in. Acting Chairperson Roberts reiterated that the Panel only looks at the 130, so they don't really know what goes on internally, so the faster hours can be put in so the Panel can see, the better. Because when projects come in without any hours submitted, the Panel Members tend to think they are coming too soon to the Panel.

Acting Chairperson Roberts stated that she agreed these two projects should be consolidated into one project and asked to verify with the contractor.

Mr. Duscha confirmed that he spoke with Ms. Blackwell and she is very much in agreement.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Hull seconded approval of the combined proposals submitted by Northern California Surveyors Joint Apprenticeship Committee and Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprenticeship and Journeyman Affirmative Action Training Fund in the amount of \$600,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the combined proposals submitted by Northern California Surveyors Joint Apprenticeship Committee and Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprenticeship and Journeyman Affirmative Action Training Fund in the amount of \$600,000.

Motion carried, 8 to 0.

Tab No. 27: Schetter Electric, LLC

Ms. Lazarewicz presented a proposal on behalf of Schetter Electric, LLC, and a first-time contractor requesting \$186,760 to train 181 trainees.

Ms. Lazarewicz stated that there are representatives here to answer any questions that the Panel Members may have and introduced Marlin Cole, Vice President; Gordon Spector, CFO; and Mike Snead, Consultant.

Ms. Newsom stated that she wanted to make sure that they were not duplicating any apprenticeship curriculum and training and then that they continue to work with their local JATCs so that they don't risk an issue of dual enrollment. The issue to avoid would be if Schetter Electric was claiming one of the workers that also happens to be receiving training through the apprenticeship program, then the apprenticeship program loses out on the ability to claim that worker. Ms. Newsom encouraged them to just proceed forward in their collaboration with their apprenticeship training programs.

Mr. Cole stated that he agrees and explained that that is why they did not turn in anything from their 595 IBEW trainees, but the IBEW 340 and 180 give them the thumbs up for this training.

Ms. Newsom stated that 180 has since spoken with her and they want to make sure they are in alignment with Schetter, so she encouraged Schetter to continue to collaborate with 180.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Hull seconded approval of the proposal submitted by Schetter Electric, LLC in the amount of \$186,760. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Schetter Electric, LLC in the amount of \$186,760.

Motion carried, 8 to 0.

Tab No. 32: Synergy Enterprises, Inc.

Mr. Swier presented a proposal on behalf of Synergy Enterprises, Inc., who is requesting \$448,500 in expansion funds to train 293 Retraitees and 97 Job Creation trainees, of which 25 are veterans. Synergy Enterprises is a repeat contractor with good performance and their prior contract was identified as a critical proposal. The company is including their affiliate Synergy Inc. dba Synergy Companies in this proposal. Synergy did partner with Plumbing, Heating, and Cooling Contractors of California and has worked with the program to ensure that training included in this project will not duplicate the apprenticeship curriculum.

Ms. Lazarewicz stated that there are representatives here to answer any questions that the Panel Members may have and introduced David Price, Director; Steve Schallenberger, Founder; and Jill Meeuwsen, Consultant.

Ms. Newsom stated that again she wanted to make sure that they are not triggering a dual enrollment issue between the apprentices that are with your apprenticeship committee through Plumbing, Heating, Cooling Contractors of California and that these workers, the technicians listed in the application, are not apprentices.

Ms. Meeuwsen confirmed that they do not overlap.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Morales seconded approval of the proposal submitted by Synergy Enterprises, Inc. in the amount of \$448,500. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Synergy Enterprises, Inc. in the amount of \$448,500.

Motion carried, 8 to 0.

XII. REVIEW AND ACTION ON PROPOSALS SINGLE EMPLOYER CONTRACTS

Tab No. 39: Schilling Paradise Corp.

Ms. Lazarewicz presented a proposal on behalf of Schilling Paradise Corp., a first-time contractor requesting \$322,575 in expansion funds to train 255 trainees located in El Cajon in San Diego County.

Ms. Lazarewicz stated that there are representatives here to answer any question that the Panel Members may have and introduced Jeff Platt, CEO; Bill Sacks, Consultant; and Michelle Dalgarn, Consultant.

Ms. Newsom asked if the contractor has looked into apprenticeship training for these workers because, as it is construction, it would be a good match.

Mr. Platt explained that their training is very focused on their specific customers and a type of project and their training is proprietary to their company, so they really go beyond what would be provided in an apprentice program.

Ms. Newsom observed that all the commercial skills they listed in their curriculum look like they are applicable to apprenticeship programs.

Mr. Platt stated that many of the programs that they have, such as air force training and training on equipment, would not be included in the apprenticeship programs.

Acting Chairperson Roberts pointed out that there are five new Single Employer contracts coming to the Panel today and expressed appreciation for that.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Ms. Hull seconded approval of the proposal submitted by Schilling Paradise Corp. in the amount of \$322,575. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Schilling Paradise Corp. in the amount of \$322,575.

Motion carried, 8 to 0.

Tab No. 40: Amcor Rigid Packaging USA, LLC

Ms. Torres presented a proposal on behalf of Amcor Rigid Packaging USA, LLC, a first-time contractor and priority industry, requesting \$477,135 in expansion funds to train 325 Retraitees and 7 Job Creation trainees. Although they do not have a separate job number for veterans, veterans will receive the same training as retrainees and receive opportunities for growth within the company. Training will take place in Butte and Solano Counties. Due to Covid-19, Amcor would like to request, use, and approve alternative recordkeeping practices agreed to by ETP and which will be incorporated into the contract.

Ms. Torres stated that there are representatives here to answer any question that the Panel Members may have and introduced Allison Goodwin, Murilo Mendonca, Chris Thomson, Angela Jones (Administrative Sub) and Jordan Dorman (Administrative Sub).

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Morales moved and Ms. Newsom seconded approval of the proposal submitted by Amcor Rigid Packaging USA, LLC in the amount of \$477,135. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Amcor Rigid Packaging USA, LLC in the amount of \$477,135.

Motion carried, 8 to 0.

Tab No. 41: Kagome, Inc.

Ms. Torres presented a proposal on behalf of Kagome, Inc., a repeat contractor requesting \$244,260 in expansion funds to train 325 Retraitees and 7 Job Creation trainees. They have three

job numbers, the first two for Retraining and Job Creation will be funded under the High Unemployment Area policies for Kern and Merced Counties. Job Number 3 will be standard Retrainee for approximately 49 individuals working in San Mateo and San Benito Counties. Kagome is requesting a wage modification for the first two job numbers: for Job Number 1 Retraining from \$19.12 down to \$15 and for Job Number 2 from a standard \$15.65 to \$15. Neither one of these job numbers will be utilizing health benefits to meet these contractual wages. Kagome manufactures natural vegetables and fruit sauces, salsas, spreads and desserts icings. Their affiliate company, United Genetic Seeds Company, located in Hollister, will also participate in this training project. This project may potentially have veterans participate in the training plan. The company does work with its local Chamber of Commerce, uses online recruiting sites, and offers an internal recruiting programs to recruit veterans for open positions. The companies have capital investments planned for a new production line, new packaging equipment, and equipment automation and facility upgrades and retrofits. In addition, the company is implementing a Leadership Program and have a significant amount of training focused on Covid-19 prevention, response, and recovery practices. They are also requesting funding for productive lab for approximately 150 operators and R&D staff for up to 60 hours of training. This proposal also includes training for approximately 10 logistics staff and operators under Job Number 2 who are currently Temp-to-Perm hires. Kagome will also use alternative recordkeeping for online learning and video conferencing training sessions.

Ms. Torres stated that there are representatives here to answer any question that the Panel Members may have and introduced Molly Miller, VP of Human Resources; Eduardo Espinoza, Training Coordinator; and Meggie Chapman, Consultant.

Ms. Newsom noted that they are lucky they are coming in in November right before the minimum wage increases to \$15/hour, because then this contract is going to be paying the minimum wage. Ms. Newsom stated that the Panel's priority isn't to typically invest in projects that are paying the minimum wage, they really like to have those high road, higher paying jobs. Ms. Newsom stated there is a lack of comfort for her that they are going to be paying minimum wage effective January. Additionally, they only achieved 75% of their approved amount on their prior project, and now they are increasing the amount for this year. Ms. Newsom asked how they plan to be more effective this time around in reaching 100%.

Ms. Miller explained that regarding the issue with wages, had they implemented this application a few months from now, they would likely not have to leverage the HUA wage levels. Ms. Miller shared that they are currently in the process of a major market adjustment at their facilities and have implemented Phase 1 on November 8th and also have another one scheduled to begin 2022, which should bring them well above the level of \$16.62, which is the more preferable wage. They are expecting somewhere between 10 and 12% overall increase and their goal is also to not have employees making minimum wage, but they were just in the middle of that process when they began the application process with ETP.

Regarding the issue of earning the full funding amount requested, Ms. Miller explained that in addition to their previous application, they have added their affiliate company, which should improve that training usage percentage. Additionally to this project, they have included a Job Creation element and, as mentioned, they have almost \$5M scheduled for capital project improvements which will be used to improve their operator's jobs currently. They will also be receive technical skill advancement from those processes. Ms. Miller explained that with the addition of their affiliate company and the increase that they anticipate from the new jobs that they will be creating, they believe they will be able to effectively meet that earning threshold.

Ms. Newsom asked if they would be willing to move the post-retention minimum wage to \$16.62, rather than \$15.

Ms. Miller agreed.

Acting Chairperson Roberts expressed appreciation to the contractor for coming back to the Panel, since they likely were hit hard during the Pandemic because they are in the food industry. Acting Chairperson Roberts noted that the expansion funds are giving the opportunity for a lot of companies to submit their applications for projects that may not have the best wages, but still meet the minimum wages and have also been affected heavily by the Pandemic. Acting Chairperson Roberts thanked contractors for coming in and being willing to work with the Panel and increase their wages, as well as performance.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Hull seconded approval of the proposal submitted by Kagome, Inc. in the amount of \$244,260, with the post-retention wage increased to \$16.62. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Kagome, Inc. in the amount of \$244,260, with the post-retention wage increased to \$16.62.

Motion carried, 8 to 0.

Tab No. 42: Kirkhill, Inc.

Ms. Torres presented a proposal on behalf of Kirkhill, Inc., a first-time contractor requesting \$468,050 in expansion funds to train approximately 400 Retraitees and 150 Job Creation trainees. Kirkhill is a leader in production of high-performance elastomer products. Ms. Torres explained that the Panel may accept a higher turnover rate with evidence of training that would significantly decrease the turnover or the employer experiences single reduction in workforce and data supports a higher turnover. Ms. Torres shared that Kirkhill reports that the Aviation industry was hit hard by the Covid-19 Pandemic and in response, Kirkhill had to lay off and/or furlough employees to remain in business. The involuntary turnover rate for calendar year 2020 was 31%. This turnover rate is a drastic increase from Kirkhill's normal turnover rates prior to the Pandemic – the rates were 3% in 2017, 2% in 2018, and 2% for 2019. Kirkhill will be growing its workforce back to pre-Pandemic levels by 2023 and projects turnover rates to return to their previously low single digits. Staff is recommending a turnover rate waiver be applied and the Panel not impose a terminal penalty for Kirkhill. Ms. Torres also noted that they do have a Job Creation job number and for expansion funds, it is no longer necessary that the eligibility for the job number be Net New Hire. In other words, they will be able to train individuals on that job number as they begin to backfill those positions. They are also requesting productive lab, for approximately 80 individuals, production associates and manufacturing technicians for between 40 and 100 productive lab hours.

Ms. Torres stated that there are representatives here to answer any question that the Panel Members may have and introduced Bruno Cuevas, Human Resources Director and Bill Sacks, Consultant.

Acting Chairperson Roberts noted that they are requesting a large amount for a first-time applicant, but they do have a subcontractor, so that is appreciated. Also, regarding the turnover

rate, Acting Chairperson Roberts explained that the Panel will likely see more and more of these higher rates come through as a result of the Pandemic. Acting Chairperson Roberts stated that she appreciates Staff including this contractor's past retention rates to give the Panel an idea of exactly what the company is all about and how the Pandemic had effected it.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Kirkhill, Inc. in the amount of \$468,050. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Kirkhill, Inc. in the amount of \$468,050.

Motion carried, 8 to 0.

Tab No. 43: Wonderful Pistachios & Almonds LLC

Ms. Torres presented a proposal on behalf of Wonderful Pistachios & Almonds LLC, a repeat contractor and priority industry, requesting \$499,744 in expansion funds to train approximately 679 Retraitees. Wonderful Pistachios is located in a High Unemployment Area and are requesting a wage modification of \$15 instead of the \$19.12 of the standard wage. In this proposal, they will be including productive lab for production work or maintenance and technical support, as well as engineering staff. They will have a ratio of 1:5 in the productive lab environment. They are including in this training plan, training for approximately 25 workers who are Temp-to-Perm with the intention to hire these individuals by the end of training. They also have a current agreement with ETP – it is a Covid-19 agreement that is scheduled to term in approximately one year in December of 2022. At which time they will have tracked eligible hour's equivalent to 70% potential performance, with an expected 100% at the end of their agreement

Ms. Torres stated that there are representatives here to answer any question that the Panel Members may have and introduced Michael Cordsen; Bill Sacks, Consultant; and Michelle Dalgarn, Consultant.

Ms. Newsom asked if because this project is going to be paying minimum wage, effective January 1, for well over 180 folks, if there could be any movement of the application to move those wages up at least a little bit.

Mr. Sacks explained that the majority of the people are not \$15, and they would be willing to move up to \$16.

Ms. Newsom asked if they would increase to \$16.50 and Mr. Sacks agreed.

Acting Chairperson Roberts stated that if the employees don't make \$16.50, they can probably utilize the training funds for other employees that meet that \$16.50 criteria.

Mr. Tracy asked what Mr. Sacks meant when he said the majority of the trainees are not at \$15 and asked him to specify the percentage of trainees. Mr. Tracy asked how many trainees are below it, and this would truly be an increase for.

Mr. Sacks explained that what they would do is train the people that are meeting the wage requirements. Mr. Sacks stated that there is over 1,200 people at that location, so it is likely that

the wages will not go up, but instead they will train the people that are at that wage.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Tracy seconded approval of the proposal submitted by Wonderful Pistachios & Almonds LLC in the amount of \$499,744, with an increase in wages from \$15 to \$16.50. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Wonderful Pistachios & Almonds LLC in the amount of \$499,744, with an increase in wages from \$15 to \$16.50.

Motion carried, 8 to 0.

Tab No. 44: Apeel Technology, Inc. dba Apeel Sciences

Mr. Meyer presented a proposal on behalf of Apeel Technology, Inc. dba Apeel Sciences, a repeat contractor requesting \$599,656 in funding to train 257 Retraitees and 202 Job Creation trainees. This project will be developed as a Critical Proposal under the Rapid Employment Strategies Pilot on Natural Disasters, or RESPOND pilot program. Apeel provides plant-based technology, extending the shelf life of produce; this involves adding a layer of plant-derived protection on the surface of fresh produce to slow water loss and oxidation ripening, which are factors that cause spoiling within the food supply chain. This technology has been recognized in controlling the ripening of produce adding stability to the food supply chain, which is critically important during the Pandemic, and also in reducing the environmental impacts of food waste and also addressing the impacts of drought upon the growers and food producers in California. The company has locations in Oxnard, Camarillo, Santa Paula, and Murrieta and all training will take place at its corporate Headquarters in Goleta. Updated contract performance information shows that in their current Covid agreement, 67 of the 100 workers have completed training and 268 reimbursable hours have been tracked, that represents \$134,000 of the \$200,000 awarded. The contractor projects that final earnings of 100% will be completed by March 2022. Their second agreement, which is approved as a Critical Proposal in 2020, represents \$599,472. In that agreement, 235 trainees have completed all training, which represents \$25,310 reimbursable hours which have been tracked and represent a potential earning of \$582,122 which is 97% of the approved amount. They will complete 100% by the middle of December.

Mr. Meyer stated that there are representatives here to answer any question that the Panel Members may have and introduced James Bruce, Senior Director of Learning and Development and Kim Edelman, Consultant.

Acting Chairperson Roberts asked why they are not seeing performance in the 130, even though Mr. Meyer explained it, she is wondering if it was an issue on the contractor side or ETP's side.

Ms. Edelman explained that the information in the 130 was submitted for print possibly last week, and all this information was entered in the last eight days. Ms. Edelman confirmed that there had not been any problems with entering data.

Ms. Newsom shared her appreciation for the high wages all around.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Apeel Technology, Inc. dba Apeel Sciences in the amount of \$599,656. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Apeel Technology, Inc. dba Apeel Sciences in the amount of \$599,656.

Motion carried, 8 to 0.

Tab No. 45: Applied Composite Structures, Inc. dba Encore Composite Structures, Inc.

Mr. Meyer presented a proposal on behalf of Applied Composite Structures, Inc. dba Encore Composite Structures, Inc. This is a first time contractor requesting \$499,744 in funding to serve 409 retrainees and a total of 120 job creation retrainees. Included in that population of job creation retrainees is Job Number 3, which includes 10 veterans as part of the job creation population. The company manufacturer's parts and components for employers in aerospace, commercial space and as well for contractors in the Department of Defense and Federal Aviation supply chains. The Company is acquiring new equipment including new and upgraded CNC machines; as well as, new inspection and tooling equipment. The training will be provided at all for Applied Composite Structures locations including in Brea, Los Alamitos, Lake Forest and San Diego.

Mr. Meyer stated that there are representatives here to answer any question that the Panel Members may have and introduced Shelby Childers, Operational Excellence: DeAnna Perrotta Steinke, SVP HR and Rocio Leon, Training Manager, CMTc.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Morales moved and Mr. Smiles seconded approval of the proposal submitted by Applied Composite Structures, Inc. dba Encore Composite Structures, Inc. in the amount of \$499,744. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Applied Composite Structures, Inc. dba Encore Composite Structures, Inc. in the amount of \$499,744.

Motion carried, 8 to 0.

Tab No. 46: BioMarin Pharmaceutical Inc.

Mr. Hoover presented a proposal on behalf of BioMarin Pharmaceutical Inc. which is a priority industry and a repeat contractor. Total ETP funding being requested today is \$494,500 for an estimated number of trainees at 325 under Job Number 1 retrainees and 25 under Job Number 2 under job creation. ETP funded training will be delivered at its headquarters in San Rafael, and its primary location in Novato. This will be BioMarin's sixth ETP project, its fifth within the last five years. Even though BioMarin does not plan to include a separate Veteran's Job Number, it has objectives to recruit those with past military experience by building relationships with community-based organizations. The Company attends job fairs focused on the military and provides veterans' awareness training to help hiring managers understand the value of hiring veterans.

Mr. Hoover stated that there are representatives here to answer any question that the Panel Members may have and introduced Ken Sprague, Manager Government Affairs; Phil Herrera, Herrera and Company (Subcontractor).

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the proposal submitted by BioMarin Pharmaceutical Inc. in the amount of \$494,500. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by BioMarin Pharmaceutical Inc., Inc. in the amount of \$494,500.

Motion carried, 8 to 0.

Tab No. 48: Service Champions, LLC.

Mr. Hoover presented a proposal on behalf of Service Champions, LLC which is a Priority Industry and Repeat Contractor requesting \$345,000 for an estimate for trainees of 150 for Job Number 1 retrainees and 54 under Job Number 2 job creation. ETP training will be delivered at Service Champions locations in Riverside, San Bernardino, and Orange Counties. Even though the Panel has established incentives for training California veterans, Service Champions is not requesting a Veteran Job Number in this proposal. The Company is active in recruiting veterans with organizations such as "Hire a Vet" and "Hire a Hero," and it participates in jobs fairs and outreach efforts to hire veterans. This will be Service Champions' third ETP Contract, and its third in the last five years.

Mr. Hoover stated that there are representatives here to answer any question that the Panel Members may have and introduced Chris Cos, Regional Director; Stephanie Schumacher, Vice President of Human Resources; Michelle Rychener, Training Funding Partners (Subcontractor).

Ms. Newsom asked if the contractor has looked into apprenticeship programs that could provide this kind of training.

Mr. Cos explained training is specific to residential HVAC and apprenticeship training is in the field geared to commercial HVAC, which is quite different. If they brought somebody in from an apprenticeship program, they'd have to retrain them on residential equipment and way of delivering services and so it's pretty different from an apprenticeship program.

Ms. Newsom then asked are there any certifications that are delivered and provided to your trainees for the residential skills component. I'm trying to see like if one of your service techs or installers is receiving training for you, are they going to receive a certification and now they can advance in their careers and continue to elevate themselves?

Mr. Cos shared when they go through their training, they're completing 14 weeks of training, and they're able to work on any residential HVAC equipment. They have their internal certifications of levels of skill sets that will also increase their wages as they continue on in the program. It starts off as a maintenance level one person, and then they'll move out to a service technician job and work on repairs.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Hull seconded approval of the proposal submitted by Service Champions, LLC. in the amount of \$345,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Service Champions, LLC, Inc. in the amount of \$345,000.

Motion carried, 8 to 0.

Tab No. 49: Simpson Strong-Tie Company, Inc.

Mr. Hoover presented a proposal on behalf of Simpson Strong-Tie Company, Inc. This is a Priority Industry and Repeat Contractor requesting \$249,941. There are two unions involved SMART Local 170, CWA Local 9415. Estimated number of trainees is 201 under Job Number 1 and 20 under Job 2, job creation. ETP training will be delivered at its manufacturing facility in Riverside. Even though the Company is not requesting a separate Veteran's Job Number for ease of administration, SST is committed to hiring and retaining veterans as it posts job openings directly on Indeed.com's Indeed Military website to recruit veterans. In addition, SST is the lead sponsor of Habitat for Humanity's (HH) Habitat Strong program which is HH's national initiative to build homes for and provide volunteer and employment assistance to veterans and their families. This will be SST's eighth ETP Contract, and its fourth in the last five years.

Mr. Hoover stated that there are representatives here to answer any question that the Panel Members may have and introduced "hmet Ogut, Manager; Andre El-Khoury, Plant Manager; Angela Jones, Director- Training Grants Intelligence, Inc. (Subcontractor).

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the proposal submitted by Simpson Strong-Tie Company, Inc. in the amount of \$249,941. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Simpson Strong-Tie Company, Inc. in the amount of \$249,941.

Motion carried, 8 to 0.

Tab No. 50: Keysight Technologies, Inc.

Ms. Lazarewicz presented a proposal on behalf of the Keysight Technologies, Inc. They are Repeat Contractor requesting \$494,500 to train a total of 325 workers including 100 new employees. Training will take place at their three facilities in Santa Rosa, Santa Clara and Roseville.

Ms. Lazarewicz stated that there are representatives here to answer any question that the Panel Members may have and introduced Nadine Frank, Director of Global Learning; Phillip Herrera, Consultant - Herrera & Company.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Keysight Technologies, Inc. in the amount of \$494,500. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal submitted by Keysight Technologies, Inc. in the amount of \$494,500.

Motion carried, 8 to 0.

XIII. REVIEW AND ACTION ON PROPOSALS MULTIPLE EMPLOYER CONTRACTS

Tab No. 51: Employed Security Service Center, Inc.

Mr. Swier presented a proposal on behalf of the Employed Security Service Center, Inc. They are a First Time Contractor requesting \$269,400 in expansion funds. The training population consists of 103 veterans that are all new hire trainees and located within the LA area.

Mr. Swier stated that there are representatives here to answer any question that the Panel Members may have and introduced Musheer Rasheed, President; Bill Sacks and Michelle Dalgarn-Subcontractor. Acting Chairperson Roberts appreciated them looking at the veterans as new hires. That is a big concern of ETP to get the veterans into our system and get them employed within California. The other thing is, that this is a non-priority industry and had some questions just regarding this with it being a MEC. Acting Chairperson Roberts then asked Ms. Torres to explain this because there's been some concern as to having single employers come through that are non-priority.

Ms. Torres explained with the single employers, the panel does have a current limitation where you are only considering priority industries, however, in the funding limitations for this fiscal year, did provide room for non-party industries to be trained through a multiple employer contract. In other words, participating employers that do not have a prior in industry NAICS code, they can still participate through a multiple employer contract. That's inclusive of the general funds, because we made no exception for the general funds. In other words, it's just like the core funding policy,

Ms. Newsom asked in regards to MEC don't we usually receive the listing of each of the employers in the back that are going to be participating in this.

Mr. Swier explained this is a new hire project and don't really know exactly where those employees are going to be placed. It's likely that the contractor already has agreements worked with certain employers, hey might be able to answer where they expect these employees to go to but that's a difference between retraining and new hire.

Acting Chairperson Roberts asked if the Panel had any more questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the proposal submitted by Employed Security Service Center, Inc. in the amount of \$269,400. Acting Chairperson Roberts called for a vote, and all Panel

Members present voted in the affirmative to approve the proposal submitted by Employed Security Service Center, Inc. in the amount of \$269,400.

Motion carried, 8 to 0.

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

Acting Chairperson Roberts asked for panel members to comment on agenda items for future panel meetings.

Ms. Bell asked to confirm her recusal as to Tab No. 24.

Mr. Cable stated that there may have been technical difficulties, but stated that Ms. Bell's recusal as Tab No. 24 will be noted in the record.

XV. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

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

Mr. Herrera thanked Staff who worked on the Cal-E-Force System.

Mr. Meyer wanted thank the Staff, the team at GOBiz (Governor's Office of Business and Economic Development) for the expanded engagement support for new contractors that we've engaged in, we've seen some very, very tangible progress in the bringing of new MEC into our system. So in the coming months, we're going to see a lot of new faces in expansion, as well as in MEC partnerships. Also, the community colleges have been absolutely instrumental in bringing new colleges on board with the expansion funds and their CCF funds. Then lastly, thank you to our internal team, both the EDU staff, Renee Pierce and Elsa Wadzinski who've worked really hard to deal with the new system, to provide a lot of expertise in the contract development process, as well as our Contract Review Unit who brought all of these projects forward.

XVI. MEETING ADJOURNMENT

Acting Chairperson Roberts adjourned the meeting at 11:20 a.m.

Single Employer Contractor

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

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

These features apply to core program funding.

Multiple Employer Contractor

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

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

Retraining

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

New Hire Training

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

These features apply to core program funding.

Delegation Order Process

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



MEMORANDUM

To: Panel Members Date: As of 12/09/2021

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

From: Michael Cable, Staff Attorney

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

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I. **ASSEMBLY BILLS**

- **(VETOED) 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 10/08/2021: Vetoed by Governor. “This bill would modify several processes related to civil service job announcements, examinations, classifications, and hiring practices. Additionally, it would require certain boards and commissions to include appointed representatives of underrepresented groups and institute new data collection requirements... While the goals of AB 105 are laudable, elements of the bill conflict with existing constitutional requirements, labor agreements, and current data collection efforts. Therefore, it may have unintended consequences that warrant further consideration. Furthermore, as AB 105 would cost tens of millions of dollars, these one-time and significant ongoing costs should be considered through the annual state budget process.”

- **(CHAPTER 577) 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 10/06/2021: Approved by the Governor, Chaptered by the Secretary of State.

- **(CHAPTER 740) 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 10/09/2021: Approved by the Governor, Chaptered by the Secretary of State.

- **(CHAPTER 614) 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. 2

Status: On 10/07/2021: Approved by the Governor, Chaptered by the Secretary of State.

- **(CHAPTER 615) AB-474: California Public Records Act: confirming 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 Pertinent Legislation; California Legislature 2021-2022 Regular Session As of 09/29/2021 Page 3 of 10 January 1, 2022, and that affects a provision of this bill shall prevail over this act, except as specified.

Status: On 10/07/2021: Approved by the Governor, Chaptered by the Secretary of State.

- **CHAPTER 323 (AB-628): Breaking Barriers to Employment Initiative.**
Summary: Among other things, this bill would instead provide that the initiative is intended to focus on innovative approaches to, and proven practices for, addressing racial, ethnic, and socioeconomic disparities in the labor market. The bill would require the executive director of the board to convene an advisory group, as prescribed, to make recommendations to the board on grant application criteria and parameters for eligible organizations, review and make recommendations to the board regarding grant proposals, support identification of prospective grantees, support technical assistance opportunities, and make recommendations to the board to strengthen implementation. The bill would require the board to consider the recommendations of the advisory group.

Status: On 09/27/2021: Approved by Governor, Chaptered by the Secretary of State.

- **(CHAPTER 746) 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 10/09/2021: Approved by the Governor, Chaptered by the Secretary of State.

- **(CHAPTER 477) AB-1273: Interagency Advisory Committee on Apprenticeship: the Director of Consumer Affairs and 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 10/04/2021: Approved by the Governor, Chaptered by the Secretary of State.

II. SENATE BILLS

- **(VETOED) 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 10/05/2021: Vetoed by the Governor. In Senate, Consideration of Governor's veto pending. "This bill is duplicative of existing efforts and puts additional requirements on the Council to administer the program that may result in General Fund costs not contemplated in the Budget Act."

III. **BUDGET BILLS**

- **[CHAPTER 17 \(AB-80\): Taxation: Coronavirus Aid, Relief, and Economic Security Act: Federal Consolidation 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

- [CHAPTER 264 \(AB-287\): 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 09/23/2021: Approved by the Governor, filed with the Secretary of State.

- [\(CHAPTER 618\) 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 10/07/2021: Approved by the Governor, Chaptered by the Secretary of State.

- [\(CHAPTER 530\) 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 10/05/2021: Approved by the Governor, Chaptered by the Secretary of State.

- **(CHAPTER 485) AB-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 10/04/2021: Approved by the Governor, Chaptered by the Secretary of State.

- **(CHAPTER 384) 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 09/28/2021: Approved by the Governor, Chaptered by the Secretary of State.

- **(CHAPTER 547) AB-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 10/05/2021: Approved by the Governor, Chaptered by the Secretary of State.



M e m o r a n d u m

Employment Training Panel

To: Panel Members

Date: December 17, 2021

From: Lis Testa, Policy Manager

File:

Subject: Action Item: Wages at Enrollment

I. Brief Issue Statement:

ETP collects wage information on participating trainees in order to ensure that the trainee has successfully completed their retention period (the period post-training where the trainee remains employed for a set number of days at a set wage level). Historically, ETP has collected trainee wage information only once during the contract term – at the final invoice for the trainee, signifying that the trainee has completed their retention period.

This FY, ETP received additional alternative funding to launch the CA Community College and Expansion Fund programs. These programs both have a mandated Legislative Report due in November, 2022. As part of the report, ETP is required to report wage progression information of the trainee participants. Hence, for these two alternatively funded programs, ETP will be collecting the trainee wages twice during the contract term – first at enrollment, to show the starting wage of the trainee, and second at the final invoice for the trainee, as per normal protocols.

ETP would like to collect wages at enrollment, as well as with the final invoice, for all of our programs – not just the new alternatively funded projects, but for our Employment Training Fund (ETF) Core projects as well.

This item was heard at the December 2, 2021 Policy Committee meeting, where it was approved to move to Panel for full approval.

II. Background:

As noted above, ETP has historically only requested actual wage amounts once during the term of our contracts – with the final invoice for each trainee. Collecting the wage at this point of time enables us to verify if the trainee successfully completed their retention period. This is calculated by taking the number of days/hours required in the retention period, multiplying this by the required wage level, to result in the total minimum earnings that would be required during the retention period. We then compare this minimum earnings during the retention period to the actual amount earned during the

retention period by utilizing an EDD database. This database also shows us if the trainee has been employed for the required number of days of the retention period. If the trainee has earned at least the minimal required for the retention period, they have successfully completed retention. If they end up below this threshold, then they have not successfully completed retention.

Even though we only have collected actual wage information towards the end of the contract term, ETP is statutorily required to collect and report on wage progression information of any single trainee, in a similar way that is required for the CA Community College and Expansion Funds. These requirements can be found here:

Legislation:

10201.5 – allows wage progression information from before training to post-retention to be considered for HUA trainees;

10205(g) – requires comparing the wage 12 months before training to 12 months after training for independent project evaluations;

10214.5(d)(2)(A) – allows comparing wages of seasonal workers from before/during training to post-retention wages.

Regulations:

4429(e) – requires wage progression information from before training to post-retention for all HUA retrainees.

While a few of these code sections apply only to certain populations (HUA or seasonal worker trainees), Legislation section 10205(g) requires us to be able to provide comparative wage progression information for all trainees in order to be able to complete the independent project evaluations as required.

If we add this second wage progression point – when the trainees are enrolled in addition to when they finish retention – this will bring us into compliance with our Legislation. Also – having this comparative wage progression information will allow us to better highlight the larger benefits (similar to a multiplier effect) that our programs have on the greater economy. Also, being able to provide this comparative wage progression information will give Panel another tool in assessing the strength of repeat contractor projects.

III. Recommendation:

Staff would like to know if Panel or stakeholders have any feedback or desire for more discussion on these items. Staff also requests approval to collect wages at enrollment, in addition to at the final invoice, for all projects.



Employment Training Panel

M e m o r a n d u m

To: Panel Members

Date: December 17, 2021

From: Lis Testa, Policy Manager

File:

Subject: Action Item: Net New Jobs Requirement

I. Brief Issue Statement:

ETP's Retrainee Job Creation (RJC) Guidelines stipulate that the RJC trainees who are newly hired must be hired into a 'net new job' – meaning, these trainees cannot simply backfill into current empty positions, but must be hired into newly created positions.

The new alternatively funded CA Community College and Expansion Fund projects have removed this net new job requirement from RJC job numbers in these contracts.

ETP would like to place the net new job requirement of the RJC program on hold indefinitely for Employment Training Fund (ETF)/Core funded projects as well. ETP will review this requirement occasionally to determine if and when it should be re-activated.

This item was heard at the December 2, 2021 Policy Committee meeting, where it was approved to come to Panel for full approval.

II. Background:

The Retrainee Job Creation (RJC) Guidelines were implemented in 2011 in order to encourage hiring by Single Employers to help offset the then still elevated unemployment levels that came about during and after the last recession.

MECs already were encouraged to hire new employees through the New Hire program. In this program, New Hire trainees are unemployed when training begins, but must be employed at some point during the MEC's contract term in order to complete their retention periods in the contract.

Single Employers could not utilize the New Hire program, because by definition, no Single Employer trainee would be unemployed when training began. However, ETP wanted to help incentivize the hiring of new

employees among Single Employers as well, to have a greater impact on lessening the effects of the high unemployment rate at the time.

The RJC program was developed to fit this need. Under this program, Single Employers could hire new employees (hiring to occur anywhere from 90 days before the contract term start-date, through anytime during the contract term, as long as the RJC trainee could also complete their retention period during the contract term). Since the overarching goal of the RJC program was not to just incentivize hiring, but to help in actually reducing the overall unemployment rate, the net new jobs requirement was added into the RJC program. ETP wanted to ensure that new jobs were being created to help the overall economic situation, and also wanted to ensure that one person was not being let go simply to hire a replacement.

This FY, ETP received additional alternative funds to start two new programs: the CA Community College Fund and the Expansion Fund programs. Under the guidelines for these programs, which were approved by the Panel at their October 1, 2021 meeting, the net new jobs requirement for RJC job numbers was suspended.

ETP would like to expand the suspension of the net new jobs requirement to all projects, both alternatively and Core (ETF) funded, on a temporary basis, with this requirement to be reviewed occasionally.

III. Recommendation:

Staff would like to know if Panel or stakeholders have any feedback or desire for more discussion on these items. Staff also requests approval to suspend the net new jobs requirement for all projects on a temporary basis, until a review of this requirement shows a necessity to reinstate it.



Employment Training Panel

M e m o r a n d u m

To: Panel Members

Date: December 17, 2021

From: Chris Hoover, SF Regional Office Manager

File:

Subject: Action Item: Changes to Paid Family Leave Small Business Grant Guidelines

I. Background:

The California Employment Training Panel (ETP) administers the Paid Family Leave Small Business (PFL SB) Grant which provides \$1,000,000 in California State General Fund dollars (annually) for Multiple Employer Contractor (MEC) organizations to outreach to California SBs impacted by the PFL Program. The PFL SB Grant provides California SBs of less than 10 employees \$500 for each employee who utilizes the PFL Program to help offset the costs involved with training other employees to cover the duties of this individual on leave.

II. Challenges with Current Program:

ETP has found the small eligible-business size and small micro-grant amount to be too limiting and this is impacting the success of the PFL SB Grant. The eligibility limitation of 10 employees or less, along with the \$500 cap per employee, poses a significant risk that current grant awardees will be unable to satisfactorily perform in their grant contracts. Therefore, the intended effect of incentivizing the use of the PFL program may not be accomplished.

III. Proposed Changes:

To address these limitations, ETP staff recommends the following changes to the PFL SB Grant Guidelines:

- 1) Change the eligible size of SBs from less than 10 to 100 or less.
- 2) Raise the micro-grant amount payable to each SB (per employee out utilizing PFL) to a minimum of \$1,000 for SBs between 100–51 employees and \$2,000 for SBs of less than or equal to 50 employees in size.

These proposed changes will enable the grant awardees to reach more companies, and to simultaneously increase the incentive for individual companies to participate. This will help the entire grant be more successful. Additionally, these proposed changes have been agreed upon by GO-Biz and Labor Agency already.

IV. Recommendation:

Staff would like to know if the Panel or stakeholders have any feedback or desire for more discussion on these items. Staff also requests approval to make these changes to the PFL SB Grant Guidelines.



EXPANSION FUNDS

Training Proposal for:

A. Teichert & Son, Inc.

Contract Number: ET22-0210

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate HUA Expansion Funds (Alt/Gen)	Industry Sector:	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, El Dorado, Fresno, Los Angeles, Merced, Nevada, Placer, Sacramento, San Bernardino, San Joaquin, Stanislaus, Sutter, Tulare, Yolo, Yuba	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Operating Engineers Local 3; Construction and General Laborers' Local 185		
Number of Employees in:	CA: 2,745	U.S.: 2,846	Worldwide: 2,846
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

FUNDING DETAIL

In-Kind Contribution
\$1,100,000

Total ETP Funding
\$499,100

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	Business Skills, Computer Skills, Continuous Improvement, Commercial Skills,	620	8-200	0	\$805	\$23.58
				Weighted Avg: 35			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$20.86 per hour for Alameda County; \$19.77 per hour for Los Angeles County; \$19.12 per hour for El Dorado, Fresno, Merced, Nevada, Placer, Sacramento, San Bernardino, San Joaquin, Stanislaus, Sutter, Tulare, Yolo and Yuba 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

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
Administrative Staff Support		9
		20
Administrators		96
Engineers		12
		70
Estimators		31
Foreman/Lead		165
Office Assistants		15
		17
Project Managers		71
Quality Assurance Staff		10
		24
Sales and Service Staff		4
		5
Technicians		20
		51

INTRODUCTION

Founded in 1887 and headquartered in Sacramento, A. Teichert & Son, Inc. (Teichert) (www.teichert.com) is a construction company that builds infrastructure such as freeways, commercial and industrial site work, parks, and airports. Services include grading, asphalt paving, concrete curbs and sidewalks, underground pipelines and joint utility installations. Additionally, Teichert produces construction materials such as aggregate rocks, sand, gravel, asphaltic concrete and ready-mixed concrete. Training will be conducted at Teichert's facilities in Alameda, Los Angeles, El Dorado, Fresno, Merced, Nevada, Placer, Sacramento, San Joaquin, San Bernardino, Stanislaus, Sutter, Tulare, Yolo and Yuba counties. All of which will participate in the training proposal. This will be Teichert's fifth ETP-funded Contract and fourth in the past five years.

Union Support

The Foreman/Lead workers are represented by two local unions: Operating Engineers Local 3 and Construction and General Laborers' Local 185. These unions have submitted letters of support for the training of their members.

Veterans Program

Teichert 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

In the previous ETP Contracts, Teichert focused on improvements with their overall operational and administrative productivity, as well as, internal business networks with system upgrades. In addition, the Company created Teichert University to bring consistency and uniformity of skills to all their locations scattered throughout California. This proposal may include employees who participated in previous Contracts and some curriculum topics are repeated; however, course content has been updated and training will not be duplicated.

This project will focus on the Company's need to remain competitive and meet the growing demands of the recovering economy. Teichert has structured its existing training plan to focus on increasing productivity and enhancing customer service. With federal infrastructure spending increasing for projects such as, the SB 1 highway construction and PG&E pipeline replacement/rehabilitation, as well as, more traditional residential and commercial construction, Teichert training will focus on operational efficiency to meet the demands and expectations of the consumer from start to finish.

Training will also focus on on-and-off field operations to ensure the delivery of services are made on time and safely. The training plan will address any deficiencies and allow the Company to standardize its processes and training so that it can ensure its clients will receive the highest quality product. Training in Hydro Excavation, Hydrostatic Testing, Pipeline Construction Management, Pipeline Valve Automation, Plan Reading, Solar Design, Telecom and Cable Conduits and Trenching will allow Teichert to increase staffs knowledge, project efficiency and work quality. All employees must learn new processes, new systems and new equipment which will allow the Company to expand its market, as well as, exceed customer expectations.

Training Plan

Training will be provided using the Class/Lab delivery method by in-house experts and vendors as needed in the following:

Business Skills: Training will be delivered to all occupations and focus on improving customer service and business management. Training topics include Finance 101, Financial Systems and Teichert Systems.

Computer Skills: Training will be delivered to all occupations and focus on becoming more proficient in the use of software platforms. Training topics include Accounts Receivable, Document Management, Enterprise Resource Planning System, Equipment Management and Project Management Computer Systems.

Continuous Improvement: Training will be offered to all occupations, and focus on leadership and project management skills. Training topics include Communicating Effectively, Decision Making, Motivating Others, Operational Excellence, Role of a Foreman, Safety Leadership, and Team Problem Solving.

Commercial Skills: Training will be offered to all occupations to increase knowledge of construction and business practices. Training topics include Introduction to Casing Removal, Coating Removal & Installation, Dewatering, Excavation, In-Line Inspection, Pipeline Construction Management, Plan Reading, Scheduling, Solar Design and Trenching.

Commitment to Training

Teichert spends \$2,000,000 per year on training for all of their California locations. The Company provides the following training: new hire orientation, safety training, California labor laws and regulations, basic computer skills, violence in the workplace prevention, sexual harassment prevention and on-the-job 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

Each Teichert facility has an Operations Manager responsible for roster collection, coordination of training, and training performance. These managers will report training progress to the Human Resources Manager at the lead facility in Sacramento. Training will be provided by the trainers of the Teichert University Unit and vendors to be determined. The Company has also hired a third party administrator to assist with ETP administrative requirements.

High Unemployment Area

In Job Number 1, 100 trainees work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in Los Angeles and San Joaquin counties qualify for HUA status under these standards. However, Teichert is not requesting a wage modification.

PRIOR PROJECTS

The following table summarizes performance by Teichert under an ETP Contract that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0243	Sacramento	10/08/2018 – 10/07/2020	\$694,980	\$694,980 (100%)

ET17-0346	Sacramento	12/26/2016 – 12/25/2018	\$355,680	\$355,680 (100%)
ET16-0108	Sacramento	08/03/2015 – 08/02/2017	\$329,076	\$329,076 (100%)

DEVELOPMENT SERVICES

Steve Duscha Advisories of Sacramento assisted with development for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Contracts/Bonds/Credit/Risk
- Finance 101
- Financial Systems
- Teichert Systems

COMPUTER SKILLS

- Accounts Payable
- Accounts Receivable
- AutoCAD
- Bluebeam Revu
- Cosential
- Document Management
- Enterprise Resource Planning System
- Equipment Management
- HCSS Construction Management Software
- Heavy Bid
- Heavy Job
- MS Office (Intermediate and Advance)
- MS Teams
- Navigating Teichert Systems
- Plan Grid
- Project Management Computer Systems
- Trimble
- Vista by ViewPoint

CONTINUOUS IMPROVEMENT

- Adapting to Change
- Coaching & Giving/Receiving Feedback
- Communicating Effectively
- Creating & Building Teamwork
- Dealing with Conflict
- Decision Making
- Leading Others
- Motivating Others
- Operational Excellence
- Organizational Roles
- Role of the Foreman
- Role of the Lead
- Safety Leadership
- Team Problem Solving

COMMERCIAL SKILLS

- Building the Work—Overlay
- Building the Work—Site Job

- Building the Work—Subdivision
- Casing Removal
- Coating Removal & Installation
- Compressor and Reg Stations
- Dewatering
- Dig-In Prevention
- Estimating
- Excavation
- Gas Distribution Lines (Fusion Welded Plastic)
- Horizontal Directional Drilling (HDD)
- Hydro Excavation
- Hydrostatic Testing
- In-Line Inspection
- Inspection and Integrity Management
- Introduction to Concrete
- Introduction to Earthwork
- Introduction to Mobile Equipment and Small Tools
- Introduction to Paving
- Introduction to Private Work
- Introduction to Public Works
- Operator Qualification Training for PG&E Pipeline Work
- Pipeline Construction Management
- Pipeline Engineering
- Pipeline Maintenance Management
- Pipeline Valve Automation
- Plan Reading
- Primary/Secondary Electrical Conduit
- Project Management
- Reading Grade Stakes
- Repair/Replacement
- Scheduling
- Scheduling Survival Skills
- Shoring
- Solar Design
- Solar Foundation Work
- Solar Systems
- Storm Water Plans
- Telecom and Cable Conduits
- Trenching
- Underground Work

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.



September 24, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members:

We understand A. Teichert & Son is requesting ETP funding. The proposed training plan for the specified members has our support.

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

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

Sincerely,

Justin Diston
Vice President



Laborers' Training and Retraining Trust Fund for Northern California

1001 Westside Drive, San Ramon, CA 94583-4098 • Telephone: (925) 828-2513

November 4, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the Teichert is requesting ETP funding. The proposed training plan for the specified members has our support. An approximate 40 Labor trainees will be participating in this project.

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

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

Sincerely,

Leonard Gonzales
Executive Director



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

Blue Mountain Construction Services, Inc.

Contract Number: ET22-0198

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative Expansion Funds (Alt/Gen)	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Solano	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: 462	U.S.: 462	Worldwide: 462
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	8%		

FUNDING DETAIL

In-Kind Contribution
\$450,000

Total ETP Funding
\$171,120

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, Hazardous Materials, Management Skills	330	8-200	0	\$414	\$19.12
				Weighted Avg: 18			
2	Retrainee Priority Rate Job Creation	Business Skills, Commercial Skills, Computer Skills, Hazardous Materials, Management Skills	75	8-200	0	\$460	\$18.00
				Weighted Avg: 20			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$19.12 per hour for Solano County.

Job Number 2: \$15.65 per hour for Solano 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 \$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
Job Number 1: Retrainee		
Administrative Staff		20
		10
		5
Communities Staff		65
		30
		10
HVAC Staff		90
		35
		10
Shop Staff		30
		15
Supervisors		10
Job Number 2: Job Creation		
Administrative Staff		5

		2
Communities Staff		35
		15
HVAC Staff		8
		2
Shop Staff		8

INTRODUCTION

Founded in 1981 and headquartered in Vacaville, Blue Mountain Construction Services, Inc. (BMCS) (www.bluemountainair.net) is a family owned and operated Company that manufactures HVAC ducting, valves, sheet metal connectors and air distribution boxes. BMCS also provides services related to home energy efficiency, including heating, ventilation, and air conditioning installation, construction and repair. BMCS' customers are residential homes and commercial projects. Training will take place at BMCS' location in Vacaville. This is BMCS' second ETP Contract and the second in the past five years.

Veterans Program

BMCS 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.

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.

BMCS has grown at a rapid pace within the past year and projects a revenue growth of 20% over the next couple years. This is due to the continued demand for new single housing construction in Northern California. In addition, the Company is beginning to expand its general contracting and communities' division to address more multi-family units and apartments. As a result, the Company will hire 75 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.

PROJECT DETAILS

In the previous Contract, BMCS focused on improvements with its overall operational and administrative productivity, as well as, internal business networks with system upgrades. In this proposal BMCS plans to institute solar installation training, in addition to HVAC maintenance. This proposal may include employees who participated in previous Contracts and some curriculum topics are repeated; however, course content has been updated and training will not be duplicated.

To standardize procedures, BMCS has created internal training programs for all field and shop staff. Training for these occupations will consist of classroom and hands-on training conducted by in-house experts. Staff will receive training in their area of expertise related to Electrical, Plumbing, HVAC Installation & Maintenance and Machining. The Company has also implemented a pay scale adjustment system, allowing trainees to earn pay increases when certain levels of training have been achieved.

Training will also focus on on-and-off field operations to ensure the delivery of services are made on time and safely. The training plan will address any deficiencies and allow the Company to

standardize its processes and training so that it can ensure its clients will receive the highest quality product. Training in Blue Print Interpretation, Carpentry Skills, Drywall & Stucco Preparation, Equipment Operation, Machining, Metal Fabrication, Project Estimation and Tool Operation will allow BMCS to increase staff knowledge, project efficiency and work quality. All employees must learn new processes and equipment upgrades which will allow the Company to expand its market and exceed customer expectations.

Training Plan

Training will be provided using the Class/Lab delivery method by in-house experts and vendors as needed in the following:

Business Skills: Training will be delivered to all occupations and focus on improving customer service and business management. Training topics include Accounting Techniques, Customer Service, Product Knowledge, Project Management, Sales Presentation and Written Communications.

Commercial Skills: Training will be offered to all occupations to increase knowledge of construction and business practices. Training topics include Blue Print Interpretation, Carpentry Skills, Drywall & Stucco Preparation, Equipment Operation, Machining, Metal Fabrication, Project Estimation and Tool Operation.

Computer Skills: Training will be delivered to all occupations and focus on becoming more proficient in the use of software platforms. Training topics include Microsoft Office (Intermediate and Advanced) Sage 300 CRE (Construction & Real Estate), Sage Paperless, Sage HRMS, Exaktime and DataMaxx.

Hazardous Materials: Training will be offered to all occupations except Administrative Staff. Training will allow staff to operate in an appropriate manner when handling hazardous materials and conditions. Topics include Materials Disposal and Transporting Hazardous Materials.

Management Skills: Training will be offered to Administrative Staff and Supervisors. Staff will receive training on how to work effectively in workgroups and management principles. Training will focus on Coaching Skills, Conflict Resolution, Decision Making and Team Building.

Commitment to Training

BMCS' annual training budget is approximately \$250,000 for safety and employee improvement in its facility. The Company is committed to making sure all staff is up-to-date with the new safety plan and be able to efficiently use operate the new equipment and software. 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

BMCS has a structured training plan in place. The Human Resources Safety Director, along with a team of managers, supervisors, safety leads and Human Resources staff 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.

PRIOR PROJECTS

The following table summarizes performance by BMCS under an ETP Contract that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
18CS-0003-000	Vacaville	7/3/2017 – 7/2/2019	\$249,778	\$164,654 (66%)

For contract 18CS-0003-000, the primary reason for the low performance was a slow start to the implementation of the formalized training plan. Along with the heavy workload in the construction industry at the time, BMCS prioritized their resources to address customer needs before delivering training. Once the Company was able to control the workload, the formalized training plan was applied and training hours ramped up quickly. In addition, the former Director of HR was slowly phasing out her position with BMCS and didn't focus on training delivery. The current HR Director, who joined the company during the middle of the 18CS-003-000, made training a priority and improved performance numbers significantly. With a structured training plan in place and the continued involvement of the HR Director, the Company looks forward to reaching 100% performance for future Contracts.

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development for a flat fee of \$8,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting Techniques
- Customer Service
- Product Knowledge
- Project Management
- Sales Presentation
- Written Communications

COMMERCIAL SKILLS

- Blue Print Interpretation
- Carpentry Skills
- Drywall & Stucco Preparation
- Duct Board Fabrication
- Energy Efficient Homes
- Equipment Operation
- HVAC Installation & Maintenance
- Machining
- Metal Fabrication
- Project Estimation
- Structure Painting Techniques
- Tool Operation

COMPUTER SKILLS

- DataMaxx
- Exaktime
- Hyphen/IBSWIN (Integrated Builder Series for Windows)
- Microsoft Office (Intermediate/Advanced)
- Procore
- Sage 300 CRE (Construction & Real Estate)
- Sage HRMS (Human Resources Management System)
- Sage Paperless

HAZARDOUS MATERIALS

- Materials Disposal
- Materials Handling
- Transporting Hazardous Materials

MANAGEMENT SKILLS (Managers/Supervisors Only)

- Coaching Skills
- Conflict Resolution
- Decision Making
- Leadership Skills
- Team Building

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



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

Brody Heating, Air Conditioning & Electrical Contractors, Inc.

Contract Number: ET22-0204

Panel Meeting of: December 17, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: A. Salinas

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative Expansion Funds (Alt/Gen)	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 45	U.S.: 45	Worldwide: 45
<u>Turnover Rate:</u>	2%		
<u>Managers/Supervisors:</u> (% of total trainees)	15%		

FUNDING DETAIL

In-Kind Contribution
\$97,520

Total ETP Funding
\$97,520

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate HUA	Business Skills Commercial Skills Computer Skills	32	8—200	0	\$1,380	\$19.77
				Weighted Avg: 60			
2	Job Creation Initiative Priority Rate HUA	Business Skills Commercial Skills Computer Skills	29	8—200	0	\$1,840	\$16.48
				Weighted Avg: 80			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$19.77 per hour for Los Angeles County.

Job Number 2: \$16.48 per hour for Los Angeles County.

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

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

Up to \$1.77 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Up to \$0.48 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
Job Number 1 – Retrainee		
Customer Service Representatives		1
		1
Accounting Staff		1
		1
Service Technicians		7
		5
		3
Installation Technicians		9
Sales		2
		2

Job Number 2 – Job Creation		
Customer Service Representatives		2
		1
Accounting Staff		1
		1
Service Technicians		4
		6
		5
		2
Installation Technicians		2
		4
Sales		1

INTRODUCTION

Founded in 1945 and headquartered in Los Angeles, Brody Heating, Air Conditioning & Electrical Contractors, Inc. (Brody Contractors) (www.brodypennell.com) is one of the longest running heating, ventilation, and air conditioning (HVAC) companies in the Los Angeles area, offering the most up-to-date and efficient heating and cooling system technologies. These technologies include smart-home integration, wireless-system controls, digital-programmable thermostats, and indoor-zoning controls. ETP training will be delivered at its location in Los Angeles.

This will be Brody Contractors' first ETP Contract. ETP-funded training will enable the Company to provide skills-upgrade for incumbent and newly hired staff to stay current with HVAC technologies and products within the industry. Its experienced labor pool is limited, so training inexperienced team players from the ground up is needed. During the COVID-19 pandemic, the Company experienced a temporary reduction in staff and is now in the process of hiring new staff. Although potential new hires have some familiarity in the HVAC industry, many are returning to HVAC and need to both refresh and develop skills to address updated and new technology.

ETP training is needed for supplemental training on new products such as water heaters, insulation, air quality products, and variable refrigerant flow (VRF) equipment. Previously, Brody Contractors only sold and installed Sigler products but now it's adding Lennox products. This is a major change in terms of installation and design for all of the sales, accounting, installation, and maintenance teams.

Veterans Program

Although the Company does not have a specific veteran's program, it plans to continue to encourage veteran employees to recruit acquaintances who might also be fellow veterans and always encourages veteran applicants.

Retrainee - Job Creation

In this proposal, the Company will hire 29 new employees (Job Number 2) due to business-capacity growth. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

Brody Contractors will be growing rapidly in the Los Angeles area and will need to be able to staff for those HVAC jobs. There currently is a demand for additional employees, which is why the Company developed its own training centers. The Company has also implemented (three day a week) technical training for Service Technicians who represent the majority of the proposed Job Creation trainees. ETP funding will supplement this training to ensure service levels are maintained, while changes on HVAC parts (like thermostats) and technologies are being upgraded.

PROJECT DETAILS

Training Plan

Training will be provided using Class/Lab and E-Learning delivery methods in the following:

Business Skills: this training will be offered to all occupations on course titles like Pricing, Problem Solving & Decision Making, and Project Management.

Commercial Skills: this training will be offered to Service Technicians and Installation Technicians on course titles like Best Practices, Diagnostics, Forklift Training, Job Assembly, Maintenance Calls, Making Repairs, and New Equipment Installation.

Computer Skills: this training will be offered to all occupations on course titles like MS Office (Intermediate/Advanced), Mobile Devices/Apps, QuickBooks, and Service Titan.

Commitment to Training

Brody Contractors' annual training budget in California is \$250,000. The Company offers a wide array of on-going training but primarily focuses on the technical-commercial skills. Additionally, it delivers product training so employees can be knowledgeable on the products that they are servicing and installing. Basic-computer skills will continue to be delivered to team members in areas such as QuickBooks and MS Office.

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 Controller (dedicated administrator) is overseeing the day-to-day project administration and coordinating with trainers/trainees. Project oversight will include the CEO, President, Service Manager, and two Foremen. Internal subject-matter experts will deliver the bulk of training, while potentially using external vendors on a case-by-case basis. Brody Contractors has also hired a third-party subcontractor- Propel Consulting Group to assist with training administration and to assist with ETP reporting, systems, and staff.

High Unemployment Area

Trainees (Job Numbers 1 and 2) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's location in the City of Los Angeles is in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages.

However, the Company is not requesting a wage modification.

Impact/Outcome

ETP-funded training will lead to trainees earning HVAC installation certification. Due to each city and county that the Company operates in requiring all installers and technicians to be certified in meeting the jurisdiction's performance standards, Brody Contractors has built out an internal training center while having trainees run through the courses for installation certification as it has recently developed and launched a new technician/installer training course which is a 10-week thorough training course developed internally.

ETP training will also help the Company to reach its goal of reducing error rates or call-backs from its current rate to below 5%. This is determined by the number of customer calls requiring an installer or maintenance employee to go back to a job site after the completing of the job.

DEVELOPMENT SERVICES

Brody Contractors retained Propel Consulting Group in El Dorado Hills to assist with development of this proposal for a flat fee of \$8,000.

ADMINISTRATIVE SERVICES

The Company also retained Propel Consulting Group to perform administrative services in connection with this proposal for a fee, not to exceed 13% of payment earned.

TRAINING VENDORS

To be determined.

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8–200

Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting Basics
- Call Booking
- Customer Service
- Financial Reporting
- Financing Products
- Pricing
- Problem Solving & Decision Making
- Project Management

COMMERCIAL SKILLS

- Best Practices
- Diagnostics
- Forklift Training
- Job Assembly
- Maintenance Calls
- Making Repairs
- New Equipment Installation
- Ordering
- Service Procedures
- Stocking
- Wiring/Charging
- Work Orders

COMPUTER SKILLS

- MS Office (Intermediate/Advanced)
- Mobile Devices/Apps
- QuickBooks
- Service Titan

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



EXPANSION FUNDS
Retrainee-Job Creation
Training Proposal for:
California Family Foods, LLC
Contract Number: ET22-0201

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative Expansion Funds (Alt/Gen) SB <100 HUA	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Colusa	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: 84	U.S.:84	Worldwide: 84
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	6%		

FUNDING DETAIL

In-Kind Contribution
\$150,000

Total ETP Funding
\$106,260

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SB <100 HUA	Business Skills, Computer Skills, Manufacturing Skills	69	8-200	0	\$1,380	\$15.00
				Weighted Avg: 60			
2	Retrainee Priority Rate Job Creation SB <100 HUA	Business Skills, Computer Skills, Manufacturing Skills	6	8-200	0	\$1,840	\$15.00
				Weighted Avg: 80			

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

****It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.**

Minimum Wage by County: Job Number 1: \$14.34 per hour for Colusa County; Job Number 2: \$14.00 per hour for Colusa County

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

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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1: Retrainee		
Administrative Staff		6
Mechanics		12
Milling Staff		15
		3
Packaging Staff		18
Shipping Staff		11
Supervisors		4

Job Number 2: Job Creation		
Administrative Staff		1
Mechanics		1
Milling Staff		1
Packaging Staff		2
Shipping Staff		1

INTRODUCTION

Founded in 1982 and headquartered in Arbuckle, California Family Foods, LLC (CFF) (<http://californiafamilyfoods.com/>) specializes in milling and processing of medium and short grain rice. CFF exclusively utilizes rice growers from Northern California and was the first California rice mill to obtain certification from Global Standards for Food Safety (GFSI). CFF's core customer base includes grocery stores and restaurants throughout the United States with approximately 20 percent of their rice products being distributed worldwide. This will be CFF's second ETP Contract and the second in the last five years. Training will be conducted at CFF's sole location in Arbuckle.

Veterans Program

CFF does not actively recruit Veterans, however the Company employs Veterans through normal hiring practices.

PROJECT DETAILS

In the prior Contract, CFF focused training staff on product quality and the implementation of the new Enterprise Resource Planning software. For this project, training will focus on expanding production lines and new processes.

The Company is currently expanding their process lines and warehouse space. The finished goods warehouse will add an additional 7,000 square feet and a new supply warehouse will add about 15,000 square feet. Process line will include new bag line equipment for the small bag line and the high speed bag line. In depth training on the new equipment, new processes, and storage requirements will be provided to Mechanics, Milling Staff, Packaging Staff, Shipping Staff, and Supervisors. In addition, food safety training which includes laws and regulations, will be provided to all trainees except Administrative Staff. Safety training is extremely important, as the company must meet all local, state, federal and international requirements. Administrative Staff will receive training in areas such as Financial Analysis & Reporting and Onepoint Human Resources Information System.

Training Plan

Training will be delivered via Classroom/Laboratory/E-Learning methods. In-house subject matter experts will be utilized to deliver training in the following:

Business Skills: Training will be offered to all occupations. Training will provide the skills to effectively and efficiently maintain business operations. Training topics include Financial Analysis & Reporting and Project Management.

Computer Skills: Training will be offered to all occupations. Training is intended to improve software skills. Training topics include Database and Report Writers and Sage 100.

Manufacturing Skills: Training will be provided to Mechanics, Milling Staff, Packaging Staff, Shipping Staff, and Supervisors. Training topics include Bag Line, Food Handling, and Milling Equipment.

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.

Due to the increase in demand for products, CFF is expanding processing lines and opening additional warehouse space. In addition, the Company's expected revenue increase is 15 percent for the next two years. CFF will hire 6 new employees (Job Number 2) to meet these demands. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Commitment to Training

The current annual training budget is approximately \$150,000. Most of the training is for 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

Training will be provided by qualified in-house trainers. The Company has designated the Senior Controller to oversee the ETP Contract. In addition, there will be designated staff including the Human Resources Generalist, Director of Quality Assurance, Safety Supervisor and Maintenance Supervisor who will help with scheduling training and maintaining rosters. In addition to the assigned staff members, the Company has also retained the services of a third party subcontractor with extensive ETP experience to assist with administration.

High Unemployment Area

All trainees work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's location in Colusa County is in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. The company is requesting a wage modification from \$19.12 per hour to \$15.00 per hour for Job Number 1; and from \$15.65 per hour to \$15.00 per hour for Job Number 2.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0199	Arbuckle	9/3/2018 – 9/2/2020	\$99,450	\$95,710 (96%)

DEVELOPMENT SERVICES

Propel Consulting Group located in El Dorado Hills assisted with development of this proposal for a flat fee of \$7,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group will also perform administrative services in connection with this proposal for a fee not exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Communication Skills
- Customer Service
- Financial Analysis & Reporting
- Inventory Control
- Leadership
- Problem Solving & Decision Making
- Project Management
- Project Planning
- Sales Skills

COMPUTER SKILLS

- Database & Report Writers
- Enterprise Resource Planning Applications
- Manufacturing Resource Planning
- Microsoft Office (Intermediate and Advanced)
- Onepoint Human Resources Information System (HRIS)
- Order Fulfillment
- Sage 1000
- Scheduling Software

MANUFACTURING SKILLS

- Bag Line
- Equipment Maintenance/ Repair
- Food Handling
- Food Safety
- Forklift Training
- Global Food Safety Initiative
- Good Manufacturing Practices
- Milling Equipment Operation
- Packaging Equipment Operation
- Packaging Requirements
- Processing Techniques
- Programming Logic Controller
- Quality Analysis & Assurance

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.



EXPANSION FUNDS

Training Proposal for:

California Manufacturers and Technology Association

Contract Number: ET22-0202

Panel Meeting of: December 17, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Expansion Funds (Alt/Gen)	Industry Sector(s):	Manufacturing (E) Professional, Scientific, Technology (54) Biotechnology and Life Sciences (54+) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$560,832		\$38,608 8%		\$599,440
In-Kind Contribution:	50% of Total ETP Funding Required			\$800,000

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, Cont. Improv., Mfg. Skills, Mgmt. Skills, HazMat, OSHA 10/30, PL-Mfg. Skills , Hazwoper	508	8-200	0-100	\$1,180	\$19.12
				Weighted Avg: 48			

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

Minimum Wage by County: \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$20.79 per hour for Contra Costa County; \$19.77 per hour for Los Angeles County; \$19.12 per hour for Orange, San Diego, and all other counties.

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

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

Up to \$2.19 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Administrative Staff		3
		17
		25
Business Support Staff		10
		15
Engineers		74
Managers / Supervisors		100
Production and Distribution Staff		30
		40
		80
Sales and Customer Support Staff		8
		17
Technicians		11
		18
		60

INTRODUCTION

Founded in 1918 and headquartered in Sacramento, California Manufacturers and Technology Association (CMTA) (www.cmta.net) is a trade association representing a large number of California's manufacturing, processing, service and technology-based companies. CMTA has

worked closely with its member companies and ETP to implement successful work skills training programs for over 20 years. CMTA's comprehensive advocacy and educational initiatives seek to foster a business environment that will lead to the creation and retention of high-wage, high-skill jobs that will enhance the overall prosperity of California. CMTA promotes training programs and policies that help manufacturers achieve higher performance. Training will be delivered primarily at the participating employers' worksites with some center-based classes for employers with similar training needs.

CMTA's customer base ranges from traditional industries such as aerospace, oil, and food processing to high-tech and emerging industries such as biotechnology and software. This includes some of the state's largest and most visible companies such as E. & J. Gallo, Caterpillar as well as over four-hundred small and medium sized manufacturing and technology-based companies such as Bishop-Wisecarver and Tri-Tool.

Veterans Program

CMTA does not actively recruit veterans; however, participating employers may employ veterans.

PROJECT DETAILS

This will be CMTA's eighth ETP Contract, and its eighth project in the past five years. Training for this proposal will focus on helping the participating employers to upskill incumbent workers to meet the needs of the marketplace in this time of workforce challenges. As automation expands in California, employers need to train technicians and engineers to use the new software and hardware products that are implemented in the manufacturing sector. New skill and knowledge areas include: Computer Numerical Control (CNC), AutoCAD, Simulation of Complex Design, Cloud Computing, and Automation. CMTA is always looking to attract and retain manufacturing talent pipelines, and has assisted in the development of manufacturing training programs to allow opportunities for progression to higher skill level roles. CMTA has plans to expand these training programs to new employers throughout the state.

CMTA is partnering with regional manufacturing groups in the Greater Sacramento Region, Chico, San Joaquin County, The San Francisco Bay Area, San Diego and The Inland Empire. CMTA has also been actively involved in workforce development for the newly formed group in Sacramento called SVMA (Sacramento Valley Manufacturing Assoc.). CMTA is helping to fund worker training programs that are backed by SVMA such as a program for CNC entry level operators. With these additional ETP funds, CMTA plans to greatly expand workforce training resources for each of these regional groups. By creating workforce pipelines with training certifications and workforce career ladders, CMTA can assist regional manufacturing groups in building a sustainable workforce. CMTA will also work with California State agencies to assist training for companies that are looking to relocate to California to close supply chain times by manufacturing locally.

Training Plan

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

Business Skills: Training will be offered to all occupations in courses such as Business Analytics Certification, Business Fundamentals, Communication Skills, and Cost Control. This will help to focus on improving customer service and business management.

Computer Skills: Training will be offered to all occupations in courses such as Agile/Scrum, CAD/CAM, CNC Software, and Computer Skills for Equipment Maintenance to ensure staff become proficient in using the software platforms.

Continuous Improvement: Training will be offered to all occupations in courses such as AS9100/AS9110 Training, Benchmarking, Building Successful Teams, and Lean Manufacturing to ensure staff can increase efficiency while improving quality.

Management Skills: This training will be offered to Managers/Supervisors in courses such as Emotional Intelligence, Leadership Skills, and Managing Change. Due to tough competition in the global economy, Managers and Supervisors must have the right training to allow them to keep the workforce engaged, productive, and focused.

Manufacturing Skills: This training will be offered to Production and Distribution Staff, Engineers, and Technicians in courses such as Assembly Procedures, Blueprint Reading, Crane and Hoist Safety, and Equipment Maintenance to ensure proper and safe use of each equipment.

Productive Laboratory

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

Participating employers under CMTA will train Production and Distribution Staff, Engineers, Technicians, and Managers/Supervisors on CNC and manual equipment operations. Since work on factory equipment cannot be reproduced in a classroom setting, PL- Manufacturing Skills training is necessary to ensure safety and production standards are being met. This PL training will be provided at a much slower pace than regular production with significantly higher product defects. A subject-matter expert will conduct PL training. The trainer will demonstrate how to use the equipment, and then supervise the trainees' use of the equipment. A department supervisor will certify each trainee's competency once PL training is completed.

PL training will be under constant supervision at a 1:3 trainer-to-trainee ratio. CMTA has requested a 1:3 ratio because trainees typically work in groups of three when assigned to a machine. PL training will be approximately up to 60 hours per trainee.

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 production, maintenance, and technician workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. OSHA 10/30 is not included in the 10% limitation on safety training.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site, and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Trainees will not receive 40 hours unless they work full-time onsite at the clean-up location.
3. 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. In this proposal, Production and Distribution Staff, Engineers, and Technicians will receive up to 24 hours of training. 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 varies by company.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. There is a total of 305.5 hours from the list of CBT courses; however, trainees will receive between 0–100 hours.

Commitment to Training

Training varies by participating employer and is both job specific and companywide. Large employers have well-established training programs that include courses such as orientation, basic job skills, employee diversity and supervisory law. Other employers are only able to provide government-mandated training such as safety, compliance, and sexual harassment prevention. Many of the participating employers do not have structured training programs due to budgetary constraints. Training for these companies is generally provided on an as needed basis and can often be delayed.

ETP funding will expand industry specific training to upgrade employee skill sets. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Manager of Training Services (dedicated administrator) will be responsible for overseeing all aspects of this training project. CMTA has partnered with a vendor to deliver training in Computer Skills, Continuous Improvement, and Business Skills. Participating employers will also provide qualified trainers who will train its own employees. CMTA has three full-time staff members assigned to conduct employer marketing and recruitment, training needs assessments, skill gap analysis, trainer recommendations and selection, class scheduling, and compliance with all ETP documentation and tracking activities.

Impact/Outcome

Training will focus on lean manufacturing, new technology, process improvement, effective communication, and certification training to standardize job skills and competencies. ETP-funded training will lead to Quality, ISO, NIMS, LEAN, and computer certifications.

Marketing and Support Costs

CMTA is requesting and staff recommends 8% support costs for the cost associated with employer recruitment; employer worksite visits to determine training needs; curricula design and scheduling of training; and assisting employers with training plan implementation. CMTA markets to an extensive database of current and potential members. Marketing activities are done through

newsletters, workforce development partnerships, community colleges, trade shows, telemarketing, direct mailing, and in-person visits.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
*ET22-0123	\$599,968	8/23/21-8/22/23	1,160	0	0
**ET21-0164	\$200,000	10/05/20-10/04/22	100	3	3
***ET20-0260	\$949,065	2/03/20 - 2/02/22	1,314	1,888	1,888

*ET22-0123 - Based on ETP systems, 0 reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). Per the Contractor, their internal tracking system has a total of 1,530 hours and are awaiting for additional information from Participating Employers before being able to upload to the Cal E-Force System. Some of the trainees are also awaiting placement from the ET20-0260 Contract before beginning enrollment into this Contract. This project's amount and to-date performance is not in conflict with regard to CMTA applying for more funding per the Expansion Funds' guidelines

**ET21-0164 - Based on ETP systems, 13.50 reimbursable hours have been tracked for potential earnings of \$6,750 (3% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2022.

***ET20-0260 - Based on ETP systems, 39,970.38 reimbursable hours have been tracked for potential earnings of \$949,065 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through November 4, 2021.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0321	Statewide	12/31/18-12/30/20	\$949,765	\$949,765 (100%)
ET18-0107	Statewide	7/1/17-6/30/19	\$949,928	\$949,483 (99%)
ET16-0378	Statewide	3/7/16-3/6/18	\$1,199,737	\$1,199,737 (100%)
ET15-0353	Statewide	2/2/15-2/1/17	\$649,725	\$649,725 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

Custom Corporate Communications in Redondo Beach will provide Continuous Improvement, Business Skills, and Computer Skills training for a fee of \$250,000.

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

8–200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Analytics Certification
- Business Fundamentals
- Communication Skills
- Cost Control
- Customer Service
- Financial Analysis
- International Shipping
- Inventory Control
- Negotiating
- Planning and Organization Skills
- Presentation Skills
- Product Knowledge
- Project Management
- Relationship Building through Sales & Service
- Sales Strategies
- Supply Chain Management
- Time Management Skills
- Writing Skills

COMPUTER SKILLS

- Accounting Software
- Agile / Scrum
- CAD / CAM
- CNC Software
- Computer Security
- Computer Skills for Equipment Maintenance
- Custom Programming
- Cybersecurity
- Database Management Training
- End-User Training
- Enterprise Resource Planning Software
- GIS Training
- Microsoft Office (Advanced/Intermediate)

CONTINUOUS IMPROVEMENT

- AS9100 / AS9110 Training
- Benchmarking
- Building Successful Teams
- Interpreting and Analyzing Data
- ISO Training
- Leadership Skills for Front-Line Workers
- Lean Manufacturing
- Kaizen Methodology
- Performance Management

- Problem Solving
- Quality Control Training
- Root Cause Analysis
- Six-Sigma
- Standard Work
- Statistical Process Control
- Team Building
- Team Problem Solving
- Train the Trainer

HAZWOPER

- Hazardous Waste Operation and Emergency Response

HAZARDOUS MATERIALS

- Ammonia Training
- Bloodborne Pathogens Safety
- Environmental Health & Safety (EHS)
- Hazards Communication
- Hazardous Materials Handling, Storage, and Clean-Up
- Stormwater Pollution Prevention Plan (SWPPP)

MANAGEMENT SKILLS

- Emotional Intelligence
- Leadership Skills
- Managing Change
- Performance Management
- Situational Leadership

MANUFACTURING SKILLS

- Aerial Lift / Scissor Lift Training
- American Welding Society Certified Welder
- Assembly Procedures
- Blueprint Reading
- Brewing Basics
- Certified Manufacturing Engineer
- Certified Manufacturing Technologist
- Certified Quality Engineer
- Cicerone Certification training
- CNC Operator Certificate
- Crane and Hoist Safety
- Cross-Training in Equipment/Production
- Electrical Safety
- Electronics Training
- Equipment Maintenance
- Equipment Operations
- Food Handling Basics
- Forklift Training
- Glass Handling
- Good Manufacturing Practices (GMP)
- Hydraulics Training
- Industrial Math

- Introduction to Practical Brewing
- Intensive Brewing
- Job Instruction / Analyzing Jobs for Efficiency
- Lift Jack / Pallet Jack Safety
- Lock-Out / Tag-Out (LOTO) Training
- Machine / Equipment Safety
- Motor Controls
- National Institute for Metalworking Skills (NIMS) Certification training
- Onsite Water Treatment Systems (OWTS)
- Personal Protective Equipment (PPE) Safety
- Pneumatics
- Press Brake Training
- Production Operations
- Programmable Logic Controllers (PLC)
- Science for Practical Brewing
- Shop Math
- Warehousing Operations & Distribution
- Welding Fundamentals/Techniques
- Wiring

OSHA 10/30 (OSHA-Certified Trainer)

- OSHA 10 (maximum of 10 hours per trainee)
- OSHA 30 (maximum of 30 hours per trainee)

PL Hours (1:3 Ratio)

0–60

PL- MANUFACTURING SKILLS

- CNC Operator training
- Cross-Training in Equipment/Production
- Power Tool Use/Handling
- Welding

CBT Hours

0–100

MANUFACTURING SKILLS

- Basics of the CNC Machining Center 130 (1.5 hours)
- Basics of the CNC Swiss-Type Lathe 135 (1.5 hours)
- CNC Coordinates 140 (1.5 hours)
- Part Program 150 (1.5 hours)
- CAD/CAM Overview 160 (1.5 hours)
- CNC Manual Operations 200 (1.5 hours)
- CNC Offsets 210 (1.5 hours)
- CNC Specs for the Mill 220 (1.5 hours)
- CNC Specs for the Lathe 225 (1.5 hours)
- Creating a Turning Program 280 (1.5 hours)
- Turning Calculations 285 (1.5 hours)
- Creating a Milling Program 290 (1.5 hours)
- Milling Calculations 295 (1.5 hours)
- Canned Cycles 310 (1.5 hours)

- Mazak Mill: Control Panel Overview 250 (1.5 hours)
- Mazak Lathe: Control Panel Overview 255 (1.5 hours)
- Mazak Mill: Safety for the Mill 260 (1.5 hours)
- Mazak Lathe: Safety for the Lathe 265 (1.5 hours)
- Mazak Mill: Locating Program Zero 270 (1.5 hours)
- Mazak Lathe: Locating Program Zero 275 (1.5 hours)
- Mazak Mill: Entering Offsets 280 (1.5 hours)
- Mazak Lathe: Entering Offsets 285 (1.5 hours)
- Creating an EIA/ISO Program for the Mazak Mill 286 (1.5 hours)
- Creating an EIA/ISO Program for the Mazak Lathe 287 (1.5 hours)
- Creating a Mazatrol Program for the Mill 288 (1.5 hours)
- Creating a Mazatrol Program for the Lathe 289 (1.5 hours)
- Mazak Mill: Program Execution 290 (1.5 hours)
- Mazak Lathe: Program Execution 295 (1.5 hours)
- Mazak Mill: Program Storage 310 (1.5 hours)
- Mazak Lathe: Program Storage 315 (1.5 hours)
- Mazak Mill: First Part Runs 320 (1.5 hours)
- Mazak Lathe: First Part Runs 325 (1.5 hours)
- Basic Measurement 110 (1.5 hours)
- Linear Instrument Characteristics 115 (1.5 hours)
- Basics of the CMM 120 (1.5 hours)
- Basics of the Optical Comparator 130 (1.5 hours)
- Surface Measurement 140 (1.5 hours)
- Overview of Threads 150 (1.5 hours)
- Intro to GD&T 200 (1994) (1.5 hours)
- Intro to GD&T 205 (2009) (1.5 hours)
- Calibration Fundamentals 210 (1.5 hours)
- Inspecting with CMMs 220 (1.5 hours)
- Inspecting with Optical Comparators 230 (1.5 hours)
- Hole Inspection 240 (1.5 hours)
- Thread Inspection 250 (1.5 hours)
- Hardness Testing 260 (1.5 hours)
- Measuring System Analysis 300 (1.5 hours)
- Interpreting GD&T 310 (1994) (1.5 hours)
- Interpreting GD&T 315 (2009) (1.5 hours)
- Basics of the Manual Mill 110 (1.5 hours)
- Basics of the Engine Lathe 115 (1.5 hours)
- Overview of Manual Mill Setup 200 (1.5 hours)
- Overview of Engine Lathe Setup 205 (1.5 hours)
- Benchwork and Layout Operations 210 (1.5 hours)
- Manual Mill Operation 220 (1.5 hours)
- Engine Lathe Operation 225 (1.5 hours)
- Holmaking on the Mill 230 (1.5 hours)
- Threading on the Engine Lathe 235 (1.5 hours)
- Taper Turning on the Engine Lathe 240 (1.5 hours)
- Metal Removal Processes 110 (1.5 hours)
- Safety for Metal Cutting 115 (1.5 hours)
- What Is Cutting? 120 (1.5 hours)
- Machines for Metal Cutting 130 (1.5 hours)

- Cutting Processes 140 (1.5 hours)
- Sawing Fundamentals 155 (1.5 hours)
- Intro to Screw Machining 160 (1.5 hours)
- Cutting Variables 200 (1.5 hours)
- Cutting Fluids 210 (1.5 hours)
- Band Saw Blade Selection 215 (1.5 hours)
- Cutting Tool Materials 220 (1.5 hours)
- Carbide Grade Selection 230 (1.5 hours)
- Tool Geometry 240 (1.5 hours)
- Milling Geometry 245 (1.5 hours)
- Drill Geometry 247 (1.5 hours)
- ANSI Insert Selection 250 (1.5 hours)
- Toolholders for Turning 260 (1.5 hours)
- Speed and Feed Selection 300 (1.5 hours)
- Optimizing Insert Life 305 (1.5 hours)
- High-Speed Machining 310 (1.5 hours)
- Hard Turning 315 (1.5 hours)
- Machining Titanium Alloys 325 (1.5 hours)
- Intro to EDM 100 (1.5 hours)
- Intro to PLCs 200 (1.5 hours)
- Hardware for PLCs 210 (1.5 hours)
- Basics of Ladder Logic 220 (1.5 hours)
- Numbering Systems and Codes 230 (1.5 hours)
- PLC Inputs and Outputs 240 (1.5 hours)
- Basic Programming 250 (1.5 hours)
- PLC Timers and Counters 260 (1.5 hours)
- Networking for PLCs 270 (1.5 hours)
- Hand-Held Programmers of PLCs 280 (1.5 hours)
- PLC Diagrams and Programs 300 (1.5 hours)
- Overview of PLC Registers 305 (1.5 hours)
- PLC Program Control Instructions 310 (1.5 hours)
- Math for PLCs 320 (1.5 hours)
- Sequencer Instructions for PLCs 330 (1.5 hours)
- PLC Installation Practices 340 (1.5 hours)
- PID for PLCs 350 (1.5 hours)
- Data Manipulation 360 (1.5 hours)
- Shift Registers 370 (1.5 hours)
- Quality Overview 100 (1.5 hours)
- ISO 9000 Overview 110 (1.5 hours)
- Approaches to Maintenance 120 (1.5 hours)
- Lean Manufacturing Overview 130 (1.5 hours)
- Intro to Supply Chain Management 140 (1.5 hours)
- Total Productive Maintenance Overview 150 (1.5 hours)
- 5S Overview 155 (1.5 hours)
- Cell Design and Pull Systems 160 (1.5 hours)
- Intro to Six Sigma 170 (1.5 hours)
- Troubleshooting: Identifying Problems 180 (1.5 hours)
- Troubleshooting: Understanding Causes and Effects 182 (1.5 hours)
- Troubleshooting: Taking Corrective Actions 184 (1.5 hours)

- Conducting an Internal Audit 200 (1.5 hours)
- SPC Overview 210 (1.5 hours)
- TS 16949:2009 Overview 220 (1.5 hours)
- Metrics for Lean 230 (1.5 hours)
- Process Flow Charting 240 (1.5 hours)
- Strategies for Setup Reduction 250 (1.5 hours)
- Approaches to Quality Management 255 (1.5 hours)
- Conducting Kaizen Events 260 (1.5 hours)
- Value Stream Mapping: The Present State 300 (1.5 hours)
- Value Stream Mapping: The Future State 305 (1.5 hours)
- Six Sigma Goals and Tools 310 (1.5 hours)
- Managing Practices for Total Quality 320 (1.5 hours)
- Product Design and Development 134 (1.5 hours)
- Process Design and Development 135 (1.5 hours)
- Production System Design and Development 136 (1.5 hours)
- Equipment/Tool Design and Development 137 (1.5 hours)
- Quality and Customer Service 175 (1.5 hours)
- Intro to Machine Rigging 110 (1.5 hours)
- Rigging Equipment 120 (1.5 hours)
- Lifting and Moving Equipment 130 (1.5 hours)
- Rigging Inspection and Safety 210 (1.5 hours)
- Rigging Mechanics 220 (1.5 hours)
- Intro to OSHA 100 (1.5 hours)
- Fire Safety and Prevention 110 (1.5 hours)
- Bloodborne Pathogens 115 (1.5 hours)
- Personal Protective Equipment 120 (1.5 hours)
- Lockout/Tagout Procedures 130 (1.5 hours)
- Safety for Lifting Devices 135 (1.5 hours)
- Machine Guarding 140 (1.5 hours)
- Hand and Power Tool Safety 145 (1.5 hours)
- Environmental Safety Hazards 150 (1.5 hours)
- Flammable/Combustible Liquids 155 (1.5 hours)
- SDS and Hazard Communication 160 (1.5 hours)
- Metalworking Fluid Safety 165 (1.5 hours)
- Noise Reduction and Hearing Conservation 170 (1.5 hours)
- Walking and Working Surfaces 180 (1.5 hours)
- Confined Spaces 190 (1.5 hours)
- Respiratory Safety 195 (1.5 hours)
- Powered Industrial Truck Safety 210 (1.5 hours)
- Math: Fundamentals 100 (1.5 hours)
- Math: Fractions and Decimals 105 (1.5 hours)
- Math: Units of Measurement 115 (1.5 hours)
- Basics of Tolerance 120 (1.5 hours)
- Blueprint Reading 130 (1.5 hours)
- Geometry: Lines and Angles 155 (1.5 hours)
- Geometry: Triangles 165 (1.5 hours)
- Shop Geometry Overview 170 (1.5 hours)
- Geometry: Circles and Polygons 185 (1.5 hours)
- Shop Algebra Overview 200 (1.5 hours)
- Trig: Pythagorean Theorem 205 (1.5 hours)

- Shop Trig Overview 210 (1.5 hours)
- Trig: Sine, Cosine, and Tangent 215 (1.5 hours)
- Statistics 220 (1.5 hours)
- Trig: Sine Bar Applications 225 (1.5 hours)
- Interpreting Blueprints 230 (1.5 hours)
- Concepts of Calculus 310 (1.5 hours)
- Applied and Engineering Sciences 110 (1.5 hours)
- Manufacturing Process Applications: Part I 124 (1.5 hours)
- Manufacturing Process Applications: Part II 125 (1.5 hours)
- Manufacturing Management 180 (1.5 hours)
- Personal Effectiveness 190 (1.5 hours)
- Essentials of Leadership 110 (1.5 hours)
- Essentials of Communication 120 (1.5 hours)
- Managing Performance: Best Practices 130 (1.5 hours)
- Managing Performance: Corrective Actions 135 (1.5 hours)
- Basics of Manufacturing Costs 140 (1.5 hours)
- Intro to Managerial Accounting 145 (1.5 hours)
- Conflict Resolution Principles 150 (1.5 hours)
- Conflict Resolution for Different Groups 155 (1.5 hours)
- Team Leadership 160 (1.5 hours)
- Managing the Diverse Workplace 210 (1.5 hours)
- Intro to Workholding 104 (1.5 hours)
- Supporting and Locating Principles 106 (1.5 hours)
- Locating Devices 107 (1.5 hours)
- Clamping Basics 108 (1.5 hours)
- Chucks, Collets, and Vises 110 (1.5 hours)
- Fixture Body Construction 200 (1.5 hours)
- Fixture Design Basics 210 (1.5 hours)
- Drill Bushing Selection 230 (1.5 hours)
- Haas Mill: Control Panel Overview 250 (1.5 hours)
- Haas Lathe: Control Panel Overview 255 (1.5 hours)
- Haas Mill: Entering Offsets 260 (1.5 hours)
- Haas Lathe: Entering Offsets 265 (1.5 hours)
- Haas Mill: Locating Program Zero 270 (1.5 hours)
- Haas Lathe: Locating Program Zero 275 (1.5 hours)
- Haas Mill: Program Execution 280 (1.5 hours)
- Haas Lathe: Program Execution 285 (1.5 hours)
- Haas Mill: Program Storage 310 (1.5 hours)
- Haas Lathe: Program Storage 315 (1.5 hours)
- Haas Mill: First Part Runs 320 (1.5 hours)
- Haas Lathe: First Part Runs 325 (1.5 hours)

BUSINESS SKILLS

- Business Acumen (1 hour)
- Communication Skills (1 hour)
- Conflict Management (1 hour)
- Managing Change (1 hour)

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: CMTA	CCG No.: ET22-0202
Reference No: 22-0173	Page 1 of 5

ALPHABETIZE BY COMPANY NAME

Company:	3M Company	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	19901 Nordhoff St		
City, State, Zip:	Northridge, CA 91324		
Collective Bargaining Agreement(s):	N/A		
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:	3000		
Total # of full-time company employees in California:	300		
Company:	Aerojet Rocketdyne, Inc.	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	P. O. Box 7922		
City, State, Zip:	Canoga Park, CA, 91309		
Collective Bargaining Agreement(s):	N/A		
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:	3000		
Total # of full-time company employees in California:	2,500		
Company:	Ace Clearwater Enterprises	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	19815 Magellan Drive		
City, State, Zip:	Torrance, CA 90502		
Collective Bargaining Agreement(s):	N/A		
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:	168		
Total # of full-time company employees in California:	168		
Company:	ALZA Corporation	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	700 Eubanks Dr,		
City, State, Zip:	Vacaville, CA 95688-9470		
Collective Bargaining Agreement(s):	N/A		
Estimated # of employees to be retrained under this Contract:	50	Small Business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	5000		
Total # of full-time company employees in California:	900		

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: CMTA	CCG No.: ET22-0202
Reference No: 22-0173	Page 2 of 5

ALPHABETIZE BY COMPANY NAME

Company:	American Licorice Co., Inc.	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	P.O. Box 826		
City, State, Zip:	Union City, CA 94587-0826		
Collective Bargaining Agreement(s):	N/A		
Estimated # of employees to be retrained under this Contract:	50	Small Business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	250		
Total # of full-time company employees in California:	250		
Company:	Baltimore Aircoil Company	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	15341 Road 28 1/2		
City, State, Zip:	Madera, CA 93638		
Collective Bargaining Agreement(s):	N/A		
Estimated # of employees to be retrained under this Contract:	55	Small Business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	250		
Total # of full-time company employees in California:	250		
Company:	Bayer U.S. LLC	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	800 Dwight Way		
City, State, Zip:	Berkeley, CA, 94710		
Collective Bargaining Agreement(s):	N/A		
Estimated # of employees to be retrained under this Contract:	75	Small Business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	5300		
Total # of full-time company employees in California:	1300		
Company:	Bobrick Washroom Equipment, Inc.	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	6901 Tujunga Avenue		
City, State, Zip:	North Hollywood, CA 91605		
Collective Bargaining Agreement(s):	N/A		
Estimated # of employees to be retrained under this Contract:	55	Small Business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	275		
Total # of full-time company employees in California:	275		

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: CMTA	CCG No.: ET22-0202
Reference No: 22-0173	Page 3 of 5

ALPHABETIZE BY COMPANY NAME

Company: Chevron Products Co.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: PO Box 1272	
City, State, Zip: Richmond, CA 94802	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1100	
Total # of full-time company employees in California: 1100	
Company: Corteva Agriscience, Agricultural Division of DowDuPont	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: P.O. Box 1398	
City, State, Zip: Pittsburg, CA 94565	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 55	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 4500	
Total # of full-time company employees in California: 1250	
Company: General Dynamics - NASSCO	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: P. O. Box 85278	
City, State, Zip: San Diego, CA 92186	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 248	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 3100	
Total # of full-time company employees in California: 3100	
Company: GKN Aerospace Transparency Systems, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 12122 Western Ave	
City, State, Zip: Garden Grove, CA 92841	
Collective Bargaining Agreement(s): N/A	
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: 420	
Total # of full-time company employees in California: 420	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: CMTA	CCG No.: ET22-0202
Reference No: 22-0173	Page 4 of 5

ALPHABETIZE BY COMPANY NAME

Company: Johnson & Johnson	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1215 K Street, Suite 2040	
City, State, Zip: Sacramento CA 95814	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 57	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 10,000	
Total # of full-time company employees in California: 5,000	
Company: Kairak	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 23955 President Ave	
City, State, Zip: Harbor City, CA 90710	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 145	
Total # of full-time company employees in California: 145	
Company: Matthews Studio Equipment	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4520 W Vallero Street,	
City, State, Zip: Burbank, CA 91505	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 75	
Total # of full-time company employees in California: 74	
Company: Millworks	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4525 Runway Street	
City, State, Zip: Simi Valley, CA 93063	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 45	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 62	
Total # of full-time company employees in California: 50	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: CMTA		CCG No.: ET22-0202
Reference No: 22-0173		Page 5 of 5

Company: Modernica, Inc.		Priority I
Address: 2901-2921 Saco Street		
City, State, Zip: Los Angeles, CA, 90058		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 33		Small Bu
Total # of full-time company employees worldwide: 100		
Total # of full-time company employees in California: 100		

Company: Myers Power Products		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2950 E Philadelphia Street		
City, State, Zip: Ontario, CA 91761		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 50		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 575		
Total # of full-time company employees in California: 284		

Company: Schnitzer Steel Industries, Inc.		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1101 Embarcadero West		
City, State, Zip: Oakland, CA 94607		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 50		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 500		
Total # of full-time company employees in California: 100		



EXPANSION FUNDS
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: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship Expansion Funds (Alt/Gen)	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

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

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm'l Skills, Computer Skills, OSHA 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	\$19.12
				Weighted Avg: 100			

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

Minimum Wage by County: Job Numbers 1 & 2: \$19.12 per hour in Fresno, Kern, Kings, Inyo, Madera, Mono and Tulare 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

Although participating employers 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 Roofer		40
Job Number 2		
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 2022.

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 13% 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.



EXPANSION FUNDS

Critical Proposal for:

Economic Development Collaborative-Ventura County

Contract Number: ET22-0184

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: E. Wadzinski

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) RESPOND/Drought (Alt/Gen) Retrainee Priority Rate Critical Proposal	Industry Sector(s):	MEC (H) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Ventura, Santa Barbara, Los Angeles, San Luis Obispo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$96,600		\$10,000 12%		\$106,600
In-Kind Contribution:	50% of Total ETP Funding Required			\$113,000

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; Cont. Imp.; Manufacturing Skills	100	8-200	0	\$1,066	\$20.00
				Weighted Avg: 42			

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

Minimum Wage by County: \$19.12 per hour for Ventura, Santa Barbara, and San Luis Obispo Counties, and \$19.77 for Los Angeles County.

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

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Assemblers		5
Operations Staff		45
		2
Manufacturing/Production		8
		2
Machinists		20
		5
Administration		5
Sales/Customer Service		5
Managers/Supervisors		3

CRITICAL PROPOSAL

Under its Rapid Employment Strategies Pilot on Natural Disasters (RESPOND) pilot program, the Panel funds training for economic recovery from natural disasters, such as drought, earthquake, COVID-19, and catastrophic wildfire. All projects eligible for funding under the RESPOND Pilot Guidelines will be deemed “Critical Proposals” with maximum flexibility and an expedited development/approval process. Economic Development Collaborative-Ventura County (EDC VC) serves Ventura, Santa Barbara, San Luis Obispo and Los Angeles Counties. All of these areas have been impacted by continuous disaster since December 2017, including the Thomas Fire and mudslide (2017-18), Hill/Woolsey Fire (2018-19), COVID-19 (2020 forward) and drought (continuous through all of those years and current).

INTRODUCTION

Founded in 1996, EDC VC (www.edcollaborative.com) is a regional public and private economic development partnership located in Camarillo. EDC VC is a community resource that promotes jobs and economic growth through programs and services that focus on business attraction,

retention, and expansion. EDC VC supports businesses in Camarillo, Fillmore, Moorpark, Ojai, Oxnard, Port Hueneme, Santa Paula, Simi Valley, Thousand Oaks, and Ventura.

EDC VC is also the Small Business Administration's (SBA's) designated Small Business Development Center (SBDC) for Ventura and Santa Barbara Counties. EDC VC is a contract partner for the Ventura County Workforce Development Board (VC WDB) for incumbent worker services, layoff aversion, and training services coordination. EDC VC also administers a revolving loan program for the U.S. Department of Commerce and augments funding with private bank capital and loan capital provided through First Five Ventura County.

EDC VC offers business consulting, technical assistance, lending, and training, focusing on business growth and retention, entrepreneurship and business attraction. Its clients include companies in manufacturing, trade, transportation and warehousing, professional and business services, leisure and hospitality, and other services. EDC VC has a targeted manufacturing and export trade program. Most of the training is concentrated in manufacturing to help employers become more efficient, enabling them to expand into new markets, particularly international trade. In addition, EDC VC is a contract partner with the City of Ventura for its business incubator and regional entrepreneurship services and extends its services to a few businesses in Los Angeles and San Luis Obispo Counties. This is EDC VC's fourth ETP Contract, and the third within the last five years.

Veterans Program

Although EDC VC is not including a separate Job Number for Veterans, its Participating Employers regularly employ Veterans through their normal hiring practices.

PROJECT DETAILS

EDC VC serves Ventura, Santa Barbara and Los Angeles Counties; which have been impacted by continuous disasters since December 2017: the Thomas Fire and mudslide (2017-18), Hill/Woolsey Fire (2018-19), COVID-19 (2020-present) and drought (current and continuous through all those years). Training will concentrate on business resiliency and adaptation to disruption, augmenting resources already in deployment through EDC VC's Small Business Development Center (SBDC). More specifically, EDC VC will concentrate on operational efficiency, adaptation to increasingly automated business processes, digital skills and cyber security based on participating employers training assessments.

Through the integrated relationship with the SBDC, EDC VC has identified enormous need not just for adoption of e-commerce functionality but also for continuous preparation and adjustment of business models with a focus on innovation to remain competitive and to adapt to changes related to any natural disaster. This includes the ability to focus, or re-focus, on innovation for businesses to remain viable and competitive. The result will provide businesses with the foundation to diversify customer bases through operational efficiency, protect electronic data through cyber security, and create innovative business models while improving profitability and sustaining and growing business.

EDC VC, along with the Port of Hueneme, Naval Surface Warfare Center, Port Hueneme (NAVSEA) and Matter Labs, founding partners of TechBridge Ventura, is located at the 60,000 square foot FATHOMWERX laboratory in Port of Hueneme. FATHOMWERX, established in 2019, is a public-private consortium and resource for technical innovation intending to accelerate the delivery of innovative capabilities to the Department of Defense in both port and maritime environments. EDC VC is working with TechBridge Ventura and the FATHOMWERX lab to

incorporate advanced manufacturing training in 3D Printing and Metal Fabrication for Department of Defense (DOD) aligned manufacturers.

Training Plan

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

Business Skills: Training will be offered to all occupations to improve all levels of communication, sales and customer service. This includes analysis, research, delivery, collaboration and other business strategies, with a focus on internal business systems and functionality to create a more efficient business.

Computer Skills: Training will be offered to all occupations and includes digital skills including e-commerce processes, cyber security issues and various business productivity applications.

Continuous Improvement: Training will be offered to all occupations and includes skills in goals, productivity, efficiency, product quality, and waste reduction; as well as how to develop teamwork strategies to enhance performance and business processes.

Manufacturing Skills: Training will be offered to Assemblers, Machinists, Operations and Manufacturing/Production Staff. Trainees will learn current machine and equipment operation processes, maintenance, and troubleshooting skills. Training will also include operational efficiency to improve overall operations.

Marketing and Support Costs

EDC VC markets and advertises its programs primarily through the outreach and services of its SBDC. As a regional economic development corporation, EDC VC convenes bi-monthly meetings of the economic development leads at each of Ventura County's ten cities and from the county, sharing information on program resources. Additionally, it convenes parallel bi-monthly business partnership meetings in Santa Barbara County. In Los Angeles County, EDC VC also networks through the region's technology incubators, now operating an SBA funded equity finance program for technology firms. It also shares program opportunities through regular Board of Directors communications, which involves 32 public and private sector leaders throughout the County.

EDC VC is requesting and staff recommends 12% Support Costs to assist with recruitment and training assessments needed to address specific curriculum needs for participating employers.

Tuition Reimbursement

Trainees 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 funds will not displace the existing financial commitment to training of participating employer's. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

EDC VC's President will oversee the administration of this project. EDC VC has three staff members dedicated to the success of this project. This includes the SBDC Director, who will oversee employer outreach and assessment and development of individual training plans; a

Program Assistant to work with the training vendors and assure accurate tracking of all training hours and recordkeeping; and the Office Manager who will provide administrative services for invoicing, oversight, and quality assurance on data tracking.

RESPOND/Drought

Under its Rapid Employment Strategies Pilot on Natural Disasters (RESPOND) pilot program, the Panel funds training for economic recovery from natural disasters, such as the prevailing drought.

PRIOR PROJECTS

The following table summarizes performance by EDC-VC under ETP Contracts completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0148	Camarillo	12/18/17 – 12/18/19	\$108,820	\$0 (0%)*
ET16-0149	Camarillo	11/17/15 – 11/16/17	\$99,916	\$99,520 (99.6%)

*ET18-0148 – Poor performance was due to the timing of this Contract. Ventura, and other surrounding counties were plagued with natural disasters including fire, flood and mudslides, which outlines the RESPOND program. The Thomas Fire, followed by floods and mudslides, devastated Ventura and Santa Barbara Counties. During this time, EDC VC led the regional deployment of business disaster recovery technical assistance and grant funding. The additional grant resources were used to manage those deployments, which spanned across a year. As adjacent areas of LA County (Westlake, Agoura, Calabasas, Malibu) were impacted by the Hill and Woolsey Fires, the EDC VC was tasked with providing the same business disaster recovery, technical assistance and grant funding to these cities. The demand for EDC VC's ETP funding was severely impacted by the disasters as businesses became reactionary and training became secondary. Additionally, during the time of the ET18-0148 Contract, EDC VC moved its office, which added to the disruption caused during the disasters.

EDC VC has learned from the experience during the last Contract and has revised its training assessment and delivery models to focus on resiliency in the face of disaster. EDC VC is committed to utilizing ETP funding, regardless of extenuating circumstances, and achieving the high performance outlined in the ET16-0149 Contract.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Communication Skills
- Interpersonal and Organizational Skills
- Customer Service Skills
- Professional Sales Skills
- Report Writing

COMPUTER SKILLS

- Database Management
- Enterprise Resource Planning
- Microsoft Office
- E-commerce Basics
- Cyber-security Awareness

CONTINUOUS IMPROVEMENT

- Building Successful Teams
- Interpreting and Analyzing Data
- ISO Training
- Frontline Leadership
- Lean Manufacturing
- Kaizen Methodology
- Best Practices
- Project Performance Management
- Problem Solving
- Process Improvement
- Root Cause Analysis
- Six Sigma
- Statistical Process Control
- Total Quality Management

MANUFACTURING SKILLS

- Production Equipment Operation
- 3-D Printing/Advanced Metal Fabrication
- Manufacturing and Assembly
- Equipment Troubleshooting
- Shop Measurements
- Industrial Maintenance
- Machine Set-Up & Operations Process
- Troubleshooting Skills

Safety Training cannot exceed 10% of total training hour's per-trainee.

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

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Economic Development Collaborative – Ventura County	CCG No.: ET22-0184
Reference No: 22-0114	Page 1 of 2

ALPHABETIZE BY COMPANY NAME

Company: AG Machine - Eddie Garcia	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 609 Science Drive	
City, State, Zip: Moorpark CA 93021-2005	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 150	
Total # of full-time company employees in California: 150	
Company: CrimePoint - DanMcLeod, Leslie McLeod	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 355 N. Lantana St. # 503	
City, State, Zip: Camarillo, CA 93010-6038	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 12	
Total # of full-time company employees in California: 12	
Company: Hot Section - Jase Rex	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4082 Southbank Road, Suite A	
City, State, Zip: Oxnard, CA 93036-0977	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 15	
Total # of full-time company employees in California: 15	
Company: JAXX MFG	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1912 Angus Ave.	
City, State, Zip: Simi Valley CA 93063-3494	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 80	
Total # of full-time company employees in California: 80	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Economic Development Collaborative – Ventura County	CCG No.: ET22-0184
Reference No: 22-0114	Page 2 of 2

ALPHABETIZE BY COMPANY NAME

Company: Roto Craft Support - Teri Neville	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 67 D Street	
City, State, Zip: Fillmore, CA 93015	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 130	
Total # of full-time company employees in California: 130	



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

FM Industries, Inc.

Contract Number: ET22-0203

Panel Meeting of: December 17, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: A. Salinas

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative Expansion Funds (Alt/Gen)	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 750	U.S.: 1,500	Worldwide: 22,000
<u>Turnover Rate:</u>	9%		
<u>Managers/Supervisors:</u> (% of total trainees)	7%		

FUNDING DETAIL

In-Kind Contribution
\$960,000

Total ETP Funding
\$496,800

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Computer Skills	300	8–200	0–80	\$1,380	\$26.12
		Continuous Improvement Skills Hazardous Materials Manufacturing Skills PL- Manufacturing Skills		Weighted Avg: 60			
2	Job Creation Initiative Priority Rate	Computer Skills	45	8–200	0–80	\$1,840	\$25.12
		Continuous Improvement Skills Hazardous Materials Manufacturing Skills PL- Manufacturing Skills		Weighted Avg: 80			

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

Minimum Wage by County: Job Number 1: \$20.86 per hour for Alameda County.

Job Number 2: \$17.39 per hour for Alameda County.

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

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

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 - Retrainee		
Inspectors		30
Machinists		200
Engineers		50
Managers/Supervisors		20

Job Number 2 - Job Creation		
Inspectors		5
Machinists		30
Engineers		5
Managers/Supervisors		5

INTRODUCTION

Founded in 1989 and headquartered in Fremont, FM Industries, Inc. (FMI) (www.fmindustries.com) is a subsidiary of NGK Group. FMI is a contract manufacturer and supplier of precision-machine parts and components made for the semiconductor-equipment industry. The Company specializes in engineered-thermal coating, anodization, and cellular manufacturing. Its services range from horizontal and vertical milling, turning, 5-axis machining, and heat treating. ETP-funded training will be delivered at its Livermore and Fremont facilities.

FMI's customer base includes leading semiconductor equipment manufacturers and associated industries, such as Applied Materials, Lam Research and Teradyne.

This will be FMI's second ETP Contract, and it is the second within the last 5 years. Although some course titles and delivery methods are recurring from the previous contract; training will be delivered to different staff and courses have been restructured to expand its company-wide rollout within its redeveloped training programs. As such, this new contract's curriculum allows an increased variety of training opportunities for its current and newly participating trainees. As trainees progress through the proposed Manufacturing Skills' curriculum, each trainee will attain documented certification of competency for each significant manufacturing tool and/or procedure learned that are highly transferable to other pharma employers.

Veterans Program

FMI works with various third-parties including Orion Talent, to recruit and hire veterans; however, it is not requesting a Veteran's Job Number. The Company has recruited military personnel leaving the service and veterans who have already transitioned, to fill Machinist and Inspector positions. Even though FMI does not plan to include a separate Veteran's Job Number, the

Company has established an affirmative-action program under the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA).

Retrainee - Job Creation

In this proposal, the Company will hire, train, and place a minimum of 45 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. 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.

FMI is hiring inspectors, machinist, engineers, and managers/supervisors at its two California locations as a result of increased orders from its semiconductor equipment manufacturer customers. The hiring is a reflection of the company's successful expansion in California and the effects of the global computer chip shortage. FMI has over 100 job openings for its two locations posted on the career page of its website. Depending on market conditions in 2022 and beyond, FMI hiring projections will likely exceed the 45 job-creation goal by the ETP Contract's term-end date.

PROJECT DETAILS

Training Plan

The following training will be conducted using a delivery method of either Class/Lab, E-Learning, Productive Lab (PL), or Computer-Based Training (CBT):

Computer Skills: this training will be offered to all occupations on Geometric Dimension and Tolerance Fundamental, Business System Processing, and Manufacturing Control Systems. Training will assist staff when performing complex-machining operations for customers.

Continuous Improvement: this training will be offered to all occupations on Lean Manufacturing, Six Sigma / Green Belt, and Leadership / Coaching Skills. Training will enable employees to better identify and eliminate wasteful elements of FMI processes.

Manufacturing Skills: this training will be offered to Engineers, Inspectors, and Machinists. Course topics include Beamer Laser Marking Machine Factory Training, Instrument Modeling / Integration Software, and Metal Cutting Fundamentals to improve accuracy, flexibility, and overall performance when using FMI's upgraded equipment.

Certified Safety Training

1. 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 several levels that includes an emergency response team. It is generally a minimum of 4 to 12 hours with some levels requiring an annual refresher, and may be delivered by classroom or CBT.

Productive Laboratory (PL- Manufacturing Skills)

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.

FMI has determined that PL training in Manufacturing Skills is the most effective means for its machinists to operate highly detailed and precise machining tools and complex CNC equipment. PL- Manufacturing Skills' training will build upon classroom instruction with hands-on experience of FMI's production processes and the proper use of the machining equipment. FMI will deliver 60 hours of PL for 230 Machinists. Any additional hours above the 60-hour cap will be funded by FMI.

Trainees will work with a dedicated trainer who will demonstrate step-by-step task instructions and then observe, while the trainee performs under these same directives. Training will be taught by qualified instructors with at least two years of equipment operation and manufacturing experience. FMI is requesting a trainer-to-trainee ratio of 1:1 for delivery of this PL training.

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 0–80 hours of CBT.

Commitment to Training

ETP funds will not displace FMI's existing financial commitment to training. The Company's statewide annual-training expenditure in California is in excess of \$750,000 per facility. The ETP curriculum will build on, but not overlap, training already provided by the Company. FMI funds all orientation and basic-job skills' training; class/lab and on-the-job training (OJT) manufacturing skills training for new employees; OSHA-mandated safety regulations; basic-computer training; executive training; and, training in compliance, human resources, and legal issues. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

FMI's Manager, Corporate Learning and Development (dedicated administrator) and its internal corporate-training department will administer the ETP program. The Company has also retained Herrera & Company from its previous ETP contract to manage this new contract's training progress. Training will be coordinated by the Facility Training Supervisor with at least one Training Coordinator at each facility. There will be two Training Coordinators assisting with the project's training administration. All training attendance will be recorded in one Learning Management System (LMS).

Impact/Outcome

This proposal is based on a strategic-business initiative that includes an elevated commitment to worker training. For 2022 and beyond, FMI will focus on promoting a culture where training and skills qualifications are at the center of advancing employees' success.

During the next three years, the estimated expenditure on machine tool upgrades and facility improvements in California is ten-million dollars (\$10,000,000). Customer demand for the Company's prototyping services is strong. This investment and the proposed workforce-training plan will help FMI increase its longer-term profitability while creating good, high-paying jobs in California.

Electronic Recordkeeping/LMS

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0224	\$362,250	12/23/19 – 12/22/21	450	630	742

Based on ETP systems, 29,453 reimbursable hours have been tracked for potential earnings of \$400,352 (110% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 22, 2021.

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

8–200

Trainees may receive any of the following:

COMPUTER SKILLS

- Business System Processing
- CAD / CAM Software
- Computer Numerical Controls
- CMM Performance Management
- DiSC Behavioral Profiling
- Desktop Productivity Applications
- eBusiness Applications
- Geometric Dimension and Tolerance Applications
- Manufacturing Control Systems
- Manufacturing Lab Applications
- Management and Manufacturing Control Systems
- Materials and Logistics Software Development
- MeasureLink Training
- Mechanical Drawing Application
- Programming Languages
- Project Management Software Tools
- Software and Informatics
- Toolpath Simulation and Verification Software

CONTINUOUS IMPROVEMENT

- Design Tools and Practices
- Design for Excellence
- Epicor End-to-End Testing
- Engineering Weekly Training
- Escalation Management Training
- Leadership / Coaching Skills
- Advanced Negotiation
- Building Constructive Communications
- Change Management
- Innovation and Influence
- Individual Transition in Organizations
- Leadership Essentials
- Managing for Performance
- Managing Organizational Transition
- Teambuilding
- Lean Manufacturing
- Manufacturing In-Process Inspection
- Problem Solving Tools and Techniques
- Product Quality and Reliability
- Product Transfer / Workflow
- Project Management
- Quality Improvement Fundamentals
- Six Sigma / Green Belt

- Sling Inspection Training
- Success Through 6S
- Value Stream Mapping

HAZARDOUS MATERIALS (HAZMAT)

- Restricting of Hazardous Substances
- Risk Management and Waste Management
- Chemical Hazards Communication Standards
- Hazardous Materials Labeling, Handling, Safe Transport, and Clean Up

MANUFACTURING SKILLS

- Application Engineering Services
- Beamer Laser Marking Machine Factory Training
- Black Flange Polish Procedures
- Debugging Instructions
- Deburring Instructions
- Final Cleaning Procedures
- Instrument Modeling / Integration Software
- Mathematics of Machining
- Measurement Sciences Practice and Theory
- Metal Cutting Fundamentals
- Multipart Machine Automation Development
- Multiple Machine Procedures
- Multi-Scale Modeling for Nonmaterial Design
- Pressure Test Procedures
- Portable Power Tools
- Reading Blueprints, Schematics and Symbols
- Rigging and Equipment Installation
- System Data Modeling and Architecture
- Testing and Troubleshooting
- Technical Qualifications and Certifications
- Universal Spot Face and Polish Procedures

PL Hours (1:1 Ratio)

0–60

PL- MANUFACTURING SKILLS

- Calibration Program Management
- Cutting Tools
- Derlin Jaws Training
- Dino-Lite Calibration
- Flexible Machine Systems
- Hand Tools and Mechanics
- Horizontal Machining Center
- Industrial Rigging
- Lathe Turning Work Between Centers
- Lubricants and Lubrication
- Metal Cutting
- Milling Procedures
- Multiple Machine Procedures

- Omega Pre-Setter Training
- Power Transmission Equipment
- Rigging and Equipment Installation
- Screw Machines
- Turning Centers
- Vertical Machining Center
- Well Said Lab Training
- Work Planning and Setup

CBT Hours

0–80

COMPUTER SKILLS

- Advanced Project Management Software (8 hrs.)
 - Agile with Microsoft Project (4 hrs.)
 - Project Management Foundations (2 hrs.)
 - Project Resource Management (2 hrs.)
- Computer Assisted Design (4.5 hrs.)
- Database Design (6 hrs.)
 - Database Foundation and Relational Tables (2 hrs.)
 - Modeling, Planning, and Normalizing (2 hrs.)
 - SQL Queries and Data Structures (1 hr.)
 - Information Literacy (1 hr.)
- Electronic Record Management (0.5 hr.)
- Manufacturing Resources Planning (1.5 hrs.)
- Management and Manufacturing Control Systems (16 hrs.)
 - Enterprise Resource Planning (ERP) Essentials (2 hrs.)
 - ERP Materials Management (2 hrs.)
 - ERP Financial Basics (2 hrs.)
 - ERP Production Planning (2 hrs.)
 - ERP Sales and Distribution (2 hrs.)
 - ERP Materials Requirement Planning (2 hrs.)
 - ERP Business Rule Framework (2 hrs.)
 - ERP Fundamentals for Planning (2 hrs.)

CONTINUOUS IMPROVEMENT

- Advanced Customer Communications and Awareness (1 hr.)
- Leadership / Coaching Skills (2.5 hrs)
- Marketing Promotion and Strategy (6 hrs.)
 - Copy Writing for Social Media (2 hrs.)
 - Advanced Branding (4 hrs.)
- Multi-Cultural Customer Service Relationships (2 hrs.)
- Problem Solving Tools and Techniques (12 hrs.)
 - Creative Approach to Problem Solving (3 hrs.)
 - Problem Solving Techniques (3 hrs.)
 - The Five Step Creative Process (3 hrs.)
 - Problem Solving for Continuous Improvement (3 hrs.)
- Process Improvement Training (10 hrs.)
 - Process Improvement Foundations (2 hrs.)
 - Simplifying Business Processes (2 hrs.)
 - Six Sigma Foundations (2 hrs.)

- Implementing Continuous Improvement (2 hrs.)
 - Collaboration Principles and Process (2 hrs.)
- Product Marketing for Engineers (3 hrs.)
- Technical Presentation Skills (7 hrs.)
 - Designing Technical Slides (2 hrs.)
 - Creating an Infographic (0.5 hrs.)
 - Visio Fundamentals (1 hr.)
 - Animating Text and Objects (1.5 hrs.)
 - Blueprint Reading (2 hrs.)

<p>Note: Reimbursement for retraining is capped at 200 total-training hours per trainee, regardless of the method of delivery.</p>
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Expansion Funds Training Proposal for:

Fresno, Madera, Kings and Tulare Counties JATC

Contract Number: ET22-0927

Panel Meeting of: December 17, 2021

ETP Regional Office: San Diego

Analyst: K. Hernandez

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Priority Rate Retrainee Apprenticeship Veterans	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Madera, Kings, Tulare	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Contractors Local 100		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px; text-align: center;">\$314,424</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px; text-align: center;"> \$25,211 8% Jobs 1 & 2 20% Job 3 </div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; margin-top: 5px; text-align: center;">\$339,635</div>
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	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	12	8-200	0	\$590	\$40.50
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	85	8-210	0	\$3,465	\$22.28
				Weighted Avg: 180			
3	Retrainee Priority Rate Apprenticeship Veterans	Commercial Skills, OSHA 10/30	10	8-210	0	\$3,803	\$22.28
				Weighted Avg: 180			

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

Minimum Wage by County: Collective bargaining wages will be used as the minimum contractual wages.

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

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

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1 - Journeyworker		
Journeyworker - Inside Wireman (Electrician)		12
Job Number 2 - Apprentices		
Apprentice – Inside Wireman (Electrician)		20
		65
Job Number 3 - Veteran/Apprentice		
Veteran Apprentice – Inside Wireman (Electrician)		2
		8

INTRODUCTION

Fresno, Madera, Kings and Tulare Counties JATC (Fresno Electrical JATC) (<http://www.fresnojatc.org/>) provides up-to-date skills training and secures high-quality job opportunities for its members. Fresno Electrical JATC trains electricians who install power,

lighting, sound and communications, controls and other electrical equipment in commercial, industrial and residential buildings.

The Fresno Electrical JATC is governed by a Board of Trustees comprised of labor and management representatives, and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 100 and the National Electrical Contractors Association. All trainees are members of IBEW Local 100 located in Fresno, Madera, Kings and Tulare Counties, which currently represents over 710 electricians in those counties.

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

Veterans Program

Fresno Electrical JATC training programs are registered with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Fresno Electrical JATC has committed to training ten Veterans in this project (Job Number 3). The training curriculum will be the same as Apprentice training outlined below. These trainees are in a separate Job Number to better track performance towards the goal of improved outreach for Veterans.

COVID-19

Due to COVID-19, training may be delivered via E-learning. All in-person classes will be reduced to no more than six trainees per class to adhere to state-mandated social distancing guidelines. Fresno Electrical JATC adheres to guidelines for all trainers and trainees to ensure safety and prevent the spread of COVID-19. The Contractor 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 portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years.

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$5, reducing the priority industry rate from \$23 to \$18 per class/lab hour. ETP wage for Apprentices is no less than \$26.08 per hour.

PROJECT DETAILS

Training in this project will be driven by changes in the industry. This includes new mandated energy requirements, a retiring workforce, increasing complexity of construction projects and a shift to "green" building standards. As a result, Apprentices and Journeyworkers must have the skills to adapt to advanced technology, increased material costs and higher quality standards.

Trainees require training to utilize new products, reduce waste and improve efficient working standards. The demand for energy efficient construction has increased significantly and is the future of the industry.

Trainees included in this proposal will work on projects including the construction of the Fresno-Yosemite International airport parking structure, an expansion of an Amazon Distribution Center in the Region, California High Speed Rail construction, State Center Community College lighting retrofits, and solar carport installations (Fresno, Madera & Tulare unified school districts). In addition, there are multiple large scale utility solar projects which include Mustang (250MW solar) and Slate (200MW solar + 100MW battery storage) which will help California move towards sustainable and clean energy resources.

Training Plan

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

Journeyworker Training

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

Commercial Skills: Training will focus on “Green” methods due to the demand for energy efficient construction methods and technologies by the participating employers and property owners. Training will cover energy-efficient technologies and products such as green building materials, solar photovoltaic panels, motor controls, advanced welding, green materials testing and audit equipment.

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

Apprentice Training

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

Certified Safety Training - Journeyworkers and Apprentices

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for 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.

Marketing and Support Costs

Fresno Electrical JATC is requesting 8% for Job Number 1-3 support to assist in the recruitment, employer outreach, and assessment of employer-specific job requirements.

Marketing is done through direct mailings, informational flyers, personal contracts, telephone calls, public service announcements, emails, and the Fresno Electrical JATC website. Class information will be disseminated throughout the year to all Apprentice and Journeyworker Electricians. Announcements for the program are sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations. Staff recommends the 8% in support costs for Job Numbers 1& 2, and 20% for Job Number 3.

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

Fresno Electrical JATC's Training Director will oversee the project with two staff members assisting with administrative, marketing, recruitment, needs assessments and scheduling of training. Fresno Electrical JATC has three full-time and six part-time trainers who will be providing training. A third party administrator will provide administrative services for the ETP Contract.

Impact/Outcome

Certifications earned for the journey level and apprentice training listed above include: OSHA 10, OSHA 30, Rigging and Lifting, Green Audits, Arc Flash Safety Awareness, Building Automation Systems, and CALCTP Lighting, CALCTP Acceptance Testing, Title 24 Lighting Installation and Codes and ESAM-TAC (energy storage).

Tuition Reimbursement

Students 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
ET21-0921	\$211,120	08/03/20 - 08/02/22	127	0	0

Based on ETP Systems, 4,602 reimbursable hours have been tracked for potential earnings of \$90,556 (43% of approved amount). The Contractor projects final earnings of 100% based on training currently being delivered and committed to by employers. The Fresno Electrical JATC's normal administration processes have been delayed by the migration of contracts to Cal-E-Force. In addition, although training has been delivered, the contract representative reports that enrollment, subsequent tracking of hours and

invoicing for this project will not occur until after the placement (retention) of trainees participating in the prior Agreement (ET20-0916) has processed.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0916	Fresno	08/05/19 - 08/04/21	\$415,005	\$0.00 (0%)*
ET19-0907	Fresno	08/06/18 - 08/05/20	\$459,917	\$434,871 (95%)
ET17-0928	Fresno	01/27/17 - 01/26/19	\$403,700	\$293,909 (73%)

*ET20-0916: Based on ETP Systems, 11,280 reimbursable hours have been tracked for potential earnings of \$223,560 (54% of approved amount). The Fresno Electrical JATC's normal administration processes have been delayed by the migration of contracts to Cal-E-Force. The Contractor projects final earnings of 100% once the closeout invoice has been submitted.

DEVELOPMENT SERVICES

California Labor Federation in Oakland 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

To Be Determined

Exhibit B: Menu Curriculum

Journeyworker Training (Job Number 1)

Class/Lab Hours

8 - 200 Trainees may receive any of the following:

BUSINESS SKILLS

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

COMMERCIAL SKILLS

- Codeology
 - Arc Flash
 - National Electrical Code
 - Other Recognized Standards (Installation Changes)
 - Plan, Build, and Use
 - Related Standards (Mandatory and Permissive Rules)
 - Special Occupancies and Equipment
- Analog/Digital Circuit (AC/DC) Principles
 - Generators
 - Inductance/Reactance
 - Math for Electricians
 - Ohm's Law
 - Series/Parallel Circuits
- Grounding
 - Grounding and Bonding
 - National Electrical Code Article 100-Definitions and Provisions
 - National Electrical Code Article 110-Requirements
 - National Electrical Code Article 90-Introduction
 - National Electrical Code Article Chapters 1-4
 - Significant Changes to National Electric Code
- Fire Alarm Systems and Installations
 - Definitions and Systems
 - Initiating Devices and Notification Systems
 - National Electrical Code and Installation Requirements
 - National Fire Protection Act, 1972 (NFPA 72)
 - Start Up and Check Out Procedures

- Fire Life Safety
 - National Electrical Code (Relating to Fire Alarms)
 - National Electrical Code Article 725
 - National Electrical Code Article 760
 - NFPA 72
 - Principles of Electronics
- Industrial Motor Control
 - Control Relays and Timers
 - Jogging and Plugging Controls
 - Manual Starters and Magnetic Coils
 - Push Buttons, Selector Switches and Mechanical Devices
 - Solid State Electronic Devices
 - Variable Frequency Drives
- Programmable Logic Control (PLC)
 - Developing Ladder Programming
 - Introduction to Programmable Equipment
 - Programming Programmable Logic Controllers
 - Using Timers and Counters in Logic Programs
 - Writing a Program
- Electrical Design
 - 3 and 4-Way Switching
 - Design of Electrical Circuits
 - LonWorks and Building Automation
 - Magnetic Motor Control and the Code
 - Transformers and the Code
- Voice, Data and Video
 - Audio Distribution
 - CCTV Security Surveillance
 - Computer Networking
 - Fiber Optics
 - Telephonic Interconnect
- Industry Specific Skills
 - Advanced Instrumentation and Motor Controls
 - Advanced Welding
 - Architecture Designs and Advanced Plan Reading
 - Automated Demand Response Metering
 - Basic Welding
 - Blueprints and Schematics
 - Building Automation Systems
 - CALCTP Acceptance Testing
 - Conduit Bending
 - Confined Space Entry
 - Electric Vehicle Charging Stations
 - Electric Vehicle Infrastructure Training Program
 - ESAM-TAC Energy Storage
 - Firestop Installation

- Management and Monitoring of Materials
 - Medium Voltage Cable Splicing
 - Programmable Logic Controllers
 - Proper Equipment Set-Up (Green Training)
 - Proper Installation & Use of Testing & Auditing Materials & Equipment (Green Training)
 - Rigging and Lifting
 - Safe Working Practices
 - Solar Panel Installation
 - Solar Photovoltaics
 - Specialized Tools
 - Testing Materials and Equipment-Proper Set-Up and Use (Green Training)
 - Traffic Signaling
 - Understanding Changes to Industry Standards (Green Training)
 - Understanding New Technologies and Changes to Industry Standards (Green Training)
 - Work Flow and Resources
- California Advanced Lighting Control Program (CALCTP)
 - Advanced Lighting Control Systems
 - Dimming Controls
 - Lighting Control Strategies
 - Line Voltage Switching Controls
 - Low Voltage Switching Control
 - Occupancy Sensors
 - Photosensors

COMPUTER SKILLS

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

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Apprentice Training (Job Number 2-3)

Class/Lab Hours

8 – 210 Trainees may receive any of the following:

COMMERCIAL SKILLS

2nd Year

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I

- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

3rd Year

- AC Theory
- Blueprints
- Cad-Welding
- Code and Practices
- COMET
- Conduit Bending: Rigid & EMT, Chicago & 555
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Ground Testing
- Grounding and Bonding
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Transformer wiring
- Transformers

4th Year

- Blueprints & Layout Yard
- Code Calculations
- Code Prep
- Field Trip to Motor Repair Shop and Folsom Power House
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Control Labs
- Motor Controls: Mag Starter & 3-Wire Control
- Motors
- PLC's
- VFD's

5th Year

- California Advanced Lighting (CALCTP)
- Code and Practices
- Code Calculations
- EVITP
- Foreman Training: Managing the Work including NECA/IBEW Presentations
- Motor Control
- Orientation
- PV/Solar Installer
- Rigging
- Torque

All Years

- Automated Demand Response Metering

- Electric Vehicle Charging Stations
- ESAM-TAC Energy Storage
- California Advanced Lighting Controls (CALCTP)

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Safety training cannot exceed 10% of total training hours per trainee. This cap does not apply to OSHA 10/30 training.

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



EXPANSION FUNDS

Training Proposal for:

Jewish Vocational and Career Counseling Service

Contract Number: ET22-0209

Panel Meeting of: December 17, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	New Hire Priority Rate Multiple Barriers Medical Skills Training Expansion Funds (Alt/Gen)	Industry Sector(s):	Services (G) Healthcare (62) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco, Marin, Contra Costa, San Mateo, Alameda, Santa Clara	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)	NA		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$448,500		\$43,030 12%		\$491,530
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	New Hire Priority Rate Multiple Barriers	Medical Skills (Didactic), Commercial Skills, Business Skills, Computer Skills, Job Readiness Skills, Continuous Improvement	130	8-260	0	\$3,781	\$17.50
				Weighted Avg: 150			

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

Minimum Wage by County: \$17.39 per hour for San Francisco, Marin, Santa Clara, Alameda, and San Mateo counties; \$17.33 per hour for Contra Costa County.

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

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

Although potential employer(s) may provide health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Medical Technician		10
		10
Office Worker		10
		30
		10
System and Project Administrator		10
		15
Medical Assistant		5
		20
		10

INTRODUCTION

Founded in 1973 and headquartered in San Francisco, Jewish Vocational and Career Counseling Service (JVS) (www.jvs.org) operates a wide range of employment services and vocational training programs including job search, job readiness, job placement, specialized vocational training, and career counseling. These services help unemployed and underemployed clients with multiple barriers learn skills to acquire gainful employment in career-oriented positions. JVS serves Bay Area participating employers from San Francisco, Marin, Contra Costa, San Mateo, Alameda and Santa Clara Counties. ETP training will be delivered out of its center-based San

Francisco headquarters and through partnerships with vendors such as San Francisco State and University of the Pacific.

This will be JVS' eighth ETP Contract, and its fourth in the last five years. Last year, JVS served over 2,300 clients and reportedly placed them in meaningful full-time jobs with an average wage of \$32 per hour in the fields of healthcare, utilities, business, and non-profit sectors. JVS continues to serve individuals with multiple barriers such as deficiencies in language skills, insufficient mathematics skills, or lack of skills required by employers.

JVS has a long demonstrated history of recruiting employers to hire its graduates. Employers in healthcare, computer/technical services, and general office services are reportedly being arranged to participate.

Veterans Program

Even though this proposal doesn't include a Veteran's Job Number, JVS continues to serve veterans and participates in veteran-outreach activities (internally) to recruit applicants.

Healthcare Demand

Current labor market information highlights the magnitude of health-related employment opportunities. JVS reports that information from the Employment Development Department's (EDD) Labor Market Information Division projects growth in healthcare jobs of up to 22% in the San Francisco-San Mateo metropolitan statistical area (MSA) and 25.4% in the Alameda-Contra Costa MSA by 2024, resulting in a projected total of over 300,000 healthcare jobs.

The Bay Area's population is projected to increase by 30% by 2040 with a 137% growth in the 65 and over age group, according to Plan Bay Area 2040. This demographic shift will drive significantly increased demand for care and healthcare professionals to provide it.

IT Demand

Available labor market information provided by EDD projects a 31% increase in technology jobs by 2022 in the San Francisco-San Mateo-Marín MSA, approximately 15,000 new positions. The database-administrator roles, market-research analysts, and marketing specialists will see the most growth, with an estimated 25-40% growth and average-hourly wages in the range of \$40-\$52 per hour. The number of network and computer jobs is expected to increase 11.1% with 3,440 vacancies thru 2028.

Office Workers Demand

JVS reports quits and transfers in office and administrative jobs reportedly will generate an estimated 169,010 open positions through 2028.

PROJECT DETAILS

Many Bay Area employers have a shortage of workers for skilled, entry-level jobs due to a robust job market. JVS' clients lack necessary skills to meet minimum job qualifications in the San Francisco Bay Area. To address this challenge, JVS launched an ambitious expansion of its sector-focused Career Pathway programs in healthcare, financial services, and technology which are included in this proposal for ETP funding.

Training Plan

JVS will provide the following training via Class/Lab and E-Learning deliver methods:

Business Skills: Training will be offered to the Medical Office Worker, Financial Services Worker, Marketing Specialist and Office Workers in courses such as Medical Coding Basics, Financial Accounts, and Sales Skills.

Commercial Skills: Training will be offered to Systems Administrator, Financial Services Worker, Marketing Specialist and Office Workers in courses such as Engaging with Customers, Marketing Strategy, Automotive Controls, and Using Social Media.

Computer Skills: Training will be offered to all occupations in courses such as Electronic Medical Records, Accounting Software, and Salesforce Administration.

Continuous Improvement: Training will be offered to all occupations in Customer Service, Working in a Team, and Communication Skills.

Medical Skills (Didactic): Training will be offered to Medical Assistants and Office Workers in courses such as Patient Assessment and Care, Medical Records Management, and Infection Control.

Job Readiness Skills: Training will be offered to all occupations in courses such as Job Expectations, Resume Building, Online Applications, and Career and Financial Planning.

Curriculum Development

Curriculum is developed by trained educators based on direct input from JVS' employer partners and from all employers who hire its graduates. JVS is constantly adjusting programs in response to this input. Evaluations are also conducted following each training class.

Note: For Multiple Barriers, Contractor pre-screens trainees to determine their eligibility prior to enrolling trainees. Barriers are identified and kept on file with the Contractor.

➤ Wage Modification

Multiple Barrier (New Hire) trainees may be subject to earn at least the ETP New Hire Minimum Wage. These trainees must have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills). These trainees may receive the ETP New Hire Minimum Wage- \$17.33 (post-retention). JVS requests this wage modification, and staff considers the request is consistent with ETP Expansion Funds Program Guidelines.

➤ Retention Modification

The panel may modify the retention period for these trainees, making it satisfied by employment of at least 90 days out of 120 consecutive days with up to three employers. Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment. JVS requests this modification.

Trainer-to-Trainee Waiver (New Hire)

A waiver to ETP's (New Hire) trainer-to-trainee ratio of 1:15 is requested. JVS had success training persons with barriers to employment in small groups of 10 to 20 trainees to one instructor. The 1:20 ratio was approved and successful in the prior ETP project.

This JVS instruction model has proven effective for optimal trainee participation in class, class completion, learning outcomes, and employment outcomes are all similar for both size classes. Because of the effectiveness of classes with up to 20 trainees, JVS is requesting a 1:20 trainer-to-trainee ratio.

Commitment to Training

ETP funds will not displace the existing financial commitment to training from the participating employers or other funding sources. JVS reports WIOA funding and all funds received from a variety of sources including RSI funding, foundations, and private funding will continue to support programs at JVS. JVS represents no overlapping of funding exists and no other entity is funding any part of the proposed ETP-training hours per trainee.

➤ Training Infrastructure

The Chief Strategy Officer, Chief Program Officer, Director of Client Senior Manager of Data Quality and Evaluation Services, and Public Funding Coordinator will oversee administration. Training will be provided by nine in-house experts and vendors. JVS has also retained a third-party administrator to assist with ETP's systems and administration.

Impact/Outcome

Training delivered in this project will lead to trainees earning the following certifications:

- Medical Assistant Certification
- Salesforce Administrator and Developer Certification
- Advanced Cardiac Life Support Certification
- Basic Life Support Certification
- QuickBooks

Marketing and Support Costs

JVS conducts targeted outreach and recruiting for its training programs. Marketing and outreach efforts include advertising within JVS's community and non-profit partners, sharing program opportunities with government agencies such as the local Workforce Investment Boards (WIB) and human-service agencies, and by utilizing platforms like Craigslist to reach a wide audience.

JVS works closely with community-based organizations and non-profits throughout the Bay Area. For example, JVS has developed partnerships in the East Bay to support local program delivery with groups including Rubicon, Opportunity Junction, Unity Council, East Bay Asian Local Development Corporation, Fremont Adult Continuing Education, and Fremont Family Resource Center.

JVS is constantly recruiting employers. JVS makes direct contact with employers referred through its partners, and it recruits through employer associations and web sites. JVS requests 12% support costs to assist with the effective implementation of this project, which will require on-going recruitment, assessment and oversight. Staff recommends the 12% support costs.

Tuition Reimbursement

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

Training Agency Certification

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

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

- Approval for WIOA funding
- Successful past performance with ETP (see Active Projects table)

Learning Management System

Staff reviewed and approved JVS's Salesforce system for use in recordkeeping.

Recordkeeping

Due to the COVID-19 pandemic, an Alternative Recordkeeping (ARK) method is also being requested.

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
ET21-0184 (COVID Pilot)	\$200,000	10/26/20 – 10/25/22	100	TBD	TBD

ET21-0184: based on the CEF system, 0 reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2022 of final training. Training hours have been completed and will be documented in CEF by mid-December 2021.

PRIOR PROJECTS

The following table summarizes performance by JVS under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0164*	San Francisco	10/7/19 – 10/6/21	\$597,398	\$94,203 (15.77%)
ET19-0200	San Francisco	9/3/18 – 9/2/20	\$270,101	\$270,101 (100%)

ET20-0164*: based on the CEF system, 22,181 hours have been tracked for potential earnings of \$559,192 (94% of Approved Amount). While 26 of the 158 estimated number of trainees have been placed and Final invoiced for to date, additional invoices are pending. Plus, additional hours will be uploaded prior to the Panel meeting.

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

California State University of San Francisco has been retained to provide medical and dental assistant training for a fee to be determined (TBD).

University of the Pacific in Stockton has been also retained to provide dental-assistant training for a fee TBD.

Other trainers will be identified for ETP recordkeeping purposes, as they are retained.

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8–260

Trainees may receive any of the following:

MEDICAL SKILLS (Didactic)

- Advanced Cardiac Life Support
- Basic Life Support
- Body Mechanics
- Clinical Skills Certifications
- Clinical Skills Refresher
- Dental Assisting
- Documentation
- Drawing Blood
- EKG
- Equipment Skills
- HIPPA
- Industry Overview
- Infection Control

COMMERCIAL SKILLS

- Data-Driven Marketing
- Digital Marketing
- Engaging with Customers
- Marketing Strategy
- Measuring Audiences
- Measuring Marketing Results
- Using Social Media

BUSINESS SKILLS

- Bookkeeping
- Customer Service Skills
- Financial Accounts
- Financial Regulations
- Financial Services Industry
- Financial Systems
- Financial Terms
- Medical Coding Basics
- Medical Office Functions
- Medical Office Operations
- QuickBooks
- Sales Skills
- Types of Financial Institutions

COMPUTER SKILLS

- Accounting Software
- Applications

- Basic Computer Literacy
- Bookkeeping Software
- Business-Process Management
- Data Reporting
- Electronic-Medical Records
- Google Drive and Google Docs
- IT Support
- Keyboarding
- Microsoft Office
- Presentation Software
- Salesforce Administration
- Salesforce Platform
- Security
- Software Customization
- User Management

CONTINUOUS IMPROVEMENT

- Communications Skills
- Communications Styles
- Conflict Resolution
- Critical Thinking and Problem Solving
- Customer Service
- Handling Difficult Situations
- Leading Teams
- Project Budgeting and Costs Controls
- Project Management
- Project Scheduling
- Setting and Achieving Goals
- Working in a Team

JOB READINESS SKILLS

- Career Planning & Assessment
- Financial Literacy
- Job Expectations
- Networking
- On-line Applications
- Personal Financial Records & Planning
- Presentation / Appearance
- Resume Building
- Winning a Job Offer

<p>Note: Reimbursement for retraining is capped at 260 total-training hours per trainee, regardless of the method of delivery.</p>
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EXPANSION FUNDS

Training Proposal for:

JobTrain, Inc.

Contract Number: ET22-0206

Panel Meeting of: December 17, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	New Hire Expansion Funds (Alt/Gen) Multiple Barriers Medical Skills Training	Industry Sector(s):	MEC (H) Services (61,71,72,81,92) Healthcare (62) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco, Marin, Santa Clara, Contra Costa, Alameda, San Mateo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$347,875		\$33,375 12%		\$381,250

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	New Hire Multiple Barriers	MS (Didactic), MS (Preceptor), Computer Skills, Business Skills, Job Readness Skills, Commercial Skills, HazMat, OSHA 10/30	125	8-260 Weighted Avg: 121	0	\$3,050	\$17.33

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

Minimum Wage by County: \$17.39 per hour for San Francisco, Marin, Santa Clara, Alameda, and San Mateo counties; \$17.33 per hour for Contra Costa County.

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

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

Although employer(s) may provide health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Construction Worker		15
		5
Healthcare Aide		8
		12
		8
Food Service Worker		12
		10
Medical Office Worker		5
		20
		10
IT Support Technician		7
		13

INTRODUCTION

Founded in 1965 and headquartered in Menlo Park, JobTrain, Inc. (JobTrain) (www.jobtrainworks.org) is a private, non-profit training agency that empowers low-income individuals to gain the job skills needed to obtain sustainable employment in high-demand growth industries. ETP-funded training will be delivered out of its Menlo Park headquarters facility.

JobTrain provides services to approximately 6,000 people each year of which 1,000 benefit from intensive-career training, which includes skills upgrades such as GED, ESL and digital-skills

development. JobTrain has job-placement success, which it states is historically above 75% per year of its graduates with average wages at nearly \$22.00 per hour. JobTrain maintains support in the local business community which includes employers from the industries indicated in this proposal that actively hire JobTrain's graduates.

This is JobTrain's ninth ETP Contract, and it's fourth within the last five years. In this proposal, it is requesting ETP funds to train 125 New Hire trainees (including Ex-Offenders/At-Risk Youth or individuals with Multiple Barriers) to become entry-level Healthcare Workers including Medical Assistants (MA), Certified Nurse Assistants (CNA), or Allied Health Professionals. JobTrain's program also includes training for Construction Workers, Information Technology (IT) Technicians, and Food Service Workers.

Veterans

Even though there is not a Veterans component in this project, JobTrain partners with the Employment Development Department (EDD) to serve clients including veterans. EDD operates its main office for San Mateo County at JobTrain's Menlo Park headquarters, and EDD has a Veterans program via its Workforce Services Branch that refers eligible trainees to JobTrain.

PROJECT DETAILS

Healthcare Demand

Healthcare occupations in San Francisco-San Mateo-Redwood City metropolitan statistical area (MSA) with the largest anticipated job growth include MAs. According to the Bureau of Labor Statistics:

- Employment of MAs is expected to grow 29% from 2016 to 2026
- Employment of CNAs is expected to grow 21% from 2016 to 2026

EDD projects growth in healthcare jobs of up to 22% in the San Francisco-San Mateo MSA by 2024, resulting in a projected total of over 300,000 healthcare jobs. The Bay Area's population is projected to increase by 30% by 2040 with a 137% growth in the 65 and over age group, according to Plan Bay Area 2040. This demographic shift will drive significantly increased demand for care and the healthcare professionals whom provide it.

Construction Demand

According to Bureau of Labor Statistics, employment of carpenters is projected to grow 8% from 2016 to 2026. JobTrain represents construction is booming in the San Francisco Bay Area and the demand for carpenters is strong at 16,000 new jobs annually based on a review of EDD Labor Market Information Division's (LMID) published California Labor Market Information. This is due to new commercial/private building and property remodeling activity.

IT Demand

This IT field is anticipated to grow by 10% from 2018 to 2028. The median salary is \$53,470 according to JobTrain's review of Bureau of Labor Statistics Occupational Outlooks report.

Food Services Demand

Based on JobTrain's review, the California Labor Market Information provided by EDD's LMID projects 66,000 new openings for cooks and food preparation workers each year through 2026.

Training Plan

Training will be conducted via Class/Lab and E-Learning delivery methods in the following:

Business Skills: Training will be offered to Healthcare and Food Service Workers and include Business Practices, Communications Skills and Financial Skills.

Commercial Skills: Training will be offered to Construction and Food Service Workers and include safe working conditions, on-the-job expectations and job-specific training.

Computer Skills: Training will be offered all occupations in Basic Computer Skills. In addition, IT Technicians will receive training in Helpdesk Support, Technical Customer Service and other related topics.

Medical Skills (Didactic and Clinical Preceptor): Training will be offered to Healthcare Workers and include Body Mechanics, Vital Signs, Long-Term Care, Infection Control, Nutrition, Bandaging Techniques, Diagnostic Procedure, Observation and Charting, Medical Terminology and Standards of Care.

Job Readiness Skills: Training will be offered to all occupations in Workplace Success, Communications, Resume Development and Interview Skills courses.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom training for journeyworkers and 30 hours for frontline supervisors. 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.
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. In this proposal, Construction Workers will receive up to 30 hours of training. 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, certification is by Environmental Protection Agency.

Multiple Barriers (New Hire)

Trainees may also receive a higher portion of Literacy or Other Skills; however, up to 50% of training hours per trainee must be vocational.

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

➤ Retention Modification

The Panel may also modify the retention period for these trainees, making it satisfied by employment of at least 90 days out of 120 consecutive days with up to three employers. JobTrain requests this retention modification.

Trainer-to-Trainee Ratio Waiver (New Hire)

JobTrain is requesting a waiver to ETP's standard New Hire trainer-to-trainee ratio of 1:15 to allow a 1:20 ratio. JobTrain has had a successful business model of delivering training to its New Hires with a trainer-to-trainee ratio of 1:24, which has been effective with an average course-completion rate in excess of 85%. Job-placement success is historically above 75% with average wages at nearly \$22.00 per hour. Trainees are placed into good jobs with high wages, and JobTrain receives positive feedback from employers.

Additionally, JobTrain is requesting a waiver to ETP's standard Clinical Medical Preceptor trainer-to-trainee ratio of up to 1:10 to allow a 1:15 ratio to be consistent with the California Department of Public Health's standards. Both ratios were approved and successful in the prior ETP Contract.

Impact/Outcome

Training will lead to trainees earning the following certifications:

State of California (regulated) Certifications

- CNA Certification
- MA Certification
- Home Health Aide Certification
- Cardiopulmonary Resuscitation Certification
- HAZWOPER 40 Certification
- OSHA 10/30 Certification
- Forklift Certification

Industry-Driven Certifications

- Confined Space Certification
- HILTI Powder-Actuated Certification
- IT Support Professional Certificate (Google)
- National Serve Safe Certification

Curriculum Development

The curriculum is driven by State of California licensure and or industry driven certification requirements, employer feedback regarding its specific skills and needs, and JobTrain's experience of preparing candidates for career pathways. JobTrain solicits regular feedback from graduates and employer partners to assess the quality of the curriculum. This feedback is collected through surveys, focus groups and advisory tables.

JobTrain's CNA Site Director has provided technical expertise in developing the Healthcare curriculum. Additionally, JobTrain has a full-time labor expert, culinary expert, and IT expert as trainers. Where licensure is required to train (OSHA 10/30 and other topics), JobTrain will ensure the licensure or certifications are obtained or brought current.

Marketing and Support Costs

JobTrain advertises its programs through direct mail, publishes marketing materials and launches social media campaigns to recruit trainees. In addition, JobTrain program staff conducts marketing of its programs by engaging with businesses and students throughout San Mateo County.

JobTrain markets its programs through outreach to nonprofit and community partners, including Second Harvest Food Bank, HIP Housing, Daybreak Shelter, LifeMoves, Boys and Girls Club of the Peninsula, Peninsula Family Services, Redwood City Community Schools, Sequoia Union High School District, Nuestra Casa and Fair Oaks Community Center, and Community Legal Services in East Palo Alto. It partners with One East Palo Alto for youth employment.

JobTrain also partners with employers to connect students with careers. Healthcare partners include Palo Alto Medical Foundation, Kaiser Permanente, and Stanford Health Care. Construction partners include Carpenter Local 217 and Laborers Local 261. JobTrain requests and ETP staff recommends 12% support costs.

Commitment to Training

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

➤ Training Infrastructure

JobTrain's Chief Executive Officer and Chief Operating Officer will provide administrative oversight. Its Outreach Admissions and Resource Center Manager (dedicated administrator), Client Services Manager, two Career Development Specialists, and the Finance Director will also assist in administering the project. Its CNA Site Director and four in-house experts will coordinate training delivery. Additionally, JobTrain has retained a third-party subcontractor- Steve Duscha Advisories to assist with administration.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study.

As indicate above, JobTrain is eligible as a training agency based on the following:

- Certification by Western Association of Schools and Colleges.
- Successful past performance with ETP (see Prior Project table).

Tuition Reimbursement

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

Electronic Recordkeeping

JobTrain will use a Learning Management System (Salesforce) to document all ETP training. The system has been reviewed and approved by ETP.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0133* (COVID Pilot)	\$198,000	8/3/20 – 8/2/22	99	0	TBD
ET20-0218	\$381,250	12/23/19 – 12/22/21	125	20	TBD

ET21-0133: Based on ETP's CEF system, 112 hours have been tracked representing 28% in potential earnings. However, the Contractor represents more hours have been delivered and will be entered soon. The Contractor also projects final earnings of 100% based on training currently committed to by employers and in progress through May 2022.

ET20-0218: Based on ETP systems, 24,749 training hours have been tracked for potential earnings of \$381,250 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2021.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0353	Menlo Park	12/17/18 – 12/16/20	\$199,530	\$195,258 (98%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

8–260

Trainees may receive any of the following:

BUSINESS SKILLS

- Medical Laws & Ethics
- Interpersonal Communication
- Patient History
- Patient Education
- Schedule & Financial Management
- Billing & Coding
- Customer Service
- Calculating Costs and Prices
- Food Service Economics
- Healthcare Economics

COMPUTER SKILLS

- Electronic Medical Records
- Entering Data
- Retrieving Data
- Computer and Data Security
- Creating Reports
- Computer Basics
- Applications
- Desktop Support
- Helpdesk Support
- Technical Customer Service
- Troubleshooting
- Networking
- Operating Systems
- System Administration

MEDICAL SKILLS (Preceptor)

- Exams
- Vital Signs
- Lab Referrals
- Diagnostic Procedures
- Bandaging Techniques
- Lab-Specimen Processing
- Injections and Venipunctures
- Infection Control
- Clinical Practice
- EKG
- Body Mechanics
- Patient Care and Assessment
- Resident Care Procedure
- Vital Signs
- Nutrition
- Observation and Charting
- Infection Control
- Resident Rights

MEDICAL SKILLS (Didactic)

- Clinical Skills
- Reporting
- Assisting
- Orientation to Lab,
- Infection control
- Physical Therapy, Nutrition & Health
- Vital Signs
- First Aid & Bandaging
- HIPAA
- Injections and Venipuncture
- Electrocardiogram (EKG) Procedures
- Cardiopulmonary

COMMERCIAL SKILLS

- Building Materials
- Familiarity and Appropriate Use of Hand-Power Tools
- Jobsite and Tool Handling
- Safe working conditions
- Fork-Lift Operation
- Confined Space
- CPR Certification
- Green-Building Philosophy and Techniques
- Basic Understanding of Blueprints
- Construction Math
- Setting up Jobs
- Commercial Kitchens
- Food Safety
- Sanitation
- Servicing and Maintaining Kitchen Equipment
- Recipes
- Types of Cooking
- Types of Ingredients

HAZARDOUS MATERIALS

- Identification
- Handling
- Abatement

OSHA 10/30 (OSHA-Certified Instructor)

- OSHA 10 (maximum of 10 hours per trainee)
- OSHA 30 (maximum of 30 hours per trainee)

JOB READINESS SKILLS

- Resume Development
- Interview Skills
- Workplace Success
- Conflict Resolution
- Communication Skills & Public Speaking
- Clinical Requirements
- Communication Skills

- Interpersonal Skills in the Skilled-Nursing Facility
- Workplace Behaviors
- Math for the Workplace

Note: Reimbursement for retraining is capped at 260 total-training hours per trainee, regardless of the method of delivery.



EXPANSION FUNDS
Training Proposal for:
Kern County Electrical Joint Apprenticeship
& Training Committee

Contract Number: ET22-0938

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Kern	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 428		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$299,064		\$23,398 8% - Job Numbers 1-2 20% - Job Number 3		\$322,462

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	7	8-200	0	\$590	\$45.40
				Weighted Avg: 24			
2	Retrainee Apprentice	Commercial Skills, OSHA 10/30	75	8-210	0	\$3,850	\$19.12
				Weighted Avg: 200			
3	Retrainee Apprentice Veterans	Commercial Skills, OSHA 10/30	7	8-210	0	\$4,226	\$19.12
				Weighted Avg: 200			

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

Minimum Wage by County: Job Numbers 1-3: \$19.12 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 participating employers 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		
Electrician/Inside Wireman		7
Job Number 2 Apprentice		
Electrician/Inside Wireman		5
		70
Job Number 3 Veterans Apprentice		
Electrician/Inside Wireman		1
		6

INTRODUCTION

Founded over 53 years ago, Kern County Electrical Joint Apprenticeship & Training Committee (Kern Electrical JATC) (www.ibew428.org) is a nonprofit training organization dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. The JATC trains Electricians to install power, lighting, controls and other electrical equipment in commercial, industrial and residential facilities. Kern Electrical JATC is governed by a Board of Trustees comprised of three labor and three management representatives, and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 428 and the National Electrical Contractors Association (NECA). Kern Electrical JATC is located in Bakersfield and proposes to train Journeyworkers and Apprentice Electricians, all of whom are members of IBEW Local 428. Currently Local 428 has over 750 active members.

Veterans Program

Kern Electrical JATC is committed to supporting job-related training that helps Veterans transition into the California workforce. Kern Electrical JATC actively recruits and hires Veterans in cooperation with Helmets to Hardhats and set aside specific days dedicated to veteran applicants to help them apply for the program.

Kern Electrical JATC will train seven Veterans in this project (Job Number 3). The Veteran training curriculum will remain the same as the Apprentice training curriculum. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans. In some cases, Veterans who apply for the Apprenticeship Program who also have construction experience can skip the first stage of the application process.

COVID-19

To keep up with the demand for highly-trained, highly-skilled electricians it is critical for Kern Electrical JATC to offer classes both in person and online to continue training during the state-mandated shelter-in-place order. Currently Kern Electrical JATC's classes are a mix of E-Learning instruction and in-person instruction. To ensure trainees receive the hands-on training they need, the JATC has implemented several in-person classroom precautions with safety as the main priority. To accommodate in-seat instruction, students must wear masks, undergo temperature checks, and may not share belongings upon entering the training facility. To ensure adherence to social distancing guidelines to keep trainees and trainers safe, the average size of an onsite class is 10-12 trainees and every class has two instructors. Half of the class is in the shop area with one instructor and the other half is in the classroom with the other instructor.

Apprenticeship Program

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

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 Kern County Electrical JATC's sixth ETP Contract, and the sixth in the last five years. Kern County is California's leading oil producing county and builds many of the state's utility solar farms. Currently solar farms produce 7 – 8 hours of energy per day. Its goal is to help building energy storage facilities next to the solar farms to produce from 8 hours to 24 hours and turning solar farms into full functional 24-hour power plants. As a major contributor to the state's energy and agricultural resources, this county needs trained electricians to help the state meet demand. Multiple participating employers and union representatives have identified a need for training due to new energy efficiency regulations, the need to reduce costs to remain competitive, the need for higher quality standards, the increasing complexity of construction projects, and a retiring workforce.

The Journeyworker upgrade program is intended to bring work skills and knowledge up-to-date, as required by contractors and worksite property managers. Kern County Electrical JATC trains electricians who install the power, lighting, controls and other electrical equipment in commercial, industrial and residential buildings. By working with local employers, the JATC develops enhanced education standards to support California's drought-affected agriculture industry and evolving energy production and storage needs. Current projects include Ridgecrest Naval Weapons Base, The California High-Speed Rail, various utility-grade solar projects and various new schools being built across Kern County.

Training Plan

The proposed training, entirely center-based, is scheduled to begin the week following Panel approval. Training will be delivered via Class/Lab, Videoconference and E-Learning in the following:

Journeyworker Training:

Business Skills: This training will be offered to Journeyworkers to ensure they understand new national building codes and green practices; follow certification guidelines and collaborative bidding and project development practices; meet budgets; and interact with various types of construction workers. Training will also include Teambuilding and Leadership Skills to ensure Journeyworkers can lead teams in an effective and efficient manner.

Commercial Skills: Energy training will be the focus due to employer demand in these new methods and technologies. Training will cover energy-efficient technologies and products such as Solar Photovoltaic Panels, Motor Controls, Advanced Welding, Green Materials Testing and Audit 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 will learn to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial and residential establishments. They will also learn to install, connect and test electrical wiring systems for lighting, heating, air conditioning and communications for any building or structure.

Certified Safety Training – Journeyworkers & Apprentices

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

Curriculum Development

The Curriculum was developed and customized with input from both labor and management representatives to address the local needs of union members, participating employers and the industry as a whole. IBEW Local 428 is directly involved in the development of the Curriculum and training plan, and is in full support of the proposed training for its members.

The Apprentice program uses the National Joint Apprenticeship and Training Committee’s Curriculum which was developed for the exclusive use of IBEW-NECA JATCs.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is provided by the participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Training will be overseen by Kern Electrical JATC’s Training Director with three designated staff members who are responsible for all administrative activities, including scheduling, securing recording and tracking training. Kern Electrical JATC has retained Strategy Workplace Communications to provide administrative services to ensure that all training records adhere to ETP requirements.

Trainer Qualifications

Kern Electrical JATC has three full-time and eight part-time trainers. All trainers are qualified journey-level workers with extensive practical and training experience in the electrical industry and some have received Master Certification status by the National Joint Apprenticeship and Training Committee.

Impact/Outcome

Trainees may receive the following certifications as a result of the proposed training: OSHA 10, OSHA 30, Rigging and Lifting, Green Audits, Arc Flash Safety Awareness, Building Automation Systems, CALCTP Acceptance Testing, Title 24 Lighting Installation and Codes, Electrical Vehicle Infrastructure Training Program, Energy Storage Certification and Refinery Safety Overview.

Marketing and Support Costs

Kern Electrical JATC conducts marketing through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Class information will be distributed throughout the year to all Apprentice and Journeyworker electricians within the jurisdiction, as well as to the electrical contractors who employ them. Many participating employers have already been recruited; however, additional recruitment and assessment activities are anticipated.

As such, Kern Electrical JATC is requesting 8% support costs for Job Numbers 1 & 2 and 20% support costs for Job Number 3 (Veterans) to fund its staff in recruiting and qualifying additional participating employers for this program. Staff recommends the 8% & 20% support costs.

Tuition Reimbursement

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

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
ET21-0920	\$147,637	07/01/20 – 06/30/22	77	TBD	TBD

Of an estimated 77 trainees, 36 have been enrolled and started training. To date, the ETP Systems show 3,470 reimbursable hours have been tracked for potential earnings of \$68,350 (46% of approved amount). Kern County Electrical 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 Kern Electrical JATC under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET20-0917	Kern	08/05/19 – 08/04/21	\$287,490	\$259,149 (90%) Potential Earnings
ET19-0910	Kern	08/01/18 – 07/31/20	\$278,585	\$221,689 (80%)
ET17-0925	Kern	01/27/17 – 01/26/19	\$287,600	\$287,600 (100%)
ET15-0920	Kern	02/23/15 – 02/22/17	\$313,795	\$307,660 (98%)

*ET20-0917: Of an estimated 87 trainees, 139 have completed training (100% of planned retentions). To date, the ETP Systems show 13,381 reimbursable hours have been tracked for potential earnings of

\$259,149 (90% of approved amount). Kern County Electrical projects final earnings of 90% based on training completed through 05/06/21.

DEVELOPMENT SERVICES

Kern Electrical JATC retained the California Labor Federation in Oakland and Strategy Workplace Communications in Alameda to assist with development at no charge.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

8-200 (Job Number 1) Trainees may receive any of the following:

Journeyworker Training**BUSINESS SKILLS**

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

COMMERCIAL SKILLS Codeology

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

 Analog/Digital Circuit (AC/DC) Principles

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

 Grounding

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

 Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures

- National Fire Protection Act, 1972 (NFPA 72)

Fire Life Safety

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

Industrial Motor Control

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

Programmable Logic Control (PLC)

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

Electrical Design

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

Voice, Data, and Video

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

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems
- Conduit Bending
- Confined Space Entry
- ESAMATC energy storage
- Firestop Installation
- High Voltage Cable Splicing
- Management and Monitoring of Materials
- Programmable Logic Controllers

- Proper Equipment Set-Up (Green Training)
 - Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
 - Refinery Safety Orientation (new)
 - Rigging and Lifting
 - Safe Working Practices (Training is capped 10% of a trainee's total hours)
 - Solar Panel Installation
 - Solar Photovoltaics
 - Specialized Tools
 - Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
 - Understanding Changes to Industry Standards (Green Training)
 - Understanding New Technologies and Changes to Industry Standards (Green Training)
 - Work Flow and Resources
- ✚ California Advanced Lighting Control Program (CALCP)
- Advanced Lighting Control Systems
 - Lighting Control Strategies
 - Line Voltage Switching Controls
 - Low Voltage Switching Control
 - Dimming Controls
 - Occupancy Sensors
 - Photosensors
- ✚ CALCP Acceptance Testing
- ✚ Electric Vehicle Infrastructure Training Program (EVITP)
- ✚ Refinery Safety Overview (RSO)

COMPUTER SKILLS

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Class/Lab, Videoconference & E-Learning Hours

8 - 210 (Job Numbers 2 & 3)

Apprentice Training**COMMERCIAL SKILLS**

- ✚ 2nd Year
- Orientation, Level II
 - Test Instruments, Level I
 - Codeology, Level I
 - AC Theory, Level I
 - Blueprints, Level I

- Electrical Safety-Related Work Practices, Level I
- Transformers, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections



3rd Year

- AC Theory
- Blueprints
- Code and Practices
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Grounding and Bonding
- Transformers
- Conduit Bending: Rigid & EMT, Chicago & 555
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Cad-welding
- Ground Testing
- Transformer wiring
- CPR/First Aid refresher
- COMET



4th year

- Code Calculations
- Blueprints (& layout yard)
- Grounding and Bonding
- Motors
- Motor Control
- Lightning Protection
- Lighting Essentials
- Field Trip to motor repair shop and Folsom power house
- Motor Controls: mag starter & 3-wire control
- PLC's
- VFD's
- Motor control labs
- Code Prep



5th Year

- Code and Practices
- Code Calculations
- Motor Control
- Orientation
- Rigging
- Torque
- PV/Solar Installer
- CALCTP
- EVITP
- CPR/First Aid Refresher

- Foreman Training: Managing the Work including NECA/IBEW presentations



From 2nd to 5th year

- High Voltage Cable Splicing
- ESAMATC energy storage
- Refinery Safety Orientation (new)
- Refinery Safety Overview (RSO)

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. Reimbursement for Apprentice training is capped at 210 total training hours per trainee for Job Numbers 2 and 3, regardless of the method of delivery.



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

KLA Corporation

Contract Number: ET22-0195

Panel Meeting of: December 17, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Priority Rate Retrainee Job Creation Initiative	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Clara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 4,000	U.S.: 5,000	Worldwide: 12,000
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	5%		

FUNDING DETAIL

In-Kind Contribution
\$786,500

Total ETP Funding
\$499,100

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	Computer Skills, Continuous Impr, Manufacturing Skills, HazMat	295	8–200	0–80	\$1,380	\$26.12
				Weighted Avg: 60			
2	Retrainee Priority Rate Job Creation Initiative	Computer Skills, Continuous Impr, Manufacturing Skills, HazMat	50	8–200	0–80	\$1,840	\$25.12
				Weighted Avg: 80			

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

Minimum Wage by County: Job Number 1: \$20.86 per hour for Santa Clara County.

Job Number 2: \$17.39 per hour in Santa Clara County.

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

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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 - Retrainees		
Administrators		30
Engineers		195
Managers / Supervisors		15
Technicians		55
Job Number 2 – Job Creation		
Administrators		5
Engineers		30
Managers / Supervisors		5
Technicians		10

INTRODUCTION

Founded in 1997 and headquartered in Milpitas, KLA Corporation (KLA) (www.kla.com) designs, manufactures, and markets process-control and yield-management solutions for the semiconductor and related nanoelectronics industries. The Company produces inspection and metrology equipment that helps computer-chip manufactures make reliable semiconductor devices throughout the manufacturing and fabrication process. Semiconductors are essential components of smartphones, tablets, personal computers, and automobiles. Its equipment is used in other high-technology industries including advanced packaging, light-emitting diode (LED) power devices, data-storage industries, flat-panel displays, general materials research, and electric vehicles (EVs). Customers include semiconductor manufacturers such as Intel, Taiwan Semiconductor, Samsung, and Micron Technologies. Training will be delivered at its headquarters in Milpitas.

Veterans Program

Even though KLA does not plan to include a separate Veteran's Job Number, the Company has established an affirmative-action program under the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA). KLA also provides a web portal for veterans to share how experiences in the military may translate into careers within the Company.

PROJECT DETAILS

This will be KLA's tenth ETP Contract, and its fourth in the last five years. Its previous project was a successful COVID Pilot project that helped to create 100 new jobs and to address the COVID-19 pandemic. In this proposal, KLA will be addressing the shortage in computer chips for automobiles while also committing substantial efforts, funds, and other resources into research and development, workforce training, and hiring employees in California. KLA has agreed to not enroll any employees who have been previously placed in an ETP Contract and confirmed that all proposed courses are new.

According to company representatives, the semiconductor manufacturing industry has experienced significant change over the past several years and the COVID-19 pandemic has created a critical shortage of computer chips worldwide affecting all industries. Industry experts state that the computer-chip shortage could extend beyond 2022 and will harm the U.S. economy especially in the automotive sector where production has been slowed, leading to a drop in sales.

KLA's objective is to train Engineers and Technicians in the design, development, production, maintenance, and calibration of semiconductor manufacturing tools and equipment that are used in the making of computer-chip sets for EVs. The development, design, and manufacture of its semiconductor products are complex and requires a high degree of technical knowledge. Training will enable critically important control and efficiency capabilities for a variety of vehicle systems including safety, navigation, entertainment, battery performance, and engine management to reduce harmful emissions.

Retrainee - Job Creation

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

In this proposal, the Company will hire 50 new employees (Job Number 2) in an effort to meet business-capacity growth. KLA is hiring Technicians and Engineers to perform technical assistance, maintenance, and business development for its advanced-manufacturing tools and equipment. The hiring is a reflection of the Company's successful expansion into the EV-manufacturing marketplace and the effects of the global computer-chip shortage. Depending on market conditions in 2022 and beyond, hiring projections will likely exceed the 50 (job-creation) goal by the Contract's term date. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Training Plan

The following training be provided via Class/Lab, E-Learning, and Computer-Based Training (CBT) delivery methods:

Computer Skills: This training will be offered to all occupations in courses such as Desktop Productivity Applications, eBusiness Applications, Management and Manufacturing Control Systems, and Programming Languages to ensure proper knowledge when using computer systems.

Continuous Improvement: This training will be offered to all occupations in courses such as Product Quality and Reliability Techniques, Design for Excellence, and Design Tools and Practices. Training will teach staff how to better understand, measure and reduce process variation using methodical problem-solving techniques and statistics.

Manufacturing Skills: This training will be offered to Engineers and Technicians on course titles like Assembly, Installation, Maintenance and Calibration, Lean Manufacturing Techniques, and Equipment Cross-Training to ensure staff are analyzing production processes to generate improved processes and productivity during assembly, test, and inspection.

Certified Safety Training

1. 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. In this proposal, Engineers, Technicians, and some Managers/Supervisors will receive up to 12 hours of training. 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.

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 0-80 hours of CBT.

Commitment to Training

KLA is ready to begin training upon Panel approval. The Company's statewide training expenditure in California is in excess of \$850,000. The ETP curriculum will build on, but not overlap, training already provided by the Company. KLA funds all orientation and basic-job skills training, class/lab and on-the-job (OJT) manufacturing skills training for new employees, OSHA-mandated safety regulations, basic-computer training, executives' training, and training in compliance, human resources, and legal issues.

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

KLA's Manager of Learning and Development will be the signatory of the Contract, while its Operations Manager (dedicated administrator) will oversee ETP training. Training will be administered by KLA's training department, which oversees workforce training across the organization. Two full-time administration-training staff and one management employee will be assigned to assist with administration with a third-party subcontractor and ETP staff.

Impact/Outcome

The skills certifications attained by trainees who successfully complete training include certificates in proprietary computer-software systems, computer-aided design (CAD)/computer-aided manufacturing (CAM), lab automation and robotics, geometric tolerancing courses, and in Six

Sigma/Lean manufacturing. A portion of the training will focus on leading-edge technology trends in EVs, semiconductor-manufacturing development, and innovation. Engineers will earn advanced accreditations in the calibration, maintenance, and installation of KLA's metrology and inspection product line. Training has been customized to enhance the skills of front-line workers ranging from field engineers to headquarter support occupations preparing them with the skills to remain employed at KLA or to be employed by other electronic-measurement companies in California. Employees who successfully complete any information technology (IT) course will receive skills certifications that are transferable in the industry.

Electronic Recordkeeping/LMS

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

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
ET21-0288	\$200,000	5/17/21– 5/16/23	100	100	100

Based on ETP systems, 468 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 February 2023. The Contractor is in the process of submitting its Final invoice for Fiscal Closeout, since all of its potential earnings have been met.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0240	Santa Clara	12/1/19– 11/30/21	\$546,250	\$546,250 (100%)
18AS-0102	Santa Clara	11/6/17– 11/5/19	\$432,000	\$432,000 (100%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

The Company also retained Herrera and Company 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/E-Learning Hours**

8–200

Trainees may receive any of the following:

COMPUTER SKILLS

- Advanced Manufacturing Lab Applications
- Allotrope Data Format Programming
- Desktop Productivity Applications
- eBusiness Applications
- Management and Manufacturing Control Systems
- Materials and Logistics Software Development
- Programming Languages
- Project Management Software Tools

CONTINUOUS IMPROVEMENT

- Continuous Improvement Program (CIP)
- Design for Excellence
- Design Tools and Practices
- Image Sensor Quality and Communication Protocols
- Individual Transition in Organizations
- Innovation and Influence
- In-Situ Process Monitoring
- Leadership and Coaching Skills
- Leadership Essentials
- Leading Cross-Functional Teams
- Managing for Performance
- Product Quality and Reliability Techniques
- Quality Fundamentals / Core Skills

HAZARDOUS MATERIALS

- Chemical Hazards Communication Standards
- Hazardous Materials Labeling, Handling, Safe Transport, and Clean Up
- Restricting of Hazardous Substances

MANUFACTURING SKILLS

- Advanced Component Inspection and Imaging Systems
- Advanced Driver Assistance Systems (ADAS)
- Application Engineering Services
- Assembly, Installation, Maintenance and Calibration
- Equipment Cross-Training
- Equipment Technical Qualifications and Certifications
- Field Service Engineering, Maintenance and Calibration
- Lean Manufacturing Techniques
- Set-up, Inspection, and Best Use Practices
- Testing and Troubleshooting

CBT Hours

0–80

CONTINUOUS IMPROVEMENT

- Advanced Customer Communications and Awareness (1 hr.)
- Leadership/Coaching Skills (2.5 hrs.)
- Marketing Promotion and Strategy (6 hrs.)
 - Copy Writing for Social Media (2 hrs.)
 - Advanced Branding (4 hrs.)
- Multi-Cultural Customer Service Relationships (2 hrs.)
- Problem Solving Tools and Techniques (12 hrs.)
 - Creative Approach to Problem Solving (3 hrs.)
 - Problem Solving Techniques (3 hrs.)
 - The Five Step Creative Process (3 hrs.)
 - Problem Solving for Continuous Improvement (3 hrs.)
- Process Improvement Training (10 hrs.)
 - Process Improvement Foundations (2 hrs.)
- Simplifying Business Processes (2 hrs.)
 - Six Sigma Foundations (2 hrs.)
 - Implementing Continuous Improvement (2 hrs.)
 - Collaboration Principles and Process (2 hrs.)
- Product Marketing for Engineers (3 hrs.)
- Technical Presentation Skills (7 hrs.)
 - Designing Technical Slides (2 hrs.)
 - Creating an Infographic (1.5 hrs.)
 - Visio Fundamentals (1 hr.)
 - Animating Text and Objects (2.5 hrs.)

COMPUTER SKILLS

- Advanced Project Management Software (8 hrs.)
 - Agile with Microsoft Project (4hrs.)
 - Project Management Foundations (2 hrs.)
 - Project Resource Management (2 hrs.)
- Computer Assisted Design (4.5 hrs.)
- Database Design (6 hrs.)
 - Database Foundation and Relational Tables (2 hrs.)
 - Modeling, Planning, and Normalizing (2 hrs.)
 - SQL Queries and Data Structures (1 hr.)
 - Information Literacy (1 hr.)
- Electronic Record Management (0.5 hr.)
- Manufacturing Resources Planning (1.5 hrs.)
- Management and Manufacturing Control Systems (16 hrs.)
 - Enterprise Resource Planning (ERP) Essentials (2 hrs.)
 - ERP Materials Management (2 hrs.)
 - ERP Financial Basics (2 hrs.)
 - ERP Production Planning (2hrs)
 - ERP Sales and Distribution (2 hrs.)
 - ERP Materials Requirement Planning (2 hrs.)
 - ERP Business Rule Framework (2 hrs.)
 - ERP Fundamentals for Planning (2 hrs.)

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



EXPANSION FUNDS

Training Proposal for:

Los Angeles Pacific College

Contract Number: ET22-0185

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: M. Pacerelli

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) New Hire Multiple Barriers Retrainee Priority Rate SB <100 HUA	Industry Sector(s):	Services (G) Retail (44-45) Healthcare (62) Manufacturing (33) Information / Multi Media (51) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Ventura, Riverside, San Bernardino	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$141,640		\$2,440 - 8% \$10,120 - 12%		\$154,200

In-Kind Contribution:	50% of Total ETP Funding Required	\$78,000
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	New Hire Multiple Barriers	Business Skills, Computer Skills, Job Readiness, Literacy Skills	46	8-260	0	\$2,520	\$15.65**
				Weighted Avg: 100			
2	Retrainee Priority Rate	Business Skills, Computer Skills, Literacy Skills	60	8-200	0	\$393	\$19.12
				Weighted Avg: 16			
3	Retrainee Priority Rate HUA	Business Skills, Computer Skills, Literacy Skills	20	8-200	0	\$393	\$15.00**
				Weighted Avg: 16			
4	Retrainee HUA	Business Skills, Computer Skills, Literacy Skills	20	8-200	0	\$342	\$15.00**
				Weighted Avg: 16			

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

**It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County:

Job Numbers 1 (New Hire): \$16.48 in Los Angeles County, \$15.93 in Orange County, and \$15.65 in Ventura, Riverside, and San Bernardino Counties

Job Number 2 (Retrainee): \$19.77 in Los Angeles County; and \$19.12 in Orange, Ventura, Riverside, and San Bernardino Counties

Job Numbers 3-4 (HUA Retainee): \$14.83 in Los Angeles County; and \$14.34 in Orange, Ventura, Riverside, and San Bernardino 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 \$1.48 per hour in health benefits to meet the Post-Retention Wage for Job Number 1 and up to \$2.50 for Job Number 2.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1:		
Bookkeeper		3
		5
		3
Accounting Clerk		4
		5
		2

Accounting Technician		3
		4
		3
Web Designer		4
		3
Digital Designer		4
		3
Job Number 2:		
Administrative/Office Support Staff		4
		3
		2
Operations Staff		3
		5
		5
Manager/Supervisor		4
		3
		1
Owner (For Small Business Only)		30
Job Numbers 3-4: (HUA)		
Administrative/Office Support Staff		5
		8
Operations Staff		10
		5
Manager/Supervisor		6
		6

INTRODUCTION

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

Training Agency Certification

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

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

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

Veterans Program

Although this project does not include a Veteran's component, LAPC actively recruits unemployed Veterans through career fairs, and all qualified Veteran candidates are encouraged to apply for the New Hire training program. In addition, some participating employers may have Veterans on staff and may participate in the proposed training.

PROJECT DETAILS

This will be LAPC's ninth ETP Contract; the fourth within the last five years. LAPC is seeking funds to train and place individuals with multiple barriers to employment as well as incumbent workers of participating employers with emphasis on very small businesses.

LAPC has been training and placing unemployed individuals for more than two decades and has established a network of companies that contact the school on a regular basis in search of trainees prepared to enter the workforce. Trainees in Job Number 1 have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills). Based on demand in the labor market and LAPC's years of experience, this proposal will provide New Hire trainees (Job Number 1) the skills needed to meet quality standards set by prospective employers to enter or re-enter the workforce.

This proposal will also include training of incumbent workers in Job Numbers 2 to 4 specifically small businesses that have been substantially affected by the pandemic. These small businesses will focus on upskilling incumbent workers. Training will focus on specific workplace success skills to help them succeed in this very challenging time. As businesses are now starting to stabilize, training is needed in all areas of business operations to improve trainee efficiency and increase productivity. Small business owners will also learn how to successfully manage and grow their businesses.

LAPC submitted a core group of participating employers representing 80% of the requested funding in Job Numbers 2 to 4, all of which are small businesses. Participants are from a broad spectrum of industries, some of which may be ETP priorities, including manufacturing, transportation, logistics, retail, and services.

Training Plan

Business Skills: Training will be offered to all occupations in business operations to improve productivity and efficiency. New Hire trainees will receive training in bookkeeping and business tax information and preparation.

Computer Skills: Training will be offered to all occupations in various computer software, data storage, and web solutions such QuickBooks, Cloud Computing, and Digital Marketing.

Job Readiness Skills: Training will be offered to New Hire trainees in order to meet the quality standards set by potential employers and provide job readiness skills to those individuals who do not have work experience. This training will prepare them for the job market, enhance their employability, and increase the likelihood of finding suitable employment at the end of training.

Literacy Skills: Training will be offered to trainees who are not proficient in English. Training in Vocational English will focus on the more practical aspects of Business and Computer Skills. Training will include reading work orders, safety regulations and other documents; language comprehension; and understanding verbal directions and instructions.

Curriculum Development

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

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

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

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

Commitment to Training

LAPC is committed to all their trainees, in such a way that they provide remedial training classes at the school's expense. Participating employers in Job Numbers 2 to 4 will continue to provide safety training in accordance with all pertinent requirements under state and federal law. ETP funds will not displace the existing financial commitment to training.

➤ Training Infrastructure

LAPC's President will oversee the implementation of this project. The project team will also consist of four full-time staff members who will assist with project administration. The Student Services Coordinator and Admissions Counselor will be responsible for intake, admissions assessment, recordkeeping, and placement services. The Academic Director will be responsible for monitoring student performance, supervising the instructors, and course scheduling. The Marketing Coordinator will focus on marketing services and administrative support.

Trainer Qualifications

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

Marketing and Support Costs

LAPC recruits through its website and social media accounts (i.e. Facebook, Twitter, and Instagram). Marketing is also conducted through other community-based agencies, personal contacts, advertisements in local print media, and written communications. LAPC is able to reach a broad community of existing and potential trainees through content generation and advertising opportunities offered by these sites.

New Hire trainee referrals are from the Employment Development Department and One-Stop Service Centers in Los Angeles, Orange, Ventura, San Bernardino and Riverside Counties. Trainee recruitments are also conducted via networking and word-of-mouth referrals.

With its marketing efforts, LAPC requests 12% support costs in Job Number 1 to assist with the continual need for trainee recruitment including intake assessment to determine eligibility, job development, job search assistance and placement. In Job Numbers 2 to 4, LAPC requests 8% support costs to ensure ongoing marketing efforts towards employer recruitment and training needs assessments.

High Unemployment Area (HUA)

Trainees in Job Numbers 3 and 4 work in High Unemployment Areas (HUA), a region with unemployment exceeding the state average by at least 25%. Participating employers are located in HUAs in various cities in Los Angeles, Orange, Ventura, San Bernardino, and Riverside Counties.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. LAPC is requesting a 25% wage modification from the ETP Standard minimum wages of the aforementioned counties to \$15.00 per hour.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0113	\$199,234	08/01/19 – 01/27/22	38	51	23

Based on ETP Systems, 11,252 reimbursable hours have been tracked for potential earnings of \$169,348 (85% of approved amount). To date, LAPC has earned \$137,142 (69% of potential earnings) in final payments verified and approved by ETP.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET17-0496*	Statewide	06/30/2017– 06/29/2019	\$146,263	\$56,913 (39%)
ET15-0290**	Statewide	05/16/2015- 05/15/2017	\$145,691	\$79,599 (55%)

*ET17-0496 - When this project was presented to the Panel for approval, LAPC was on track to earn 100%; however, ETP Fiscal verified during the final closeout that some trainees did not complete the retention resulting in low completion rate. To avoid these issues in the ET20-0113 project, LAPC increased the number of trainees recruited and trained by 30% more than the estimated number of trainees approved in the contract. This is to ensure successful placement and retention of trainees.

**ET15-0290 – LAPC was initially approved for \$95,471 and was on track to earn over 80%. An amendment was submitted for an additional \$50,220 for a Phase II training; but by the time the amendment was approved, there were organizational changes at LAPC affecting the Phase II performance resulting in a lower completion rate. Since then, LAPC has designated two staff members to be in charge of student relations and placement services.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-260 (Job Number 1)

8-200 (Job Numbers 2-4)

Trainees may receive any of the following:

BUSINESS SKILLS

- Bank Reconciliation
- Bookkeeping Equations
- Budget & Cash Flow Management General Journal
- Business Management
- Business Tax Information & Preparation
- Closing the Books
- Depreciation
- Financial Statements
- General Ledger
- Handling Petty Cash
- Insurance
- Merchandising Accounts
- Partnerships & Corporations
- Pension & Employee Benefit
- Special Journals
- Work Sheet

COMPUTER SKILLS

- Microsoft Office Suite
- Microsoft Excel
- QuickBooks Premier
- QuickBooks Pro Advisor
- Cloud Computing
- Computer Graphic Design
- Web Design
- Vector Image Illustrations
- Desktop Publishing Software
- Web Design
- Cloud Computing
- Digital Marketing

JOB READINESS*

- Resume Building
- Online Applications
- Interviewing Skills
- Workplace Etiquette
- Presentation/Appearance
- Career Planning & Assessment

LITERACY SKILLS*

- Vocational English as a Second Language (VESL)

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

Note: Reimbursement for retraining (Job Numbers 2-4) is capped at 200 total training hours per trainee, regardless of the method of delivery. Reimbursement for new hire training (Job Number 1) is capped at 260 total training hours per trainee 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: Los Angeles Pacific College
Reference No: 21-0693

CCG No.: ET22-0185
Page 1 of 7

ALPHABETIZE BY COMPANY NAME

Company: Bobco Metals	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2000 S. Alameda Street	
City, State, Zip: Los Angeles, CA 90058	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	
Company: D.I. Group, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 200 S. Robertson Blvd.	
City, State, Zip: Beverly Hills, CA 90211	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 4	
Total # of full-time company employees in California: 4	
Company: Dee Space, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 21151 S. Western Avenue	
City, State, Zip: Torrance, CA 90501	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 4	
Total # of full-time company employees in California: 4	
Company: Don Textiles, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3310 S. Grand Avenue	
City, State, Zip: Los Angeles, CA 90007	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College
Reference No: 21-0693

CCG No.: ET22-0185
Page 2 of 7

ALPHABETIZE BY COMPANY NAME

Company: Edgemine Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1801 E. 5 th Street	
City, State, Zip: Los Angeles, CA 90058	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	
Company: Elat Properties Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1300 W. Olympics Blvd. Ste. 500	
City, State, Zip: Los Angeles, CA 90058	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	
Company: Electric Zone, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 16123 Cohasset Street	
City, State, Zip: Van Nuys, CA 91406	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 7	
Total # of full-time company employees in California: 7	
Company: Elite Property Management	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 3191 Casitas Avenue #200	
City, State, Zip: Los Angeles, CA 90039	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 3	
Total # of full-time company employees in California: 3	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College
Reference No: 21-0693

CCG No.: ET22-0185
Page 3 of 7

ALPHABETIZE BY COMPANY NAME

Company: F & F Enterprises	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 722 Stanford Avenue	
City, State, Zip: Los Angeles, CA 90021	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 6	
Total # of full-time company employees in California: 6	
Company: Fomeer, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 16520 Harbor Blvd. #A	
City, State, Zip: Fountain Valley, CA 92708	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	
Company: Genuine Building Systems, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 900 S. Westmoreland Avenue #311	
City, State, Zip: Los Angeles, CA 90006	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 6	
Total # of full-time company employees in California: 6	
Company: Gold Textile, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 21151 S. Western Avenue	
City, State, Zip: Torrance, CA 90050	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 4	
Total # of full-time company employees in California: 4	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College
Reference No: 21-0693

CCG No.: ET22-0185
Page 4 of 7

ALPHABETIZE BY COMPANY NAME

Company: H&D Accessories, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1111 Stanford Avenue #101	
City, State, Zip: Los Angeles, CA 90021	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	
Company: K-1 International, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 2088 Compton Avenue	
City, State, Zip: Los Angeles, CA 90008	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 9	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 9	
Total # of full-time company employees in California: 9	
Company: KNY Clothing, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1662 Long Beach Avenue	
City, State, Zip: Los Angeles, CA 90021	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	
Company: La Corona del Productor	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 3652 North Norwalk Blvd.	
City, State, Zip: Long Beach, CA 90808	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 2	
Total # of full-time company employees in California: 2	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College
Reference No: 21-0693

CCG No.: ET22-0185
Page 5 of 7

ALPHABETIZE BY COMPANY NAME

Company: Lighting Expo	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 323 S. La Brea Avenue	
City, State, Zip: Los Angeles, CA 90036	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	
Company: MCS LLC	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 2627 N. Hollywood Way	
City, State, Zip: Burbank, CA 91505	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 4	
Total # of full-time company employees in California: 4	
Company: Pico Glat Mart	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 9427 W. Pico Blvd.	
City, State, Zip: Los Angeles, CA 90035	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 3	
Total # of full-time company employees in California: 3	
Company: Poly USA Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1136 San Julian St. B	
City, State, Zip: Los Angeles, CA 90015	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 3	
Total # of full-time company employees in California: 3	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College
Reference No: 21-0693

CCG No.: ET22-0185
Page 6 of 7

ALPHABETIZE BY COMPANY NAME

Company: RS Motors	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 788 Francesca Dr.	
City, State, Zip: Walnut, CA 91789	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 2	
Total # of full-time company employees in California: 2	
Company: S&S International, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1841 E. 50 th Street	
City, State, Zip: Vernon, CA 90058	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 1	
Total # of full-time company employees in California: 1	
Company: Skymember, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1320 E. Olympic Blvd. #200	
City, State, Zip: Los Angeles, CA 90021	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 4	
Total # of full-time company employees in California: 4	
Company: Sun Systems	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 7095 Hollywood Blvd. Ste 347	
City, State, Zip: Los Angeles, CA 90028	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College
Reference No: 21-0693

CCG No.: ET22-0185
Page 7 of 7

ALPHABETIZE BY COMPANY NAME

Company: Sunset View Plaza LLC	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Address: 8410 Sunset Blvd.

City, State, Zip: West Hollywood, CA 90069

Collective Bargaining Agreement(s): N/A

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

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 4

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

Company: Tax and Accounting Offices Inc.

Priority Industry? ☐ Yes ☐ No

Address: 3964 Eagle Rock Blvd.

City, State, Zip: Los Angeles, CA 90065

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 3

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

Company: Triskelion & Co. dba Manila Forwarder

Priority Industry? ☒ Yes ☐ No

Address: 3964 Eagle Rock Blvd.

City, State, Zip: Los Angeles, CA 90065

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 3

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



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

O'Brien Steel Erectors, Inc.

Contract Number: ET22-0211

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: A. Reyes

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative Expansion Funds (Alt/Gen) HUA	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Joaquin	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bridge, Structural, Ornamental, and Reinforcing Iron Workers Local 118		
Number of Employees in:	CA: 338	U.S.:381	Worldwide: 381
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	10%		

FUNDING DETAIL

In-Kind Contribution
\$250,000

Total ETP Funding
\$209,760

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, Hazardous Materials, OSHA 10/30	140	8 - 200	0	\$1,380	\$20.00
				Weighted Avg: 60			
2	Retrainee Priority Rate Job Creation	Business Skills, Commercial Skills, Computer Skills, Hazardous Materials, OSHA 10/30	12	8 - 200	0	\$1,380	\$40.00
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (Retrainee): \$19.12 per hour in San Joaquin County; **Job Number 2 (Job Creation):** \$15.65 per hour in San Joaquin County

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

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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 (Retrainee)		
Clerical Staff		5
		1
Estimators		2
Production Staff		6
		122
Project Management		3
Safety Personnel		1
Job Number 2 (Job Creation)		
Estimators		2
Production Staff		8
Project Management		2

INTRODUCTION

Founded in 1950 and headquartered in Stockton, O'Brien Steel Erectors, Inc. (www.obrienerectors.com) (O'Brien) provides and manufactures structural steel building erectors to general contractors working on large public and private building construction. O'Brien's customers include commercial office buildings, schools, health care buildings, parking structures, water treatment plants, and prisons. Training will take place at their Stockton facility. This is O'Brien's second ETP Contract, and the second in the last five years.

Veterans Program

O'Brien employs Veterans but does not actively recruit Veterans or keep an active census on how many employees are Veterans.

Union Support

Production Staff are represented by Bridge, Structural, Ornamental, and Reinforcing Iron Workers Local 118. The union has submitted a letter of support for this training project.

PROJECT DETAILS

O'Brien's previous project focused on new services and equipment such as cable rail installation, and Sage Construction Software. This project continues to build on training that was conducted in the previous contract and focuses on building a career ladder by promoting employees into more experienced positions. A training goal, is for staff to obtain AISC Certifications (American Institute of Steel Construction). AISC Certificate courses provide training in different methodologies and demonstrates O'Brien's commitment to quality. As part of the Company's effort to promote employees from within, O'Brien plans to identify staff with potential, interest, time commitment and resourcefulness to train these individuals for promotion.

In addition, O'Brien is expanding their services further south into the San Joaquin Valley. The Company will reach new customers and clients, whereby increasing their business and hiring more local workers. O'Brien will also be focusing more of their business model toward metal decking, which require dedicated training. O'Brien is committed to training staff to ensure that new and incumbent workers meet company standards and gain new and updated skills to increase their capabilities in order to succeed.

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.

Due to an increase in customer demand over the past few years and the expansion of services further south in the San Joaquin Valley, O'Brien plans to hire 12 new employees (Job Number 2). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Training Plan

Training will be delivered via Classroom/Laboratory/E-Learning/Videoconference in the following:

Business Skills: Training will be delivered to all occupations and will provide staff with skills to better communicate with clients and improve workload management. Training topics include Problem Solving & Decision Making, Business Development, and Project Management.

Commercial Skills: Training will be delivered to Production Staff and Project Management staff to increase trade skills. Topics include Blueprint Reading, Cable Rail Installation, Equipment Operation, and Tool Operation.

Computer Skills: Training will be delivered to all occupations. Training will allow staff to navigate software and become more efficient. Courses include AutoCad, iAuditor, Intermediate/Advanced Office 365, and Sage for Construction.

Hazardous Materials: Training will be delivered to Production Staff, Project Management staff, and Safety Personnel. Training will allow staff to safely and effectively handle materials while working on projects. Courses include Materials Cleaning/Handling, Chemical Cleaning/Handling, and Waste Clean-Up.

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.

Commitment to Training

O'Brien allocates approximately \$200,000 annually for training that includes required safety training, staff development, and new-hire orientation. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

O'Brien has a detailed training plan in place and is ready to begin training upon approval. Project training and administration will be overseen by the Owner and Safety Manager. Training will be delivered by both in-house experts and vendors to be determined later. In addition, the Company has retained a third party administrator to assist with administrative services.

High Unemployment Area

Trainees in Job Numbers 1 & 2 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's location in San Joaquin County are in an HUA. However, the Company is not requesting a wage modification.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0320	Fresno, Stockton	12/17/2018- 3/16/2021	\$106,080	\$106,080 (100%)

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group in El Dorado Hills 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

Trainees may receive any of the following:

Business Skills

- Problem Solving & Decision Making
- Business Development
- Business Reporting
- Communication Skills
- Customer Service
- Financial Reporting
- Project Management

Commercial Skills

- Blueprint Reading
- Cable Rail Installation
- Equipment Operation
- Fall Protection
- Forklift Operation
- Lanyard Operation
- Manlift Operation
- Tool Operation

Computer Skills

- Auto CAD
- iAuditor
- Intermediate/Advanced Office 365
- Sage for construction

Hazardous Materials Skills

- Materials Cleaning/Handling
- Chemicals Cleaning/Handling
- Waste Clean-up

Safety Skills - OSHA 10/30 (Certified OSHA Instructor)

- OSHA 30
- OSHA 10

Safety Training is capped at 10% of a trainee's total training hours

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

International Association of
Bridge, Structural, Ornamental and Reinforcing Iron Workers
Local 118

KARL PINEO, Business Manager, Financial Secretary-Treasurer
2840 El Centro Road, Suite 118, Sacramento, CA 95833
Phone (916) 646-6976 Fax (916) 646-1073
www.iw118.org

November 29, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

RE: O'Brien Steel Erectors, Inc. – ETP Training Program

Dear Panel Members,

I am the Business Manager and Financial Secretary/Treasurer for Iron Workers Local Union 118, we understand O'Brien Steel Erectors, Inc. is requesting ETP funding. We are ardent supporters of employee training, specifically training provided to our union members, and we fully support O'Brien Steel Erectors, Inc. in their efforts to secure funding for this training program.

O'Brien Steel Erectors, Inc. makes safety training a top priority and shares the industry's concerns of maintaining a skilled and trained workforce. We understand O'Brien Steel Erectors, Inc. plans to train union employees on topics that are in addition to those provided by our union, such as safety topics, internal use of software programs, AISC requirements, etc.

O'Brien Steel Erectors, Inc. employs approximately 130 production staff. We recognize the importance and crucial role that the ETP Training Program plays in the growth and development of our members, enhancing their knowledge and skills necessary to compete in this very difficult and competitive industry.

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

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

Please contact me if you have questions or require additional information.

International Association of
Bridge, Structural, Ornamental and Reinforcing Iron Workers
Local 118

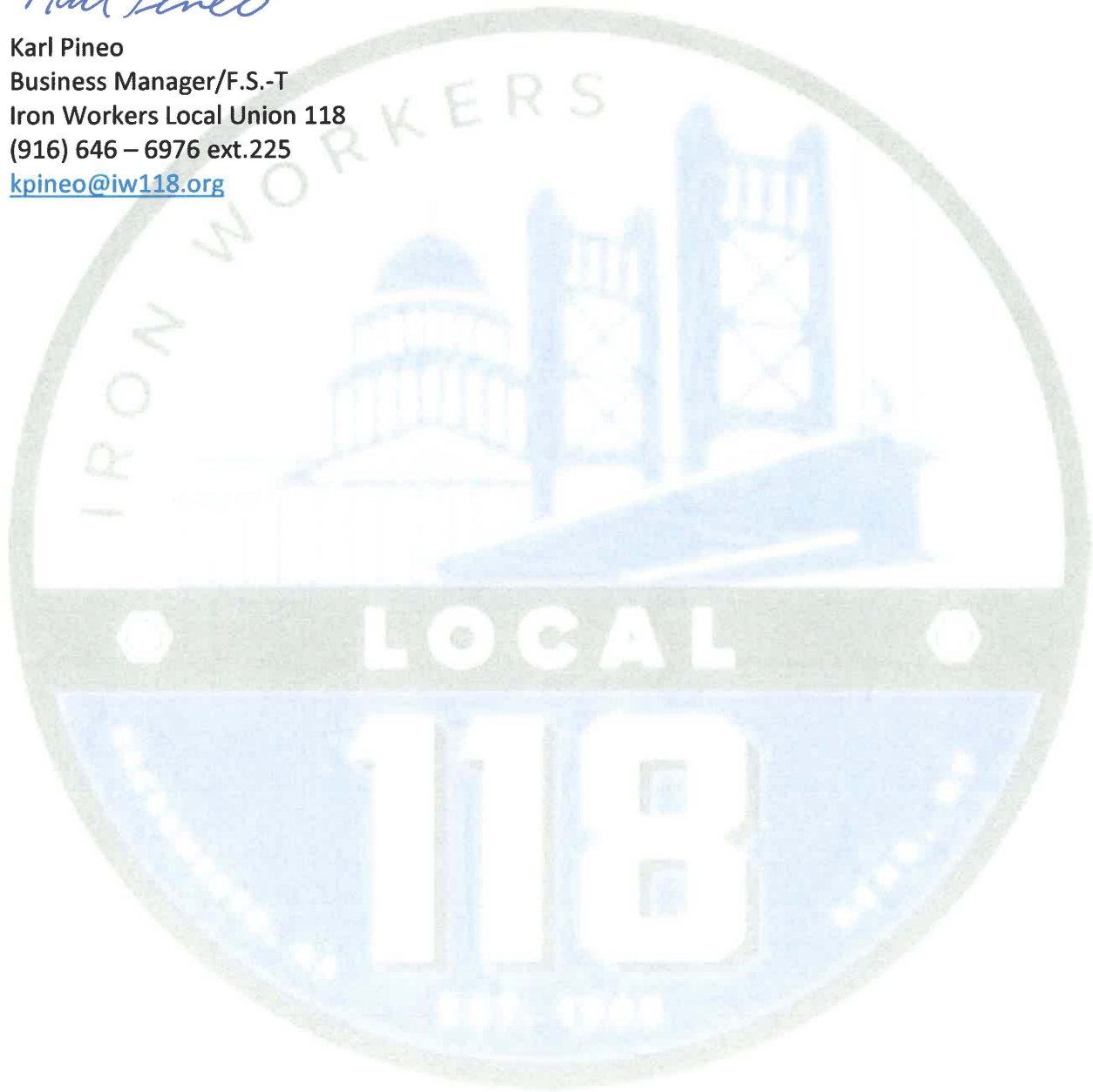
KARL PINEO, Business Manager, Financial Secretary-Treasurer
2840 El Centro Road, Suite 118, Sacramento, CA 95833
Phone (916) 646-6976 Fax (916) 646-1073

www.iw118.org

Sincerely,



Karl Pineo
Business Manager/F.S.-T
Iron Workers Local Union 118
(916) 646 – 6976 ext.225
kpineo@iw118.org





EXPANSION FUNDS

Training Proposal for:

Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust

Contract Number: ET22-0935

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Priority Rate Retrainee Veterans Apprenticeship	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo, Yuba	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 340		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$555,216		\$43,054 Job 1 and 2: 8% Job 3 (Veterans): 20%		\$598,270

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	8	8-200	0	\$590	\$41.56
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	235	8-210	0	\$2,310	\$20.00
				Weighted Avg: 120			
3	Retrainee Priority Rate Apprentice Veterans	Commercial Skills, OSHA 10/30	20	8-210	0	\$2,535	\$20.00
				Weighted Avg: 120			

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

Minimum Wage by County: Job Numbers 1-3: \$19.12 per hour for Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo, and Yuba 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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Inside Wireman		8
Job Number 2		
Apprentice Inside Wireman		45
		190
Job Number 3		
Apprentice/Veteran Inside Wireman		3
		17

INTRODUCTION

Founded in 1941 and located in Sacramento, Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust (Sacramento Electrical JATT) (www.340jatt.org) is dedicated to providing up-to-date industry skills that lead to high-quality job opportunities within the Electrical industry. Electricians plan, layout, install, repair and maintain electrical equipment that provides light, heat, communications and power. Sacramento Electrical JATT is comprised of four labor

and four management representatives, as appointed by the International Brotherhood of Electrical Workers Local 340 for Labor; and the National Electrical Contractors Association for Management.

Sacramento Electrical JATT trains Electricians from 18 counties in California: Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo and Yuba. The JATT currently serves 300 Apprentices and 461 Journeyworkers. This will be Sacramento Electrical JATT's seventh ETP Contract, and fifth in the last five years.

Veterans Program

Sacramento Electrical JATT works with Helmets to Hardhats to actively market to Veterans. While Veterans are not given direct entry into the program, they are all given advanced priority into the industry aptitude test. Veterans who were Electricians in the military are advanced even further to the interview phase of admission. The Veteran-training curriculum in this proposal will be the same as Apprentice training. Twenty Veterans are included in this training proposal (Job Number 3). These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for veterans.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction 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.

PROJECT DETAILS

Training in this project will assist Sacramento Electrical JATT expand its Journeyworker upgrade program which ensures their work, skills and knowledge are up-to-date. By working with local employers, Sacramento Electrical JATT develops enhanced educational standards to meet the competitive challenges of global economy and to support California's energy efficiency efforts. Increasing projects in the construction industry require that more Apprentices are trained to meet increasing demands. As such, training in this project will prepare new Apprentices to replace the high number of retiring Journeyworkers and accommodate an increased need for electricians in the area.

Sacramento Electrical JATT's trainees are working on several multi-story high rise projects throughout Sacramento. These projects include the Natural Resources Headquarter building, the Capitol Annex, downtown Sacramento Kaiser hospital, Hard Rock Casino expansion, Elk Grove casino, Aggie Square, and multiple State Resource buildings. Trainees are also working on the Sacramento Convention Center expansion. This is in addition to ongoing commercial

developments, office complex buildings, school renovations, medical office buildings water treatment plants and other public works projects in the Sacramento Area.

Training Plan

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

Business Skills: Training will be provided to Journeyworkers to enhance collaborative bidding and project management practices. Course topics will include Teambuilding Skills, Customer Service Skills, Project Management and Creating Project Bids.

Commercial Skills: Training will be provided to all occupations on electrical standards and efficiencies. Course topics will include Arc Flash, Significant Change to National Electric Code, Principles of Electronics and Advanced Welding.

Computer Skills: Training will be provided to Journeyworkers to enhance understanding of job planning and job scheduling software. Course topics will include Job Tracking System, Scheduling & Planning Jobs and Auto Computer-aided Design.

Certified Safety Training

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

Marketing and Support Costs

Marketing is provided through Sacramento Electrical JATT’s website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Sacramento Electrical JATT also promotes the training program at labor-management meetings and industry assemblies.

Sacramento Electrical JATT requests, and staff supports, 8% support costs for Job Numbers 1 and 2, and 20% support costs for Job Number 3 to fund recruitment and assessment of additional participating employers. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the JATT 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 Director will oversee the project. There are five staff assisting with the marketing, recruitment, needs assessments and scheduling of training. Sacramento Electrical JATT has six full-time trainers and one part-time trainer assisting with training. The trainers are former or current members of the trade and experts in the subject matter. A third party administrator will provide Sacramento Electrical JATT with administration services.

Impact/Outcome

Sacramento Electrical JATT will offer certification classes in topics such as Arc Flash Safety Awareness, OSHA 10, OSHA 30, Building Automation Systems, CALCTP Lighting, CALCTP Acceptance Testing, Title 24 Lighting Installation and Codes, AutoDR, Energy Storage and Electric Vehicle Infrastructure.

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
ET21-0934	\$354,835	9/8/2020 – 9/7/2022	210	0	0

Based on ETP Systems, 1200 reimbursable hours have been tracked for potential earnings of \$23,100 (6.51% 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 performance by Sacramento Electrical JATT's under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET20-0914	Multiple Counties	08/05/19-08/04/21	\$725,928	\$609,087 (84%)
ET18-0913	Multiple Counties	10/02/17-10/01/19	\$749,714	\$624,448 (83%)
**ET16-0920	Multiple Counties	02/01/16-01/31/18	\$736,921	\$449,163 (61%)

*Based on ETP Systems, 36,482 reimbursable hours have been tracked for current earnings of \$609,087.28 (84% of approved amount). Although Contract has ended, Contractor is still in process of placing trainees and submitting for the Final Payment.

**ET16-0920: Poor performance was due to two factors, first, the Journeyworker trainees received fewer training hours than was anticipated, affecting the overall contract performance. Second, there were number of Pre-Apprentice Trainees who were unable to meet the retention requirements. To mitigate this issue moving forward, Pre-Apprentices will not be included in this project.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda and California Labor Federation in Oakland assisted with development of this proposal for no fee.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

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

COMMERCIAL SKILLS

Codeology

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

Analog/Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire Alarm Systems and Installations

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

Fire Life Safety

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

Industrial Motor Control

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

Programmable Logic Control

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

Electrical Design

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

Voice, Data and Video

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

Industry Specific Skills

- 2017 Electrical Trade Show & Exposition
- Advanced Instrumentation and Motor Controls
- Advanced VRD PI & D
- Advanced Welding
- Arc Flash Protection
- Architecture Designs and Advanced Plan Reading
- Auto Demand Response
- Blueprints and Schematics
- Building Automation Systems
- Cable Splicing
- CALCTP Acceptance Testing
- Conduit Bending
- Confined Space Entry

- Data Center Operations
- Digital Electronics
- Electric Vehicle Infrastructure Training Program
- Electrical Code Update
- Energy Storage and Microgrid Training and Certification Program
- Firestop Installation
- Fire Alarm for Wireman
- Hazardous Communications
- Intro to Industrial Controls
- Lighting Essentials
- Lockout/Tagout
- Management and Monitoring of Materials
- Milwaukee Tools Update
- Motor Controls Fundamentals
- Panel Makeup & Bonding
- Pending Exam: 3-Phase Transformers
- Pending Exam: 3-way & 4-way Switching
- Pending Exam: DC Theory Refresher
- Pending Exam: Math Refresher
- Pending Exam: Motor Control
- PlanGrid Training
- Power Plant Operations
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation & Use of Testing & Auditing Materials & Equipment (Green Training)
- Rigging and Lifting
- Safe Working Practices
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- State Certification Test Preparation
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Total Station Training
- Tugger/Bender Training
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Water Treatment Electrical Systems & Operations
- Workflow and Resources

California Advanced Lighting Control Program

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

COMPUTER SKILLS

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

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

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

8-210

Trainees may receive any of the following:

COMMERCIAL SKILLS

2nd Year

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

3rd Year

- AC Theory
- Blueprints
- Cad-welding
- Code and Practices
- COMET
- Conduit Bending: Rigid & EMT, Chicago & 555
- CPR/First Aid
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Ground Testing
- Grounding and Bonding
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Transformer wiring
- Transformers

4th Year

- Blueprints (& layout yard)
- Code Calculations
- Code Prep
- EVITP

- Field Trip to Motor Repair Shop and Folsom Powerhouse
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Control Labs
- Motor Controls: Mag Starter & 3-Wire Control
- Motors
- PLC's
- VFD's

5th Year

- CALCTP
- Code and Practices
- Code Calculations
- CPR/First Aid
- Energy Storage and Microgrid Training and Certification Program
- Foreman Training: Managing the Work including NECA/IBEW Presentations
- Harassment Awareness & Prevention
- Motor Control
- Orientation
- PlanGrid Training
- PV/Solar Installer
- Rigging
- Torque
- Total Station Training

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 Journeyworkers is capped at 200 total training hours per and capped at 210 total training hours per trainee for Apprentices, regardless of the method of delivery.



EXPANSION FUNDS

Training Proposal for:

Sheet Metal and Air Conditioning Apprenticeship and Journeyman Training Fund

Contract Number: ET22-0941

Panel Meeting of: December 17, 2021

ETP Regional Office: San Diego

Analyst: C. Clady

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Priority Rate/Retrainee Apprenticeship Veterans	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego and Imperial	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' Local 206		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$334,920		\$26,635 8% (Jobs 1, 2, 4) 20% (Job 3)		\$361,555

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Comm Skills Computer Skills OSHA 10/30	20	8-200	0	\$690	\$43.04
				Weighted Avg: 30			
2	Retrainee Apprentice	Comm Skills Computer Skills OSHA 10/30	83	8-210	0	\$3,240	\$24.10
				Weighted Avg: 180			
3	Retrainee Apprentice Veterans	Comm Skills Computer Skills OSHA 10/30	10	8-210	0	\$3,240	\$24.10
				Weighted Avg: 180			
4	Retrainee Pre-Apprentice	Comm Skills Computer Skills OSHA 10/30	10	8-210	0	\$1,980	\$24.10
				Weighted Avg: 110			

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

Minimum Wage by County: CBA wages Job Numbers 2-4 apply as ETP minimum wage requirements.

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

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

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1- Journeyworker		
Sheet Metal Worker		20
Job Number 2- Apprentice		
Sheet Metal Worker		5
		73
Job Number 3 - Veterans Apprentice		
Sheet Metal Worker		1
		9
Job Number 4- Pre-Apprentice		
Sheet Metal Technician		1
		9

INTRODUCTION

Established in 1941, Sheet Metal and Air Conditioning Apprenticeship and Journeymen Training Fund (SMAJTF) (www.smjatc.org) is a joint effort by the Sheet Metal Workers' International Local 206 and the Sheet Metal and Air Conditioning Contractors National Association. The primary function of the SMAJTF is to provide up-to-date industry skills training and secure high-quality job opportunities for its members. SMAJTF currently serves over 1,000 Journeyworkers and Technicians and 116 Apprentices within San Diego and Imperial Counties. This is SMAJTF's eighth ETP Agreement, the sixth in the last five years.

There are 24 signatory employers contributing to SMAJTF. These employers perform specialized construction work ranging from the design, layout, fabrication and installation of duct systems to architectural sheet metal fabrication, metal roofing construction, and a variety of other shop or sheet metal work. SMAJTF also provides skills upgrade training to Journeyworkers in the latest sheet metal technologies. SMAJTF is dedicated to developing and improving work skills that lead to secure and well-paid job opportunities in the sheet metal construction industry, in turn helping associated large and small employers maintain their business within California.

Veterans Program

SMAJTF is committed to supporting job-related training that helps veterans transition into the California workforce and plans to train 10 Veterans (Job Number 3). SMAJTF 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. SMAJTF also performs outreach to veteran-specific job fairs directly targeted to veterans in the community.

To incentivize veterans to join the program, all Veteran applicants receive additional points toward their application when applying. Currently, SMAJTF is working with the Division of Apprentice Standards to allow Veterans direct entry into the apprenticeship program without being required to take the entrance exam. SMAJTF is committed to providing the men and women who have served our country a chance to learn the sheet metal trade as well as have an easier transition from the Armed Forces to civilian life.

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

A portion of the Veteran population participating in this project may include transitioning active duty Veterans who are within one year prior to their anticipated separation date from service.

Apprenticeship Program

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

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

hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$5, reducing the priority industry rate from \$23 to \$18 per class/lab hour.

PROJECT DETAILS

SMAJTF will train sheet metal workers for upcoming projects in the San Diego area. The Sheet Metal trade is unique because it is one of the few crafts that starts with raw material, creates a component, then installs and maintains the product. Trainees in this industry must understand how to perform-start up and preventive maintenance, repair, testing, balancing and certification of installed systems. Items commonly fabricated and installed include HVAC systems, metal roofs, kitchen hoods, various flashings, gutters, decorative architectural features and many other items made of a variety of metals.

Sheet Metal workers have a wide range of work from detailing, layout, fabrication or installation of duct systems to architectural sheet metal, metal roofing and a variety of other shop or field sheet metal work, including job coordination and supervision. Sheet Metal workers are involved in the commercial construction industry and will work on projects in the San Diego area including Aztec Stadium, Keller Leadership Academy, Mira Costa College, Southwestern College and Pure Water Project.

Training Plan

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

Commercial Skills: This training will be delivered to all trainees. Courses will include Pattern Development in which trainees learn to draw, calculate mathematic configurations, fabricate, and install products out of a piece of flat metal. Training on plans and specifications of mechanical, architectural, structural and electrical drawings ensure that work is completed to required specifications. Training will also focus on welding and installation practices, HVAC systems, and new green technologies required by employers.

SMAJTF will expand its Journeyworker training to include Blueprints & Specifications and Engineer Manual-385 Safety Training classes. Sheet Metal Technicians (Pre-Apprentice) will also participate in Commercial Skills training with Journeyworker trainees. In addition, Sheet Metal Technicians will receive specific Technician Advancement training courses. These classes are needed by the employers so trainees can learn the latest hard skills, software, practices and procedures as well as new methodologies in the industry. These new skills will keep the trainees more employable in the construction industry

Computer Skills Journeyworkers, Apprentices, and Technicians: Training will include 3-Dimensional virtual construction software that include AutoCAD, Bluebeam, Building Information Modeling and Revit Detailing software. Additional training in software applications will provide trainees with the ability to schedule, plan, and track jobs; meet Lean construction project requirements; and install and adjust automated systems.

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.

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 SMAJTF's Training Director and two Administrative Staff will assist with administration including marketing, recruitment, and scheduling of training. SMAJTF has also retained an administrative subcontractor to assist with administration.

Trainer Qualifications

SMAJTF has two full-time and seven part-time trainers who will assist with administering ETP training. These trainers are former or current members of the trade and are experts in sheet metal subject matter.

Impact/Outcome

To ensure safety, trainees earn certifications such as, welding, fall protection safety, construction safety, forklift safety, platform lift safety, scaffold safety, hoisting, and rigging and signaling.

Marketing and Support Costs

SMAJTF is requesting eight percent in support costs (job 1, 2 & 4) and 20% (Veterans Job 3) to promote this training and assist with recruitment and assessment of participating employers throughout the Agreement term. Support costs for SMAJTF will assist in promoting training to their construction employers, many of which are small businesses, and recruiting from the union member population. Recruitment of apprentices from schools, employment centers and community organizations are needed. The ETP-funded training will also be discussed at all labor-management and other pertinent meetings.

SMAJTF routinely meets with stakeholders to ensure training plans meet business needs. Marketing and training evaluations to ensure training is current include conducting face-to-face meetings, email and regular contact with employer associations and unions. Manufacturing groups and trade organizations also help SMAJTF address new training needs which attract candidates seeking opportunities for skill advancement to keep pace with developments within the sheet metal and maritime industries.

SMAJTF represents that projected personnel costs for recruitment and outreach exceeds ETP's maximum permissible support costs. SMAJTF is prepared to assume responsibility for those additional recruitment costs but requests that eight percent in support costs be awarded by the Panel (Job Numbers 1, 2, and 4) and 20% (Job Number 3A) to help meet the costs incurred from recruitment activities. SMAJTF's training schedules vary, but most of the training will occur in the fall, winter and spring months with limited training happening during the summer.

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
Et21-0937	\$222,312	8/15/20-8/14/22	115	14	TBD

Based on ETP Systems, hours tracked are equivalent to \$1,828 of potential earnings (1 percent of approved amount). The contractor reported they are unable to upload until ET20-0902 invoicing is completed. This is because it trains the same apprentice trainee across ETP Agreements. Therefore, it waits to reconcile the trainee's hours and retention before it submits the trainee's final invoice for processing so it can then enroll the trainee in a subsequent Agreement, at which time it can commence to track hours for that apprentice trainee. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress.

PRIOR PROJECTS

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0902	San Diego	7/1/2019-6/30/2021	\$437,930	\$217,540 (50%)
ET-18-0917	San Diego	11/6/2017-11/5/2019	\$304,000	\$275,971 (91%)
ET16-0925	San Diego	5/31/2016-6/30/2018	\$278,400	\$246,940 (88%)
ET15-0906	San Diego	7/28/2014-7/27/2016	\$248,721	\$248,721 (100%)

ET20-0902: Based on ETP systems, Sheet Metal has tracked hours equivalent to \$448,395 (over 100% of approved amount) in potential earnings, of which \$217,540 (50%) has been approved by ETP as earned.

DEVELOPMENT SERVICES

California Labor Federation in Sacramento, in conjunction with Strategy Workplace Communications in Oakland, assisted with development of this proposal at no charge.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/ E-Learning Hours

8-200 Job Number 1

Journeyworker

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Architectural & General Sheet Metal
- Beginning HVAC
- Blueprints & Specifications
- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training)
- 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
- Stick Welding (SMAW)
- TAB Certification
- TIG Welding (GTAW)
- Trimble GPS Training

COMPUTER SKILLS

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

Class/Lab & E-Learning Hours

8-210 Job Numbers 2 & 3

Apprentice

Trainees may receive any of the following:

COMMERCIAL SKILLS

- 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

Beginning HVAC

Blueprints & Specifications

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 Design

Duct Systems

Energy Management Systems

Plans and Specifications

- Architectural Drawings
- Electrical Drawings
- Mechanical Drawings
- Sheet Metal Shop Drawings
- Specifications

- Structural Drawings
- The Contract Documents

HVAC I

- Air and Air Properties
- Cooling
- Heating
- Indoor Air Quality
- Introduction to HVAC Systems
- Refrigerant Cycle
- Servicing HVAC Equipment
- Start-Up and Commissioning Systems
- Ventilation

HVAC II

- Controls
- Electricity
- Refrigerant Cycle
- Servicing HVAC Systems
- Start-Up and Commissioning Systems
- TAB Instrument Use
- TAB Work

Sheet Metal Welding

- Codes and Symbols
- GMAW Process
- GTAW Process
- Introduction to Welding
- SMAW Process
- Welding Equipment Set-Up
- Welding Equipment Safety
- Welding Safety

Foreman and Project Management Training

- Foreman Training
- Human Relations
- Introduction to Supervision
- Personnel Records
- Planning and Organizing
- Project Management
- Supervisory Training

Duct Cleaning

EM-385 Training (Engineer Manual - 385 Safety Training)

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
Stick Welding (SMAW)
TAB Certification
TIG Welding (GTAW)
Trimble GPS Training

COMPUTER SKILLS

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

Class/Lab & E-Learning Hours

8-210 Job Number 4

Pre-Apprentices /Technicians

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Architectural & General Sheet Metal
- Beginning HVAC
- Blueprints and Specifications
- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training)
- 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
- Stick Welding (SMAW)
- TAB Certification
- TIG Welding (GTAW)
- Trimble GPS Training
- Technician Advancement:
- Architectural Metal Products
- Architectural Sheet Metal
- Communication
- EM-385
- Field Installation
- Field Layout
- Field Safety
- Forklift Safety

- Geometric Construction
- GMAW, SMAW, and TGAW Welding
- Hand Tools
- Heating, Ventilation, Air Conditioning.
- Hoisting, Rigging, and Signaling
- Infectious Control Risk Assessment (ICRA)
- Pattern Development (Radial Line, Parallel Line, Triangulation)
- Sheet Metal and Metal Products
- Sheet Metal Detailing
- Sheet Metal Shop Drawings
- Shop Equipment and Tools
- Shop Layout
- Shop Safety
- Shop Work
- Testing, Adjusting, and Balancing (TAB)
- Trimble RTS

COMPUTER SKILLS

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

OSHA 10/30 (Certified OSHA Instructor)

(Job Numbers 1-4)

- 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 OSHA 10/30 training.

<p>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 210 total-training hours per trainee.</p>
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EXPANSION FUNDS

Training Proposal for:

Sheet Metal Workers' Local Union No. 104 and Bay Area Industry Training Fund - North Bay

Contract Number: ET22-0946

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: J. Fetsch

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:	Northern California	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' Local Union No. 104		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$555,208		\$42,558 Job Numbers 1 & 2: 8% Job Number 3: 20%		\$597,766
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	Commercial Skills, Computer Skills, Business Skills, OSHA 10/30	28	8-200	0	\$787	\$51.32
				Weighted Avg: 32			
2	Retrainee Apprentice	Commercial Skills, Computer Skills, Business Skills, OSHA 10/30	250	8-210	0	\$2,117	\$29.66
				Weighted Avg: 110			
3	Retrainee Apprentice Veterans	Commercial Skills, Computer Skills, Business Skills, OSHA 10/30	20	8-210	0	\$2,324	\$29.66
				Weighted Avg: 110			

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

Minimum Wage by County: Job Numbers 1-3: \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara and San Francisco counties; \$20.79 per hour for Contra Costa County; \$19.12 per hour for all other counties in Northern California.

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)		
Sheet Metal Worker		10
Air Conditioning Mechanic		9
Test/Adjust & Balancing Technician		9
Job Number 2 (Apprentice)		
Sheet Metal Worker		84
Air Conditioning Mechanic		83
Test/Adjust & Balancing Technician		83
Job Number 3 (Apprentice Veterans)		
Sheet Metal Worker		7
Air Conditioning Mechanic		7
Test/Adjust & Balancing Technician		6

INTRODUCTION

Sheet Metal Workers Local Union No. 104 and Bay Area Industry Training Fund—North Bay (Sheet Metal Trust—North Bay) (www.smw104training.org) is an “umbrella trust” fund created through a collective bargaining agreement between Sheet Metal Workers' Local Union No. 104 and the Bay Area Association of Sheet Metal Contractors (Bay Area Contractors). The Trust oversees four training centers that serve 17 counties in Northern California assisting some 7,000 union members and approximately 275 signatory employers.

The training centers have been divided into separate entities, and will hold separate ETP contracts. Each training site maintains separate groups of trainees from its local dispatch area, but the Training Coordinators from each of the centers collaborate to develop training programs that serve all Northern California employers. However, members from each local area sometimes attend classes in another local facility within the Training Fund's jurisdiction. This will be Sheet Metal Trust—North Bay's second ETP Contract, however, the contractor has participated under multiple prior ETP contracts with Sheet Metal Workers Local Union 104.

Veterans Program

This project will include 20 Veteran Apprentices (Job Number 3). 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. Sheet Metal Trust-North Bay works with Helmets-to-Hardhats to recruit veteran applicants, participates in veteran job fairs in the area, and holds its own SMART Heroes program where the JATC recruits from military bases and leads trainings to open up career opportunities into the apprenticeship 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. 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. Actual wages paid are shown in the Training Plan Table for the Panel's information.

PROJECT DETAILS

The request for funding is driven by the need to upgrade the skills of Sheet Metal workers to adapt to changes in the construction industry. COVID-19 has changed how large buildings are designed and retrofitted to ensure that air moves more safely around enclosed spaces. Hospitals and biopharmaceutical buildings are being redesigned and built to create healthier air quality. To accommodate these changes to buildings' ventilation systems, sheet metal workers need high skills that allow for adaptability in the building, maintaining, and rebuilding of new healthier

environments. A new training for this project includes AB841 Ventilation Requirements class. Trainees will also learn new upgraded heating, air conditioning, and HVAC systems that are required in public schools.

ETP funding will help Sheet Metal Trust-North Bay train sheet metal workers to prepare them to work on construction projects in Northern California. Currently, there is an increase in demand for sheet metal workers to begin retrofitting buildings to meet current standards. In addition, the funding will support the JATC's commitment to develop and deliver certification classes that ensure workers are trained in the latest practices and technologies. Current projects Sheet Metal Trust - North Bay trainees are working on include 80 school projects, 55 medical facilities, and 30 public works facilities including fire stations, tunnel extensions and BART extensions.

Training Plan

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

Business Skills: Training will be offered to Journeyworkers and Apprentices. Training topics for Journeyworkers will include Project Management, Leadership Skills, and Problem Solving. Apprentice training and course topics will include Customer Service and Project Management. Training will give workers the skills needed to complete jobs quickly and with the highest quality workmanship.

Commercial Skills: Training will be offered to Journeyworkers and Apprentices. Course topics for Journeyworkers include Advanced Welding, California AB841 Ventilation Requirements, Rigging and Signaling Training, and Lean Construction Training. Apprentice course topics will include training in Advanced Welding, Field Installation, and Refrigeration Piping.

Computer Skills: Training will be offered to Journeyworkers. Course topics include 3D Modeling-Virtual Construction, BlueBeam, PlanGrid, and Revit Computer-Aided (CAD) Detailing Software. Training will provide workers with knowledge and skills of new software technology.

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.

Marketing and Support Costs

Sheet Metal Trust-North Bay routinely meets with signatory employers and other stakeholders to assess training needs for each geographic region. This includes face-to-face meetings, emails, and phone contact with the various Sheet Metal and Air Conditioning Contractors' National Associations and Local 104. Outreach is coordinated with the 275 signatory employers, many of which are small businesses. Support costs will also be used by Sheet Metal Trust - North Bay in recruiting from the 7,000 union member population. Recruiting Apprentices from schools, employment centers and community organizations is needed. The ETP-funded training will be discussed at all labor-management meetings and pertinent trade, industry, and apprenticeship events.

Nine Sheet Metal Trust-North Bay staff will assist with ETP-related marketing, recruitment, needs assessments, and scheduling. The Trust will assume responsibility for any additional costs. Sheet Metal Trust - North Bay is requesting 8% in support costs for Job Numbers 1-2 to promote training opportunities. In addition, Sheet Metal Trust-North Bay is requesting 20% support costs for Veteran Apprentices in Job Number 3 to attract and recruit Veterans.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Training will be overseen by the North Bay Training Administrator with four staff to assist with project administration. Classroom-based training will be delivered at one of two training locations in San Leandro or Fairfield. Sheet Metal Trust – North Bay has retained a third party administrator to provide administrative services. Training will be delivered by in-house experts.

Tuition Reimbursement

Sheet Metal Trust – North Bay represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0916	\$409,288	10/5/2020-10/4/2022	254	0	0

Based on ETP Systems, 6,932 reimbursable hours have been tracked for potential earnings of \$134,007 (33% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July of 2022.

DEVELOPMENT SERVICES

California Labor Federation in Sacramento, in conjunction with Strategy Workplace Communications in Oakland, assisted with development of this proposal at no charge.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

8-200 Job Number 1

Trainees may receive any of the following:

JOURNEYWORKER**BUSINESS SKILLS**

- Conflict Resolution
- Customer Service Skills
- Decision Making Skills
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

COMMERCIAL SKILLS

- Advanced Welding Skills
- Aerial Lift Training
- Architecture Designs
- California AB841 Ventilation Requirements
- California (CA) Green Building Code Training
- Control System Service
- COVID-19 Training
- Detailing
- Duct Pressure Testing
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems (Green Training)
- Fire and Smoke Damper Technician Training
- Fire/Life HVAC System Building Inspection Training
- Gas Tungsten Arc Welding (GTAW) Welding
- Grinding and Polishing
- HERS (California Home Energy Rating System Program)
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up
- Rigging and Signal Training
- Safe Working Practices
- Smoke Control System Technician Training
- Survival Skills
 - Technology Update
 - Trade Math
 - Layout Review
- Testing Adjusting and Balancing Bureau Certification Training (TABB)
- Testing Materials and Equipment –Proper Set-Up and Use
- Title 24 Certification

- California Mechanical Acceptance Testing Technician Certification (MATT)
 - Energy Efficiency
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

COMPUTER SKILLS

- 3-D Modeling – Virtual Construction
- Automated Systems Applications
- Benchmark Software – Lean Construction
- BlueBeam
- Excel
- Fabrication Detailing Software
- Job Tracking System
- PlanGrid
- Revit Computer-Aided Design (CAD) Detailing Software
- Scheduling & Planning Jobs

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

Class/Lab & E-Learning Hours

8-210 Job Numbers 2 and 3

APPRENTICES**BUSINESS SKILLS**

- Customer Service
- Project Management

COMMERCIAL SKILLS

- Advanced Architectural
- Advanced Electricity for Sheet Metal Air Conditioning Service
- Advanced Layout and Fabrication
- Advanced Welding
- Aerial Lift Training
- Air Balance Test Equipment Instruments
- Air Conditioning, Commercial Systems, Heating
- Air Distribution & Manufacturing Systems
- Architectural Sheet Metal
- Basic Electricity for Sheet Metal Air Conditioning Service
- Basics of Architectural Sheet Metal
- California AB841 Ventilation Requirements
- Computer Aided Drafting (CAD)
- Codes and Standards
- Commercial Systems, Heat Loads, Piping
- Control System Service
- DDC Control Systems

- COVID Training
- Detailing
- Electrical Systems Operation, Controls & Devices
- Emergency Preparedness
 - First Aid Training
 - CPR Training
- Job Site Fabrication
- Field Installation
- Field Measuring
- Filters and Filter Housings
- Fire and Smoke Damper Technician Training
- Forman Training
- HVAC Systems Installation
 - Gas Tungsten Arc Welding (GTAW)
 - Grinding and Polishing
- Hazardous Material Recognition for the Test & Air Balance Industry
- HVAC Air Systems and Duct Design for Energy Efficiency
- HVAC Energy Conservation
- HVAC Testing & Balancing Procedures
- Industrial and Stainless Steel Introduction
- Installing Thermostats, Flues and Vents
- Intermediate CAD
- Measuring and Sketching
- Metal Roofing
- Parallel Line Layout
- Refrigeration Piping
- Plans and Specifications
- Project Management, Takeoffs, Estimates
- Properties of Air Distribution
- Radial Line Layout
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Residential AC Units
- Residential Duct Systems
- Residential Structure and Sheet Metal Work
- Service Basics for Sheet Metal Workers
- Sheet Metal Control Systems
- Submittals and Shop Drawings
 - Survival Skills
- Systems Installation & Troubleshooting
- Temperature Measurement Instruments & Duct Systems
- Title 24 Certification
 - California Mechanical Acceptance Testing Technician (CA MATT)
 - Energy Efficiency
- Triangulation Layout
- Welding I
 - Process and Safety Overview
 - Shielded Metal Arc Welding (SMAW)
 - Gas Metal Arc Welding (GMAW)

- Welding II
 - Gas Metal Arc Welding (GMAW)
 - Flux-Cored Arc Welding (FCAW)

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 for Job Number 1 and 210 total hours per trainee for Job Numbers 2 and 3, regardless of the method of delivery.



EXPANSION FUNDS

Training Proposal for:

Southern California Roofers and Waterproofers Joint Apprenticeship and Training Fund

Contract Number: ET22-0945

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Expansion Funds (Alt/Gen)	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, Ventura, San Bernardino, 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 United Union Of Roofers, Waterproofers and Allied Workers - Local Unions 36 and 200		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$556,200		\$38,400 8%		\$594,600

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, Literacy Skills, OSHA 10/30	300	8-210	0	\$1,559	\$21.42
				Weighted Avg: 81			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, Computer Skills, Literacy Skills, HazMat, Hazwoper, QSHA 10/30	300	8-200	0	\$423	\$34.77
				Weighted Avg: 22			

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

Minimum Wage by County: 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

Although employer provides health benefits, they are not being used to meet post-retention wage.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Roofer/Waterproofer		45
		255
Job Number 2		
Journeyworker Roofer/Waterproofer		300

INTRODUCTION

Founded in 1959, Southern California Roofers and Waterproofers Joint Apprenticeship and Training Fund (SoCal Roofers) provides training to Apprentices and Journeyworkers in Southern California. The JATF is governed by a joint labor-management committee. Training includes various aspects of the roofing industry including multi facets of the trade including but not limited to; built-up, cold applied, tile, shingles, solar panels, solar roof/tiles, integrated photovoltaic, damp roofing, single ply, metal roofing, waterproofing envelope systems, and a variety of safety training.

Veterans Program

Although there is not a separate Veteran job component, the JATF employs three Veterans. JATF works in partnership with One Stop, Work source Centers, and Helmets to hard hats to target and recruit veterans.

Union Support

Journeyworkers and Apprentices are represented by Roofers local Union 36 and Roofers local union 220.

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.

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$5, reducing the priority industry rate from \$23 to \$18 per class/lab hour.

PROJECT DETAILS

Demand for work in the construction industry has increased significantly due to extreme weather patterns and high seasonal rainfall totals, resulting in roof damage throughout the state. Training continues from the prior contract to acquire and maintain their current workforce of skilled Roofers/Waterproofers to work in specialized jobs and to replace upcoming retirees. Continuous training is essential as workloads have increased due to the Covid 19 pandemic. Many projects that were initially put on hold came open, especially at commercial units and schools as they were closed during the pandemic and this required the workforce to be properly trained on proper application techniques and new techniques coming to the industry.

JATF found that employers suffer from a shortage of Journeyworkers with nationally recognized certifications that attest to their status as an advanced journeyperson, trained to handle new and multi-faceted jobs in the roofing/waterproofing industry.

The core participating employers have experienced an increase in upgraded skills from their workforce after the introductory training was provided. This training will build upon those skills to further develop a deeper level of training and expertise. Due to the Covid 19 pandemic, training came to a halt for all in-person classes so many of the employees were not able to receive the needed training to upgrade their skills. This training will provide advanced skills upgrade training and will continue to motivate workers that are eager to learn and evolve in their trade.

This training will help our core participating employers continue to pursue bids for additional projects and expand in the next two years. The newly attained skills will generate a higher demand of skillful journeymen workers, allowing their current workforce to remain competitive, employed, while cultivating advancement positions for graduating apprentices.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices and Journeyworkers to help them develop and enhance the skill sets necessary to earn certification in the roofing industry. Trainees will improve their knowledge of industry-specific products and materials, installation methods, and related roofing/waterproofing techniques.

Computer Skills: Training will be offered to Journeyworkers to enhance their ability to use data tracking systems, Microsoft Office programs, and create reports.

Literacy Skills: Training will be offered to all occupations who speak English as a second language. These modules will focus on vocabulary, as well as equipment and safety standards used in the roofing industry.

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 apprentices’ journeyworkers and 30 hours for workers. 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.
3. 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. In this proposal, journeyworkers will receive up to 40 hours of training. 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.

Commitment to Training

Participating employers will continue to contribute to the training association for every hour worked by 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

The project will be overseen and administered by the program administrator who will handle overall program administration which includes marketing, scheduling, tracking, and invoicing. This individual has successfully administered previous ETP training contracts and is knowledgeable of all program requirements.

Impact/Outcome

This training project will enhance employee's skillsets across the board. The training will build upon the skills already developed in previous contracts and will provide advanced, in depth training on new methods and technologies coming to the industry.

Training will result in certifications to work in the Roofing and Waterproofing profession. Courses will include Coreflex, Air Barrier, Roofing Systems, Hazardous Materials, Green/Renewable Energy Systems, Flood Testing Technology, and Water Recapturing Systems.

Marketing and Support Costs

JATF distributes informational flyers regularly to prospective participants both in person and via email or postage. Staff also maintains communication with participating employers and the union roofing contractors association to keep them informed of training opportunities provided through the roofers JATF.

The program requires mass production of marketing and training materials, along with training mock ups and work place simulation. The 8% support costs will assist the training trust to offset this cost and will provide the fund the ability to provide the highest learning environments for all trainees.

Trainer Qualifications

Training will be delivered by in-house Journeyworkers with over 20+ years of experience in the industry.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0929	\$748,860	09/28/19 – 12/26/21	620	0	0

Based on ETP Systems, 43,442 reimbursable hours have been tracked for potential earnings of \$748,860 (100% of approved amount).

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0920	Pomona	12/31/17 – 12/30/19	\$449,801	\$449,801 (100%)
ET16-0909	Pomona	09/28/15 – 09/27/17	\$449,332	\$423,786 (79%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8 – 210

Trainees may receive any of the following:

Apprentice**COMMERCIAL SKILLS**

- Entering the Roofing Industry
 - Introduction to Entering the Roofing Industry
 - Entering the Roofing Industry (1 – 16)
 - Hand Power Tools
- Coreflex
 - Thermoplastic Waterproofing Membrane with Active Polymer Core
 - Hot-Air Welding
- Ethylene Propylene Diene Monomer
 - Emphasis on Seam Details, Wall Details, Pipe Flashings, Curb Flashings, Corners, etc.
- Built-Up Roofing
 - Built-Up Roofing Introduction
 - Built-Up Roofing 1 - 10
 - Level 3A
 - Level 3B
 - Level 3C
 - Mopping Techniques and Applying of Drains, Curbs, Walls, Scuppers, Felt Machine Operation and Kettle Operation
 - Safety, Tools & Equipment
- Common Roofing
 - Introduction to Common Roofing
 - Common Roofing (1 – 10)
- Hot Air Welding
 - Hot Air Welding of Seams, Curbs, Corners, Pipes, Drains and Machine Operation
- Maintenance Repair
 - Introduction to Maintenance Repair
 - Maintenance Repair (1 – 10)
- Mathematics for Roofers
 - Math I & II
 - Roofers Math I
 - Roofers Math II
- Metal Roofing
 - Introduction to Metal Roofing
 - Metal Roofing (1 – 10)
- Modified
 - Level 2A
 - Level 2B
 - Atactic Polypropylene Torch Applied and Styrene Butadiene Mopped Applied Membranes
 - Drains, Pipe, Curb and Wall Flashings
- Modified Membrane & Modified Membrane II
 - Introduction Modified Membrane
 - Modified Membrane (1 – 10)

- Introduction Modified Membrane II
 - Modified Membrane II (1 – 10)
- Plans & Specifications
 - Introduction Plans & Specifications
 - Plans & Specifications (1 – 10)
- Rigid Roofing
 - Introduction to Rigid Roofing
 - Rigid Roofing (1 – 10)
- Shingles
 - Installation of Shingles in a Valley and Around Chimneys, Dormers and through Pipes and Vents
- Slate & Tile Classes
 - Proper Steps for Starting and Detailing Slate and Tile Roofs
 - Silica Training
- Spray Polyurethane Foam
 - Techniques and Installation Procedures
- Single Ply
 - Levels A - B
 - Safety, Tools & Equipment
 - Techniques and Installation of Single Ply
- Single Ply Roofing & Single Ply Roofing II
 - Introduction to Single-Ply Roofing
 - Introduction to Single-Ply Roofing II
 - Single-Ply Roofing (1 – 10)
 - Single-Ply Roofing II (1 – 10)
- Waterproofing Membrane & Waterproofing Membrane II
 - Introduction to Waterproofing Membrane
 - Introduction to Waterproofing Membrane II
 - Waterproofing Membrane (1 – 10)
 - Waterproofing Membrane II (1 – 10)
- Waterproofing & Damproofing
 - Introduction to Waterproofing & Damproofing
 - Waterproofing & Damproofing (1 – 10)
- Coating & Waterproofing
 - Below Grade
 - Between Slab
- GAF Materials
 - Learn the Latest GAF Materials Heat-Welding Details
- Firestone Building Products
 - Learn the Latest Specification Requirements for their Roofing Systems
- Johns Manville
 - Heat Welding and Detail Requirements for Manville's Membranes and Various Roofing Systems
- Sarnafil Roofing Systems
 - Sarnafil Polyvinyl Chloride and Hot Air Welded Systems and Detail Requirements
- Soprema
 - Soprema's Various Roofing Systems
- Carlisle/Syntec Building Products
 - Products and Detail Requirements for their Various Roofing Systems
 - Certified Roofing Torch Applicator
 - Certified Roofing Torch Applicator Program

- Application Techniques, Known Facts of Propane Gas and Combustion on Torch Applied Membranes
- Certified Roofing Torch Applicator – Recertification
 - 8-Hour Re-Certification
- Torch Safety Techniques
 - Accident Prevention
 - Application Techniques
 - Fire Safety
- Fall Protection Training
 - 4-Hour Fall Protection
 - 8-Hour Fall Protection
- Flagger Training
 - Construction Zone
 - Residential Zone
 - Traffic Zone
- Qualified Rigger/Signal Person (16-Hour)
 - Rigger in Crane Operations
 - Signal Persons Hand and Voice Signals
- Scaffold User Training
 - Code
 - Dismantle
 - Fall Protection Awareness
 - How to Build
 - Safety Guidelines
 - Scaffolding Competent Person
- Forklift Operator Training & Aerial Work Platform
 - Aerial Lifts
 - Boom Lift
 - Rough-Terrain Forklift (Gradall- Telehandler)
 - Scissor Lift
 - Class 4 & 5
- GHS Labeling
 - Requirements
 - Signal Words
- Health Protection
- Fire Hazards & Fire Prevention
- Health & Hazards in Construction
- Hazards in Roofing & Waterproofing
- Hearing Protection
- Hot on the Roof
- Lifting, Hoisting, & Rigging
- Power Line Safety
- Control Measures
- Going Green
 - Design and Install Equipment for Energy Efficiency
 - Electricity
 - Energy Efficiency for Roofing
 - Green Roof Systems
 - Green Roofs
 - History of Solar Energy
 - Photovoltaic Cells

- Photovoltaic System & Performance
 - Solar Installation
- Green - Renewable Energy Systems
 - Green (Vegetated) Roofs
 - Green Roof Systems
 - Rooftop Solar PV
 - Solar PV Systems
- Electronic Vector Mapping Systems
 - Membrane Integrity Testing
 - Electronic Leak Detection
- Water Recapturing Systems
 - Advantages and Disadvantages
 - Equipment
 - Rain Water Harvesting
- GHS Training - Globally Harmonized Systems
 - Acclimatization
- Adult First Aid/CPR/AED
 - CPR
 - AED
 - First Aid
- Heat Illness Prevention
 - Outdoor
 - Indoor
- Confined Space Entry
 - Confined Space Competent Person
 - Confined Space Entry
- Asbestos Craft Worker/Class II Roofer Course
 - 8-Hour Asbestos Roofer Worker

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10 (Construction Outreach)
- OSHA 30 (Construction Industry)

LITERACY SKILLS

- Vocational English as a Second Language for Roofers & Waterproofers
 - Heat Illness Prevention
 - Rigid Roofing Definitions
 - Introduction to Roofing & Waterproofing Industry
 - Introduction to Hand Tools and Power Tools/Equipment
 - Roofing Tools & Equipment
 - Roofing and Waterproofing Vocabulary
 - Safety Signs and Language in the Roofing Industry
 - Waterproofing Tools & Equipment I
 - Health Protection
 - Fire Hazards & Fire Prevention
 - Hazards in Roofing & Waterproofing
 - Hearing Protection
 - Hot on the Roof
 - Lifting, Hoisting, & Rigging
 - Power Line Safety
 - Control Measures

Class/Lab Hours

8 – 200

Trainees may receive any of the following:

Journeyworker**COMMERCIAL SKILLS**

- Air Barrier - ABAA
 - Installer Certification Application
 - Application – Self Adhered, Liquid Applied, Medium Density Membrane, Spray Polyurethane, Mechanically Fasten
- Coreflex
 - Thermoplastic Waterproofing Membrane with active polymer core
 - Hot-Air Welding
- Ethylene Propylene Diene Monomer
 - Emphasis on Seam Details, Wall Details, Pipe Flashings, Curb Flashings, Corners
- Built-Up Roofing
 - Mopping Techniques and Applying of Drains, Curbs, Walls, Scuppers, Felt Machine Operation and Kettle Operation
- Coatings – For the Purpose of Damproofing and Waterproofing
 - Balconies
 - Deck Coating
 - Equipment Wells
 - Traffic Coating
- Electronic Vector Mapping Systems
 - Membrane Integrity Testing
 - Electronic Leak Detection
- Water Recapturing Systems
 - Advantages and Disadvantages
 - Equipment
 - Rainwater Harvesting
- Green Retrofit
 - Energy Efficiency Roofs
 - Applications
 - Moisture Treatment
- Infrared Moisture Detection
 - Nuclear Surveys
 - Analysis & Visualization of Collected Data
- Building Envelope Inspection
 - Below Grade
 - Walls and Windows
 - Roofs
- Hot Air Welding
 - Hot Air Welding of Seams, Curbs, Corners, Pipes, Drains and Machine Operation
- Insulation
 - Crickets
 - Sound
 - Wash Backs

- Modified
 - Atactic Polypropylene Torch Applied and Styrene Butadiene Mopped Applied Membranes
 - Drains, Pipe, Curb and Wall Flashings
- Paver Systems
 - Ballast Pavers
 - Concrete
 - Rack Systems
 - Stone Ballast
- Seismic Retrofit
 - Applications
 - Expansion Joints
 - Strengthen Structures
- Shingles
 - Installation of Shingles in a Valley and Around Chimneys, Dormers and through Pipes and Vents
- Single Ply
 - Roof Deck Insulations
 - Techniques and Installation of Single Ply
- Slate & Tile
 - Proper Steps for Starting and Detailing Slate and Tile Roofs
 - Silica Training
- Spray Polyurethane Foam
 - Techniques and Installation Procedures
- Standing Seam's Application
 - Detail
 - Field Set-Up
- GAF Materials
 - Learn the Latest GAF Materials Heat-Welding Details
- Firestone Building Products
 - Learn the Latest Specification Requirements for their Roofing Systems
- Johns Manville
 - Heat Welding and Detail Requirements for Manville's Membranes and Various Roofing Systems
- Metal Roofing
 - Application
 - Details
 - Systems
- Sarnafil Roofing Systems
 - Sarnafil's Polyvinyl Chloride, and Hot Air Welded Systems and Detail Requirements
- Soprema
 - Soprema Roofing Systems
- Carlisle/Syntec Building Products
 - Product Details & Requirements for Roofing Systems
- Certified Roofing Torch Applicator
 - Certified Roofing Torch Applicator Program
 - Application Techniques, Known Facts of Propane Gas and Combustion on Torch Applied Membranes
 - Recertification Program

- Torch Safety Techniques
 - Accident Prevention
 - Application Techniques
 - Fire Safety
- Confined Space Entry
 - Confined Space Competent Person
 - Confined Space Entry
- Fall Protection Training
 - 8-Hour Fall Protection
- Fall Protection 16-Hour
 - EM 385-1-1 approved by US Army Corps of Engineers Fall Protection Competent Person 16-Hour
- Scaffold Training
 - Dismantle
 - Fall Protection Awareness
 - How to Build/Code
 - Safety Guidelines
 - Scaffolding Competent Person
- Construction Site Project Management
 - Emergency Response Planning
 - Foreman Responsibility for Communication, Documentation and Reporting
 - Worker Responsibility for Documentation and Reporting
- Forklift Operator Training & Aerial Work Platform
 - Aerial Lifts
 - Boom Lift
 - Rough-Terrain Forklift (Gradall – Telehandler)
 - Scissor Lift
 - Class 4 & 5
- GHS Labeling
 - Requirements
 - Signal Words
- Going Green/Green - Renewable Energy Systems
 - Design and Install Equipment for Energy Efficiency
 - Electricity
 - Energy Efficiency for Roofing
 - Green (Vegetated) Roofs
 - Green Roof Systems
 - Green Roofs
 - History of Solar Energy
 - Monolithic Membrane
 - Photovoltaic Cells
 - Photovoltaic System
 - Photovoltaic System Performance
 - Rooftop Solar PV
 - Solar Installation
 - Solar PV Systems
- Qualified Rigger/Signal Person (16-Hour)
 - Rigger in Crane Operations
 - Signal Persons Hand and Voice Signals

- Foreman Skills/Training
 - Communication Skills
 - Problem Solving
 - Math & Measurement
 - Safety Skills
 - Teaching Skills
 - Diversity
 - Reading Plans & Specifications
 - Planning & Starting the Project
 - Motivating and Reinforcing Workers
 - Leadership Styles
 - Documentation & Recording Information
- Adult First Aid/CPR/AED
 - CPR
 - AED
 - First Aid
- GHS Training – Globally Harmonized Systems
 - Acclimatization
- Flagger Training
 - Construction Zone
 - Residential Zone
 - Traffic Zone
- Heat Illness Prevention
 - Outdoor
 - Indoor
- Waterproofing & Damproofing
 - Asphalt Overlay
 - Below Grade
 - Confined Space Training
 - Elastomeric Coatings
 - Excavations
 - Hot Applied
 - Hot Rubber
 - Interior & Exterior
 - Liners
 - Materials and Handling
 - Monolithic Membrane 6125
 - Planters
 - Sheet Applied
 - Split Slab Construction
 - Techniques and Applications
 - Vertical Waterproofing
- Weatherproofing Envelope Systems
 - Air Barrier System
 - Caulking
 - Climate Control
 - Commercial and Residential Exterior
 - Moisture Barrier System
- Asbestos Craft Worker/Class II Roofer Course
 - 8-Hour Asbestos Roofer Worker

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10 (Construction Outreach)
- OSHA 30 (Construction Industry)

HAZWOPER

- HAZWOPER (Certified Instructor Training)

HAZARDOUS MATERIALS

- Hazardous Waste
- Hazardous Materials

COMPUTER SKILLS

- Basic Computer Skills for Construction Industry
 - Creating Jobsite Reports
 - Data Entry in Tracking Systems
 - Microsoft Office (Outlook, Word, Excel, PowerPoint)
 - Email/Internet

LITERACY SKILLS

- Vocational English as a Second Language for Roofers & Waterproofers
 - Roofing & Waterproofing Industry
 - Hand Tools and Power Tools/Equipment
 - Roofing and Waterproofing Vocabulary
 - Safety Signs and Language in the Roofing Industry

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, HAZWOPER or HAZMAT).

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



EXPANSION FUNDS
Retrainee-Job Creation
Training Proposal for:
Global Power Group, Inc.
Contract Number: ET22-0159

Panel Meeting of: December 17, 2021

ETP Regional Office: San Diego

Analyst: J. Lima

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Expansion Funds (Alt/Gen) Job Creation Initiative SB <100	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: 85	U.S.:85	Worldwide: 85
<u>Turnover Rate:</u>	3%		
<u>Managers/Supervisors:</u> (% of total trainees)	4%		

FUNDING DETAIL

In-Kind Contribution
\$476,300

Total ETP Funding
\$138,000

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SB <100	Cont. Improv. Computer Skills Comm. Skills Business Skills PL-Comm. Skills	85	8-200	0	\$1,380	\$26.08
				Weighted Avg: 660			
2	Job Creation Priority Rate SB <100	Cont. Improv. Computer Skills Comm. Skills Business Skills PL-Comm. Skills	15	8-200	0	\$1,380	\$16.15
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$26.08 per hour for ETP Minimum Wage; Job Number 2: \$16.15 for San Diego County

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

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Customer Service		3
		1
Designers		2
		1
Drivers		4
		1
Managers/Supervisors		3
		1
Maintenance Staff		36
Repair Staff		25
Support Staff		7
		1

INTRODUCTION

Global Power Group, Inc. (Global Power) (www.globalpowergroup.com) was founded in 2018 and headquartered in San Diego County. Global Power provides generator and industrial engine

systems to supply electricity during emergency blackouts. The Company conducts a needs analysis for its customers and design a system that meets the business needs of the client. The Company provides 24-hour generator & industrial engine service and repair, 24-hour generator and power distribution rentals, 24-hour fueling services, emergency generator sales, and preventative maintenance plans. Global Power's customers include hospitals, hotels, grocery stores and other large facilities that need a reliable source of emergency power.

Veterans Program

The Company encourages and actively recruits veterans, but will not separate them out in this contract.

PROJECT DETAILS

This is Global Power's first ETP Contract. The proposed training will help the Company grow its business with the current demand for products and services. ETP Funding will allow the Company to expand its training efforts into new areas to help its trainees gain higher skill levels as well. With the growth and demand, Global Power projects to hire 15 new workers over the next two years.

Training Plan

Business Skills: Trainees under the occupation of Customer Service, Designers, Drivers, Managers/Supervisors, Maintenance Staff, Repair Staff and Support Staff will train in Business Skills.

Commercial Skills: Trainees under the occupation of Customer Service, Designers, Drivers, Managers/Supervisors, Maintenance Staff, Repair Staff and Support Staff will train in Commercial Skills

Computer Skills: Trainees under the occupation of Customer Service, Designers, Drivers, Managers/Supervisors, Maintenance Staff, Repair Staff and Support Staff will train in Computer Skills.

Continuous Improvement: Trainees under the occupation of Customer Service, Designers, Drivers, Managers/Supervisors, Maintenance Staff, Repair Staff and Support Staff will train in Continuous Improvement Skills.

Productive Laboratory: 30 trainees under the occupation of Drivers, Maintenance Staff, and Repair Staff will train in Productive Laboratory – Commercial Skills. Productive Lab training is necessary as trainees must learn how to necessary occupational skill sets. The trainer to trainee ratio will be 1:3 or less. There may be cases when instructors are not available to provide 1:1 training and the need for a 1:3 ratio is requested in order to allow the company to complete projects on time while workers are being trained.

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.

Commitment to Training

Currently, Global Power spends \$150,000 in training annually that includes new-hire orientation, OSHA mandated training, sexual harassment training, and first aid training. The company has an on-the-job training program for commercial skills. MS Office (Basic level) is provided on an as-needed basis.

In the past, the Company has provided a new-hire orientation, mandated training, and an introductory level of commercial skilled 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 begin upon Panel approval. Global Power has designated a team of eight staff which includes a Controller, Training Coordinator, and Managers/Supervisors to oversee ETP training and administrative responsibilities. Managers/Supervisors and trainers will travel to customer locations to provide training, secure rosters, and ensure ETP compliance. The Company has also retained a third party to assist with administrative duties.

Impact/Outcome

Global Power is working to increase installation and delivery capacity to meet increased demand for products and services. Training the workforce on commercial skills will allow the Company to meet new customer demands.

Retrainee - Job Creation

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

The Company will hire 15 new employees (Job Number 2). Turnover Rate penalty is not assessed for job creation.

Due to power generation emergency in California the power grid cannot be relied upon to provide electric power. Demand for electricity is continuing to grow by a consistent source of power is not available. Global provides power backup systems. The business is growing and demand for products and services is increasing. The Company must hire additional workers to meet the customer demand.

DEVELOPMENT SERVICES

The Company retained National Training Company, Inc. in Irvine to assist with development of this proposal for a flat fee of \$6,900.

ADMINISTRATIVE SERVICES

The Company retained National Training Company in Irvine to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- Advanced Operating Procedures
- Project Management Skills
- Resolving Installation Problems
- Team Communication

COMPUTER SKILLS

- Computerized Inventory
- Internet Power Tracking
- MS Office Advanced
- Project Management Software

COMMERCIAL SKILLS

- Backup System Design
- Circuit Devices
- Cross Training-Electrical Systems
- Electric Facility Interface
- Emergency Power Systems
- Equipment Loading & Storage
- Equipment Problem Diagnosis
- Failure Analysis Procedures
- Fuel Systems
- Generation Equipment
- Generator Inspection
- Generator Operation
- Lighting Retrofitting
- Non-Conforming Reports
- Operating Construction Equipment
- Parts and Product Specifications
- Standard Operating Procedures

BUSINESS SKILLS

- Covid-19 Procedures
- Cost Effective Solutions
- Effective Listening Skills
- Logistics
- Parts Specifications
- Emergency Scheduling
- Problem Resolution

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

Productive Lab Hours (1:3 Ratio)

0-100

COMMERCIAL SKILLS

- Emergency Repair Procedures
- Equipment Certification Procedures
- Equipment Maintenance Procedures
- Standard Operating Procedures
- System Installation Procedures

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



EXPANSION FUNDS

Training Proposal for:

Sundt Construction, Inc.

Contract Number: ET22-0140

Panel Meeting of: December 17, 2021

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Expansion Funds (Alt/Gen)	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Sacramento, San Diego, Orange	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 115	U.S.: 1,528	Worldwide: 1,528	
<u>Turnover Rate:</u>	9%			
<u>Managers/Supervisors:</u> (% of total trainees)	16%			

FUNDING DETAIL

In-Kind Contribution
\$181,440

Total ETP Funding
\$93,150

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, Commercial Skills, OSHA10/30	90	8-200	0	\$1,035	\$25.00
				Weighted Avg: 45			

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

Minimum Wage by County: Job Number 1: \$19.12/hr. in Orange, Sacramento & San Diego Counties. However, actual wages paid by the employer will prevail.

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

Health benefits will not be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Estimation Field Construction Staff		20
Engineering Staff		25
Support Staff		30
Superintendent/ Front Line Manager		15

INTRODUCTION

Founded in 1890 and headquartered in Tempe, Arizona, Sundt Construction, Inc. (Sundt) (www.sundt.com) provides general construction, pre-construction and design services all around the country. The Company also specializes in customized concrete work unique to customer demands. Customers range from commercial to private industries. The Company has offices in Orange, San Diego, and Sacramento Counties.

Veterans Program

While the Company doesn't have a formal targeted Veteran program, Sundt encourages veterans to apply. Further, Veterans are given special consideration when they apply.

PROJECT DETAILS

The construction industry is constantly changing and evolving; this is especially true in light of the COVID-19 Pandemic. The changes range from technological advancements to a stronger focus on sustainability.

As part of its desire to be "ever forward," Sundt is constantly looking for new technologies to improve the way it builds and responds to increasing demands of its customers. The Company is implementing a new Construction Project Management Software called InEight. This new system

will help the Company manage risk, keep projects on schedule and maximize each project budget. The system will provide Sundt's frontline workforce with real-time visibility into metrics, KPIs and trends through connected analytics. The system also has a workflow engine that will allow the Company to manage capital projects and capture and analyze safety, compliance and commissioning data directly from the field, reducing the need for constant rework by 10%. Training will provide the skills necessary to master the new project management software. Further, staff will receive training to adapt to customer demands while in the field through the use of this new technology whilst maintaining safety standards set in place by the state.

Another tool that Sundt is using is augmented reality which links the office and the field with 3D technology. Using digital fabrication, Sundt can transform computer models directly into precise-to-spec building assemblies in the office and send them to frontline staff in the field miles away.

Finally, Sundt will also introduce the use of Drones when managing a project on site. Drones and aerial photography are useful for getting photographs and videos of the landscape. Drones are increasing safety around the job site and can add more information to survey data.

Training Plan

Training will be provided by in-house staff as well as outside trainers when necessary (OSHA10/30). Training will be conducted in a classroom environment inclusive of some distance training (E-Learning) when appropriate. The proposed training plan will assist the Company in remaining competitive as well as better meet its customers' unique needs when called on.

Business Skills: All occupations are expected to receive training in this category as it relates to their job function. The workforce will be able to perform their job functions in the Sundt environment and to provide improved and consistent customer service and support through Business Acumen, Business/Technical Writing Skills, and Finance/Accounting Skills.

Computer Skills: All occupations may receive training on systems and computer applications that are applicable to their job role and responsibilities.

Continuous Improvement: In a continued effort to provide the best quality and service to its customers, Sundt would like to provide its frontline workers with skills that will increase their performance in the areas of Change Management, Performance Improvement/Management, and Project Planning/Management Skills.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for 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.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. The safety of frontline staff is, and will continue to be, a priority in accordance with all pertinent requirements under state and federal law in light of COVID-19. ETP Funding will allow Sundt to deliver necessary training on both safety and the new project management system in a safe manner to all of its employees.

➤ **Training Infrastructure**

Training will be delivered by Sundt's in-house trainers and vendors retained as needed for advanced technical software training and safety training. The project will be managed by the Project Controls Manager. Sundt has also retained Training Funding Partners to help with project administration.

Impact/Outcome

ETP training will help Sundt provide staff with the training necessary to customize services to its clients. Further, staff will acquire the skills necessary to adapt and respond to unique customer demands whilst in the field working on live projects.

Record Keeping

Due to COVID-19, Sundt will use an approved alternative recordkeeping process.

DEVELOPMENT SERVICES

The Company retained Training Funding Partners in Huntington Beach to assist with development of this proposal for a fee not to exceed 6% of the Final ETP Application amount.

ADMINISTRATIVE SERVICES

The Company retained Training Funding Partners in Huntington Beach to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Acumen
- Business/Technical Writing Skills
- Communication Skills
- Front-Line Supervisor Skills
- Finance/Accounting Skills
- Sales/Marketing Skills
- Train-the-Trainer Skills

COMMERCIAL SKILLS

- Artificial Intelligence Skills
- Advanced Safety Skills
- Construction Analytics
- Construction Best Practice Skills
- Contracting Skills
- Electrical/Mechanical Skills
- Project Administration/Costing Skills
- Project Engineering Skills
- Scheduling/Estimating Skills

COMPUTER SKILLS

- Construction Management Software
- Financial/Payment Management Software
- Intermediate/Advanced Microsoft Office Skills
- Learning Platform Navigation Skills
- Microsoft Teams
- Project Management Software Skills

CONTINUOUS IMPROVEMENT SKILLS

- Change Management Skills
- Leadership Skills
- Performance Improvement/Management Skills
- Process Improvement/Innovation Skills
- Project Planning/Management
- Quality Management Skills
- Time Management Skills

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

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



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

On-Time Air Conditioning & Heating, LLC

Contract Number: ET22-0149

Panel Meeting of: December 17, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Priority Rate Retrainee Job Creation Initiative	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Placer, Contra Costa, Santa Clara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 312	U.S.: 312	Worldwide: 312
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

FUNDING DETAIL

In-Kind Contribution
\$567,000

Total ETP Funding
\$400,200

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, Commerical Skills, Computer Skills, Continuous Improvement	200	8–200	0	\$1,725	\$19.12
				Weighted Avg: 75			
2	Job Creation Retrainee Priority	Business Skills, Commercial Skills, Computer Skills, Continuous Improvement	32	8–200	0	\$1,725	\$19.00
				Weighted Avg: 75			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$19.12 per hour for Placer County; \$20.79 per hour for Contra Costa County; and, \$20.86 per hour for Alameda and Santa Clara counties.
Job Number 2: \$15.65 per hour for Placer County; \$17.33 per hour for Contra Costa County; and, \$17.39 per hour for Alameda and Santa Clara 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 \$1.86 per hour may be used to meet the Minimum Wage by County in Job Number 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1:		
Lead		8
		8
Service Technician/Installer		65
		89
Customer Service/Dispatcher		2
		4
		8
Corporate Support/Operations Staff		16
Job Number 2 (Job Creation):		
Lead		2
		2
Service Technician/Installer		8
		8

Customer Service/Dispatcher		2
		2
		2
Corporate Support/Operations Staff		6

INTRODUCTION

Founded in 2003 and headquartered in Pleasanton, On-Time Air Conditioning and Heating, LLC. (OTA) (www.servicechampions.net) is a residential contractor that installs, services and maintains a wide variety of air conditioning, heating and indoor air quality products including thermostats, furnaces, heat pumps, duct work, and insulation. OTA serves residential customers in 120 cities across Northern California. ETP training will be delivered to staff across OTA's five locations in Pleasanton, Martinez, Rocklin, San Jose, and Livermore.

This is OTA's third ETP project, the third in the last five years. The prior ETP Contracts helped OTA upgrade skills to improve the installation of Smart Equipment such as smart thermostat and equipment integration, which allows for remote control of systems by the homeowner. OTA implemented new phone systems that integrated with the Company's software to streamline customer-service calls, and it conducted companywide Service Titan training which is an Enterprise Resource system with cloud capability to streamline activities.

ETP-funded training in this proposal will enable the Company to provide skills-upgrade training for incumbent and newly hired staff to stay current with new technologies and systems used in the residential HVAC construction industry. The proposed project supports business growth that led OTA to acquire a new business location in Martinez as it outgrew its Concord location. While some topics are similar to those provided in the prior Contract, training in this proposal is updated from prior curriculum.

Veterans Program

Even though OTA is not including a separate Veteran Job Number, it works directly with Hicks professional group (a certified disabled Veterans Business Enterprise) to recruit and hire veterans in addition to internal hiring done directly by OTA where veterans are targeted for hiring.

Retrainee - Job Creation

In this proposal, OTA plans to hire 32 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. 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.

Due to business-capacity growth, OTA reports it is moving from its old Concord location into a new and larger facility in Martinez. Furthermore, the Company confirms it has ample space in its existing facilities to hire these new employees.

Since 2003, OTA has grown to an estimated 312 full-time employees while hiring nearly 82 new staff in the last 12–24 months alone. Demand for heating, ventilation, and air conditioning (HVAC) services is projected to increase in the next five years due in part to the growing popularity of energy-efficient systems for home installation. Some business growth was previously reported to be at least in part related to Title 20 and 24 California Code of Regulation requirements that included new efficiency standards. OTA represents that the recent COVID-19 pandemic highlighted air-quality concerns that is fueling the most recent business growth in HVAC markets.

PROJECT DETAILS

In this proposal, OTA acquired new lab equipment to offer a new product (Daikin Fit Smart HVAC) to keep up with its increased demand because suppliers were falling behind customer demands.

Training Plan

The following ETP training will be conducted via Class/Lab and E-Learning delivery methods:

Business Skills: Training will be offered to all occupations on topics such as Marketing and Communication Skills to upgrade quote and finance skills. In addition, training on new products and services will help better assist residential customer service and dispatch functions.

Commercial Skills: Training will be offered to Service Technicians/Installers and Leads on courses such as Residential Electrical/Plumbing Equipment Installation/Maintenance Skills and System Troubleshooting to upgrade the skills needed to serve residential customers with cooling and heating needs. This training is designed to help OTA keep pace with new innovations.

Computer Skills: Training will be offered to all occupations specifically on the systems that each individual trainee utilizes in their daily-job function. Topics such as Payment Card Certification and Mobile Device Applications will be delivered to help the Company meet its efficiency goals.

Continuous Improvement: Training will be offered to all occupations. The goal is to improve OTA's efficiency and productivity by implementing improved processes throughout the organization. As OTA continues to grow and add new products and technologies, skills such as change management, leadership skills, process mapping/process improvement, project management, and time management will help the Company work efficiently to remain competitive.

Impact/Outcome

With ETP funding for the supplemental training proposed in this project, OTA will be able to do the following: meet industry-wide talent shortfalls created by anticipated increases in retirement thru 2022, while meeting simultaneous growth in the demand for services; improve efficiency and competitiveness with new product and service offerings (Daikin Fit Smart HVAC); and, support the growth in demand and expansion into new territories as the Company continues to grow.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. The Company's annual training budget for all California sites is approximately \$1,000,000. The Company provides new hire orientation, Cal OSHA required training, ladder safety, lifting safety, on-the-job training (OJT), and sexual-harassment-prevention training at its own expense.

In addition, the Company will be providing CPR certification training to all of its Technicians and Installers. Mandatory training is delivered company-wide, but some training may be department or job-specific training. OTA delivers training through various methods such as classroom, lab settings, OJT, and E-Learning for its satellite offices. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

OTA's Training Director (dedicated administrator) will be in charge of the ETP project, along with one Manager at each of its five participating facilities to help manage the project internally. OTA

has three internal trainers identified to deliver the training. OTA has also hired an experienced third-party subcontractor to assist with ETP administration.

Recordkeeping

Due to the COVID-19 pandemic, an Alternative Recordkeeping (ARK) method is being requested.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0326	Pleasanton	12/31/18 - 3/29/21	\$312,000	\$312,000 (100%)
ET17-0197	Pleasanton	9/6/16 - 9/5/18	\$413,000	\$412,496 (99.8%)

DEVELOPMENT SERVICES

OTA retained TFP in Huntington Beach to assist with development of this proposal for a flat fee of \$21,735.

ADMINISTRATIVE SERVICES

The Company also retained TFP to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

8–200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Processes & Procedures
- Client Service/Communication Skills
- Coordinating and Scheduling Service/Dispatching
- Equipment and Industry Overview
- Finance/Accounting Skills
- Logistics/Warehouse Skills
- Maintenance/Membership Programs
- Marketing/Sales Skills
- New/Upgraded Product Knowledge and Service Skills
- Train-the-Trainer

COMMERCIAL SKILLS

- Electricity/Voltage & Schematics
- Daiken Fit System Skills
- Elimination of Natural Gas Usage
- Residential Cooling/Heating Equipment Installation/Maintenance Skills
- Residential Electrical/Plumbing Equipment Installation/Maintenance Skills
- Residential Ducting/Equipment and Installations
- Residential Indoor Air Quality and Updated Technology
- Residential Smart Equipment Technology/Controls
- Sustainability Concepts and Skills
- System Troubleshooting
- Water Filtration Systems

COMPUTER SKILLS

- Call Center/Dispatch Application Skills
- Intermediate/Advanced Microsoft Office (Word, Excel, PowerPoint)
- Payment Card Certification
- Enterprise Resource Planning (ERP) System
- Mobile Device Applications

CONTINUOUS IMPROVEMENT

- Change Management Skills
- Leadership Skills
- Problem Solving Skills
- Process Mapping/Process Improvement Skills
- Project Management Skills
- Root Cause Analysis and Remediation
- Time Management Skills

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.



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

Premier Medical Transport, Inc.

Contract Number: ET22-0196

Panel Meeting of: December 17, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Job Creation Initiative Expansion Funds (Alt/Gen) HUA Medical Skills Training	Industry Sector(s):	Services (G) Healthcare (62) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange, Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 270	U.S.: 270	Worldwide: 270
<u>Turnover Rate:</u>	19%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

FUNDING DETAIL

In-Kind Contribution
\$624,111

Total ETP Funding
\$497,904

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 Job Creation Initiative	Continuous Improvement Medical Skills (Didactic) Medical Skills (Preceptor) Computer Skills	60	8–200	0	\$1,886	\$16.50
				Weighted Avg: 82			
2	Retrainee Priority Rate	Continuous Improvement Medical Skills (Didactic) Medical Skills (Preceptor) Computer Skills	204	8–200	0	\$1,886	\$19.12
				Weighted Avg: 82			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$16.48 per hour for Los Angeles County; \$15.39 per hour for Orange County.

Job Number 2: \$19.77 per hour for Los Angeles County; \$19.12 per hour for 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 of company paid Medical, Dental, or vision benefits 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
Job Number 1 (Job Creation):		
Emergency Medical Technician		60
Job Number 2 (Retrainee):		
Emergency Medical Technician		140
Paramedic		20
Respiratory Therapist		10
Registered Nurse		20
Billing Staff		3
		4
Dispatcher		4
		3

INTRODUCTION

Founded in 2008 and headquartered in Brea, Premier Medical Transport, Inc. (Premier Medical) (www.premieramb.com) is a non-emergency inter-facility ambulance service provider in Orange and Los Angeles counties. This includes transports among hospitals, clinics, rehabilitation centers and/or to long-term care facilities. The Company contracts with major health plans, hospitals, and medical groups. The Company has eight service locations in Orange and Los Angeles counties. ETP training will mostly occur at the headquarters' location; however, some training will occur in the field, in ambulances (preceptor training), and in some of the other offices across Los Angeles and Orange counties.

The Company offers different types of medical transportation services like Basic Life Support (BLS), Critical Care Transportation and Advanced Life Support (requires highly skilled staff such as Respiratory Therapists and/or Registered Nurses), Neonatal Transport (requires Pediatric Intensive Care Unit services), and Bariatric Transportation (requires a specialized gurney for safe and dignified accommodations for larger patients).

This will be Premier Medical's second ETP Contract, and its second in the last five years. In the last ETP project, the Company purchased 14 new ambulances and advanced life support equipment, digital-radio equipment, IV pumps, cardiac monitors, ventilators, and additional support vehicles. Training allowed staff to upskill to improve patient care during transport. Training on Emergency Medical Service (EMS), an electronic documentation data platform, for its medical records was also delivered. As regulations such as responses to COVID-19 are frequently updated, and new staff are being hired, the Company reports it has new training needs. The company represents topics content has been fully updated since the last contract.

Veterans

Although this proposal doesn't include a Veteran's component, Premier Medical hires veterans. The Company's recruitment efforts include using local-workforce agencies like CalJOBS to recruit veterans for all open positions.

Retrainee - Job Creation

The Company plans to hire 60 new Emergency Medical Technicians (EMT) (Job Number 1) due to business-capacity growth. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

Currently, Premier Medical is experiencing rapid growth and anticipates more than doubling staffing numbers since its last proposal. The Company reports the significant increase is due to the following:

- The need for patient transfers between facilities has increased as a result of regionalization and specialization (e.g. - increases in specialized cardiac centers and stroke centers that serve specific kinds of patients).
- In last six months, Premier Medical recently picked up 13 new contracts with private agencies and local municipalities including boutique surgery centers and the County of Los Angeles while it is negotiating an additional 10–15 contracts that are expected to close in early 2022.
- The Company also expanded its Critical Care transportation to Los Angeles County. This necessitates hiring more staff (especially EMTs) to meet the most sensitive patients' needs.

PROJECT DETAILS

The current proposal for training is resulting from rapid expansion of business services into new territories with several new offices in Orange and Los Angeles counties. New contracts for business and new procedures are resulting due to COVID-19 pandemic, and the Company reports a 700% increase in emergency service calls since 2018. ETP training is critical to improve services and ensure compliance with evolving medical industry rules. Consequently, Premier Medical has invested \$731,591 in new equipment that further supports the need for the proposed training to support the Company's growth and the delivery its quality medical services.

Training Plan

Training will be delivered using Class/Lab, E-Learning, and Medical Skills' training (Didactic and Preceptor) delivery methods on the following:

Computer Skills: This training will be offered to all occupations on courses like Microsoft Office (Intermediate and Advanced), Electronic Medical Records, Patient Care Record, and ICD-10.

Continuous Improvement: This training will be offered to all occupations on courses like Billing, Call Center & Dispatch Protocols, and Crisis Prevention & Intervention.

Medical Skills (Didactic): This training will be offered to EMTs, Registered Nurses, Respiratory Therapists, and Paramedics on courses like Basic & Advanced Life Support, Airborne Pathogens, and Care of Cardiac Patients.

Medical Skills (Preceptor): This training will be offered to EMTs, Registered Nurses, Respiratory Therapists, and Paramedics on courses like Ambulatory Patient Care, Advanced Cardiac Life Support, Equipment Operation, and Trauma Patient Care. Preceptor training will be delivered at 1:1 trainer-to-trainee ratio.

Commitment to Training

Premier Medical spends approximately \$400,000 on training in topics such as sexual harassment prevention, patient transfer, gurney operations, professionalism, and situational awareness. 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

Premier Medical's President (dedicated administrator) will oversee the project. The Company's Chief Financial Officer and Human Resources Department will administer the project and appoint staff at each location to collect training rosters, while 25 in-house (subject-matter) trainers deliver training between its headquarters and all of its worksites. A third-party subcontractor has been retained to assist with administration.

High Unemployment Area

Premier Medical's facilities are located in Los Angeles County, which is a High Unemployment Area (HUA) with unemployment exceeding the state average by at least 25%. However, the Company is not requesting a wage modification.

Retention Modification

Premier Medical has requested the alternate retention period of at least 500 hours within 272 days. Due to the nature of the medical transportation industry, it is not customary for some staff

to work a standard 35 hour (or more) work week. A full day of work ranges between 8–12 hours depending on the position. Allowing the Company the flexibility to meet retention requirements through this alternate-retention method, the Company will be better able to meet staff scheduling demands.

Impact/Outcome

ETP-funded training will culminate in certifications that include: Basic Life Support (an estimated 150 EMTs), which is governed and awarded by the American Heart Association; Advanced Life Support (an estimated 30 Paramedics), which is also governed and awarded by American Heart Association; and, Emergency Medical Technician (an estimated 200 EMTs), which is governed by Emergency Medical Technician National Registry.

Recordkeeping

Due to the COVID-19 pandemic, an Alternative Recordkeeping method is being requested.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0356	Brea	12/15/18 – 12/14/20	\$429,000	\$421,270 (98%)

DEVELOPMENT SERVICES

Premier Medical retained National Training Systems, Inc. (NTS) in Ladera Ranch to assist with development of this proposal for a flat fee of \$24,939.

ADMINISTRATIVE SERVICES

NTS 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

Trainees may receive any of the following:

COMPUTER SKILLS

- Microsoft Office (Intermediate and Advanced)
- Electronic Medical Records Application
- Patient Care Record
- Premier App
- ICD-10

MEDICAL SKILLS (Didactic)

- Basic Life Support (BLS)
- Advanced Life Support
- Airborne Pathogens
- Bloodborne Pathogens
- Body Mechanics
- Cardiac Assessment
- Care of Cardiac Patients
- Care of the Bariatric Patient
- Care of Geriatric Patients
- Care of the Renal Patient
- Care of and Treatment of Shock Patients
- Care of the Stroke Patient
- Chronic Obstructive Pulmonary Disease (COPD)
- Code Blue Response and Procedures
- Critical Care
- Decontamination Procedures
- Dysrhythmia Recognition & Interpretation
- EKG & Cardiac Monitors
- Emergency Medical Technician (EMT) Training (including EMT-1)
- Equipment Operation
- Medical Transport of High-Risk Patients
- Medication Administration & Reconciliation
- Neonatal Intensive Care Unit (NICU) Transport
- Neurological Assessment& Pre-Hospital Care
- Orthopedic Assessment& Pre-Hospital Care
- Orthopedic Stabilization & Traction
- Oxygen Administration
- Pain Management
- Patient Assessment& Pre-Hospital Care
- Pediatric Patient Care
- Pharmacology & Pharmacokinetics
- Pre-Hospital Trauma Life Support
- Psychiatric Patient Care
- Respiratory Arrest

- Respiratory Assessment & Pre-Hospital Care
- Restraints
- Standards of Care
- Ventilator Operation

CONTINUOUS IMPROVEMENT

- Ambulance Operation
- Billing
- Call Center & Dispatch Protocols
- Communication Skills
- Conflict Resolution
- Crisis Prevention & Intervention (CPI)
- Critical Thinking
- Customer Service
- Documentation
- EMS Communication & Protocols
- Emergency Vehicle Operations Course (non-licensure)
- Leadership Skills
- Performance & Quality Improvement
- Preceptor Skills (Train-the-Trainer)

MEDICAL SKILLS (Preceptor) 1:1 Ratio

- Ambulatory Patient Care
- Advanced Cardiac Life Support
- Cardiac Patient Care
- Hands on - Equipment Operation
- Trauma Patient Care
- Geriatric Patient Care
- Observational Pediatric Patient Care
- Live Pre-Hospital Trauma Life Support
- Responsive Respiratory Arrest
- On-Job Patient Assessment & Pre-Hospital Care
- Patient Transport Techniques

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



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

ELS Investments

Contract Number: ET22-0200

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative Expansion Funds (Alt/Gen)	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 200	U.S.: 200	Worldwide: 200
<u>Turnover Rate:</u>	3%		
<u>Managers/Supervisors:</u> (% of total trainees)	4%		

FUNDING DETAIL

In-Kind Contribution
\$305,200

Total ETP Funding
\$203,274

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	184	8-200	0	\$736	\$20.00
				Weighted Avg: 32			
2	Retrainee Priority Rate Job Creation	Business Skills, Commercial Skills, Computer Skills	59	8-200	0	\$1,150	\$20.00
				Weighted Avg: 50			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$19.12 per hour for Sacramento County.

Job Number 2: \$15.65 per hour for Sacramento County.

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

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

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: Retrainee		
Administrative Staff		6
		3
Supervisors		14
Landscapers		80
		60
Maintenance Staff		15
		6
Job Number 2: Job Creation		
Administrative Staff		3
Supervisors		6
Landscapers		40
Maintenance Staff		10

INTRODUCTION

Founded in 2008 and headquartered in Rancho Cordova, ELS Investments, (ELS) (www.els-green.com) performs high-precision turnkey site preparation for residential, commercial, industrial, and municipal projects throughout Northern California. Services include landscape, hardscape,

maintenance, and other contracting needs. Training will be delivered at its location in Rancho Cordova. This will be ELS' first ETP Contract.

Veterans Program

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

PROJECT DETAILS

Under this proposal, ELS plans to focus training on the expansion of its current business processes through new projects and new equipment and technology. As a result of a growing construction industry and COVID-19, ELS has received many commercial and residential projects over the last year. The Company plans to deal with the increased workload by training in on-and-off field operations to ensure the delivery of services are made on time and safely. The training plan will address any deficiencies and allow the Company to standardize its processes and training so that it can ensure its clients will receive the highest quality product. Training in Concrete Applications, Fleet Management, Landscape Installation and Masonry Skills will allow ELS to increase staffs knowledge, project efficiency and work quality. All employees must learn new processes, new systems and new equipment which will allow the Company to expand its market, and exceed customer expectations.

In addition, ELS continuously improves all aspects of its business skills to provide customers with the best service. The Company recently purchased Sage 100 Contractor, a software package that encompasses the Company's operation and financials. Training in this new software will ensure staff has the tools to handle the growing workload. Training will also be used to assist staff on determining needs for improvement and set up a career path for each trainee. Establishing a career path for trainees will allow ELS to promote internally from a pool of experienced employees.

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.

ELS has grown at a rapid pace within the past year, with expectations of over 10% revenue growth in the upcoming year. This is due to the continued demand for new housing construction in the area, as well as the Company beginning to expand its territory into Northern California and south towards the San Joaquin Valley. Due to this anticipated growth, the Company will hire 59 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.

Training Plan

Training will be provided using the Class/Lab delivery method by in-house experts and vendors as needed in the following:

Business Skills: Training will be delivered to Administrative Staff and Supervisors on improving customer service and business management. Training topics include Accounting Topics, Communication Skills, Estimation Skills, Liens and Project Management Development.

Commercial Skills: Training will be offered to Supervisors, Landscapers and Maintenance Staff to increase knowledge of construction and business practices. Training topics include Concrete Applications, Equipment Repairs, Forklift Training, Heavy Equipment Use, Landscape Installation and Masonry Skills.

Computer Skills: Training will be delivered to Administrative Staff and Supervisors on becoming more proficient in the use of software platforms. Training topics include Build Pro, LCP Tracker, Microsoft Office Intermediate/Advance, Sage 100 Contractor and Verizon Reveal.

Commitment to Training

ELS spends \$250,000 annually on training at its Rancho Cordova facility. The Company provides the following training: new hire orientation, safety training, California labor laws and regulations, basic computer skills, violence in the workplace prevention, sexual harassment prevention and on-the-job 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

ELS has a structured training plan in place. The Controller and Assistant Controller will be working together with the General Manager to 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.

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting Topics
- Business Practices
- Communication Skills
- Customer Service
- Estimation Skills
- Financial Reporting
- Leadership Skills
- Liens
- Prevailing Wage
- Problem Solving & Decision Making
- Project Management Development
- Sales Skills
- Team Building

COMMERCIAL SKILLS

- Concrete Applications
- Equipment Repairs
- Fleet Management
- Forklift Training
- Heavy Equipment Use
- Irrigation Controller Installation & Usage
- Landscape Installation
- Masonry Skills
- Safety Standards
- Tractor Operation

COMPUTER SKILLS

- Build Pro
- ExakTime
- LCP Tracker
- Microsoft Office (Intermediate/Advanced)
- Onscreen Takeoff
- Sage 100 Contractor
- Textura
- Verizon Reveal

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.



EXPANSION FUNDS
Retrainee-Job Creation
Training Proposal for:
Gilmore Services, Inc.
Contract Number: ET22-0181

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: J. Fetsch

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Retrainee Priority Rate Job Creation Initiative	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	El Dorado, 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: 117	U.S.: 117	Worldwide: 117
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	6%		

FUNDING DETAIL

In-Kind Contribution
\$330,000

Total ETP Funding
\$303,600

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, OSHA 10/30	79	8-200	0	\$1,840	\$19.12
				Weighted Avg: 80			
2	Retrainee Job Creation Initiative Priority Rate	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	86	8-200	0	\$1,840	\$15.65
				Weighted Avg: 80			

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

Minimum Wage by County: Job Number 1: \$19.12 per hour in El Dorado and Sacramento Counties. Job Number 2: \$15.65 per hour in El Dorado 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 \$1.12 per hour may be used to meet the Post-Retention Wage in Job Number 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 (Retrainee)		
Administration		4
		8
		3
HVAC Installer		6
		13
		6
HVAC Technician		6
		10
		4
Plumbing Installer		2
		1
Plumbing Technician		6
Supervisor		10
Job Number 2 (Job Creation)		
Administration		8
		5
		1

HVAC Installer		10
		8
		2
HVAC Technician		22
		7
		3
Plumbing Installer		6
		2
Plumbing Technician		5
		1
Supervisor		6

INTRODUCTION

Founded in 1979 and headquartered in Placerville, Gilmore Services, Inc. (Gilmore) (www.gilmoreair.com) provides services related to home energy efficiency, including heating, ventilation, and air conditioning installation; construction; and repair. Gilmore also provides plumbing services along with sewer and drain. Gilmore's customers are primarily residential home owners and commercial projects. Training will take place at Gilmore's locations in Placerville, Cameron Park and Antelope. This is Gilmore's second ETP Contract and second in the last five years.

Veterans Program

Although there is no additional Veteran's Job Number, Gilmore plans to continue to reach out to Veterans who are interested in starting or continuing in a profession in HVAC or Plumbing. Gilmore values the Veteran workforce.

PROJECT DETAILS

In the prior ETP project, Gilmore focused on training all employees on its newly purchased Service Titan software system. This training project will focus on its new training program, HVAC and Plumbing Academy. Training will be provided to experienced Gilmore employees on new products including the latest in HVAC systems, new regulations, and new services such as plumbing and sewer & drain. Training will increase the trainees' value and provide an opportunity for future growth with Gilmore or the general labor market. These additional skillsets can also result in greater future earnings potential for trainees who complete the wide-array of course offerings.

Gilmore is also planning to increase its workforce by 50% and many new hires will be inexperienced or have been out of the workforce for 1 to 2 years. The Academy will provide these employees with the skills needed for careers in this line of work.

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.

Gilmore has recently opened a new location in Antelope to service over 150,000 new homes that are being completed in the area. The Company will hire 86 new employees (Job Number 2) to

assist in staffing this new location. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Training Plan

Gilmore will provide training via Classroom/Laboratory, E-Learning, and Videoconference in the following:

Business Skills: Training will be offered to all occupations. Training will focus on communication skills and improving business knowledge. Training topics will include Project Management, Customer Approach, Sales Skills, Accounting Essentials and Marketing Programs.

Computer Skills: Training will be offered to all occupations. The focus of training will be on software updates. Courses include Service Titan Phone Pro, Service Titan CRM, HVAC Learning Solutions, and Intermediate/Advanced MS Office.

Commercial Skills: Training will be offered to all occupations except Administration. Training will focus on installation and maintenance of Gilmore's products. Training topics include HVAC Installation and Maintenance, Water Heater Installation and Maintenance, Building Regulations and Blue Print Interpretation.

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.

Commitment to Training

Gilmore allocates approximately \$500,000 per facility annually for training that includes new-hire orientation, staff development and safety training. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Gilmore has a detailed training plan in place and is ready to begin training upon approval. The Company's department managers will be responsible for identifying and delivering trainings. The HR Manager will oversee the project and collect and input rosters into the ETP system. In addition, the Company has retained an administrative subcontractor to assist with administration. Training will be delivered by in-house experts, and vendors to be determined

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0203	Placerville, Cameron Park	9/3/2018- 9/4/2020	199,914	\$199,914 (100%)

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development for a flat fee of \$21,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting Essentials
- Call Booking Essentials
- Coordinating Leads
- Customer Approach
- Dispatching Essentials
- Managing Technician Teams
- Marketing Programs
- Membership Programs
- Mobile Financing Essentials
- Office Essentials
- Payroll
- Problem Solving & Decision Making
- Project Management
- Purchasing and Inventory
- Sales Skills

COMPUTER SKILLS

- Intermediate/Advanced MS Office
- Command GPR
- Service Titan Phone Pro
- Service Titan CRM
- Service Titan Mobile
- HVAC Learning Solutions
- Paylocity

COMMERCIAL SKILLS

- Blue Print Interpretation
- Building Regulations
- Equipment Operation
- Forklift Operation
- HVAC Installation & Maintenance
- Plumbing Estimation
- Tool Operation
- Quality Control
- Water Heater Installation & Maintenance

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.



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

Sierra Pacific Home & Comfort, Inc.

Contract Number: ET22-0183

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: J. Fetsch

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Retrainee Priority Rate 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: 170	U.S.: 170	Worldwide: 170
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	8%		

FUNDING DETAIL

In-Kind Contribution
\$300,000

Total ETP Funding
\$244,260

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, OSHA 10/30	125	8-200	0	\$1,380	\$19.12
				Weighted Avg: 60			
2	Retrainee Job Creation Initiative Priority Rate	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	52	8-200	0	\$1,380	\$15.65
				Weighted Avg: 60			

*Post-Retention wage is the contractual wage

Minimum Wage by County: Job Number 1: \$19.12 per hour in Sacramento County
Job Number 2: \$15.65 per hour in Sacramento County

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

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
HVAC Installer		12
		15
		8
Solar Installer		8
		7
		5
Window Installer		1
Service Technician		15
		16
Administrative Staff		14
		21
		3
Job Number 2		
HVAC Installer		8
		4
Solar Installer		8

		9
Window Installer		3
Service Technician		13
		7

INTRODUCTION

Founded in 1984 and headquartered in Rancho Cordova, Sierra Pacific Home & Comfort, Inc. (Sierra Pacific) (<https://www.sierrapacifichome.com/>) specializes in installing, diagnosing and repairing Heating, Ventilation and Air Conditioning (HVAC) systems. Sierra Pacific also provides window installation services and recently expanded into the solar panel installation industry. Sierra Pacific's core customer base includes both residential and commercial clients throughout Northern CA. Training will be conducted at the Rancho Cordova location.

Veterans Program

Although there is no Veteran's Job Number, Sierra Pacific regularly seeks referrals from Veteran employees and their families in an attempt to hire additional Veterans.

PROJECT DETAILS

This will be Sierra Pacific's second ETP Contract, and second in the last five years. Prior training focused on building the Company's new solar installation division along with training on new products in the solar energy field. For this contract, Sierra Pacific has created a training plan that highlights new products such as water efficient and treatment products, alternate energy storage equipment, and updated software. Training will provide staff with the skills to move upward within the Company as well as provide high quality and consistent service to customers.

The Company is expanding its product line to focus on energy efficiency which requires staff to learn new skills. Sierra Pacific is offering new water efficient products and water treatment products to reduce the amount of water used as well as lowering costs to the customer. In addition, the Company's alternate energy storage division has become increasingly popular with customers effected by power outages. New alternate energy storage products include standby generator sets and solar battery storage installation.

Sierra Pacific is also working on going paperless by switching to Successware and DocuSign in the beginning of 2022. Training in these new softwares ensure staff will successfully transition to the new technology without any complications. Sierra Pacific is committed to training individuals with limited experience so they can become a valuable team member and provide that individual a career path that they may not have previously had.

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.

Due to company growth, Sierra Pacific has purchased a 24,000 square foot facility next door to its current location. The building will house office personnel, warehouse equipment and products and provide a training center. In order to fill this new space, the Company will hire 52 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.

Training Plan

Training will be provided via Classroom/Laboratory, E-Learning, and Videoconference in the following:

Business Skills: Training will be offered to all occupations and focus on customer service and business skills. Training topics will include Project Management, Customer Service, Leadership and Coaching, Teambuilding and Problem Solving & Decision Making.

Computer Skills: Training will be offered to all occupations and focus on new software and software updates. Training includes Successware 21, ISolved Payroll, DocuSign and Intermediate/Advanced MS Office.

Commercial Skills: Training will be offered to all occupations except Administrative Staff and focus on installation and maintenance of the Company's products. Training topics include HVAC Installation and Maintenance, Equipment Operation, Home Performance Techniques and Product Estimation.

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.

Commitment to Training

Sierra Pacific spends in excess of \$450,000 per year on training on new hire orientation, safety training, California labor laws and regulations, basic computer skills, violence in the workplace prevention, and sexual harassment prevention. ETP funds will not displace the existing financial commitment to training. Basic safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Each division of Sierra Pacific has an Operations Manager that will be responsible for roster collection and training project performance. These managers will report training progress to the VP of Operations on a monthly basis. Sierra Pacific has seven designated trainers that will coordinate and schedule training for all divisions. The Company has identified eight in-house trainers who will deliver training. The Company has retained a third party administrator to assist with ETP administrative requirements.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0104	Rancho Cordova	7/1/18-6/30/20	\$196,378	\$196,378 (100%)

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting Techniques
- Financial Analysis
- Customer Service
- Product Knowledge
- Sales Presentation
- Project Management
- Written Communications
- Problem Solving & Decision Making
- Leadership & Coaching
- Teambuilding

COMMERCIAL SKILLS

- Blue Print Interpretation
- Building Regulations
- Equipment Operation
- Home Performance Techniques
- HVAC Installation & Maintenance
- Solar Installation & Maintenance
- Water Heater Installation & Maintenance
- Window & Door Installation
- Project Estimation
- Tool Operation
- Handling of Hazardous Materials
- Disposal of Hazardous Materials
- Quality Control

COMPUTER SKILLS

- Intermediate/Advanced MS Office
- Auto Attendant Phone Systems
- Successware 21
- iSolved Payroll
- When I Work
- Centah
- Social Media Platforms
- Google My Business
- HVAC Learning Solutions
- Dropbox
- DocuSign

SAFETY SKILLS - OSHA 10

- OSHA 10

SAFETY SKILLS - OSHA 30

- 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.



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

Timberworks Construction, Inc.

Contract Number: ET22-0207

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative Expansion Funds (Alt/Gen)	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: 1,800	U.S.: 1,800	Worldwide: 1,800
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	1%		

FUNDING DETAIL

In-Kind Contribution
\$500,000

Total ETP Funding
\$451,950

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, OSHA 10/30	495	8-200	0	\$690	\$19.12
				Weighted Avg: 30			
2	Retrainee Priority Rate Job Creation Initiative	Business Skills, Commercial Skills, Computer Skills OSHA 10/30	80	8-200	0	\$1,380	\$16.00
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County:

Job Number 1 (Retrainee): \$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 \$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
Job Number 1: Retrainee		
Administrative Staff		20
		14
		2
Supervisor		44
Design Staff		7
		6
Framing Staff		280
		75
		30
Sales Staff		8
		5
		4

Job Number 2: Job Creation		
Administrative Staff		4
		2
Supervisor		6
Design Staff		1
		1
Framing Staff		58
		7
Sales Staff		1

INTRODUCTION

Founded in 2005 and headquartered in Sacramento, Timberworks Construction, Inc. (Timberworks) provides residential framing services for construction projects including production homes, multi-family housing, and mixed use buildings for home builders, multi-family housing builders, and mix-use (retail + residential) facility builders. Training will be for its Sacramento location. This is Timberworks' second ETP project and the second in the last five years.

Veterans Program

Timberworks does not actively recruit Veterans, however, the Company does have Veterans in their current workforce. The Company is always looking for ways to recruit Veterans, however, due to the nature of the framing industry, they do not get a large volume of applicants.

PROJECT DETAILS

In Timberworks' previous proposal, training focused on increasing staff's productivity, efficiency, and technical expertise. In this proposal, the Company will continue this focused training plan as the Company has tripled in size since the previous proposal. Timberworks is still experiencing an increase in demand for labor and must train staff in high-skilled topics including plan reading, AutoCAD, and leadership skills. Staff continues to train on updated building codes including new energy efficiency rules, respiratory requirements, and site run-off rules.

Timberworks has invested over \$250,000 on new software and equipment including Air Table Software, Fall Protection Equipment, and ladders. Training under this proposal will provide staff with the must-have trade skills while managing larger workloads and increasing productivity. Although training topics are similar to those provided in the prior Contract, 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.

Timberworks has tripled in size in the last three years and will continue the growth pattern while demand for labor continuously increases. The Company will hire 80 new employees (Job Number 2) including Administrative Staff, Supervisors, Design Staff, Framing Staff, and Sales Staff. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Training Plan

Training will be delivered via Class/Lab, E-Learning, and Videoconferencing by in-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations. Training will focus on improving customer service. Training topics include Communication Skills, Sales Techniques, and Customer Service.

Commercial Skills: Training will be offered to Framing Staff, Administrative Staff, Supervisors, and Design Staff. Training will focus on framing equipment and installation. Training topics include Building Code Updates, Framing Procedures, and Installation Procedures.

Computer Skills: Training will be offered to all occupations. Training will focus on the Company's internal software. Training topics include Air Table, BuildPro, and SupplyPro.

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 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.

Commitment to Training

Timberworks invests \$500,000 annually in training for its Sacramento location. Training includes onboarding, 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 Vice President of Business Development with the support of two administrative staff will be responsible for overseeing all aspects of the training project including scheduling training, tracking hours, and collecting rosters. Additionally, the Company has retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

Professional Employer Organization

Timberworks represents that it uses the services of Workforce Business Services CA, LLC, a Professional Employer Organization (PEO). However, please note that funding eligibility is based on the Contractor's qualifications, and Timberworks will be held solely responsible for performance under the ETP Contract. This Proposal has been reviewed by ETP staff to ensure compliance with all applicable guidelines, and Timberworks has been informed about the duty to make certain PEO representations in the ETP Contract; including, without limitation, that its PEO Agreement with Workforce Business Services CA, LLC clearly establishes the PEO as the party responsible for withholding and reporting Unemployment Insurance taxes, and that Timberworks Construction, Inc. retains the exclusive right to direct and control the work performed by trainees, and to set the amount of their wages.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0107	Sacramento	07/01/2018- 06/30/2020	\$199,550	\$199,550 (100%)

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting/Payroll Techniques
- Communication Skills
- Customer Service
- Financial Management/Reporting
- Problem Solving & Decision Making
- Project Management
- Sales Techniques
- Teambuilding

COMMERCIAL SKILLS

- Building Code Updates
- Computer-Assisted Drafting
- Forklift Operation
- Framing Procedures
- Installation Procedures
- Process Improvement Procedures
- Product Identification
- Project Scheduling
- Project Workflow Procedures
- Quality Control
- Site Set-Up/Clean-Up
- Tool Operation
- Truss Fabrication

COMPUTER SKILLS

- Air Table
- BuildPro
- Intermediate/Advanced Microsoft Office
- AutoCAD
- Quickbooks
- SupplyPro
- Sage 100 Contractor Structured Query Language (SQL)
- Tablet Training

SAFETY SKILLS - OSHA 10

- OSHA 10

SAFETY SKILLS - OSHA 30

- OSHA 30

Safety Training cannot exceed 50% 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.



EXPANSION FUNDS

Retrainee-Job Creation

Training Proposal for:

Vino Farms, LLC

Contract Number: ET22-0205

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: A. Reyes

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative Expansion Funds (Alt/Gen) HUA	Industry Sector(s):	Agriculture (B) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Napa, San Joaquin, San Luis Obispo, Santa Barbara, Sonoma	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: 356	U.S.:356	Worldwide: 356
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	5%		

FUNDING DETAIL

In-Kind Contribution
\$500,000

Total ETP Funding
\$313,260

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, Hazardous Materials	246	8-200	0	\$1,035	\$19.12
				Weighted Avg: 45			
2	Retrainee Priority Rate Job Creation	Business Skills, Commercial Skills, Computer Skills, Hazardous Materials	17	8-200	0	\$1,380	\$15.65
				Weighted Avg: 60			
3	Retrainee Priority Rate HUA	Business Skills, Commercial Skills, Computer Skills, Hazardous Materials	34	8-200	0	\$1,035	\$15.00
				Weighted Avg: 45			

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

****It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.**

Minimum Wage by County: Job Number 1 (Retrainee): \$19.12 per hour for Napa, San Joaquin, Santa Barbara, and Sonoma Counties; **Job Number 2 (Job Creation):** \$15.65 per hour for Napa, San Joaquin, Santa Barabra, and Sonoma Counties; **Job Number 3 (Retrainee/HUA):** \$14.34 per hour for San Luis Obispo 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

\$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
Job Number 1 (Retrainee)		
Administrative Leads		7
Administrative Staff		4
		5
Field Leads		27
		15
Field Staff		80
		63

Shop Leads		6
		2
Shop Staff		12
		11
Viticulture Leads		4
Viticulture Staff		5
Safety Personnel		5
Job Number 2 (Job Creation)		
Administrative Leads		1
Field Leads		4
Field Staff		5
Shop Leads		1
Shop Staff		2
Viticulture Staff		4
Job Number 3 (HUA)		
Administrative Staff		2
Field Leads		8
Field Staff		20
Shop Staff		3
Viticulture Staff		1

INTRODUCTION

Founded in 2008 and headquartered in Lodi, VINO Farms, LLC (VINO), plants, harvests, and delivers wine grapes for wineries, investment companies, and individual vineyard owners. VINO has over 100 vineyards throughout California. The Company also provides customized services such as consulting and managing of winery's existing vineyards. Training will take place at the Company's five locations in Lodi, Healdsburg, Napa, Los Alamos, and San Miguel. This is VINO's third ETP Contract, and third in the past five years.

Veterans Program

VINO employs Veterans but does not actively recruit Veterans or keep an active census on how many employees are Veterans.

PROJECT DETAILS

VINO's previous contracts focused training on processes to harvest and grow wine grapes more efficiently. For this Contract, the Company will focus on the implementation of new equipment. VINO is moving toward utilizing autonomous tractors which provide accurate seed placement, collect soil information, and determine progress of the planting and harvesting operations. Autonomous tractor training includes equipment programming, as well as identifying data based changes. Training ensures employees can correctly and efficiently utilize the equipment for better crop yield.

In addition, Vino is continually adding new ranches for farming operation. Training will be provided to address the challenges and new environments that each new ranch possesses; such as weather patterns, water issues, and soil quality. Vino has also implemented a plan to build a career ladder to train employees to promote new supervisors from within. These trainees will receive significant training on techniques and tasks until they become experts in their field.

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.

Vino Farms has experienced growth in past few years in its customer base and demand for products. Due to this growth and addition of new ranches, the Company will hire 17 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.

Training Plan

Training will be delivered via Classroom/Laboratory/E-Learning/Videoconference in the following:

Business Skills: Training will be offered to all occupations. Training will provide skills to effectively and efficiently maintain business operations. Training topics include Communication Skills, Leadership, and Project Management.

Commercial Skills: Training will be offered to all occupations except Administrative Staff and Administrative Leads. Training focuses on proper handling of product, compliancy, and adhering to operating procedures. Training topics include Forklift Operation, Soil Probes, and Vineyard Regulatory Updates.

Computer Skills: Training will be offered to all occupations. Training will improve software skills. Training topics include AgCode, Bamboo HR Software, and Weather Station Software.

Hazardous Materials: Training will be offered to all occupations except Administrative Leads and Administrative Staff. Training will focus on the proper handling and safety when dealing with hazardous materials. Training topics include Fueling Equipment, Spill Prevention, and Transporting.

Commitment to Training

The current annual training budget is approximately \$500,000 for all facilities. Most of the training is for new hire orientation, general safety, efficient processes, and food 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

Training will be provided by qualified in-house trainers. The Company has designated the Director of Human Resources to oversee the ETP Contract along with assistance from the Human Resources Administrator, and one administrator per location. The Company has also retained the services of a third-party administrator with extensive ETP experience to assist with administration.

High Unemployment Area

Some trainees (Job Number 3) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's location in San Luis Obispo County are in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. Vino is requesting a wage modification from \$19.12 per hour to \$15.00 per hour for Job Number 3.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
*ET20-0134	\$175,030	8/1/2019 - 1/27/2022	379	0	0
**ET21-0230	\$90,000	12/14/2020 - 12/13/2022	45	23	0

*Based on ETP Systems for ET20-0134, 8,647 reimbursable hours have been tracked for potential earnings of \$198,803 (113% of approved amount).

**Based on ETP Systems for ET21-0230, 92 reimbursable hours have been tracked for potential earnings of \$46,000 (51% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to and in progress through August 2022.

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group will also perform administrative services in connection with this proposal not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

Business Skills

- Communication Skills
- Company Learning & Development
- Conflict Resolution
- Customer Service
- Employee Management
- Financial Analysis & Reporting
- Leadership
- Networking
- Problem Solving & Decision Making
- Product Knowledge
- Project Management
- Project Planning
- Recordkeeping & Retention
- Sales Skills

Commercial Skills

- ATV Operation
- Chemical & Fertilizer Application
- Driver Training
- Equipment Operation
- Fertilizer Injection
- Forklift Operation
- Harvester Operation
- Integrated Pest Management
- Irrigation Management
- Lockout/ Tagout
- Nitrogen Management
- Processing Techniques
- Pesticide Handling & Applications
- Respirator Use
- Soil Probes
- Tool Operation
- Tractor Operation
- Vineyard Management
- Vineyard Regulatory Updates
- Weather Stations

Computer Skills

- AgCode
- AlertMedia
- ArcMaps
- ArcGIS
- Bamboo HR Software
- Ceres Imaging
- CMMS/Fiix (Cloud-based Computerized Maintenance Management System)
- Concur
- Famous Software
- Farm Data System
- Intermediate/ Advanced MS Office
- iPhone/ iPad Devices
- Tule Technologies
- Weather Station Software

Hazardous Materials Skills

- Handling
- Cleaning/ Disposal
- Fueling Equipment
- Spill Prevention
- Transporting

Safety Training is capped at 10% of a trainee's total training hours

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



CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Training Proposal for:

El Camino Community College District

Contract Number: ET22-0182

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Retrainee Job Creation Initiative SB <100 Priority Rate	Industry Sector(s):	MEC (H) Manufacturing (33) Aerospace Related Transportation and Warehousing (48-49) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$1,413,488		\$97,528 8%		\$1,511,016

In-Kind Contribution:	50% of Total ETP Funding Required	\$1,850,000
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Continuous Imp., HazMat, Hazwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30	1,186	8-200	0	\$1,131	\$19.12
				Weighted Avg: 46			
2	Retrainee Job Creation Initiative Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Continuous Imp., HazMat, Hazwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30	150	8-200	0	\$1,131	\$15.65
				Weighted Avg: 46			

*Post-Retention Wage is the Contractual Wage

**It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: Job Number 1: \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$20.79 per hour for Contra Costa County; \$19.77 per hour for Los Angeles County; and \$19.12 per hour for all other counties.
Job Number 2 (Job Creation): \$17.39 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$17.33 per hour for Contra Costa County; \$16.48 per hour for Los Angeles County; \$15.93 per hour for Orange County; \$15.81 per hour for San Diego County; and \$15.65 per hour for all other counties.

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

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

Participating employers may use health benefits up to \$2.50 per hour (Job Number 1) and \$0.65 per hour (Job Number 2) to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Lead		10
		20
		20

Clerk		16
		14
		6
Supervisor		20
		45
		29
Manager		82
Chemist		1
Production/Operations Staff		225
		230
		179
Packaging/Shipping Staff		14
		16
		6
Engineer		5
		23
		30
Maintenance Staff		10
		22
		23
Quality Staff		20
		30
		20
Technician		12
		20
		18
Cybersecurity Professional		4
Programmer		1
		2
		3
Coordinator		2
		5
		3
Job Number 2		
Lead		3
		8
		4
Clerk		5
		4
		2
Production/Operations Staff		20

		30
		20
Packaging/Shipping Staff		5
		4
		2
Maintenance Staff		3
		5
		5
Quality Staff		4
		9
		5
Technician		2
		4
		3
Coordinator		1
		1
		1

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

El Camino Community College District, as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Founded in 1947, El Camino Community College District (El Camino CCD) is a two-year community college offering academic and vocational education programs. El Camino CCD established the Business Training Center for Customized Training (www.businessassist.org) to advance California's economic growth and global competitiveness through education, training, and services contributing to workforce development, technology deployment, and business development. Located in Hawthorne, El Camino CCD Business Training Center provides customized training, workshops, and technical assistance to employers.

This is El Camino CCD's 26th ETP Contract, and 10th in the last five years, including AB 118 funded projects.

Veterans Program

Although there is no separate Veterans component in this project, participating employers regularly employ Veterans through their normal hiring practices.

CCCF PROJECT DETAILS

Partnerships & Collaboration

El Camino CCD was the lead initiator of the statewide collective known as the Upskill California Community College Collaborative.

For the proposed project, El Camino CCD will be partnering with Cerritos College, Pasadena City College, and Long Beach City College. El Camino CCD estimates that more than 40% of the funds approved for this proposal will be allocated to serve the business communities of these three partner colleges. Pasadena City College has contracted directly with ETP in the past, while both Cerritos College and Long Beach City College have been subcontracting with El Camino CCD on ETP contracts since 2010.

Employer Demand

El Camino CCD's core group of participating employers represents more than 100% of the requested funding. According to El Camino CCD representatives, employer demand currently exceeds the funding amount for this proposal.

The College primarily focuses on serving businesses in the manufacturing, aerospace, logistics, and transportation industries. Not only did the COVID-19 pandemic hit these business sectors extremely hard, El Camino CCD has also encountered several businesses in the entertainment industry that were severely impacted by business slowdowns and job losses. Training is needed immediately to fill skill gaps of returning workers, new workers, and incumbent workers who have moved into new roles.

Small Business Needs

Within the last year, El Camino CCD implemented a new training delivery system called Course Storm. This system enables El Camino CCD to serve employers with 100 or fewer employees effectively and efficiently by allowing the College to offer ETP-funded courses to smaller employers who typically cannot afford to have more than one or two employees attend training during the workday. Course Storm allows the College to obtain an optimal number of participants to deliver an effective training session to employees from a group of eligible small businesses. This new format also allows flexibility for minor customization based on participant and/or company needs.

El Camino CCD will also be introducing new technologies (Virtual Production, AWS, and Cybersecurity) that will directly assist small companies across multiple business sectors. Approximately 40% of El Camino CCD's core group of participating employers is comprised of small businesses.

Wage Progression and Career Advancement Opportunities

El Camino CCD's Director of the Center for Customized Training is one of the authors of the research report titled "Expanding Capacity to Meet California's One Million 'Middle-Skilled' Workforce Challenge by 2023" which can be found on the Upskill California website. This study is based on actual data gathered by Human Resource departments that participated in ETP training through community colleges. The study found that it took approximately two to three years for trainees to develop the requisite skills to advance to their next level of pay. Therefore, some degree wage progression is anticipated in the proposed project for a small percentage of trainees by the end of their 90-day retention period. However, El Camino CCD expects that true

wage progression and career advancement will likely occur for most program participants approximately a year after the ETP contract closes.

Licensing and Certifications

El Camino CCD's training generates certificates for OSHA 10 & 30, APICS, and HAZWOPER courses. In addition, EL Camino CCD is introducing a new program to offer Digital Certificates and Badges for certain courses on the proposed curriculum (Blueprint Reading, GD&T, Cyber Defense, Business Intelligence, MS Word/Excel/PowerPoint, Frontline Leadership, Six Sigma, and more.) Digital badges will be issued based on a participant's successful completion of a course.

Apprenticeship

El Camino CCD offers apprenticeship programs through its Finding Talent Division. However, apprenticeship programs will not be a part of this proposal.

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.

During the height of the COVID-19 pandemic, many employers experienced a significant decrease in workforce. As the economy continues to rebound, employers are looking to increase staffing levels and/or upskill the talents of new workers. El Camino CCD will assist participating employers to hire and/or recall approximately 150 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.

Training Plan

Business Skills: Training will be offered to all occupations, with an emphasis on skills to improve communication, customer service, and decision making. Trainees will learn successful techniques to handle customers, projects, and problems more effectively.

Commercial Skills: Training will be offered to Packaging/Shipping Staff, Leads, Clerks, Quality Staff, Production/Operations Staff, and Coordinators. Training will cover distribution systems, inventory control fundamentals, and related logistics management skills.

Computer Skills: Training will be offered to all occupations to become more proficient in the use of productivity software, inventory and project management tools, and cybersecurity methods.

Continuous Improvement: Training will be offered to all occupations. This training is designed to improve daily business processes and help workers become more efficient at reducing errors and operating costs.

Literacy Skills: Training will be offered to Clerks, Production/Operations Staff, and Packaging/Shipping Staff. This training will help employees with limited English skills improve their workplace communication, basic math, and comprehension.

Management Skills: Training will provide Managers and Supervisors with the leadership and supervisory skills necessary to implement changes and become more effective leaders in high performance workplaces.

Manufacturing Skills: Training will provide Production/Operations Staff, Leads, Quality Staff, Technicians, and Maintenance Staff with enhanced skills for manufacturing and assembly, blueprint reading, and industrial maintenance. This training is designed to improve productivity, product quality, and plant efficiencies.

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. It may also be delivered to frontline workers if specifically required by the job order. 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. OSHA 10 will be provided to Production/Operations Staff, Leads, and Technicians. OSHA 30 will be provided to Supervisors and Managers to ensure a safe work environment.
2. Hazardous Waste Operations and Emergency Response (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, though 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. This training will be provided to Production/Operations Staff, Technicians, Maintenance Staff, Engineers, Supervisors and Managers.
3. 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. In this proposal, Technicians, Engineers, Managers, Supervisors, Production/Operations Staff, Packaging/Shipping Staff, and Maintenance Staff will receive up to 40 hours of training. 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.

The trainer-to-trainee ratio is 1:40 for OSHA 10/30, HAZWOPER and HazMat training.

Trainer Qualifications

El Camino CCD instructors are qualified professionals (industry credentialed and certified) with many years of industry and teaching experience. El Camino CCD focuses on building partnerships with other community colleges and schools that cannot afford the administration required to effectively run an ETP Contract.

Marketing and Support Costs

El Camino CCD's marketing and recruitment efforts include networking, maintaining existing customer relationships, exhibiting at conferences, speaking engagements, attending trade shows, working with area Workforce Investment Boards, telemarketing, direct mailing, visiting employers, and creating partnerships with area colleges (i.e. Cerritos College and others). El Camino CCD also works with the South Bay WIB, Pacific Gateway WIB, California Manufacturing Technology Consulting, Chambers of Commerce, and various associations connected with the manufacturing and aerospace industries. Staff recommends 8% support costs to fund extensive marketing efforts and the recruitment of additional participating employers.

Tuition Reimbursement

Trainees 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 funds will not displace the existing financial commitment to training of participating employers. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Director of the Center for Customized Training will oversee administration of this project. El Camino CCD has a Coordinator of ETP Programs, an Administrative Assistant, and a Recruiter to assist with marketing/recruitment, needs assessments, scheduling, and tracking of training hours. As a repeat contractor, these staff members have experience with ETP's administration and recordkeeping requirements.

ACTIVE PROJECTS

The following table summarizes performance by El Camino CCD under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0218	\$200,000	12/31/20 – 12/30/22	100	38	TBD

Based on ETP Systems, 152 reimbursable hours have been tracked for potential earnings of \$76,000 (38% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0171	Statewide	11/15/19 – 11/14/21	\$749,196	*TBD
ET19-0101	Statewide	07/01/18 – 06/30/20	\$948,551	\$933,391 (98%)
ET17-0256	Statewide	11/07/16 – 11/06/18	\$949,480	\$899,308 (95%)
ET15-0427	Statewide	05/04/15 – 05/03/17	\$649,350	\$531,161 (82%)

*Based on ETP Systems, 31,095 reimbursable hours have been tracked for potential earnings of \$764,925 (102% of approved amount). The Contractor projects final earnings of 100% based on training hours delivered, pending contract closeout.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

The following training subcontractors will provide a combination of Business Skills, Commercial Skills, Computer Skills, Continuous Improvement, Literacy Skills, Management Skills, and Manufacturing Skills training:

Cerritos College in Norwalk (cost of services \$500,000)

Pasadena Community College in Pasadena (cost of services \$250,000)

Long Beach City College in Long Beach (cost of services \$50,000)

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

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Etiquette
- Business Grammar and Writing Skills
- Business Fundamentals
- Change Management
- Communication Skills
- Conflict Resolution
- Customer Service Excellence
- Diversity, Inclusion, and Belonging (DIB)
- Diversity – Generational
- Ethics in the Workplace
- Ethics Leadership
- Interpersonal Communications
- Marketing and Sales
- Meeting Facilitation
- Performance Management
- Presentations
- Problem Solving and Decision Making
- Team Building
- Time and Priority Management
- Writing for Powerful and Persuasive Impact

COMMERCIAL SKILLS

- Warehousing Control and Tracking
- Distribution Systems
- Logistics and Shipping
- Quality Control
- Inventory Management
- Forklift Operation

COMPUTER SKILLS

- Computer Skills for Production & Inventory
- Cybersecurity
 - Defense Supply Chain Cyber Resilience Labs for the Defense Supplier
 - General Cybersecurity Awareness for the Employee, Level 1
- Intermediate/Advanced Excel, Word, Access, PowerPoint
- Power BI for Desktop
- Microsoft Project

CONTINUOUS IMPROVEMENT

- 8 Discipline Problem Solving (8D)
- APICS CPIM Part 1 & 2 Training

- APICS Certified Supply Chain Professional (CSCP) Training
- APICS Certified Logistics, Transportation and Distribution (CLTD)
- Design for Six Sigma (DFSS)
- Leadership for Frontline Leaders
- Lean, Kaizen and 7S
- Lean Office
- Lean Six Sigma Training (White, Yellow, Green & Black Belt)
- Materials and Inventory Management Using MRP and Lean
- Process Mapping
- Project Leadership and Management
- Quality Management Systems (QMS)
- Risk Analysis Using Failure Mode and Effects Analysis (FMEA)
- Statistical Process Control (SPC)
- Supply Chain Management
- Theory of Constraints (TOC)

HAZARDOUS MATERIALS

- Hazardous Waste
- Hazardous Materials
- Hazardous Chemical Cleaning
- Hazardous Waste Cleaning

HAZWOPER

- Hazardous Waste Operations and Emergency Response (HAZWOPER) – 40, 24 & 8-hour courses

LITERACY SKILLS

- Vocational English as a Second Language (VESL)
- Written Communications
- Basic Math

MANAGEMENT SKILLS

- Leadership
- Generational Diversity Leadership
- Navigating Change
- Human Resources Management for Supervisors

MANUFACTURING SKILLS

- Blueprint Reading
- Electrical Fundamentals
- Food Safety
- Geometric Dimension and Tolerances
- Industrial Maintenance
- Programmable Logic Controllers (PLCs)
- Sanitation
- Shop Measurements

SAFETY SKILLS – OSHA 10

- OSHA 10

SAFETY SKILLS – OSHA 30

- OSHA 30

SAFETY SKILLS – GENERAL

- General Safety Skills

Literacy Training cannot exceed 45% of total training hours per-trainee.
Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER).

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: El Camino Community College District
Reference No: 22-0368

CCG No.: ET22-0182
Page 1 of 6

ALPHABETIZE BY COMPANY NAME

Company: Ace Clearwater Systems	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 19815 Magellan Drive	
City, State, Zip: Torrance, CA 90059	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 150	
Total # of full-time company employees in California: 150	
Company: Apffels Fine Coffees	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 12115 Pacific Street	
City, State, Zip: Santa Fe Springs, CA 90670	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 19	
Total # of full-time company employees in California: 19	
Company: Armtech Defense Technologies	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 85901 Avenue 53	
City, State, Zip: Coachella, CA 92236	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 16	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 578	
Total # of full-time company employees in California: 238	
Company: Bristol Farms	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 915 E. 230th. Street	
City, State, Zip: Carson, CA 90745	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 182	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 300	
Total # of full-time company employees in California: 300	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: El Camino Community College District	CCG No.: ET22-0182
Reference No: 22-0368	Page 2 of 6

ALPHABETIZE BY COMPANY NAME

Company: Calbee Group America	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2600 Maxwell Way	
City, State, Zip: Fairfield, CA 94534	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 30	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 4053	
Total # of full-time company employees in California: 420	
Company: Curtis-Wright Nuclear Division, Enertech Products	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2950 E. Birch Street	
City, State, Zip: Brea, CA 92821	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 78	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 78	
Total # of full-time company employees in California: 78	
Company: Custom Goods	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1035 Watson Center Drive	
City, State, Zip: Carson, CA 90745	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 54	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 281	
Total # of full-time company employees in California: 281	
Company: DCX-CHOL Enterprise, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 12831 S. Figueroa Street	
City, State, Zip: Los Angeles, CA 90061	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 462	
Total # of full-time company employees in California: 339	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: El Camino Community College District	CCG No.: ET22-0182
Reference No: 22-0368	Page 3 of 6

ALPHABETIZE BY COMPANY NAME

Company: Empower RF Systems, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 316 W. Florence Avenue	
City, State, Zip: Inglewood, CA 90301	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 24	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 87	
Total # of full-time company employees in California: 82	
Company: EW Trading, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 17510 S. Broadway Unit B	
City, State, Zip: Gardena, CA 90248	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 38	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 38	
Total # of full-time company employees in California: 38	
Company: F. Gavina & Sons, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2700 Fruitland Avenue	
City, State, Zip: Vernon, CA 90058	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 91	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 218	
Total # of full-time company employees in California: 218	
Company: Global Communication Semiconductors, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 23155 Kashiwa Court	
City, State, Zip: Torrance, CA 90505	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 175	
Total # of full-time company employees in California: 175	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: El Camino Community College District
Reference No: 22-0368

CCG No.: ET22-0182
Page 4 of 6

ALPHABETIZE BY COMPANY NAME

Company: Golden State Grating Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 8224 Goldmine Avenue	
City, State, Zip: Fontana, CA 92335	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 9	
Total # of full-time company employees in California: 9	
Company: Hydraflow	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1881 W. Malvern Avenue	
City, State, Zip: Fullerton, CA 92833	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 235	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 245	
Total # of full-time company employees in California: 245	
Company: Lisi Aerospace / Hi-Shear Corp.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2600 Sky Park Drive	
City, State, Zip: Torrance, CA 90505	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 7214	
Total # of full-time company employees in California: 1300	
Company: Marukan Vinegar (USA), Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 16203 Vermont Avenue	
City, State, Zip: Paramount, CA 90723	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 100	
Total # of full-time company employees in California: 100	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: El Camino Community College District	CCG No.: ET22-0182
Reference No: 22-0368	Page 5 of 6

ALPHABETIZE BY COMPANY NAME

Company: MCV Technologies, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6349 Nancy Ridge Drive	
City, State, Zip: San Diego, CA 92121	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 5	
Company: Omni Metal Finishing, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 11665 Coley River Circle	
City, State, Zip: Fountain Valley, CA 92708	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 165	
Total # of full-time company employees in California: 165	
Company: One Source	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3981 Oceanic Drive	
City, State, Zip: Oceanside, CA 92056	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 519	
Total # of full-time company employees in California: 519	
Company: PCC Aerostructure / Kens Spray Equipment, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1900 W. Walnut Street	
City, State, Zip: Compton, CA 90220	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 74	
Total # of full-time company employees in California: 74	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: El Camino Community College District
Reference No: 22-0368

CCG No.: ET22-0182
Page 6 of 6

ALPHABETIZE BY COMPANY NAME

Company: Santa Monica Seafood Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 18531 S. Broadwick Street	
City, State, Zip: Rancho Dominguez, CA 90220	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 70	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 682	
Total # of full-time company employees in California: 637	
Company: The Black Tux	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 14600 S. Main Street	
City, State, Zip: Gardena, CA 90248	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 17	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 80	
Total # of full-time company employees in California: 80	
Company: The Gill Corporation	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4056 Easy Street	
City, State, Zip: El Monte, CA 91731	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 665	
Total # of full-time company employees in California: 293	
Company: YYK Enterprises Operations, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1623 Cleveland Drive	
City, State, Zip: National City, CA 91950	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 60	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 212	
Total # of full-time company employees in California: 212	



CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Training Proposal for:

Glendale Community College Professional Development Center

Contract Number: ET22-0191

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: M. Pacerelli

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Retrainee Priority Rate SB <100 Job Creation Initiative Veterans	Industry Sector(s):	MEC (H) Agriculture (11) Transportation and Warehousing (48-49) Biotechnology and Life Sciences (54+) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤10%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$1,401,100</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;"> \$109,870 Jobs: 1,2 & 4: 8% Job: 3 20% </div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$1,510,970</div>
In-Kind Contribution:	50% of Total ETP Funding Required		\$1,175,005	

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	Business Skills, Computer Skills, Cont. Imp., Mfg. Skills	350	8-200	0	\$1,069	\$19.12
				Weighted Avg: 50			
2	Retrainee Priority Rate	Business Skills, Computer Skills, Cont. Imp., Mfg. Skills	233	8-200	0	\$1,230	\$19.12
				Weighted Avg: 50			
3	Retrainee Priority Rate Veterans	Business Skills, Computer Skills, Cont. Imp., Mfg. Skills	105	8-200	0	\$1,350	\$19.12
				Weighted Avg: 50			
4	Retrainee Priority Rate Job Creation Initiative	Business Skills, Computer Skills, Cont. Imp., Mfg. Skills	360	8-200	0	\$1,968	\$15.65**
				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.

Minimum Wage by County: Job Numbers 1-3: \$19.77 per hour for Los Angeles County; \$19.12 per hour for Orange County, Riverside, San Bernardino, and Ventura counties

Job Number 4: \$16.48 per hour for Los Angeles County; \$15.93 per hour for Orange County; and \$15.65 for Riverside, San Bernardino, and Ventura 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	Wage Range	Estimated # of Trainees
Job Numbers 1-3:		
Production Staff		3
		12
		55
Healthcare Staff		2
		14
		68

Customer Support Staff		5
		15
		29
Accounting & Finance Staff		1
		22
		16
Design & Engineering Staff		2
		12
		58
Information Technology Staff		13
		28
People Operations Staff		2
		17
		45
Shop Floor Staff		12
		45
		89
Manager/Supervisor		2
		12
		54
Owner (For Small Business Only in Job No. 2)		55
Job Number 4 (Job Creation):		
Production Staff		12
		18
		13
Healthcare Staff		2
		14
		58
Customer Support Staff		5
		15
		8
Accounting & Finance Staff		2
		6
		13
Design & Engineering Staff		2
		22
		16
Information Technology Staff		8

		12
People Operations Staff		2
		6
		15
Shop Floor Staff		8
		50
		17
Manager/Supervisor		12
		24

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

Glendale Community College Professional Development Center (Glendale PDC), as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

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

Veterans Program

Glendale PDC will train approximately 105 Veterans in this proposal (Job Number 3). Recruitment efforts will be through the college's Veterans Resource Center and partnership with organizations such as VICA, Verdugo Job Center's Women Veteran' Program, Verdugo Workforce Development Board, Veterans Village of Glendale, and Glendale Tech Week. In addition, participating employers regularly employ Veterans through their normal hiring practices.

CCCF PROJECT DETAILS

Partnerships & Collaboration

The CCCF is intended to leverage and expand existing workforce programs. In addition, the Panel's vision and goals are to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor.

Glendale PDC has a 36-year history of successfully completing over 40 ETP Contracts including some that have exceeded \$2M with a record of 99% completion rate. The focus of the CCCF will be the expansion of economic opportunities in the region for the workforce especially those affected by the pandemic.

Glendale PDC partners with numerous organizations such as five local Chambers of Commerce, Verdugo Workforce Development Board, Valley Industry Commerce Association (VICA), Valley Economic Alliance, Los Angeles Economic Development Corporation, Small Business Administration Association for Supply Chain Management San Fernando Chapter, California Manufacturing Technology Consulting, and Glendale Economic Development. PDC also work closely with its own Veterans Resource Center and the Verdugo Job Center's Women Veteran' Program to provide support with job placement and post placement training with non-traditional employers and non-profit organizations.

Partnerships and collaboration with various organizations assisted Glendale PDC in designing the curriculum appropriate for the needs of the workforce in the region. Its workforce development team is committed to the California Community Colleges' Strong Workforce Program in aligning transferrable skills and certificates with workforce needs and fuel regional economies with skilled workers.

Employer Demand

ETP requires employer demand for requested funds for MEC's. Glendale PDC submitted a "core" group of participating employers representing 100% of the proposed funding. With its strategic partnership and past ETP performance record, PDC is confident that all proposed funds will be utilized in assisting businesses and entities most in need especially those affected by the pandemic.

Glendale PDC has experience in working with non-traditional ETP participating employers. It has provided development and administrative services to five ETP Contracts of non-profit hospitals under ETP's WIA Healthcare Initiative. Glendale PDC is also a source of training for public entities such as the City of Glendale where project-based training in Lean Six Sigma Green and Black Belt has resulted in the actual implementation within the City operations. In addition, Glendale PDC has successfully assisted disabled youth with job readiness training resulting in employment within the community.

Glendale PDC will continue to work with non-profit organizations and public entities as well as businesses that traditionally would not qualify for core ETP funds. With the help of its marketing team, Glendale PDC will expand its outreach and will continue to recruit non-traditional employers during the term of the contract.

Small Business Needs

ETP's Legislative intent is to meet the unique needs of Small Businesses. Glendale PDC will continue to serve small businesses under CCCF and these trainees will be enrolled in Job Number 1. Its partnership with regional Small Business Administration and Chambers of Commerce will allow PDC to serve small businesses not traditionally served with core funds. Approximately 35% of PDC's core group of participating employers is comprised of small businesses.

Over the 36-year history with ETP, Glendale PDC has served over 5,500 employers, of which 78% are small businesses. These are employers who do not have the resources to provide the necessary training for successful employee onboarding and training. PDC has been a resource of small businesses in the region for training and retraining of employees.

Wage Progression and Career Advancement Opportunities

The Panel supports training that will provide workers with secure jobs that pay good wages, and have opportunities for advancement.

With almost four decades providing ETP training, Glendale PDC has found that wage progression is supported with training and certifications. Training certifications allow employers to recognize their employees and reward them with wage increase and career advancement opportunities. Career ladder advancement and wage progression go hand in hand in supporting employees in reaching their short and long term goals. Upskilling of trainees and achieving competencies in complex tasks lead to increase in compensation rates. Employee mobility and expanding economic opportunities can be achieved with training and supportive employers.

Licensing and Certifications

SB 129 General funds are intended for training that leads to licensing and certifications. Glendale PDC strongly supports earning certifications that lead to opportunities for advancement and wage progression. Glendale PDC offers industry-recognized certifications in Lean Six Sigma, Project Management, APICS CPIM (Certified in Production and Inventory Management), and certificates of completion in Computer Numerical Control, Coordinate Measuring Machine, Microsoft Office Suite, and many soft skills courses.

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.

Participating employers will hire at least 360 new employees across all occupations (Job Number 4). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

PROJECT DETAILS

This will be Glendale PDC's 43rd ETP Contract, and the seventh within the last five years. The core group of employers are expressing their need for ETP-funded training because they are facing challenges with hiring new employees and training them due to the pandemic. Many of the small businesses were forced to shut down or lay off workers due to the pandemic. These businesses are currently struggling to keep up with advancement in technology and their competitors.

Companies are forced to reorganize their operations to meet procurement, development, and technology changes. These companies are expressing the need to build employees' skills to work in a continuously changing environment. Many are investing in automated systems, advanced machining and inspection equipment, and high-tech software packages to increase productivity, efficiency, and accuracy within their companies. Additionally, ETP training funds are requested to specifically assist in retraining of workers for companies facing fierce out-of-state competition. The proposed training will promote the retention and expansion of California's workforce.

Training Plan

Training will be delivered via class/lab and E-learning in the following:

Business Skills: Training will be offered to all occupations to improve customer service, communication skills, workplace skills, team building, and time management.

Computer Skills: Training will be offered to all occupations to provide trainees the skills to become more proficient in computer software programs and learn cyber-attack risks and protection.

Continuous Improvement: Training will be offered to all occupations focusing on improvement in daily processes, while working more efficiently to reduce errors and operating costs. The training modules will equip workers with skills necessary to improve productivity and efficiency such as Six Sigma, project management, strategic planning, and quality management.

Manufacturing Skills: Training will be offered to Production Staff to learn to operate manufacturing operation logistics, inspection techniques, and blueprint reading.

Curriculum Development

Curriculum is developed based on needs of participating employers and industry advisory groups. Also, many years of experience with delivering ETP training to employers has enabled Glendale PDC to develop and enhance effective curriculum that results in successful training results.

The curriculum is continually revised according to the demands and feedback of the participating employers. Glendale PDC determines participating employers' specific demands for training based on a pre-training structured assessment and screening process. All classes are project-based, while focusing on real world applications. Glendale PDC has a reputation for delivering quality customized job training for employers and have built great communication pipelines with employers to stay abreast of latest trends and needs in the employment arena.

When applicable, labor organizations are involved in the development of the curriculum and training plans. Glendale PDC trainers work closely with the labor representative and the employer to ensure that the training meets the goals and objectives set forth by the union.

Marketing and Support Costs

To identify specific training needs of the business community, Glendale PDC continuously markets its training programs in a variety of ways including employer site visits, telephone calls, direct mail, email announcement and the Glendale PDC website.

Glendale PDC is a member of several organizations including five local Chambers of Commerce, Economic Alliance of the San Fernando Valley, Los Angeles Economic Development Corporation, Valley Industrial Commerce Association, and the Society of Manufacturing Engineers. PDC also has strong partnerships with the Verdugo Workforce Development Board, Association for Operations Management, and the Small Business Administration to promote ETP-funded training for California businesses. Within these large networks of employers, Glendale PDC markets the delivery of customized training programs through community outreach, presentations, and forums at local meetings, seminars, and tradeshow. All programs are customized to meet the needs of each participating employer.

Glendale PDC requests, and staff supports, 8% support costs in Jobs Numbers 1, 2 & 4; and 20% in Job Number 3 (Veterans) for outreach, recruitment, assessment, and training.

Commitment to Training

ETP funds will not displace the existing financial commitment to training of participating employers. Many of the employers listed in the core group of employers have provided new hire orientation, anti-harassment, and workplace violence classes to their employees.

Glendale PDC programs provide in-depth skill development that employers are not able to provide without this funding and will develop skills that upgrade employee performance so companies can remain competitive.

➤ Training Infrastructure

Glendale PDC's Director will oversee the implementation and administration of this project. There are five full-time staff members who are very knowledgeable of the program having participated in administering prior ETP projects. They will be responsible in employer recruitment, needs assessment, training schedule, and ETP Contract administration. All training will be provided by Glendale PDC in-house experts.

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
ET21-0281* COVID	\$100,000	04/08/21 – 04/07/23	50	0	0
ET20-0342**	\$749,926	05/19/20 – 05/18/22	784	514	389

*ET21-0342: This COVID project was approved with a start date 4/8/21 and seven trainees have started training with potential earnings of \$14,000 (14% of approved amount).

**ET20-0342: Based on ETP Systems to date, 26,307 reimbursable hours have been tracked for potential earnings of \$648,029 (86% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through February 2022.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned
ET19-0266	Statewide	10/01/18 - 09/30/20	\$1,759,897	\$1, 759,897 (100%)

ET18-0123	Statewide	08/29/17 - 08/28/19	\$949,380	\$948,894 (99%)
ET17-0124	Statewide	07/25/16 - 07/24/18	\$924,973	\$924,973 (100%)
ET16-0103	Statewide	07/07/15 - 07/06/17	\$826,153	\$826,153 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Building Work Relationships
- Business Math Essentials
- Business Writing
- Coaching
- Conducting Effective Meetings
- Customer Service Skills
- Effective Communication
- Emotional Intelligence
- Feedback Skills
- Goal Setting
- Interpersonal Skills Development
- Interviewing Skills
- Managing Change
- Marketing and Sales
- Motivating and Mentoring
- Negotiations Skills
- New Hire Training
- Presentation Skills
- Product Road Map
- Productivity and Prioritization
- Strategic Planning
- Strengths Finder Training
- Team Building and Working Collaboratively
- Time Management
- Workplace Skills

COMPUTER SKILLS

- Cyber Security
- MasterCAM for Milling and Turning Center Application
- Microsoft Excel (Intermediate & Advanced)dv)
- Microsoft Project
- Microsoft Office Suite (Small Business Only)
- SolidWorks Mechanical Design
- Social Media Marketing
- Vericut for MasterCAM

CONTINUOUS IMPROVEMENT SKILLS

- APICS CPIM
- Coaching Skills
- Conflict Resolution

- Effective Communication Skills for Professionals
- Diversity Equity & Inclusion
- Intercultural Training
- Internal Quality Management Systems Auditor
- Lean Healthcare
- Lean Six Sigma Black Belt
- Lean Six Sigma Green Belt
- People Team Continuous Learning
- Process Mapping
- Process Improvement
- Project Management
- Purchasing and Sourcing
- Root Cause and Corrective Action
- Leadership Skills
- Strategic Planning

MANUFACTURING SKILLS

- CAD/CAM Advanced Shop Applications
- CMM Application in PC-DMIS Software Level 1
- CMM Application in PC-DMIS Software Level 2
- CNC Lathe and Mill Setup Application Lab
- CNC Programming for the CNC Mill Using G & M Codes
- CNC Programming and Setup with MasterCAM
- Geometric Dimensioning and Tolerancing
- Inspection Techniques
- Manufacturing Operations Logistics
- Shop Math and Blueprint Reading

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: Glendale Community College PDC

CCG No.: ET22-0191

Reference No: 22-0294

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ALPHABETIZE BY COMPANY NAME

Company: AAE Aerospace	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5382 Argosy Ave.	
City, State, Zip: Huntington Beach, CA 92649	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 169	
Total # of full-time company employees in California: 169	
Company: Ace Industrial Supply	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 7535 N. San Fernando Road	
City, State, Zip: Burbank, CA 91505	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 285	
Total # of full-time company employees in California: 130	
Company: Acromil LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 18421 Railroad St.	
City, State, Zip: City of Industry, CA 91748	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 180	
Total # of full-time company employees in California: 180	
Company: Adelwiggins Group (a business unit of Transdigm)	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5000 Triggs Street	
City, State, Zip: Los Angeles, CA 90022	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 235	
Total # of full-time company employees in California: 235	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

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ALPHABETIZE BY COMPANY NAME

Company: Advanced Clutch Technology	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 206 East Avenue, K-4	
City, State, Zip: Lancaster, CA 93535	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 48	
Total # of full-time company employees in California: 48	
Company: Aero Engineering & Manufacturing Co.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28217 Avenue Crocker	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 53	
Total # of full-time company employees in California: 53	
Company: AG Machining Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 609 Science Drive	
City, State, Zip: Moorpark, CA 93021	
Collective Bargaining Agreement(s): N/A	
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: Allen Lund Company Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4529 Angeles Crest Hwy., #300	
City, State, Zip: La Canada, CA 91011	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 471	
Total # of full-time company employees in California: 99	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

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ALPHABETIZE BY COMPANY NAME

Company: Alpha Aviation Components Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 16772 Schoenborn Street	
City, State, Zip: North Hills, CA 91343	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 34	
Total # of full-time company employees in California: 34	
Company: Anthony International	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 12391 Montero Avenue	
City, State, Zip: Sylmar, CA 91342	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 473	
Total # of full-time company employees in California: 473	
Company: Arthrex Trauma Incorporated	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3203 Kashiwa St.	
City, State, Zip: Torrance, CA 90505	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 7	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 32	
Total # of full-time company employees in California: 30	
Company: Ascencia	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1851 Tyburn Street	
City, State, Zip: Glendale, CA 91204	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 6	
Total # of full-time company employees in California: 6	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

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ALPHABETIZE BY COMPANY NAME

Company: Aveox	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2265A Ward Avenue	
City, State, Zip: Simi Valley, CA 93065	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 37	
Total # of full-time company employees in California: 37	
Company: Avibank Manufacturing Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 11500 Sherman Way	
City, State, Zip: North Hollywood, CA 91605	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 305	
Total # of full-time company employees in California: 305	
Company: Axxis Corporation	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1535 Nandina Ave.	
City, State, Zip: Perris, CA 92571	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 35	
Total # of full-time company employees in California: 35	
Company: Barry Avenue Plating Company Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2210 Barry Avenue	
City, State, Zip: Los Angeles, CA 90064	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 115	
Total # of full-time company employees in California: 115	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

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ALPHABETIZE BY COMPANY NAME

Company: Baxalta US CA/Takeda	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4501 Colorado Blvd.	
City, State, Zip: Los Angeles, CA 90039	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 80	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2,000	
Total # of full-time company employees in California: 16,000	
Company: California Drop Forge Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1033 Alhambra Avenue	
City, State, Zip: Los Angeles, CA 90012	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,250	
Total # of full-time company employees in California: 53	
Company: Centerpoint Manufacturing Co.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2625 N. San Fernando Blvd.	
City, State, Zip: Burbank, CA 91504	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 26	
Total # of full-time company employees in California: 26	
Company: City of Glendale	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 613 E. Broadway	
City, State, Zip: Glendale, CA 91206	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 75	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,600	
Total # of full-time company employees in California: 1,600	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

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ALPHABETIZE BY COMPANY NAME

Company: Colbrit Manufacturing	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9666 Owensmouth Avenue, Unit K	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 15	
Total # of full-time company employees in California: 15	
Company: Coronado Manufacturing Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 8991 Glenoaks Avenue	
City, State, Zip: Sun Valley, CA 91352	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 45	
Total # of full-time company employees in California: 45	
Company: Crane Aerospace & Electronics	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3000 Winona Avenue	
City, State, Zip: Burbank, CA 91504	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 70	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2,606	
Total # of full-time company employees in California: 633	
Company: Dante Valve Co.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 15230 Lakewood Blvd.	
City, State, Zip: Bellflower, CA 90706	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 55	
Total # of full-time company employees in California: 46	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

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ALPHABETIZE BY COMPANY NAME

Company: Datastream IT	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 330 N. Brand Blvd., Ste. 210	
City, State, Zip: Glendale, CA 91203	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 6	
Total # of full-time company employees in California: 6	
Company: Delta Hi-Tech Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9600 Desoto Ave.	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 155	
Total # of full-time company employees in California: 155	
Company: Dignity Health Glendale Memorial	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1420 S. Central Avenue	
City, State, Zip: Glendale, CA 91204	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 62,000	
Total # of full-time company employees in California: 943	
Company: Dimic Steel Tech Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 145 N. 8 th Ave.	
City, State, Zip: Upland, CA 91786	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 38	
Total # of full-time company employees in California: 38	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

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ALPHABETIZE BY COMPANY NAME

Company: Ducommun Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 23301 Wilmington Avenue	
City, State, Zip: Carson, CA 90745	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 18	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 184	
Total # of full-time company employees in California: 184	
Company: Dytran Instruments Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 21592 Marilla St.	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
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: 153	
Total # of full-time company employees in California: 153	
Company: Empire Transportation Inc.o	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 8800 Park Street	
City, State, Zip: Bellflower, CA 90706	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 30	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 230	
Total # of full-time company employees in California: 230	
Company: Ensign Bickford Aerospace & Defense Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 14370 White Sage Road	
City, State, Zip Moorpark, CA 93021	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 617	
Total # of full-time company employees in California: 186	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

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ALPHABETIZE BY COMPANY NAME

Company: F. Gaviña & Sons Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2700 Fruitland Avenue	
City, State, Zip: Vernon, CA 90058	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 280	
Total # of full-time company employees in California: 280	
Company: Firefighters First Credit Union	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 815 Colorado Blvd.	
City, State, Zip: Los Angeles, CA 90041	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 166	
Total # of full-time company employees in California: 89	
Company: Forrest Machining Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 27756 Avenue Mentry	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 7	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 230	
Total # of full-time company employees in California: 230	
Company: Georg Fischer Signet LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5462 N. Irwindale Ave.	
City, State, Zip: Irwindale, CA 91706	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 14,808	
Total # of full-time company employees in California: 261	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

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ALPHABETIZE BY COMPANY NAME

Company: Glenair Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1211 Air Way	
City, State, Zip: Glendale, CA 91201	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,486	
Total # of full-time company employees in California: 1,486	
Company: Haskel International	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 100 E. Graham Place	
City, State, Zip: Burbank, CA 91502	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,500	
Total # of full-time company employees in California: 98	
Company: Huntsman Advanced Materials	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5121 San Fernando Road West	
City, State, Zip: Los Angeles, CA 90039	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 12,000	
Total # of full-time company employees in California: 76	
Company: Hutchinson Aerospace	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4510 Vanowen Street	
City, State, Zip: Burbank, CA 91505	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 25,000	
Total # of full-time company employees in California: 165	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

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ALPHABETIZE BY COMPANY NAME

Company: Hydra Electric Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3151 Kenwood Street	
City, State, Zip: Burbank, CA 91505	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 185	
Total # of full-time company employees in California: 185	
Company: Hydraulics International Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 20961 Knapp St.	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 380	
Total # of full-time company employees in California: 380	
Company: Hydromach Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 20400 Prairie St.	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 36	
Total # of full-time company employees in California: 36	
Company: ITT Aerospace Controls	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28150 Industry Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 9,400	
Total # of full-time company employees in California: 381	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

CCG No.: ET22-0191

Reference No: 22-0294

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ALPHABETIZE BY COMPANY NAME

Company: J & R Machine Works	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 45420-1/2 60 th Street West	
City, State, Zip: Lancaster, CA 93536	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	
Company: JAH Machine Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 280 Ranger Avenue	
City, State, Zip: Brea, CA 92821	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 7	
Total # of full-time company employees in California: 7	
Company: JVR Sheet Metal & Fabrication DBA Talsco Aerospace Mfg.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 7101 Patterson Drive	
City, State, Zip: Garden Grove, CA 92841	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 33	
Total # of full-time company employees in California: 33	
Company: Klune Industries	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 7323 Coldwater Canyon Drive	
City, State, Zip: North Hollywood, CA 91605	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 610	
Total # of full-time company employees in California: 279	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

CCG No.: ET22-0191

Reference No: 22-0294

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ALPHABETIZE BY COMPANY NAME

Company: L.A. Gauge Company Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 7440 San Fernando Road	
City, State, Zip: Sun Valley, CA 91352	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 75	
Total # of full-time company employees in California: 75	
Company: Lamsco West Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 29101 The Old Road	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 125	
Total # of full-time company employees in California: 125	
Company: Lockwood Industries (Fralock Div.)	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28525 W. Industry Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 185	
Total # of full-time company employees in California: 183	
Company: Los Angeles Family Housing Corp.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 7843 Lankershim Blvd.	
City, State, Zip: North Hollywood, CA 91605	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 453	
Total # of full-time company employees in California: 453	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

CCG No.: ET22-0191

Reference No: 22-0294

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ALPHABETIZE BY COMPANY NAME

Company: Ludwig & Miriam Geier Inc. dba L&M Enterprises	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 906 W, 223 rd Street	
City, State, Zip: Torrance, CA 90502	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 11	
Total # of full-time company employees in California: 11	
Company: Maroney Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9016 Winnetka Avenue	
City, State, Zip: Northridge, CA 91324	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 14	
Total # of full-time company employees in California: 14	
Company: Marvin Engineering Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 261 W. Beach Avenue	
City, State, Zip: Inglewood, CA 90302	
Collective Bargaining Agreement(s): NA	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,000	
Total # of full-time company employees in California: 1,000	
Company: Mason Controls	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13955 Balboa Blvd.	
City, State, Zip: Sylmar, CA 91342	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 75	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: 400	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

CCG No.: ET22-0191

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ALPHABETIZE BY COMPANY NAME

Company: Medtronic Minimed	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 18000 Devonshire Street	
City, State, Zip: Northridge, CA 91325	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 124,149	
Total # of full-time company employees in California: 6,176	
Company: Meggitt Safety Systems	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1785 Voyager Avenue	
City, State, Zip: Simi Valley, CA 93063	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,000	
Total # of full-time company employees in California: 1,000	
Company: Merle Norman Cosmetics	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9130 Bellanca Avenue	
City, State, Zip: Los Angeles, CA 90045	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 8	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 212	
Total # of full-time company employees in California: 204	
Company: MS Aerospace	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13928 Balboa Blvd.	
City, State, Zip: Sylmar, CA 91342	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 305	
Total # of full-time company employees in California: 305	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

CCG No.: ET22-0191

Reference No: 22-0294

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ALPHABETIZE BY COMPANY NAME

Company: NewVac LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9330 DeSoto Avenue	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	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: 158	
Company: New Hampshire Ball Bearings Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9700 Independence Avenue	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 350	
Total # of full-time company employees in California: 350	
Company: Ontic Engineering & Manufacturing	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 20400 Plummer Street	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 18	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 700	
Total # of full-time company employees in California: 300	
Company: Pharmavite LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 8531 Fallbrook Ave.	
City, State, Zip: West Hills, CA 91304	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 28	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,500	
Total # of full-time company employees in California: 1,000	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

CCG No.: ET22-0191

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ALPHABETIZE BY COMPANY NAME

Company: Porto's Food Products	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2085 Garfield Avenue	
City, State, Zip: Commerce, CA 90040	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 210	
Total # of full-time company employees in California: 210	
Company: Quality Fabrication Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9631 Irondale Avenue	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 135	
Total # of full-time company employees in California: 135	
Company: Riedon, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 300 Cypress Avenue	
City, State, Zip: Alhambra, CA 91801	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 89	
Total # of full-time company employees in California: 88	
Company: Roncelli Plastics	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 330 W. Duarte Road	
City, State, Zip: Monrovia, CA 91016	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 120	
Total # of full-time company employees in California: 118	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Glendale Community College PDC

CCG No.: ET22-0191

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ALPHABETIZE BY COMPANY NAME

Company: Spacetime Machine Co., Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1418 W. 259 th St.	
City, State, Zip: Harbor City, CA 90710	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 38	
Total # of full-time company employees in California: 38	
Company: Spira Manufacturing Corporation	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 650 Jessie St.	
City, State, Zip: San Fernando, CA 91340	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 7	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 45	
Total # of full-time company employees in California: 45	
Company: Staar Surgical Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1911 Walker Avenue	
City, State, Zip: Monrovia, CA 91016	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 500	
Total # of full-time company employees in California: 300	
Company: Teledyne Reynolds dba Teledyne Defense Electronics	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1001 Knox Street	
City, State, Zip: Torrance, CA 90502	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 137	
Total # of full-time company employees in California: 133	



CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Training Proposal for:

Kern Community College District

Contract Number: ET22-0180

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Priority Rate Medical Skills Training Job Creation Initiative New Hire Multiple Barriers HUA SB<100	Industry Sector(s):	MEC (H) Agriculture (11) Manufacturing (33) Healthcare (62) 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)		11%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$782,240		\$56,120 Jobs 1-3 & 5: 8% Job 4: 20%		\$838,360

In-Kind Contribution:	50% of Total ETP Funding Required	\$871,312
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., Green/Clean Skills, HazMat, Mgmt. Skills, Mfg. Skills, Literacy Skills, OSHA 10/30	490	8-200	0	\$885	\$19.12
				Weighted Avg: 36			
2	Retrainee	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., Green/Clean Skills, HazMat, Mgmt. Skills, Mfg. Skills, Literacy Skills, OSHA 10/30	215	8-200	0	\$770	\$19.12
				Weighted Avg: 36			
3	Retrainee Job Creation	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., Green/Clean Skills, HazMat, Mgmt. Skills, Mfg. Skills, Literacy Skills, OSHA 10/30	60	8-200	0	\$1,476	\$19.12
				Weighted Avg: 60			
4	New Hire Multiple Barriers HUA	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., Green/Clean Skills, HazMat, Job Readiness, Literacy Skills, OSHA 10	14	8-260	0	\$1,620	\$15.65
				Weighted Avg: 60			
5	Retrainee Medical Skills Training	Business Skills MS Didactic	104	8-200	0	\$1,230	\$19.12
				Weighted Avg: 50			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Numbers 1-3 & 5: \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara and San Francisco counties; \$20.79 per hour for Contra Costa County; \$19.77 per hour for Los Angeles County; and \$19.12 per hour for all other Counties.

Job Number 4 (New-Hire/MB/HUA): \$17.39 per hour for Alameda, Marin, San Mateo, Santa Clara and San Francisco counties; \$17.33 per hour for Contra Costa County; \$16.48 per hour for Los Angeles County; \$15.93 per hour for Orange County; \$15.81 per hour for San Diego County; and \$15.65 per hour for all other Counties.

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

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

Participating employers may use health benefits up to \$2.50 per hour for Job Numbers 1-3 & 5; and up to \$0.65 for Job Number 4 to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Numbers 1 - 4		
Clerical/Administrative Staff		85
		60
		40
Computer Support Staff		30
		10
		10
Engineer		10
Food Service Worker		10
		5
Manager		30
		30
Production Staff		154
		50
		30
Public Service Staff		20
		15
		15
Safety Professional		10
		5
		5
Sales Staff		5
		3
		2
Supervisor		40
Technician/Mechanic		70
		10
		5

Warehouse Associate		15
		5
Job Number 5		
Medical Staff/Healthcare Workers		35
		25
		44

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

Kern Community College District as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Founded in 1968 and headquartered in Bakersfield, Kern Community College District (KCCD) (www.kccd.edu) strives to provide outstanding educational programs and services responsive to its diverse students and communities. KCCD includes Bakersfield College, Cerro Coso College, and Porterville College. KCCD serves Kern, Tulare, Inyo, Mono and San Bernardino counties, making it one of the largest districts in the United States. In addition to classes held on campus, KCCD offers instruction through educational centers in Delano, Bakersfield, Bishop, Mammoth Lakes, Lake Isabella and Edwards Air Force Base to local companies and throughout the state and distance learning through the Internet, satellite programming, and cable television. KCCD is also committed to providing training opportunities to small companies located in rural areas that typically do not have the funding available to provide needed training to their employees.

The District's Workplace Learning Resource Center and the 21st Century Energy Center will administer the ETP program. These Centers are part of a California Community Colleges Chancellor's Office initiative to provide a foundation for a long-term, sustained relationship with business and labor across districts. The Centers provide high quality, innovative and affordable education, and in-depth training solutions to meet the needs of business and industry. It conducts outreach to employers in manufacturing, health care, food processing, Veteran groups, logistics, construction, energy (solar, turbine, biofuel) and alternative energy construction.

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

Veterans Program

Although there is not a Veteran's component, KCCD's participating employers actively recruit Veterans for training.

CCCF PROJECT DETAILS

Partnerships & Collaboration

The CCCF goal is to leverage and expand existing workforce programs, support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor.

KCCD will be working with Cuesta College (San Luis Obispo County), Alan Hancock College and Santa Barbara City College (Santa Barbara County). Of those three colleges, Cuesta College has prior ETP experience contracting with KCCD on ETP training projects. KCCD will also work with college partners to look for opportunities to supplement noncredit training and to provide new hire training opportunities to assist with job placement and on boarding for completers of training programs. KCCD stated that they would not share the same trainees in ETP training with other Contractors or Colleges. They are aware of concurrent enrollment.

KCCD has already begun outreach to community colleges, WIBs, community-based organizations, and Non-profits who provide services for disadvantaged communities. KCCD is developing partnerships with Community Action Partnership of Kern, the Bakersfield Kern County Homeless Collaborative, CityServe, the County of Santa Barbara, the County of Kern in addition to Cuesta College, Alan Hancock College.

Employer Demand

The needs across the region are varied and KCCD is focused on employers who have been especially hard hit by the COVID 19 pandemic. This includes training for Medical providers, new supervisor training for individuals promoted to backfill open supervisory positions, and newly hired and new hire training across multiple industries.

Currently KCCD estimates employer demand exceeds the \$1 million. KCCD will establish performance guidelines and will shift funds from partners who are not utilizing those funds to those who are. KCCD has years of experience collaborating with Workforce Development Boards, community-based organizations and non-profits on a variety of job skills training programs and grants. This is a unique opportunity to leverage ETP funding to provide additional resources to assist with job placement and new hires.

Small Business Needs

KCCD will partner with the Bakersfield Convention and Visitor' Center, The Greater Bakersfield Chamber of Commerce, The Kern Hispanic Chamber of Commerce, the Kern County Black Chamber of Commerce, the CSU Bakersfield Small Business Development Center, and the Kern Initiative for Talent and Entrepreneurship to ensure outreach to small businesses impacted by Covid-19. Approximately 21% of KCCD core group of participating employers is comprised of small businesses.

Wage Progression and Career Advancement Opportunities

While all trainees will meet the minimum ETP wage requirements, KCCD is developing job skills training partnerships, which focus on critical job skills that prepare individuals for career advancement. KCCD estimates 8%-12% wage increase post retention which will equates of \$2,000,000 -\$3,500,000 million in additional wages in the first full year after retention.

Certifications

Upon completion of training, trainees will be prepare for industry-recognized certification in the following areas: Certified Nursing Assistant, Commercial Fire Fighter license, Electric Vehicle Charging Infrastructure Training Certification, OSHA 10, Hazwoper, and First Aid/CPR/AED.

Apprenticeship

Although there is no pre-apprenticeship training in this proposal, Kern is working with IBEW and other Building Trades for pre-apprenticeship training.

Retrainee – Job Creation

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

KCCD reported that participating employers are focused on speeding up the hiring process and quickly prepare new staff working in the new COVID-19 environment. Training in this Contract will focus on clean production, on-boarding new staff, safety and sanitation precautions, and enhanced processes to prevent workers and products exposure to COVID-19.

Participating employers will hire 60 new Job Creation employees (Job Number 3). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. Retrainee Job Creation can include backfilled positions and are not required to be “net” new hires.

New Hire

KCCD works closely with One-Stop Centers, WIB, HireUP, the Kern County Homeless Collaborative, and the EDD to assist unemployed individuals in entering the workforce and improving their opportunities for career advancement. In this proposal, KCCD requests ETP funding to train 14 unemployed individuals with multiple barriers to employment (Job Number 4). KCCD’s goal is to provide New Hire trainees with the necessary job-related skills training required to become immediately productive upon hiring. KCCD’s Staff works closely with employers to meet their need for new employees and to ensure trainees will have employment following completion of training.

➤ Multiple Barriers

Trainees in Job Number 4 (New Hire) work in an HUA and must be hard-to-serve individuals with multiple barriers to employment. Trainees will have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills).

➤ Retention Modification

The Panel may also modify the retention period for the trainees in Job Number 4 from 90 consecutive days to 90 out of 120 consecutive days with up to three employers. This is allowed based on HUA guidelines. KCCD requests this retention modification for Job Number 4.

➤ HUA

Trainees in Job Number 4 work in an HUA, with unemployment exceeding the state average by at least 25%. These companies are located in Kern, Los Angeles, Riverside, San Bernardino,

Fresno and Ventura counties (Bakersfield, Compton, Inglewood, Perris City, Hesperia City, Fresno City and Oak View CDP.

PROJECT DETAILS

This is KCCD's sixth ETP Contract; the sixth in the last five years. KCCD proposes to retrain incumbent and new hire workers. KCCD has experienced a recent increase in employer demand, with an overwhelming response for training due to a shortage of healthcare workers, new technological advances, and a need for best practices for job creation and retention. Also due to the COVID-19 pandemic and the road to recovery from the COVID-19 economic crises, training is necessary to be competitive in a transformed economy. According to KCCD, many of the participating employers are located in a high unemployment area, and KCCD is committed to providing responsive training to improve and increase businesses while lowering the unemployment rate.

The core group of employers represents over 100% of requested funding for this proposal, and have made firm commitments to participate upon Panel approval. The proposed training will be offered to employers statewide. KCCD anticipates 90% of training will be conducted at participating employer worksites; the remainder will be conducted at KCCD facilities. KCCD confirms that no trainees from previous participating employers will receive duplicate training in any subject matters in this proposal.

ETP-funded training will provide participating employers the opportunity to sustain their competitiveness, upgrade the skills of their workforce, grow their businesses, meet customer demand, create new job opportunities, increase wages and retention, remain current with rapidly changing technology, and adapt to the new business environment resulting from the COVID-19 pandemic.

Training Plan

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

Business Skills: Training will be offered to all occupations to improve communication, customer relations, business operations and leadership skills.

Commercial Skills: Training will be offered to Computer Support Staff, Engineers, Managers, Production Staff, Public Service Staff, Safety Professionals, Supervisors, Technicians/Mechanics and Warehouse Associates. Training will focus on comprehension, terminology, power system services and practical techniques in maintenance equipment services and repair.

Computer Skills: Training will be offered to all occupations in software applications that run and support business operations to keep up with current technology and teach them to work more efficiently and effectively in all functions.

Continuous Improvement: Training will be offered to all occupations and will equip trainees with the skills to achieve company goals through increased productivity, quality improvements, and warehouse procedures. Training is also designed to enhance teamwork, problem solving, and decision making. Lean manufacturing will improve internal processes, workflow and waste reduction.

Hazardous Materials: Training will be offered to Food Service Workers, Managers, Production Staff, Public Service Staff, Safety Professionals, Supervisors, Technicians/Mechanics and

Warehouse Associates. Trainees will learn the proper techniques and knowledge for handling chemical and waste cleaning.

Job Readiness: Training will be offered to Clerical/Administrative Staff, Computer Support Staff, Food Service Workers, Production Staff, Public Service Staff, Sales Staff, Technicians/Mechanics and Warehouse Associates. Training will help all trainees to become competitive job candidates and prepare them for successful entry into the labor market.

Literacy Skills: Training will be offered to Clerical/Administrative Staff, Food Service Worker, Production Staff, Public Service Staff, Sales Staff, Technicians/Mechanics and Warehouse Associates. This training will enable employees with limited English skills to increase their speaking, listening and comprehension skills in the workplace.

Management Skills: Training will be offered to Managers and Supervisors with leadership, communication, coaching and performance management skills, which will enable them to become more effective leaders in high performance workplaces.

Manufacturing Skills: Training will be offered to Food Service Worker, Managers, Production Staff, Public Service Staff, Supervisors, Technicians/Mechanics and Warehouse Associates. Training is designed to upgrade workers' production skills, improve product quality, reduce waste and enhance manufacturing processes.

Medical Skills (Didactic): Training will be offered to Medical Staff/Healthcare Workers and will equip trainees with the skills needed to improve and meet patient care. Trainees will gain skills and experience needed for optimal job performance and career advancement.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. OSHA 10 will be provided to Food Service Workers, Managers, Production Staff, Public Service Staff, Safety Professionals, Supervisors, Technicians/Mechanics and Warehouse Associates. OSHA 30 will be provided to Supervisors and Managers to ensure a safe work environment.

E-Learning/Alternate Recordkeeping

KCCD will use alternative recordkeeping for E-Learning approved by ETP as permitted by ETP's Response to COVID-19.

Commitment to Training

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

Most of the participating employers lack the resources and funding to conduct formal and structured training; whereas, many small rural companies have limited or no training budget. Some companies may have a training budget, but still need ETP funding to help them

economically to expand training and realize their goals, especially after recent economic downturns and period of financial instability.

➤ Training Infrastructure

Training will begin upon Panel approval. The Executive Director and five Department Assistants will oversee ETP training and administrative responsibilities including marketing, recruitment, assessment, scheduling training, enrollment, recording and tracking, securing rosters, verifying training and retention completion and ensuring compliance with all ETP requirements.

Marketing and Support Costs

KCCD works closely with regional economic development partners and industry associations. The Workplace Learning Resource Center and the 21st Century Energy Center maintain a database of companies and mail marketing materials to advertise upcoming events. Staff networks closely with past clients, using employer and employee evaluations to determine future training needs and establish ongoing, long-term relationships. Many clients expand their initial training with in-depth, customized training after participation in short-term workshops. Staff also provides outreach to new businesses using updated brochures and marketing software to reach targeted customers in its service areas.

KCCD is a strategic partner with the Kern Economic Development Council (KEDC), local WIBs, and the Kern Building Trades Council. The KEDC is a public-private partnership whose mission is to stimulate a diversified and strong economic climate in the service area. KCCD, KEDC, local WIBs, and the union are all represented on the Council.

KCCD seeks full Support Costs of 8% to fund extensive marketing efforts to recruit additional participating employers and assessment activities of employers. Without this additional funding, KCCD would not be able to dedicate the time and effort necessary to sustain a successful ETP project. Staff supports the 8% Support Costs for Job Numbers 1-3 & 5; and 20% Support Costs for Job Number 4.

Trainer Qualifications

Training will be provided by KCCD's in-house experts at various campuses and vendors as needed for specific technical skills.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET22-0109	\$597,100	08/23/21 – 08/22/23	770	0	0

ET21-0207 (COVID)	\$200,000	12/14/20 – 12/13/22	100	0	0
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ET22-0109: Based on ETP Systems, zero reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). Training started on 09/01/21 and is progressing on a weekly bases. KCCD has provided 1,272 training hours, which will be updated on ETP Online system in the next few weeks. The Contractor projects final earnings of 100% based on training currently committed.

ET21-0207 (COVID): To date, the ETP Systems show 358 reimbursable hours have been tracked for potential earnings of \$179,000 (89% of approved amount). Approximately 104 trainees have been enrolled and started training. KCCD anticipates and projects final earnings of 100% based on training currently committed.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET20-0149	Statewide	11/14/19 – 11/03/21	\$678,514	\$191,899 (28%)
ET18-0139	Statewide	10/30/17 – 10/29/19	\$581,344	\$557,694 (96%)
**ET16-0232	Statewide	10/26/15 - 10/25/17	\$947,826	\$605,536 (64%)

*ET20-0149: \$191,899 has been approved by ETP Fiscal. An additional amount of \$410,585 is still in the review process and on track for approval by ETP Fiscal Unit. As a result, final earnings for this Contract will total an estimated \$602,484 (89%).

**ET16-0232: The low performance was due to commitment from two large participating employers that did not materialize and there was not enough time in the contract to recruit new employers. In addition, there were staffing issues which failed to provide adequate administrative oversight. KCCD has since designated a team to closely monitor the ETP Contracts, including employer recruitment.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8-200 (Job Numbers 1-3 & 5)

8-260 (Job Number 4)

Trainees may receive any of the following:

BUSINESS SKILLS

- Achieve Global Services
- Achieving Stellar Service Experience Series
- Advertising: Achieving Scale with the Reach Objective
- Advertising: Ad Auction and Delivery Overview
- Advertising: Ad Policies for Content
- Advertising: Ads Manager
- Advertising: Audience Insight
- Advertising: Boost Your Posts
- Advertising: Brand Awareness
- Advertising: Business Manager
- Advertising: Campaign Structure
- Advertising: Create Ads
- Advertising: Drive Store Visits/Store Visits Objectives
- Advertising: Edit and Manage Ads
- Advertising: Measure Campaign Performance With Ads
- Advertising: Offers – Attract, Convert, and Reward
- Advertising: Plan, Reach, and Frequency Campaigns
- Advertising: Targeting Core Audiences
- Advertising: Targeting Custom Audiences
- Advertising: Targeting Lookalike Audiences
- Basic Accounting Practices and Framework
- Being an Effective Team Member
- Brewing History – Customer Experience
- Business Coaching: Conducting Coaching Sessions
- Business Fundamentals
- Business Presentations
- Change Management
- Coaching: Fundamentals of Feedback
- Coaching: Giving Positive Feedback
- Collaboration
- Communication Skills
- Conflict Management
- Conflict Resolution
- Conflict: Choosing a Conflict Resolution Tactic
- Conflict: Mediating a Conflict
- Conflicts of Interest in the Workplace
- Core Brands
- Customer Service and Sales Academy

- Customer Service Fundamentals: Building Rapport in Customer Relationships
- Decision Making: The Fundamentals
- Development Dimension International Series
- Developing Yourself and Others
- Emotional Intelligence
- Employee Relations
- Generating Creative and Innovative Ideas
- Hopline Sales Training
- Intrapersonal Communication
- Leadership
- Leadership Essentials: Building Influence
- Leadership Essentials: Motivating Employees
- Logistics
- Managing Change: Building Positive Support
- Managing Difficult Behaviors and Conversations
- Marketing Meetings Work
- Marketing/Sales Techniques
- Multi-tasking for Excellence
- Paperless Payroll
- Personal, Organizing, and Goal Setting
- Problem Solving: The Fundamentals
- Product Knowledge
- Productive Interactions
- Project Management Fundamentals
- Project Requirements Analysis and Specifications
- Sales Techniques
- Scheduling and Planning
- Setting Job Goals
- Standard Office Procedures
- Strategic Planning
- Supervisor Development Series
- Talent Management: Basics
- Team Concepts
- Time and Priority Management
- Time Management
- Training for Intervention Procedures
- Working Productively with Challenging People
- COVID-19 Safety Training

COMMERCIAL SKILLS

- Basic Electronics
- Cold Laser
- Commercial and Residential Arborist: Chain Saw, Chipper, Ground Operations
- Construction Fundamentals
- Construction Management
- Construction Skills
- Control Ladder Logic
- Drone Management

- Drone Technology
- Ground Operations
- Heavy equipment Repair and Service
- Introduction to Electrical Control Wiring
- Introduction to Programmable Controllers
- Photovoltaic and Solar Panel Applications
- Programmable Logic Control Motor Control
- Repair and Service
- Rigging
- Module 1: Introduction to Utility Line Clearance Arborist
- Module 2: Utility Line Clearance Arborist Job Site, Herbicides, Aerial Rescue Techniques
- Module 3: Utility Line Clearance Arborist Portable Tools, Hand Tools and Ladders
- Module 4: Utility Line Clearance Arborist: Job Briefings and Minimum Approach Distances and Drop Zone
- Module 5: Utility Line Clearance Arborist: Mobile Equipment Use
- Module 6: Utility Line Clearance Arborist: Pruning, Use of Ropes, Rigging
- Module 7: Utility Line Clearance Arborist: Tree Climbing and Fall Protection
- Module 8: Utility Line Clearance Arborist: Job Site Communication
- Aerial Specialist Training
- ANZI 133 (American National Standard for Arboricultural Operations)
- Certified Arborist Training
- Certified Tree Care Safety Professional Training
- Climber Bucket Operations
- Electrical Hazards Awareness Program
- Job Site Communication
- Hazard Identification and Supporting a Safe Work Environment
- Mobile Equipment
- Pruning and Trimming
- Safety Fundamentals – Tool Box Talk
- Tree Climbing
- Tree Risk Assessment Qualifications Training
- Utility Specialist Training
- Utility Procedures

COMPUTER SKILLS

- Accounts Payable/Accounts Receivable
- Adobe Applications
- ASP.net
- C# Programming
- Certified Scrum Training
- Company Specific ERP Systems
- Computer Networking
- Computer-Aided Drafting & CAM
- Computerized Scheduling
- Cost Tracking and Analysis
- Cyber Security
- Database Mgmt.

- Document Control
- Electronic Health Record (HER/EMR) Software Training
- Google Analytics
- Inventory Control
- Managing Email
- Material Resource Planning
- Microsoft Excel (Beginning, Intermediate & Advanced)
- Microsoft Office Suite (Beginning, Intermediate & Advanced)
- Quickbooks (Beginning, Intermediate & Advanced)
- Patient Management Software (PMS) Training
- Personnel/Payroll Processing
- Purchase Order Tracking
- Salesforce
- Savant Warehouse Management System Overview
- Savant WMS System Overview Part II
- Search Engine Optimization
- Shipping Solutions and Related Logistic Software
- Social Media For Business
- Software Applications
- SQL Server
- Web Page Design/Editing
- World-Wide Web

CONTINUOUS IMPROVEMENT

- A3/Plan-Do-Check-Act: Problem Solving Practices
- Business Process Mapping
- Capacity Planing
- Change Over
- Construction Management Skills
- Decision Making
- Equipment Inpection and Management
- Global Food Safety Initiative
- Good Agricultural Practices
- Good Manufacturing Practices
- Hazard Analysis & Critical Control Points
- Internal Auditor
- ISO 9000 Lean Enterprise
- ISO Auditor Training
- Kaizen/7S
- Kanban
- Kata Coaching
- Leadership for Frontline Workers
- Lean Manufacturing
- Lean Principles & Waste Identification
- Managing the Metrics
- Marketing, Website Training
- Maximizing Team Performance
- Operations and Workflow

- Preventive Controls for Human Food
- Preventive Maintenance
- Process Improvement
- Process Improvement: Safety Incident Interview
- Production Scheduling
- Quality Systems Program Monitoring
- Risk Identification and Reduction
- Safety Fundamentals
- Shift Management: Schedule Forecasting and Planning
- Six Sigma
- SQF Quality Systems
- Standardized Work
- Statistical Process Control
- Strategic Planning
- Teambuilding
- Time Management
- Total Quality Management
- Training Within Industry
- Value Stream Mapping

GREEN/CLEAN SKILLS

- Solar Technician
- Weatherization Technician
- Energy Auditing
- Electric Vehicle Charging
- Electric Vehicle Technician
- First Responder
- Energy Incentive Programs
- ZEV for Fleets
- ZEV Technician
- ZEV for Facilities
- ZEV for Nonprofits
- ZEV for Agriculture

HAZARDOUS MATERIALS

- Hazardous Materials Handling
- Hazardous Chemical Cleaning
- Hazardous Waste Cleaning
- Hazwoper: Hazardous Waste Operations and Emergency Response

JOB READINESS SKILLS (Job 4 - New Hire)

- Resume Skills
- Interview Skills
- Teamwork
- Interpersonal Communication
- Employer Expectations
- Job Search Skills

MANAGEMENT SKILLS (Managers/Supervisors Only)

- Advanced Supervisor Development
- Building/Developing Trust with Teams
- Coaching Series
- Communicating for Leadership Success
- Decision Making
- Delegating
- Developing Safety Plans and Procedures
- Driving Change
- Effectively Managing Challenging People
- Employee Engagement
- Engaging and Retraining Talent
- Facilitating with Impact
- Fostering Innovation
- Improving New Hire Orientation
- Interviewing
- Leadership
- Making Meetings Work
- Performance Management
- Planning and Managing Resources
- Project Management
- Risk Management/Disaster Preparation
- Root Cause Analysis for Managers
- Supervisor Development Series
- Team Leader and Supervisor Readiness
- Your Leadership Journey

MANUFACTURING SKILLS

- Assembly Procedures
- Automation Systems
- Basic Tool Usage
- Blueprint Reading
- Computer Integrated Manufacturing Cell
- Computer Pneumatic Control Machine Operation
- Electrical
- Electronics
- Equipment Operations
- Fluid Power
- Food Processing
- Geometric Dimensions and Tolerance
- Hazard Identification and Supporting a Safe Work Environment
- HVAC
- Hydraulics
- Inventory Control
- Laser Equipment
- Lubrication
- Machining
- Manufacturing Basics

- Manufacturing Job Breakdown and Instruction
- Materials
- Measurements
- Mechanical
- Mechatronics
- Metals in the Plant
- Operations
- Packaging
- Parts and Product Manufacturing
- Pneumatics
- Power Transmission
- Process Control
- Programmable Logic Control
- Process Control
- Production Operations
- Pumps
- Quality Assurance
- Robotics
- Safety Fundamentals
- Smart Technologies
- Shop Math, Measurements, Percentages & Fractions
- Solidworks and Gcode
- Warehousing
- Welding

LITERACY SKILLS

- Vocation English as a Second Language
- Basic Workplace Terminology
- Introduction of Process Terminology
- Understanding Manuals and Reports
- Written Communications
- Basic Math

MEDICAL SKILLS-DIDACTIC

- A Module 1: Introduction to CNA
- CNA Module 2: Patients' Rights
- CNA Module 3: Communication/Interpersonal Skills
- CNA Module 4: Prevention and Management of Catastrophe and Unusual Occurrences
- CNA Module 5: Body Mechanics
- CNA Module 6: Medical and Surgical Asepsis
- CNA Module 7: Weights and Measures
- CNA Module 8: Patient Care Skills
- CNA Module 9: Patient Care Procedures
- CNA Module 10: Vital Signs
- CNA Module 11: Nutrition
- CNA Module 12: Emergency Procedures
- CNA Module 13: Long Term Care Patient

- CNA Module 14: Rehabilitative Nursing
- CNA Module 15: Observation and Charting
- CNA Module 16: Death and Dying
- CNA Module 17: Patient/Resident Abuse
- Abuse Prevention
- Activities of Daily Living
- Acute Care Nurse Assistant Responsibilities
- Annual Skills Updates
- Basic Life Support
- Biofeedback
- Body Mechanics
- Brain Injury Rehabilitation
- Cleaning and Care Tasks in the Home
- Communication – Documentation
- Conditioning Protocol for Therapy Patients
- Coordination of Care
- Medical Computer Skills
- Dementia Care
- Discharge Planning
- Emergency Procedures
- Equipment Skills
- Home Health
- Hyperbaric Oxygen
- Infection Control
- Interpersonal Skills
- Long-Term Patient
- Observation and Charting
- Occupational Therapy Skills
- Parkinson's' Disease Care
- Patient Assessment
- Patient Care Procedures
- Patient Care Skills
- Patient Rights
- Personal Care Services and Nursing Procedures
- Physical Therapy Skills
- Post-Traumatic Stress Disorder Care
- Preceptor Skills
- Prevention and Management of Catastrophe and Unusual Circumstances
- Rehabilitative Skills
- Role and Responsibilities of the Certified Nurse Assistant
- Safe Patient Handling
- Safe, Secure Environment
- Special Needs Patients
- Speech & Language Pathology Skills
- Splint Assessments & Measurements
- Telemedicine
- Ventilator & Tracheotomy Care
- Vital Signs

- Wheelchair Assessment
- Wound Care

BUSINESS SKILLS (Job 5 only)

- Being an Effective Team Member
- Business Coaching: Conducting Coaching Sessions
- Business Fundamentals
- Business Presentations
- Change Management
- Coaching: Fundamentals of Feedback
- Coaching: Giving Positive Feedback
- Collaboration
- Communication Skills
- Conflict Management
- Conflict Resolution
- Conflicts of Interest in the Workplace
- Customer Service Fundamentals: Building Rapport in Customer Relationships
- Decision Making: The Fundamentals
- Developing Yourself and Others
- Emotional Intelligence
- Employee Relations
- Leadership
- Leadership Essentials: Building Influence
- Leadership Essentials: Motivating Employees
- Managing Change: Building Positive Support
- Managing Difficult Behaviors and Conversations
- Productive Interactions
- Project Management Fundamentals
- Scheduling and Planning
- Setting Job Goals
- Standard Office Procedures
- Strategic Planning
- Supervisor Development Series
- Talent Management: Basics
- Team Concepts
- Time and Priority Management
- Time Management
- Working Productively with Challenging People

SAFETY SKILLS - OSHA 10

- OSHA 10

SAFETY SKILLS - OSHA 30

- OSHA 30

Note: Reimbursement for retraining in Job Numbers 1-3 is capped at 200 total training hours per trainee, regardless of the method of delivery. Reimbursement for new hire training in Job Number 4 is capped at 260 total training hours per trainee.

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District

CCG No.: ET22-0180

Reference No: 22-0353

Page 1 of 7

ALPHABETIZE BY COMPANY NAME

Company: 5 C Holdings

Priority Industry? ☒ Yes ☐ No

Address: 9530 Hageman Road, Suite B-368

City, State, Zip: Bakersfield, CA 93312

Collective Bargaining Agreement(s): No

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

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 6

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

Company: Adventist Health

Priority Industry? ☐ Yes ☒ No

Address: 2615 Chester Ave.

City, State, Zip: Bakersfield, CA 93301

Collective Bargaining Agreement(s): No

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 20,000

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

Company: Aera Energy LLC

Priority Industry? ☒ Yes ☐ No

Address: 10000 Ming Ave.

City, State, Zip: Bakersfield, CA 93311

Collective Bargaining Agreement(s): No

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 1,050

Total # of full-time company employees in California: 1,050

Company: Arborworks

Priority Industry? ☒ Yes ☐ No

Address: 40094 Hwy. 49

City, State, Zip: Oakhurst, CA 92324

Collective Bargaining Agreement(s): No

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 675

Total # of full-time company employees in California: 675

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District	CCG No.: ET22-0180
Reference No: 22-0353	Page 2 of 7

Company: Bakersfield Family Medical Group	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 4560 California Ave.	
City, State, Zip: Bakersfield, CA 93309	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 360	
Total # of full-time company employees in California: 360	

Company: Bakersfield Homeless Center	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1600 E. Truxtun Ave.	
City, State, Zip: Bakersfield, CA 93305	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 93	
Total # of full-time company employees in California: 93	

Company: Berry Petroleum Company LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5201 Truxtun Ave.	
City, State, Zip: Bakersfield, CA 93309	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 220	
Total # of full-time company employees in California: 220	

Company: Bolthouse Farms	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 7200 East Brundage Lane	
City, State, Zip: Bakersfield, CA 93307	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 49	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2,937	
Total # of full-time company employees in California: 2,130	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District		CCG No.: ET22-0180
Reference No: 22-0353		Page 3 of 7

Company: Bruan Electric Company, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 300 E. Belle Terrace	
City, State, Zip: Bakersfield, CA 93301	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 283	
Total # of full-time company employees in California: 283	

Company: City of Delano	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1015 Eleventh Avenue	
City, State, Zip: Delano, CA 93216	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 75	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 930	
Total # of full-time company employees in California: 930	

Company: Dignity Health Marian Regional Medical Center	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1400 E. Church Street	
City, State, Zip: Santa Maria, CA 93454	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2,676	
Total # of full-time company employees in California: 2,674	

Company: Garden Pathways	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1616 29 th St.	
City, State, Zip: Bakersfield, CA 93301	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 21	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 49	
Total # of full-time company employees in California: 49	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District		CCG No.: ET22-0180
Reference No: 22-0353		Page 4 of 7

Company: Hall Ambulance Service	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1001 21 st Street	
City, State, Zip: Bakersfield, CA 93301	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 40	
Total # of full-time company employees in California: 40	

Company: Mario's Tree Service	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 937 S. Via Lata Way	
City, State, Zip: Colton, CA 92324	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 700	
Total # of full-time company employees in California: 700	

Company: Mojave Foods	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6200 Slauson Ave.	
City, State, Zip: Commerce, CA 90040	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 257	
Total # of full-time company employees in California: 257	

Company: Nestle/Dreyer's Grand Ice Cream	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 7301 District Blvd.	
City, State, Zip: Bakersfield, CA 93312	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 336,000	
Total # of full-time company employees in California: 7,500	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District		CCG No.: ET22-0180
Reference No: 22-0353		Page 5 of 7

Company: Oasis Air and Solar	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1000 East Truxtun	
City, State, Zip: Bakersfield, CA 93305	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 45	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 175	
Total # of full-time company employees in California: 175	

Company: Owens Valley Career Development Center	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 2574 Diaz Lane	
City, State, Zip: Bishop, CA 93514	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 45	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 175	
Total # of full-time company employees in California: 175	

Company: South Valley Companies, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 19325 Flightpath Way	
City, State, Zip: Bakersfield, CA 93308	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 60	
Total # of full-time company employees in California: 60	

Company: Tasteful Selections LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13003 Di Gorgio Road	
City, State, Zip: Bakersfield, CA 93203	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 45	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 279	
Total # of full-time company employees in California: 189	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District		CCG No.: ET22-0180
Reference No: 22-0353		Page 6 of 7

Company: The County of Kern	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1115 Truxtun Avenue	
City, State, Zip: Bakersfield, CA 93301	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 95	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 6,000	
Total # of full-time company employees in California: 6,000	

Company: The County of Santa Barbara	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 105 E. Anapamu St.	
City, State, Zip: Santa Barbara, CA 933101	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 75	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 4,600	
Total # of full-time company employees in California: 4,600	

Company: The Garlic Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 18602 Zerker Road	
City, State, Zip: Shafter, CA 93263	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 156	
Total # of full-time company employees in California: 156	

Company: The Mission at Kern County	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 816 E. 21 st St.	
City, State, Zip: Bakersfield, CA 93305	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 37	
Total # of full-time company employees in California: 37	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Kern Community College District

CCG No.: ET22-0180

Reference No: 22-0353

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Company: Waterstone, LLC

Priority Industry? ☒ Yes ☐ No

Address: 41180 Raintree Court

City, State, Zip: Murrieta, CA 92562

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 8

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 131

Total # of full-time company employees in California: 128

Company: Wonderful Orchards

Priority Industry? ☒ Yes ☐ No

Address: 6801 Lerdo Highway

City, State, Zip: Shafter, CA 93262

Collective Bargaining Agreement(s): No

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 850

Total # of full-time company employees in California: 850

Company: World Wind and Solar

Priority Industry? ☒ Yes ☐ No

Address: 228 W. Tehachipi Road

City, State, Zip: Tehachipi, CA 93561

Collective Bargaining Agreement(s): No

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 490

Total # of full-time company employees in California: 297



CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Training Proposal for:

Los Angeles Trade Technical College

Agreement Number: ET22-0186

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Retrainee Priority Rate SB <100 Job Creation Initiative New Hire Multiple Barriers	Industry Sector(s):	MEC (H) Transportation Warehousing (48-49) Healthcare (62) Finance Insurance (52) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Bernardino	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Service Employees International Union Local 721		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	15%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$936,940		\$70,192 Jobs 8% Jobs 12%		\$1,007,132

In-Kind Contribution:	50% of Total ETP Funding Required	\$993,000
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Mfg. Skills, OSHA 10/30	848	8-200	0	\$684	\$19.12
				Weighted Avg: 32			
2	Retrainee Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Mfg. Skills, OSHA 10/30	175	8-200	0	\$787	\$19.12
				Weighted Avg: 32			
3	Retrainee Job Creation	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Mfg. Skills, OSHA 10/30	145	8-200	0	\$787	**\$15.65
				Weighted Avg: 32			
4	New Hire Multiple Barriers	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Mfg. Skills, OSHA 10/30 Job Readiness	138	8-200	0	\$1,270	**\$15.65
				Weighted Avg: 50			

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

****It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.**

Minimum Wage by County: Job Numbers 1 & 2: \$19.77 per hour for Los Angeles County; \$19.12 per hour for Orange and San Bernardino counties

Job Numbers 3 & 4: \$16.48 per hour for Los Angeles County; \$15.93 per hour for Orange County; and \$15.65 for San Bernardino 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

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

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Numbers 1 & 2:		
Administrative/Office Staff		70
		85
		30
Marketing/Sales Staff		47
		33
		23
Production Staff		63
		47
		21
Planner/Scheduler		15
		25
		4
Business Development Specialist		35
		17
		10
Operations Staff		20
		12
		4
Shipping/Warehouse Staff		40
		68
		30
Telecom Workers		4
		2
		13
Technicians		52
		38
		20
Service Route Specialist		15
		10
		5
Utilities/Environmental Staff		8
		3
		2
Manager/Supervisor		32
		78
		42

Job Number 3 (Job Creation):		
Administrative/Office Staff		10
		31
		9
Marketing/Sales Staff		8
		8
		4
Shipping/Warehouse Staff		14
		15
		5
Technicians		10
		4
		2
Manager/Supervisor		5
		15
		5
Job Number 4 (New Hire):		
Drone Operator		24
		5
		5
Security Guard		24
		5
		5
Marketing/Sales Staff		11
		8
		6
Administrative/Office Support Staff		25
		15
		5

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

Los Angeles Trade Technical College (LATTC), as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

LATTC (www.lattc.edu) is one of the community colleges administered by Los Angeles Community College District (LACCD). LACCD is the largest district in the nation, providing administrative support for its colleges in the area of academic enrollment, contract education,

community services, and workforce and economic development. It strives to develop employment and training strategies and helps to create a platform for uniting regional resources. Its customer base includes individuals seeking to gain credits for four-year universities, workers who need new skills to remain in their jobs, and people seeking to increase their competitiveness in today's job market.

Veterans

Although there is no Veterans component in this proposal, LATTC works closely with the Veteran's Service Office, U.S. Veterans Center, Goodwill Industries, and other Veteran-related organizations. Some participating employers also have a hiring preference for Veterans, have Veterans on staff, and may include Veterans in the proposed trainee population.

Union Support

This proposal will include trainees represented by the Service Employees International Union Local 721. The union has submitted a letter of support for this training project.

CCCF PROJECT DETAILS

This will be LATTC's 11th ETP Contract, and the fifth in the last five years. This proposal will focus on retraining incumbent workers from large and small employers in a variety of industries as well as unemployed individuals.

The training will help participating employers enhance the skills of their employees. Workers are increasingly challenged to function in a technology-based environment with state-of-the-art equipment and processes. Training will enable workers to work more efficiently and productively in a lean, total quality environment; integrate "green" practices into the workplace; and possess high-level, professional customer service and communication skills.

Through ETP training, workers will be able to elevate job skills to improve performance and enhance companies' local and global competitiveness. Training will also improve participating employers' processes and procedures to make their companies more profitable and strategically-focused.

Partnerships & Collaboration

The CCCF is intended to leverage and expand existing workforce programs. In addition, the Panel's vision and goals are to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor.

LATTC is one of nine colleges in the LACCD. Under the lead of LATTC, eight other LACCD community colleges will assist in training of employees of participating employers in this proposal: Los Angeles Pierce College, Los Angeles - Southwest College, Los Angeles Harbor College, Los Angeles City College, Los Angeles Valley College, East Los Angeles College, West Los Angeles College, and Los Angeles Mission College. These colleges will allow convenient access to training and ensure the provision of quality customized training workshops to meet the scheduling needs of businesses and organizations participating in this proposal.

As a community college, LATTC will align the CCCF with complimentary resources such as Workforce Innovation and Opportunity Act (WIOA), credit-based classes, and non-credit based

classes to broaden the educational opportunities for targeted workers. It will also work closely with other California Community College programs to share best practices in relation to communities impacted by the pandemic and communicate to ensure the most effective use of these funds.

Employer Demand

LACCD's region has been impacted by the pandemic and, as a result, there is an increased need to retrain and upskill employees. Regional needs will be determined by conducting needs analysis with participating employers. Currently, LATTC utilizes the Industry Talent Generator Initiative, which is a regional focus to help companies align with educational strategies and to make it easier for workers to develop skills.

LATTC has been assigned independent operational authority by LACCD because of its strength and capacity to administer special projects and Career & Technical Education initiatives. It has experience managing grants serving non-traditional ETP participating employers in various sectors such as transit, non-profits, public entities, and businesses that traditionally would not qualify for ETP's core funding. LATTC submitted a "core" group of participating employers representing 91% of the requested funding.

Small Business Needs

ETP's Legislative intent is to meet the unique needs of Small Businesses. Approximately 10% of LATTCs core group of participating employers is comprised of small businesses. Recruitment efforts will focus on small businesses within the region during the term of the contract.

Wage Progression and Career Advancement Opportunities

LATTC's outreach efforts identify companies that are looking to increase their employees' skills and performance by receiving ETP training. Its target priorities include: 1) Targeting individuals who are going to be laid off due to corporate skills expectations. LATTC will provide retraining to upskill these employees so they can increase their potential of retaining their employment; 2) Because of the increase in efficiency for revenue generated from this training, LATTC projects to train 25% new hires with the CCCF; and 3) for individuals needing to move up the career ladder, the ETP training will enhance employee skills which will have a direct impact on the promotion and advancement of the employees as the participating employers' production and revenues will be positively impacted.

LATTC projects that these target priorities will not only keep trainees employed, but will lead to employee promotion, career advancement, and wage increase as trainees learn new skills.

Licensing and Certifications

SB 129 General funds are intended for training that leads to licensing and certifications. Certificate of Completions are awarded to trainees who completed the training or completed certain number of training hours of the specified 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.

Participating employers will hire 145 new employees (Job Number 3) in various occupations such as administration, office support, marketing, sales, shipping, warehouse, and management. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

New Hire

Since 2013, LATTC has had an agreement with the City of Los Angeles' South Bay Workforce Investment Board to provide training to unemployed, dislocated workers, and underemployed individuals, which also includes job placement assistance and job readiness training. LATTC has years of experience assisting unemployed individuals and has trained hundreds of these individuals through a WIOA-funded program.

New hire trainees (Job Number 4) have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills). These trainees will receive skills and job readiness training to become Drone Operator, Security Guard and occupations in marketing, sales, administration and office support. Based on current labor market, Drone Operator has a 51% expected growth rate and Security Guard has a 15% growth rate over the next 5 years. The other occupations have an expected growth of about 11% over the next five years.

LATTC works closely with the City and County of Los Angeles One-Stop Centers and WorkSource Centers for participants who are looking for training that would lead to long-term and gainful employment. LATTC will utilize the WorkSource Center located in its campus. A complete assessment test is conducted for each potential participant to determine their employment needs as well as their targeted employment focus.

Training Plan

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

Manufacturing Skills: Training will be offered to occupations involved in manufacturing and production. Training will cover inventory, materials management, supply chain, and warehouse operations.

Business Skills: Training will be offered to all occupations to enhance and improve workplace communication, problem solving, project management, team-building, and leadership.

Commercial Skills: Training will be offered to all occupations to identify each worker's job role, skill set, and any succession plans in place within the business in order to create maximum impact. Training for new hires will provide them the skills to prepare for the job market, enhance their employability, and increase the likelihood of finding suitable employment.

Continuous Improvement: Training will be offered to all occupations focusing on Six Sigma, statistical process control, work improvement techniques, and environmental management. Training will include improving workflow, troubleshooting and resolving problem areas.

Computer Skills: Training will be offered to all occupations in various software applications that support business operations.

Hazardous Materials: Training will be offered to occupations involved in handling hazardous materials. Training will cover safe handling, storage, and processing of hazardous materials.

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 e-learning depending on the occupation. The coursework is geared to construction or 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.

Job Readiness Skills: Training will be offered to new hire trainees who do not have work experience. Training will provide trainees the skills in order to meet the quality standards set by potential employers.

Curriculum Development

The curriculum was developed by LACCD based on labor market data and input from partners in targeted industries. Each topic is designed to help increase worker productivity and workforce performance to positively affect employee efficiency, morale, and long term job security. Periodic updates and revisions to the curriculum will be based on industry trends and requests from employers.

Training is customized based on overall company improvement goals and assessment. Staff works with participating employers’ management, human resources, and/or training department staff to determine performance goals, assess specific training needs, and develop a customized, on-site training program. Each curriculum topic is tailored to fit employer needs. Participants are periodically reassessed to ensure classes are appropriate, producing desired outcomes. Upon trainee completion, employers will undergo an evaluation process to fully assess the impact and effectiveness of training content and instructors.

Marketing and Support Costs

LATTC has an experienced staff of marketers and recruiters who are responsible for contacting employers to explain the benefits of the ETP training program. It works closely with local community organizations such as the Chambers of Commerce, Workforce Investment Boards and WIOA Worksource Centers who have close relationships with local businesses and industries in its targeted region. Employers are also recruited through “cold calling” to target industry sectors and referrals from participating companies.

LATTC requests, and staff supports, 8% support costs for continued employer recruitment, employer outreach, and assessment of employer-specific job training requirements. For New Hire training, LATTC requests 12% for trainee recruitment, assessment, and placement.

Commitment to Training

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

Participating employers face several challenges in meeting their workforce development strategies. Most do not have the ability to provide training on their own due to limited budgets and lack of qualified internal trainers. As a result, companies provide only new hire orientation, mandatory government courses, and basic job skills to a limited number of workers. Participating employers view ETP funding as a true economic development resource that can help them to be more competitive.

➤ Training Infrastructure

As a repeat ETP contractor, LATTC has established a robust system for administering its contracts. LATTC's Dean of Pathways, Innovation & Institutional Effectiveness Department will oversee the implementation and administration of the proposed contract. There will be five staff members consisting of one Project Manager, three Marketing and Recruiting staff, and one Administration/Support staff dedicated to employer marketing, recruitment, needs assessment, class scheduling, and tracking/data entry.

LACCD has a pool of subject-matter experts to meet the evolving training needs of its employer target. These trainers have practical as well as professional experience in their respective fields, college degrees, teaching experience and/or demonstrated industry work experience from 8 to over 20 years; and possession of related teaching credential, license, or certificate.

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 summarized performance by LATTC under an active ETP Contract:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET21-0269	\$449,942	03/01/21 – 02/28/23	578	0	0

Based on the ETP Systems, 3,751 reimbursable hours have been tracked for potential earnings of \$92,274 (21% of approved amount).

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0126	Los Angeles, Orange, San Bernardino	09/03/19 – 12/01/21	\$742,700	*
ET18-0124	Los Angeles, Orange, San Bernardino	08/26/17- 08/25/19	\$948,215	\$462,801** (49%)
ET16-0229	Los Angeles, Orange, San Bernardino	11/16/15 – 11/15/17	\$949,240	\$899,354 (95%)

*ET20-0126: A Final Closeout Invoice has been submitted and currently in process for \$675,362 (91% of the approved amount).

**ET18-0124: The low performance rate was due to companies who committed to doing training, but ended up participating at a much lower rate than expected. LATTC attempted to recruit additional companies to offset the lower performing companies, but there were internal staffing issues during the

contract term specifically with key college personnel, including trainers. Due to stringent hiring practices with LACCD, there was a significant delay in hiring of new staff. When new staff was hired, there was not enough time in the contract term to recruit and train companies.

To ensure success in their next contracts, LATTC hired three additional staff members to increase its capacity in the areas of marketing, outreach/recruitment, and project management. With these changes, LATTC staff members were able to increase their outreach to the community and heavily recruited employers. LATTC is now well positioned to achieve a stronger program performance with more positive outcome as demonstrated in their ET20 contract.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

MANUFACTURING SKILLS

- Blueprint Reading and Business Math
- CNC Machining & Operation
- Forklift Operation
- Inventory & Materials Management
- Supply Chain Management Techniques
- Warehousing Operations and Controls

BUSINESS SKILLS

- Business Writing Skills
- Cultural Diversity
- Customer Service
- Leadership
- Motivation
- Team-Building
- Problem-Solving/Troubleshooting
- Project Management
- Sales
- Strategic Planning
- Stress Management
- Time, Product, and Resource Management
- Workplace Communication

COMMERCIAL SKILLS

- Advanced Drone Operator
- Advanced Materials Technology
- Contracting Strategies And Reporting
- Effective Manufacturing Processes
- Industry-Related Calculations and Conversions
- Machine Maintenance and Repair
- Quality Control
- Security Guard
- Scope of Work and Progress Measurement
- Vendor and Distributor Management and Communications

COMPUTER SKILLS

- Adobe Photoshop
- Cloud-Based Computing
- Computer Aided Design
- Industry-wide Databases
- Microsoft Office Suite (Advanced & Intermediate)
- Microsoft Office Suite (Beginner) (For Small Business Only)

- Mobile App Navigation and Design
- QuickBooks and Quicken Accounting
- Visio

CONTINUOUS IMPROVEMENT SKILLS

- Statistical Process Control
- Six Sigma, (White, Green and Black Belts)
- Work Improvement Techniques
- Production/Operations Workflow
- Environmental Management Systems

SAFETY SKILLS - OSHA 10

- OSHA 10

SAFETY SKILLS - OSHA 30

- OSHA 30

HAZARDOUS MATERIALS SKILLS

- HAZMAT Awareness
- HAZMAT Safety & Security

JOB READINESS

- Resume Writing
- Interviewing Skills

<p>Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.</p>
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Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Trade Tech College
Reference No: 22-0318

CCG No.: ET22-0186
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ALPHABETIZE BY COMPANY NAME

Company: Big Blue Bus Santa Monica	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1660 7th St.	
City, State, Zip: Santa Monica, CA 90401	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 30	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 500	
Total # of full-time company employees in California: 500	
Company: BNSF Burlington Northern Santa Fe	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 3770 Washington Ave.	
City, State, Zip: Vernon, CA 92408	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 46	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 5,000	
Total # of full-time company employees in California: 900	
Company: California Conservation Corps	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 4366 S Main St.	
City, State, Zip: Los Angeles, CA 90037	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,500	
Total # of full-time company employees in California: 1,500	
Company: Citizen's Business Bank	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1095 N. Garey Ave.	
City, State, Zip: Pomona, CA 91767	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,000	
Total # of full-time company employees in California: 1,000	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Trade Tech College	CCG No.: ET22-0186
Reference No: 22-0318	Page 2 of 5

Company: City of Santa Ana	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 215 S. Center St.	
City, State, Zip: Santa Ana, CA 92703	
Collective Bargaining Agreement(s): Yes – SEIU Local 721	
Estimated # of employees to be retrained under this Contract: 30	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 972	
Total # of full-time company employees in California: 972	

Company: Gardena Municipal Bus Lines	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 13999 S. Western Ave.	
City, State, Zip: Gardena, CA 90249	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 150	
Total # of full-time company employees in California: 150	

Company: Jewish Vocational Services	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 6505 Wilshire Bl., #200	
City, State, Zip: Los Angeles, CA 90048	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 250	
Total # of full-time company employees in California: 250	

Company: Korean Airlines	Priority Industry? <input type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6101 W. Imperial Hwy.	
City, State, Zip: Los Angeles, CA 90045	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 21,000	
Total # of full-time company employees in California: 270	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Trade Tech College
Reference No: 22-0318

CCG No.: ET22-0186
Page 3 of 5

ALPHABETIZE BY COMPANY NAME

Company: Los Angeles County Fire Department	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1700 Stadium Way	
City, State, Zip: Los Angeles, CA 90012	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 4,775	
Total # of full-time company employees in California: 4,775	
Company: Los Angeles World Airport	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 6053 W. Century Bl.	
City, State, Zip: Los Angeles, CA 90045	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 75	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 4,000	
Total # of full-time company employees in California: 4,000	
Company: Long Beach Transit	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1963 E. Anaheim St.	
City, State, Zip: Long Beach, CA 90813	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 35	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 333	
Total # of full-time company employees in California: 333	
Company: Metro Transit – Los Angeles	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: One Gateway Plaza	
City, State, Zip: Los Angeles, CA 90012	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 405	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 10,000	
Total # of full-time company employees in California: 10,000	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Trade Tech College		CCG No.: ET22-0186
Reference No: 22-0318		Page 4 of 5
<hr/>		
Company: Montebello Transit		Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 400 S. Taylor Ave.		
City, State, Zip: Montebello, CA 90640		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 15		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 161		
Total # of full-time company employees in California: 161		
<hr/>		
Company: Orange County Transit Authority		Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 550 S. Main St.		
City, State, Zip: Orange, CA 92863		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 30		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,250		
Total # of full-time company employees in California: 1,250		
<hr/>		
Company: Port of Los Angeles		Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 425 S. Palos Verdes St.		
City, State, Zip: San Pedro, CA 90731		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 40		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,000		
Total # of full-time company employees in California: 1,000		
<hr/>		
Company: Safe Place for Youth		Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 2469 Lincoln Bl.		
City, State, Zip: Venice, CA 90291		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 35		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 72		
Total # of full-time company employees in California: 72		
<hr/>		

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Trade Tech College
Reference No: 22-0318

CCG No.: ET22-0186
Page 5 of 5

ALPHABETIZE BY COMPANY NAME

Company: Union Pacific Railroad	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 16525 E. Arenth Ave.	
City, State, Zip: City of Industry, CA 91748	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 70	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 40,000	
Total # of full-time company employees in California: 5,000	
Company: White Memorial Medical Center	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1720 E. Cesar Chavez Ave.	
City, State, Zip: Los Angeles, CA 90033	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 45	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2,035	
Total # of full-time company employees in California: 2,035	
Company: Woori Bank	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 3360 W. Olympic Bl., #300	
City, State, Zip: Los Angeles, CA 90019	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 82	
Total # of full-time company employees in California: 82	
Company: YMCA	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 4301 W. 3 rd St.	
City, State, Zip: Los Angeles, CA 90020	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 60	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 88,485	
Total # of full-time company employees in California: 800	



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September 27, 2021

To Whom It May Concern:

I am writing this letter in support of the Employment Training Program (ETP) conducted by Los Angeles Trade Tech College (LATTC) for SEIU Local 721 members employed in the City of Los Angeles. This educational program will increase the skill-sets of our Union members and as a result will create an upgraded workforce.

We look forward to the successful training of our members as they increase their knowledge and enhance their job-related skills.

If you have any questions, please do not hesitate to call me at (213) 368-8632.

Sincerely,

Bob Schoonover
President

<http://www.seiu721.org>

1545 Wilshire Blvd., Ste 100 • Los Angeles CA 90017-9664 • Tel (213) 368-8660 • Fax (213) 380-8040
6177 River Crest Dr., Ste B • Riverside CA 92507 • Tel (951) 571-7700 • Fax (951) 653-6310
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September 24, 2021

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Bill Nottle
Glenn Sanders
Ed Toole
David Warpness

To Employment Training Panel (ETP):

We at the SEIU 721 fully support any and all training for incumbent employees, including the alternative and renewable fuel and vehicle technology training program. Training to be either hosted by the City of Santa Ana or at another facility.

Sincerely,

Joaquin R. Avalos

Executive Board Member

Jared Flicker

Board Member / Fleet Service Rep.

<http://www.seiu721.org>

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CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Training Proposal for:

Merritt College

Contract Number: ET22-0188

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Retrainee Job Creation Initiative SB <100 Priority Rate	Industry Sector(s):	MEC (H) Professional, Scientific, Technology (54) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Marin, San Mateo, Santa Clara, San Francisco, Contra Costa, Monterey, Napa, San Benito, Santa Cruz, Solano, Sonoma, Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$107,226		\$7,400 8%		\$114,626

In-Kind Contribution:	50% of Total ETP Funding Required	\$186,480
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Computer Skills, Mgmt. Skills	60	8-200	0	\$1,549	\$32.38
				Weighted Avg: 63			
2	Retrainee Job Creation Initiative Priority Rate	Computer Skills, Mgmt. Skills	14	8-200	0	\$1,549	\$32.38
				Weighted Avg: 63			

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

Minimum Wage by County: Job Number 1: \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$20.79 per hour for Contra Costa County; and \$19.12 per hour for all other counties.
Job Number 2 (Job Creation): \$17.39 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$17.33 per hour for Contra Costa County; and \$15.65 per hour for all other counties.

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

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

Although participating employers provide health benefits, they are not being used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Numbers 1 and 2		
Computer Systems Analyst		22
Information Security Analyst		22
Computer and Information Systems Manager		10
Software Developer – Systems Software		10
Software Developer – Applications		10

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

Merritt College, as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Founded in 1964, Merritt College (Merritt) (www.merritt.edu), is a public community college offering training courses and programs that lead to state approved degrees and certificates. Merritt is located in Oakland and is part of the Peralta Community College District. Merritt is accredited by the Western Association of Schools and Colleges. This will be Merritt's first ETP Contract.

Veterans Program

Although there is no separate Veterans component in this project, participating employers regularly employ Veterans through their normal hiring practices. Veterans also participate in Merritt's education programs, and the College has a relationship with Inter City Services in Berkeley, which provides direct services to veterans.

CCCF PROJECT DETAILS

Partnerships & Collaboration

Merritt's program partners include the three other community colleges within the Peralta Community College District: College of Alameda, Berkeley City College, and Laney College. Merritt and none of its partners have held a prior ETP contract.

Employer Demand

Regional employer needs communicated by the Bay Area Community College Consortium include the development of an Information Technology/Information Systems workforce, a Cybersecurity workforce, and a Software Development workforce. The proposed curriculum has been developed in response to the growing awareness of security breaches, along with their associated costs and social impact. The proposed training will provide companies with an expanded pool of skilled workers capable of managing advanced level Information Technology systems and software. This training plan is primarily designed to address industry demand from employers in the business of network protection/security, cloud-based automation infrastructure, and secure web access platforms. The majority of Merritt's core group of participating employers represent companies that provide services related to information systems and security.

Small Business Needs

Merritt's Technology Department regularly fields direct request from small businesses for student interns and employment candidates. Recently, many of these requests have come from organizations within communities that have been disproportionately impacted by the COVID-19 pandemic. With a shortage of skilled IT workers, many small businesses are struggling to reopen/recover and are finding it difficult to compete with larger firms. Merritt's training plan will assist participating employers to reskill their incumbent staff and add new employees for a successful business restructuring and expansion. Approximately 75% of Merritt's core group of participating employers is comprised of small businesses.

Wage Progression and Career Advancement Opportunities

Career advancement is based on the degree/certificate pathways and industry occupational certifications (see Licensing and Certifications below) associated with the Information Technology occupations outlined in this proposal. Wage progression follows the path of degree advancement from software technician/developer, to systems analyst, to systems/project manager.

Licensing and Certifications

Program participants will receive a Certificate of Completion or a Certificate of Achievement. The proposed training will also prepare students to take qualifying exams for the following industry certifications: Certified Associate Project Manager, Certified Ethical Hacker, CompTIA A+, CompTIA Network+ and CompTIA Security+.

Apprenticeship

Merritt works with state and federal registered Information Technology Apprentice providers to ensure that its curriculum not only meets academic needs, but industry demands as well. However, no specific apprenticeship programs will be part of this proposal.

Retrainee – Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Due to the growing threat of security breaches and exposure of high value personal information, several employers have approached Merritt seeking support in adding positions to address emerging needs, particularly in the areas of network administration and cybersecurity. Merritt will assist participating employers to hire approximately 14 new employees (Job Number 2), with a projected wage range of \$32.38 - \$62.17 for various computer science occupations. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Training Plan

Computer Skills: Training will be offered to all occupations, with an emphasis on system/network administration, software engineering, database programming, and cybersecurity. Trainees will learn effective techniques to build, administer, and troubleshoot advanced computer systems and networks.

Management Skills: Training will be offered to Computer and Information Systems Managers. Training will provide managers with the leadership, motivation, and decision-making principles to be effective leaders.

Marketing and Support Costs

Merritt works with several local/regional partners (East Bay Inter-Agency Training Council, High Schools, Rightvarsity Technologies, and Veteran Services) for marketing and recruitment. The College also consults an advisory board and subject matter experts regarding the development of course content. Staff recommends 8% support costs to fund program marketing efforts and the recruitment of additional participating employers.

Tuition Reimbursement

Trainees will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

Commitment to Training

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

➤ Training Infrastructure

Merritt's Department Chair will oversee administration of this project. Support staff will work with regional partners for marketing/recruitment and needs assessments. Program staff will use a learning management system for scheduling and tracking of training hours. Training will primarily be provided by in-house instructors/educators. Trainers from community college partners and/or private vendors will be identified as needed.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8-200

Trainees may receive any of the following:

COMPUTER SKILLS

- Information Systems Skills Challenge
- Web Application PEN Testing
- Hacker Guard – Baseline Training for IT Administrators and Operations
- Introduction to Computer Information Systems
- Software Engineering
- Applications in Information Security
- Introduction to Computer Science
- Introduction to Information Technology Project Management
- Introduction to Computer Programming
- Discrete Structures and Logic
- Control Structures and Objects
- Software Architectures and Algorithms
- Database Programming with SQL
- Build Automation for DevOps and QA
- Digital Architectures for Computation
- Cyber Safety, Online Identity, and Computer Literacy
- Introduction to Information Systems Security
- Secure Coding in Java and .NET
- Hacker Techniques, Exploits & Incident Handling
- Computer Forensics Fundamentals
- Cloud Security Fundamentals
- Intrusion Detection In-Depth: Compliance, Security, Forensics and Troubleshooting
- Systems and Network Administration
- IT Security Goals, Strategy, Policy, and Leadership
- Python Application Programming

MANAGEMENT SKILLS (Managers Only)

- Principles of Management

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: Merritt College	CCG No.: ET22-0188
Reference No: 22-0390	Page 1 of 2

ALPHABETIZE BY COMPANY NAME

Company: Armature Systems	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 880 Laurelwood Rd.	
City, State, Zip: Santa Clara, CA 95054	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 38	
Total # of full-time company employees in California: 38	
Company: Authentic8	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 333 Twin Dolphin Drive, #112	
City, State, Zip: Redwood City, 94605	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 7	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 96	
Total # of full-time company employees in California: 32	
Company: Bitbucket	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 660 4th Street, #240	
City, State, Zip: San Francisco, CA 94107	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 2	
Total # of full-time company employees in California: 2	
Company: CALPEP	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2811 Adeline Street	
City, State, Zip: Oakland, CA 94608	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Merritt College	CCG No.: ET22-0188
Reference No: 22-0390	Page 2 of 2

ALPHABETIZE BY COMPANY NAME

Company: Lawrence Berkeley National Laboratory	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1 Cyclotron Road	
City, State, Zip: Berkeley, CA 94720	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 3,565	
Total # of full-time company employees in California: 3,565	
Company: Menlo Security	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 800 W El Camino Real, Suite 250	
City, State, Zip: Mountain View, CA 94040	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 327	
Total # of full-time company employees in California: 107	
Company: Open Heart Kitchen	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 569 San Ramon Valley Blvd.	
City, State, Zip: Danville, CA 94526	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 34	
Total # of full-time company employees in California: 14	
Company: TechExchange	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2530 International Blvd.	
City, State, Zip: Oakland, CA 94601	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 8	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 38	
Total # of full-time company employees in California: 38	



CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Retrainee-Job Creation

Training Proposal for:

Mt. San Antonio College

Contract Number: ET22-0192

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Job Creation Initiative Priority Rate Retrainee SB <100	Industry Sector(s):	MEC (H) Manufacturing (33) Transportation and Warehousing (48-49) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Riverside, San Bernardino, Orange, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$546,000		\$37,950 8%		\$583,950
In-Kind Contribution:	50% of Total ETP Funding Required			\$602,800

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills; Computer Skills; Commercial Skills; Continuous Impr; Literacy Skills; Manufacturing Skills	475	8-200	0	\$984	\$19.12
				Weighted Avg: 40			
2	Retrainee	Business Skills; Computer Skills; Commercial Skills; Continuous Impr; Literacy Skills; Manufacturing Skills	50	8-200	0	\$855	\$19.12
				Weighted Avg: 40			
3	Retrainee Job Creation Initiative Priority Rate	Business Skills; Computer Skills; Commercial Skills; Continuous Impr; Literacy Skills; Manufacturing Skills	75	8-200	0	\$984	\$17.50
				Weighted Avg: 40			

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

Minimum Wage by County: Job Numbers 1 and 2: \$19.77/Hour for Los Angeles County and \$19.12/Hour for Riverside, San Bernardino, Orange, and Ventura Counties.
Job Number 3: \$16.48/Hour for Los Angeles County and \$15.65/Hour for Riverside, San Bernardino, Orange, and Ventura 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 \$1.62 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 and 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Manager/Supervisor		16
		15
Office/Administrative Staff		115
		115
		50
Production/Warehouse Staff		130
		120
		39

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

Mt. San Antonio College, as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to

Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Located in Walnut, Mt. San Antonio College (Mt. Sac) was created in 1945 as a community college district providing more than 200 academic and vocational programs. It is the largest, single-campus community college district in California with a combined student enrollment of over 65,000 students. Its district boundaries encompass the communities of Baldwin Park, Bassett, Charter Oak, Covina, Diamond Bar, Glendora, Hacienda Heights, City of Industry, Irwindale, La Puente, La Verne, Pomona, Rowland Heights, San Dimas, Valinda, Walnut, and West Covina.

This will be Mt. Sac's fifth ETP Agreement, and the fourth within the last five years. This proposal will focus on retraining workers from large and small employers in a variety of industries, the majority of which are Panel priorities.

Veterans Program

Although there is no veterans training component in this proposal, participating employers actively hire veterans, and they will be trained in this project.

CCCF PROJECT DETAILS

Partnerships & Collaboration

The CCCF is intended to leverage and expand existing workforce programs. In addition, the Panel's vision and goals are to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor.

Mt. Sac plans to collaborate and partner with Cerritos College, Citrus College, and Irvine Valley College to provide training in this proposal. By establishing these partnerships with neighboring colleges, Mt. Sac is able to reach a larger network within the regional districts to help meet the needs of local employers within these industries.

Mt. Sac is an established community college and will be a key resource in assisting partner colleges in building networks within the relative communities and districts they oversee. Mt. Sac will provide the necessary guidance and support to assist partners in understanding policies and processes required of an ETP contract. Essentially the goal is to provide in depth training and guidance to partners so that they can eventually apply and manage their own ETP contract.

Employer Demand

The proposed training will be provided to a broad spectrum of employers from manufacturing, transportation and logistics, and service-related industries. The majority of participating employers are from priority industries. Workers are increasingly challenged to function in a technology-based environment with state-of-the-art equipment and processes. Training will enable workers to work more efficiently and productively in a lean, high quality environment; integrate efficient practices into the workplace; and possess high-level, professional customer service and communication skills.

Advancements in technology, changes in consumer behaviors and demands, increased competition and the pandemic have forever changed the way companies now do business in

nearly every sector of our economy. This calls for a focused and concentrated training opportunity for targeted employers to develop their workforce to better adapt to business model changes so that companies can thrive and compete locally, nationally, and globally.

Prior to submitting the application, Mt. San Antonio College spoke with partner colleges and participating employers to determine their training needs. The funding amount that is being requested is based on minimum training projections discussed by partner employers. Approximately 64% of participating employers make up the core group of employers and the remaining are small businesses that have all made firm commitments to participate upon panel approval. This alternative funding will allow Mt. Sac to expand its collaborative network to include non-traditional ETP participants which will provide new engagement and training opportunities for the local and regional workforce.

Small Business Needs

Mt. Sac believes the strongest engagement comes from small businesses that participate in training. Small business employers often lack the financial backing to support a robust training program and therefore typically miss out on training opportunities that will enhance the skills of their employees. The goal is to provide training to these employers in order to develop a high functioning workforce so that companies can be more competitive in the local and global economy. Approximately 36% of Mt. Sac's core group of participating employers is comprised of small businesses.

Wage Progression and Career Advancement Opportunities

The Panel supports training that will provide workers with secure jobs that pay good wages and have opportunities for advancement.

From the information gathered through discussions with participating employers, Mt. Sac expects a wage increase both in the short term and long term. Wage progression typically depends on many factors including longevity, specialized skills, education level, industry, and type of training and/or certifications. Mt. Sac believes that training sessions not only provide wage increase opportunities, but also assists with career advancement in the long term. The types of training offered present a gateway for the workforce to stay competitive and meet the changing and emerging workplace demands.

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.

Participating employers will hire/rehire 75 new employees (Job Number 3). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Training Plan

Business Skills: Training will be offered to all occupations and include project management, time management, conflict resolution, and decision making to enhance internal and external customer service and develop time, project, and resource management skills.

Computer Skills: Training will be offered to all occupations in new and upgraded software to expedite work, improve accuracy, and connect to company-wide operating systems.

Continuous Improvement: Training will be offered to all occupations and focus on ISO 9000, Lean Manufacturing, Six Sigma and Supply Chain. Training will provide Managers and Supervisors the skills to become effective leaders to motivate and coach workers in a high performance workplace.

Manufacturing Skills: Training will be offered to Production and Warehouse Staff in manufacturing practices, assembly procedures, and equipment operation as well as cross-training.

Literacy Skills: Training will be provided to Production and Warehouse Staff to overcome communication problems with their peers and management and better understand written/verbal instructions and workplace documentation. Vocational English as a Second Language courses will enable trainees to communicate effectively, improve job skills, interact in teams, and increase promotional opportunities.

Marketing and Support Costs

Mt. San Antonio College continuously markets training programs in a variety of ways including personal contact, telephone calls, and direct mail. Mt. Sac also markets and advertises its training programs through focus group seminars from local businesses that express their needs for training and workforce development.

As a nonprofit entity, Mt. Sac relies heavily on support funding to promote ETP training and facilitate individual employer needs and training requirements. Mt. Sac is requesting 8% support costs, and staff supports this to cover items such as marketing, recruitment, advertising, needs assessments and support to reach out and partner with other colleges and industries not typically trained under ETP funding.

Commitment to Training

The curriculum provided is based on feedback and input from the core participating employers and partners in the field. Training is a top priority for the core group of employers as many of them lack the training budget and necessary resources to provide robust training to their employees. They are fully committed to this training project and have already agreed to have 100% participation as they understand that training is a valuable resource that opens pathways to developing a high performing California workforce and allows businesses to become more competitive to keep up with emerging industry specific trends.

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

Mt. Sac's Director of Community and Contract Education will administer and oversee the training project. Three internal staff members will be responsible for the marketing, recruitment, needs assessments, class scheduling, and data entry. As a repeat ETP contractor, Mt. Sac has established a robust system for tracking and effectively administering contracts.

Impact/Outcome

This training project will provide enhanced skill development of the California Workforce and will make companies more competitive and stay competitive in emerging trends and industry changes.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0151	\$355,050	10/01/19 - 03/29/22	370	0	0

Based on ETP Systems, 9,484 reimbursable hours have been tracked for potential earnings of \$233,149 (65% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2021.

PRIOR PROJECTS

The following table summarizes performances by Mt. San Antonio College under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0147	Walnut	12/31/17 – 12/30/19	\$274,744	\$274,744 (100%)
ET16-0386	Walnut	05/05/14 – 05/04/16	\$205,327	\$189,384 (92%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Becoming a Leader
- Business Fundamentals
- Collaboration
- Communication Skills
- Conflict Management
- Cost Reduction
- Creating a Climate of Diversity and Inclusion
- Customer Service
- Decision-Making
- Emotional Intelligence
- Employee Relations
- Finance for the Non-Financial Manager Group Effectiveness
- Interpersonal Skills
- Leadership
- Managing Difficult Behaviors and Conversations
- Managing Emotions
- Mutual Gains
- Negotiation
- Personal Effectiveness
- Planning
- Product Knowledge
- Project Management
- Scheduling and Planning
- Social Media & Marketing
- Telephone Skills
- Time Management
- Work-Life Balance
- Working Productively with Challenging People

COMPUTER SKILLS

- Adobe Applications
- Budgeting Software
- Company-Specific Software
- Computer Networking
- Computerized Scheduling
- Cyber Security
- Database Management
- Document Control
- Enterprise Resource Planning (ERP) Software Managing E-mail
- Google Analytics

- Inventory Control
- Microsoft Office (Intermediate & Advanced)
- MS Project
- Microsoft Visio
- Payroll Software
- Purchase Order Tracking
- Shipping Solutions and Related Logistic Software World Wide Web
- Web Page Design/Editing
- Windows 10

COMMERCIAL SKILLS

- Best Practices
- Computer Controlled Systems
- Electrical System
- Operating Procedures
- Order Selection Procedures
- Preferred Work Methods
- Forklifts
- Labeling Systems
- Order Selection Procedures
- Product Handling
- Scissor Lifts
- Tractor
- Trailers
- Wearable Computer Terminals

CONTINUOUS IMPROVEMENT

- Advanced Supervisor Development
- Assessing Staffing Needs
- Basic Logistics Standard Practices
- Building a Culture of Accountability
- Coaching/Motivating Employees
- Conflict Management
- Cost and Analysis
- Delegating
- Developing Safety Plans and Procedures
- Engaging and Retaining Talent
- Essential Interviewing Techniques Leadership for Managers
- Facilitating with Impact
- Improving New Hire Orientation
- Interviewing
- Inventory Control
- ISO 9000
- Kaizen
- Leadership Skills for Frontline Workers Lean Manufacturing/Operations Planning
- Leading Organizational Change
- Managing a High Performance Workplace Supervisor/Lead Role
- Marketing, Website Training

- Person-centered Leadership
- Planning and Managing Resources
- Problem Solving
- Process Corrective Action
- Risk Management/Disaster Preparation
- Scheduling and Planning
- Six Sigma
- SQF Quality Systems
- Strategic Planning
- Supply Chain Elements
- Teambuilding
- Time Studies & Line Balancing
- Total Quality Management (TQM) Change Management
- Understanding Work Group Dynamics

LITERACY SKILLS

- Vocational English as a Second Language (VESL)
- Communicating with Co-Workers
- Language Comprehension
- Reading Letters and Reports
- Understanding Numbers
- Understanding Verbal Direction and Instruction
- Writing Letters and Reports

MANUFACTURING SKILLS

- Automation Systems
- Basic Tool Usage
- Electrical
- Electronics
- Equipment Operation
- Food Processing
- HVAC
- Inventory Control
- Laser Equipment
- Machining
- Manufacturing Practices
- Manufacturing Resource Planning/Material Resource Assembly Procedures
- Materials
- Mechanical
- Operations
- Packaging
- Process Control
- Production Operation
- Quality Assurance
- Safety***
- Shop Math
- Smart Technologies
- Warehousing
- Welding

- Forklifts
- Labeling systems
- Electric pallet jacks
- Order selection procedures
- Product handling
- Scissor lifts
- Tractor
- Trailers
- Wearable computer terminals

Literacy Training cannot exceed 45% of total training hour's per-trainee.

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

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

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Mt. San Antonio College	CCG No.: ET22-0192
Reference No: 22-0387	Page 1 of 4

ALPHABETIZE BY COMPANY NAME

Company: Arakelian Enterprises Inc., DBA: Athens Services	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 14048 Valley Blvd	
City, State, Zip: City of Industry, CA 91746	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 24	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,672	
Total # of full-time company employees in California: 1,672	
Company: El Clasificado	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 11205 Imperial Hwy	
City, State, Zip: Norwalk, CA, 90650	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 60	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 122	
Total # of full-time company employees in California: 117	
Company: EW Trading, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 17510 S. Broadway #B	
City, State, Zip: Gardena, CA 90248	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 38	
Total # of full-time company employees in California: 38	
Company: F Gavina & Sons, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2700 Fruitland Ave.	
City, State, Zip: Vernon, CA 90058	
Collective Bargaining Agreement(s): N/A	
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: 285	
Total # of full-time company employees in California: 262	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Mt. San Antonio College		CCG No.: ET22-0192
Reference No: 22-0387		Page 2 of 4

Company: Goodwill Southern California	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 342 N. San Fernando Road	
City, State, Zip: Los Angeles, CA, 90031	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 105,000	
Total # of full-time company employees in California: 3,000	

Company: Graphic Communications, DBA: Impact Printing & Packaging, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 15150 Sierra Bonita Ln	
City, State, Zip: Chino, CA, 91710	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 24	
Total # of full-time company employees in California: 24	

Company: Midnight Manufacturing, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2535 Conejo Spectrum St. Bldg. 4	
City, State, Zip: Thousand Oaks, CA, 91320	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 25	

Company: Patrick Industries	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13414 Slover Ave	
City, State, Zip: Fontana, CA, 92337	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 4,000	
Total # of full-time company employees in California: 60	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Mt. San Antonio College		CCG No.: ET22-0192
Reference No: 22-0387		Page 3 of 4

Company: RBC Lubron Bearing Systems, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13141 Molette Street	
City, State, Zip: Santa Fe Spring, CA 90670	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2,463	
Total # of full-time company employees in California: 75	

Company: Repairtech International	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 16134 Saticoy St	
City, State, Zip: Van Nuys, CA, 91406	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 37	
Total # of full-time company employees in California: 37	

Company: Sutter Street Manufacturing, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 21700 Baker Pkwy	
City, State, Zip: City of Industry, CA, 91748	
Collective Bargaining Agreement(s): N/A	
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: 799	
Total # of full-time company employees in California: 489	

Company: Sygma Network, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 46905 47 th Street West	
City, State, Zip: Lancaster, CA 93536	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 95	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 3,400	
Total # of full-time company employees in California: 350	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Mt. San Antonio College		CCG No.: ET22-0192
Reference No: 22-0387		Page 4 of 4
Company: Warren Packaging (Formerly: Advanced Image Packaging)		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1722 Grevillea Ct		
City, State, Zip: Ontario, CA, 91761		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 12		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 20		
Total # of full-time company employees in California: 20		



**CALIFORNIA COMMUNITY COLLEGE FUNDS
RETRAINEE-JOB CREATION**

**Training Proposal for:
Santa Clarita Community College District
Contract Number: ET22-0189**

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Retrainee Priority Rate Job Creation Initiative HUA SB <100	Industry Sector(s):	MEC (H) Manufacturing (33) Aerospace Related Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Kern, Ventura, Fresno, Santa Barbara, San Luis Obispo, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$1,412,200		\$97,640 8%		\$1,509,840

In-Kind Contribution:	50% of Total ETP Funding Required	\$2,917,342
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills; Computer Skills; Commercial Skills; Continuous Impr; Hazardous Materials; Management Skills; Manufacturing Skills; Clean/ Green Skills; OSHA 10/30; Hazwoper	878	8-200	0	\$1,377	\$19.12
				Weighted Avg: 56			
2	Retrainee Job Creation Initiative Priority Rate	Business Skills; Computer Skills; Commercial Skills; Continuous Impr; Hazardous Materials; Management Skills; Manufacturing Skills; Clean/ Green Skills; OSHA 10/30; Hazwoper	120	8-200	0	\$1,107	\$15.65
				Weighted Avg: 45			
3	Retrainee HUA Priority Rate	Business Skills; Computer Skills; Commercial Skills; Continuous Impr; Hazardous Materials; Management Skills; Manufacturing Skills; Clean/ Green Skills; OSHA 10/30; Hazwoper	122	8-200	0	\$1,377	\$15.00
				Weighted Avg: 56			

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

Minimum Wage by County: Job Number 1: \$19.77 per hour for Los Angeles County; and \$19.12 per hour for Ventura, Kern, Fresno, Santa Barbara, and San Luis Obispo Counties. Job Number 2: \$15.65 per hour for Ventura, Kern, Santa Barbara, and San Luis Obispo Counties. Job Number 3: \$15.00 for HUA cities in Los Angeles (Lancaster & Palmdale), Ventura (Santa Paula), Kern (Mojave), and Santa Barbara (Santa Maria) Counties.

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

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1:		
Team Lead		13
		15
		25

Clerk		20
		20
		10
Production/Operator		50
		50
		50
Machinist		15
		20
		15
Assembler		20
		15
		15
Engineer		10
		20
		20
Analyst		25
		15
		10
Programmer		10
		30
		35
Purchasing/Inventory/Buyer		10
		10
		20
Technician		10
		10
		30
		40
Inspector		5
		5
		10
Chemist		3
		3
		9
Maintenance Mechanic		20
		15
		15
Planner		15
		20
		15

Manager		40
Supervisor		10
		25
Owner		10
Job 2: Job Creation		
Team Lead		2
		3
Clerk		2
		3
Production/Operator		4
		6
Machinist		2
		2
		6
Assembler		5
		5
Engineer		10
Analyst		2
		5
		3
Programmer		2
		4
		4
Purchasing/Inventory/Buyer		2
		5
		3
Technician		5
		2
		3
Inspector		2
		2
		1
Chemist		2
		1
		2
Maintenance Mechanic		2
		1
		2
Planner		1
		1
		3

Manager		6
Supervisor		5
JOB 3: HUA		
Team Lead		3
		7
Clerk		3
		7
Production/Operator		5
		5
Machinist		5
		5
Assembler		3
		7
Engineer		1
		4
Analyst		2
		3
Programmer		1
		4
Purchasing/Inventory/Buyer		2
		3
Technician		3
		7
Inspector		2
		5
Chemist		2
		3
Maintenance Mechanic		5
		5
Planner		2
		5
Manager		2
		3
Supervisor		2
		3
Owner		5

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

Santa Clarita Community College District (SCCCD), as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Founded in 1969, Santa Clarita Community College District (SCCCD) (www.canyons.edu) also known as the College of the Canyons is a fully accredited two-year community college. SCCCDD offers a full range of academic, career and technical education, and vocational and workforce skills training programs. SCCCDD offers associate degree and certificate programs and serves more than 32,000 students per year at campuses in Valencia, Canyon Country, and online.

SCCCDD also provides customized training and education programs that support economic and community growth in the region through its contract education unit, Employee Training Institute (ETI). Participating employers include manufacturing, aerospace, biotechnology, aerospace, logistics and warehousing, and multitude of other service-related businesses.

In order to identify the training needs of the business community and local workforce, SCCCDD collects training needs data through interviews and meetings with company personnel. SCCCDD works closely with organizations that support local businesses such as the Aerospace and Defense Coalition, the Southern California Manufacturing Group, Santa Clarita Chamber of Commerce, Valley Industry Association, Southern California Biomedical Council, Project Management Institute local chapter, Santa Clarita Valley Economic Development Corporation, America's Job Center of California, City of Santa Clarita, Goodwill Industries, Los Angeles County Office of Workforce Development, and Association for Talent Development local chapter. These organizations provide critical insight into workforce training needs of employers.

Veterans Program

Participating employers actively hire Veterans and Veterans will be trained in this project.

CCCF PROJECT DETAILS

Partnerships & Collaboration

The CCCF is intended to leverage and expand existing workforce programs. In addition, the Panel's vision and goals are to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor.

SCCCDD has a long history of developing sustainable partnerships in their region. For the CCCF ETP contract, SCCCDD is subcontracting with the colleges in the South Central Coast Regional Consortium (SCCRC) region which includes Ventura County Community College District (three colleges), Antelope Valley College, Santa Barbara City College, Alan Hancock College, and Cuesta College. The SCCRC region includes North Los Angeles County, Ventura County, Santa Barbara County, and San Luis Obispo County. Many employers in this region have not traditionally utilized ETP funding. Well managed ETP funded customized training and new hire training programs are needed across this region to support employers' immediate workforce needs, especially given the current labor shortages and supply chain issues. The colleges in the

SCCRC region are poised to deliver ETP funded training for priority and non-traditional employers under this contract to support the increasing demand for skilled labor across all industry sectors.

Employer Demand

The Employment Training Institute (ETI) at SCCC conservatively estimated that training will be provided to approximately 1120 employees, which is more than the 70% employer demand included in the application for funding.

The ETI at SCCC is targeting companies with strong hiring forecasts and those in high target growth industries such as health care, construction, warehousing, transportation, trade and logistics. SCCC will continue to target businesses in the industries that have traditionally been served by the college's ETP contracts, including aerospace, supply chain, and manufacturing companies. New focus will be placed on companies which have been strongly impacted by the pandemic and have been forced to revisit the ways they do business.

As part of the Economic Development Division, ETI at SCCC has led a coordinated effort to utilize all of the college's resources to help non-traditional ETP participating employers to provide education and upskilling opportunities to their employees by incorporating non-credit courses and certificate programs as well as targeted and customized training and wrap-around services to help meet the needs of training, retraining and upskilling employees.

SCCC will include non-traditional employers such as healthcare agencies, non-profit organizations, government agencies, financial institutions, landscape and construction companies, as well as other businesses that need training. The local hospital, Henry Mayo Newhall Hospital, is a non-profit healthcare facility that has not benefited from ETP funded training in the past, and now with the CCCF ETP funding the college will be able to address many of their most pressing healthcare workforce training and development needs. In addition, SCCC will be conducting outreach and assessment of regional healthcare needs in coordination with the Regional Director in Healthcare and others who regularly support this critical sector.

Small Business Needs

SCCC seeks to increase Small Business visibility within key industry sectors that could benefit from ETP funding for customized training and new hire programs. There are many services and benefits available to Small Businesses at the SCCC including the Employee Training Institute, Small Business Development Center (SBDC), Career Services Center, Cooperative Work Experience Education program, and Personal and Professional Learning providing customized training, consulting, internships, and education at low and no charge to Small Businesses and their employees.

To better connect with this segment of the business community, SCCC is contracting with Full Capacity Marketing (FCM), a full-service marketing and communications agency specializing in workforce development and education for community colleges. FCM recently launched an initiative called *Behind Every Employer* that will help College of the Canyons meet its goals of increasing Small Business engagement, support, and assistance. Led by an advisory committee of business leaders with Coalition on Adult Basic Education and SkillsUSA, Behind Every Employer is a campaign that strategically connects companies with education and workforce organizations across the country to provide solutions for the workforce challenges they face.

SCCC convenes and conducts various outreach activities such as Business Alliance meeting and Chancellor's Taskforce on Workforce Development meeting, and sit on the Boards of the Valley Industrial Association, Chamber of Commerce, and Economic Development Corporation.

These activities inform SCCCD of the challenges employers face disproportionately impacted by the Pandemic. SCCCD listens and responds with targeted support and assistance including the customized training and new hire programs that are needed to help these companies in their recovery. Labor shortages, supply chain interruptions, and other challenges now facing California Small Businesses requires the college to provide just-in-time training and upskilling needed to keep businesses competitive and thriving. SCCCD collaborations and partnerships are present to strengthen and support small businesses during this time of economic recovery.

Approximately 50% of SCCCD's core group of participating employers comprise of small businesses.

Wage Progression and Career Advancement Opportunities

The projects targeted in this contract are expected to provide participants with wage increases and career advancement opportunities across all projects. SCCCD collects important participant and company information that assists in tracking the progress of participating employers. An example of such a project is the Low Observable Technician program in which jobseekers are offered employment starting at approximately \$25 per hour and have the opportunity to not only advance in Technician Levels, but also opt for a Leadership and Management track once certain objectives are achieved. This type of career advancement is central to the programs supported in this contract. Equity is also addressed in programs such as our Uniquely Abled Academy currently training and employing those with autism in CNC Machinist positions and IT positions coming soon. These and many other well-paying occupations are central to this contract.

SCCCD has a significant opportunity for growth in the advanced technology and manufacturing sector by expanding the curricular focus beyond basic operator skills to a focus on skill attainment that includes programming, diagnostics, and entry-level management skills. The jobs that result in this technical educational skill attainment are middle-skill level and provide wages exceeding a living wage and career advancement opportunities to those most affected by the Pandemic.

Licensing and Certifications

SCCCD aligns curriculum with Industry Recognized Credentials and provides a modality for documenting "hands on skill attainment" and assessments to demonstrate student readiness to enter the workforce. The college offers a full range of learning systems in both traditional equipment and virtual lab settings, which enables traditional and post-traditional students to acquire the skills necessary for in demand, high skilled, high salary jobs. This appropriation would allow SCCCD to acquire the complete learning system for Industry 4.0, including virtual labs and the associated trainers to provide education and industry-recognized credentials from the following, but not limited to, national organizations:

Manufacturing Skill Standards Council (MSSC)

- Certified Production Technician (CPT)
- Certified Logistics Associate/Certified Logistics Technician (CLA/CLT)
- Certified Technician – Supply Chain Automation (CT-SCA)

National Institute for Metalworking Skills (NIMS)

- Smart Automation Certification Alliance (SACA)
- FANUC Robotics Operator
- National Center for Construction Education and Research (NCCER)
- SOLIDWORKS Certification
- American Production and Inventory Control Society (APICS)

Association for Supply Chain Management (ASCM)

- Certified in Planning and Inventory Management (CPIM)

- Certified Supply Chain Professional (CSCP)
 - Certified in Logistics, Transportation and Distribution (CLTD)
- SCOR Professional Program (SCOR-P)
- International Association for Six Sigma (IASSC)
- Yellow Belt
 - Green Belt
 - Black Belt
- Project Management Institute (PMI)
- Project Management Professional (PMP)
 - Certified Associate in Project Management (CAPM)
 - PMI Agile Certified Practitioner (PMI-ACP)

Apprenticeship

Although there are no pre-apprentice included in this proposal, SCCCD is currently updating the entire Construction Technology program to formalize a Pre-Apprenticeship program with the Southwestern Regional Council of Carpenters (SWRCC). This strategic partnership memorializes the program's efforts to provide students and job seekers with skills suitable for entry into various construction apprenticeship programs registered with the Division of Apprenticeship Standards (DAS) through SWRCC.

In addition, SCCCD is in the process of applying for the California Apprenticeship Initiative (CAI) grant that was issued by the California Community College Chancellor's Office (CCCCO) for Pre-Apprenticeship & Apprenticeship programs. SCCCD is currently in negotiations with local automotive repair and maintenance companies to develop a new Automotive Technician Apprenticeship that will be approved by the Division of Apprenticeship Standards (DAS).

The Strong Workforce Apprenticeship Group (SWAG) is a partnership that combines the talents of a leading Workforce Intermediary in Goodwill Southern California, with the resources of SCCCD. This collaboration will result in a model of apprenticeship that is functional and easy for companies to implement.

The mission of SWAG is:

- To drive the expansion of apprenticeship in the State of California, and throughout the country by partnering with industry, education, workforce development, and government;
- To support companies in developing a pipeline of talent through meaningful work experiences and work with education to provide instruction that aligns with the needs of employers;
- To offer strategic support and guidance to the workforce development community to aid in the integration of apprenticeship into their workforce agenda;
- To create guided pathways to gainful employment for all citizens that will lead to long-term economic growth and prosperity for our nation.

Retrainee – Job Creation

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

The Participating Employers of SCCCD will hire 120 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.

Training Plan

Business Skills: Training will be offered to all occupations that need to oversee company resources, plan projects, negotiate contracts, and communicate effectively with others to improve efficiencies.

Computer Skills: Training will be offered to all occupations to increase skills in using computer software to improve proficiencies and productivity. Occupations such as Engineers, Programmers, Tool Makers, Mold Makers, Chemists, Designer, Machinist, Managers and Supervisors will receive this training to keep up with new or upgraded versions of AT software such as MasterCAM, CATIA, CMMI, and Solidworks. Participating employers must have a skilled technical workforce to manage its platform and develop the best solutions and experiences for its users.

Commercial Skills: Training will be offered to production/operator, maintenance/mechanic, technicians, and inventory/purchasing occupations. Skills development through industry recognized training will promote employees in this industry.

Continuous Improvement: Training will be offered to all occupations focusing on Six Sigma, Kaizen, ISO, quality concepts, teambuilding, and problem solving to meet customer expectations and reduce waste and errors.

Green/Clean Skills: Training will be offered to maintenance mechanic, engineers, technicians, managers and supervisors. The training is industry-defined, nationally validated national skill standards and includes a comprehensive set of system tools: curriculum, textbook, e-learning, instructor certification training, a national registry, assessments, and credentialing as benefits to the employees in these occupations.

Hazardous Materials - Training will be offered to occupations involved in handling hazardous materials. Training will cover hazardous waste handling and environmental monitoring.

Management Skills – training will be offered to managers and supervisors to polish their supervising and managerial skills in areas of leadership, administration and employee motivation.

Manufacturing Skills: Training will be offered to all occupations involved in production, manufacturing and warehousing. Training will focus on equipment operation, assembly procedures, manufacturing practices and production operations.

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.
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.

Commitment to Training

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

Employers will continue to provide orientation, safety, and other on-the-job training. Many employers provide organization-wide training such as behavioral-based interviewing skills, sexual harassment prevention training, English as Second Language, Beginning Excel and other training topics.

➤ Training Infrastructure

SCCCD-ETI's Executive Director will oversee the implementation and administration of this project. Four staff are dedicated to employer marketing, recruitment, needs assessments, class scheduling, and tracking/data entry. These staff are knowledgeable of the ETP program having administered the Company's previous ETP projects.

Training will be conducted at SCCC's campus (60%) and participating employers' worksites (40%). SCCC has a pool of trainers and subject-matter experts to meet the evolving training needs of its employer target. All trainers are accomplished in adult learning theory with college degrees and more than 10 years of experience in their field.

High Unemployment Area

Trainees in Job Number 3 work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. The Company's locations in the cities of Palmdale, Lancaster, Mojave, Santa Paula and Santa Maria are in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages.

SCCCD is requesting a wage modification from \$19.77 per hour (Los Angeles County) and \$19.12 per hour (Kern, Ventura, and Santa Barbara Counties) to \$15.00 per hour.

Marketing and Support Costs

SCCCD has a well-known website presence to reach current and new employers in its service area. Its ability to create customized, practical training programs and the successes that companies have is continually communicated through its network of connections, as well as through press releases, newsletters, forum presentations, email blasts, and employer meetings. SCCC also hosts and presents its training programs at meetings with the Business Alliance and Industry Training Council where employers regularly attend to discuss training and education needs in the workforce.

SCCCD is requesting 8% support costs to coordinate all program activities, complete required paperwork, develop curriculum, market programs, maintain all relevant records, recruit new employers, and assess employer-specific job training requirements.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0175	\$749,760	11/04/19 – 05/02/22	638	0	0

Based on ETP Systems, 25,672 reimbursable hours have been tracked for potential earnings of \$642,830 (86% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through February 2022.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0162	Los Angeles, Ventura, Santa Barbara, San Luis Obispo	02/01/18 – 01/31/20	\$699,573	\$699,573 (100%)
ET17-0263	Los Angeles, Ventura, Santa Barbara, San Luis Obispo	10/31/16 – 10/30/18	\$548,205	\$548,205 (100%)
ET15-0346	Los Angeles, Ventura, Santa Barbara, San Luis Obispo	01/02/15 – 01/01/17	\$468,474	\$468,474 (100%)
ET13-0299	Los Angeles, Ventura, Santa Barbara, San Luis Obispo	03/01/13 – 02/2/16	\$401,488	\$401,488 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Performance
- Business Planning
- Business Etiquette
- Business Grammar and Writing Skills
- Business Fundamentals
- Change Management
- Communications Skills
- Conflict Resolution
- Customer Service Excellence
- Diversity, Equity and Belonging
- Workplace Principles
- Leadership Principles
- Finance for the Non-Financial Manager
- Human Resources Management (Interviewing, Job Descriptions, Salary Schedules, Performance Appraisals)
- Marketing and Sales
- Meeting Facilitation
- Multi-Generational Diversity in the Workplace
- Negotiation Skills
- Performance Management
- Presentation Skills
- Problem Solving and Decision Making
- Team Building
- Time and Priority Management

COMPUTER SKILLS

- Intermediate/Advanced Excel, Word, Access, PowerPoint
- Power BI Desktop
- Computer Skills for Production & Inventory
- Cybersecurity
- Microsoft Project
- Adobe
- MRP/ERP/SAP/Oracle
- Database Essentials
- Basic MS Office (For small business employers only)
- Mastercam (CAD/CAM program)
- SolidWorks (CAD/CAM program)
- Reverse Engineering
- CMMI (Coordinate Measurement Machine Inspection)
- Rapid Prototyping / Additive Manufacturing
- Automated Inspection
- Unigraphics (CAD/CAM program)
- Advanced Programming

- CATIA (CAD/CAM program)
- NX (CAD/CAM program)

COMMERCIAL SKILLS

- Warehousing Control and Tracking
- Distribution Systems
- Logistics and Shipping
- Quality Control
- Inventory Management
- Forklift Operation
- Zero-Emission Vehicle
- Electric Vehicle Charging
- Vehicle Maintenance and Servicing

CONTINUOUS IMPROVEMENT

- Lean Processes and Principles
- Six Sigma
- Kaizen Methodology
- Statistical Process Control
- Problem Solving
- Team Building
- Quality Concepts
- Total Quality Management
- ISO
- Just-In-Time Processes
- Production Scheduling
- Value Stream Mapping
- Decision Making
- Leadership Skills for Frontline Workers
- Advanced Leadership Skills
- Process Mapping
- APICS Certified in Production & Inventory Management (CPIM) Part 1 & 2 Training
- APICS Certified Supply Chain Professional (CSCP) Training
- APICS Certified Logistics, Transportation and Distribution (CLTD) Training
- APICS Essentials Skills for Production, Inventory Management, Warehouse and Stockroom Employees Training
- Project Leadership and Management
- Project Management
- Agile Project Management
- Customer Service Skills

GREEN/CLEAN SKILLS

- Zero-Emission Vehicle
- Electric Vehicle Charging
- Vehicle Maintenance and Servicing

HAZARDOUS MATERIALS

- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling
- Hazardous Waste Cleaning
- Environmental Monitoring and Personal Protection Equipment
- Hazardous Waste Management and Transportation
- Environmental Liability and Risk Management

MANUFACTURING SKILLS

- Operations Management
- Fundamentals of Planning
- Manufacturing Control
- Production Operations
- Parts and Products Manufacture
- Equipment Operation
- Assembly Procedures
- Inventory Control
- Warehousing
- Manufacturing Practices
- Cross-Training in Production Equipment/Skills
- CNC Machine Operation
- CNC Programming
- Geometric Dimensioning and Tolerancing
- Hydraulics
- Blueprint Reading
- Welding
- Inspection Techniques
- Shop Math
- Electrical Fundamentals
- Food Safety
- Geometric Dimension and Tolerances
- Industrial Maintenance
- Programmable Logic Controllers
- Sanitation
- Shop Measurements

MANAGEMENT SKILLS

- Leadership
- Motivation
- Administration
- Coaching
- Generational Diversity Leadership
- Human Resources Management for Supervisors

OSHA 10/30 (Authorized OSHA Instructor)

- OSHA 10
- OSHA 30

HAZWOPER (Authorized by Certified Instructor)

- Certified Hazardous Waste Operation Response

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: Santa Clarita Community College District
Reference No: 22-0392

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ALPHABETIZE BY COMPANY NAME

Company: A & M Electronics Inc	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 25018 Avenue Kearny	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 18	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 26	
Total # of full-time company employees in California: 26	
Company: Advanced Bionics LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28515 Westinghouse Place	
City, State, Zip: Santa Clarita, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 840	
Total # of full-time company employees in California: 675	
Company: Advantage Media Services dba AMS Fulfillment	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 29010 Commerce Center Drive	
City, State, Zip: Valencia, CA 91384	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 175	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 325	
Total # of full-time company employees in California: 325	
Company: Aero Engineering and Manufacturing Co.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28217 Avenue Crocker	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 64	
Total # of full-time company employees in California: 64	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
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Company: Aerospace Dynamics International, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 25540 Rye Canyon Road	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 30	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 237	
Total # of full-time company employees in California: 237	
Company: Aerotech Precision Machining	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 42541 6th Street East	
City, State, Zip: Lancaster, CA 93535	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 17	
Total # of full-time company employees in California: 17	
Company: Air Flow Research Heads	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28611 W. Industry Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 43	
Total # of full-time company employees in California: 42	
Company: Alfred E. Mann Foundation	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 25134 Rye Canyon Loop, #200	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 55	
Total # of full-time company employees in California: 55	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
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Company: Align Aerospace	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 9401 De Soto Ave	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 140	
Total # of full-time company employees in California: 100	
Company: Artesyn Biosolutions	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 9125 Owensmouth Ave, Suite E	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 8	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 80	
Total # of full-time company employees in California: 26	
Company: Aurora Casting & Engineering, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 1790 Lemonwood Dr.	
City, State, Zip: Santa Paula, CA 93060	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 7	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 66	
Total # of full-time company employees in California: 66	
Company: Avibank Manufacturing, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 11500 Sherman Way	
City, State, Zip: North Hollywood, CA 91605	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 290	
Total # of full-time company employees in California: 290	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District		CCG No.: ET22-0189	
Reference No: 22-0392		Page 4 of 17	
Company: AVK Industrial Products		Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 25323 Rye Canyon Road			
City, State, Zip: Valencia, CA 91355			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 10		Small Business?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 62			
Total # of full-time company employees in California: 62			
Company: B & B Manufacturing		Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 27940 Beale Ct.			
City, State, Zip: Valencia, CA 91355			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 200		Small Business?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Total # of full-time company employees worldwide: 216			
Total # of full-time company employees in California: 216			
Company: Bocchi Laboratories		Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 26455 Ruether Avenue			
City, State, Zip: Santa Clarita, CA 91350			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 20		Small Business?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Total # of full-time company employees worldwide: 100			
Total # of full-time company employees in California: 100			
Company: Boston Scientific Neuromodulation		Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 25155 Rye Canyon Loop			
City, State, Zip: Valencia, CA 91355			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 6		Small Business?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Total # of full-time company employees worldwide: 1393			
Total # of full-time company employees in California: 539			

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
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Company: CC Wellness LLC	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 29000 Hancock Parkway	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 70	
Total # of full-time company employees in California: 60	
Company: Charlie's Enterprises, Inc. dba OK Produce, Inc.	Priority Industry? Yes <input checked="" type="checkbox"/> No
Address: 1888 S. East Avenue	
City, State, Zip: Fresno, CA 93721	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 60	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 540	
Total # of full-time company employees in California: 540	
Company: Classic Wire Cut Company, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 28210 Constellation Road	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 180	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 129	
Total # of full-time company employees in California: 129	
Company: Crane Aerospace & Electronics/Hydro-Aire	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 3000 Winona Ave	
City, State, Zip: Burbank, CA 91510	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 100	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 465	
Total # of full-time company employees in California: 465	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District CCG No.: ET22-0189
Reference No: 22-0392 Page 6 of 17

Company: Crater Industries, LLC	Priority Industry?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Address: 28827 Industry Drive			
City, State, Zip: Valencia, CA 91355			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 4	Small Business?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Total # of full-time company employees worldwide: 10			
Total # of full-time company employees in California: 10			
Company: Crissair, Inc.	Priority Industry?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Address: 28909 Avenue Williams			
City, State, Zip: Valencia, CA 91355			
Collective Bargaining Agreement(s): N/A			
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: 207			
Total # of full-time company employees in California: 207			
Company: Del West USA	Priority Industry?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Address: 28128 Livingston Ave			
City, State, Zip: Valencia, CA 91355			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 10	Small Business?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 220			
Total # of full-time company employees in California: 164			
Company: DG Engineering Corp./Schulz Engineer	Priority Industry?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Address: 13326 Ralston Avenue			
City, State, Zip: Sylmar, CA 91342			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 4	Small Business?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Total # of full-time company employees worldwide: 10			
Total # of full-time company employees in California: 10			

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
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Company: ECA Medical Instruments	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 2193 Anchor Ct.	
City, State, Zip: Thousand Oaks, CA 91320	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 82	
Total # of full-time company employees in California: 82	
Company: Eckert & Ziegler Isotope Products	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 24937 Ave. Tibbitts	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 800	
Total # of full-time company employees in California: 104	
Company: Electrofilm Manufacturing Company LLC	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 28150 Industry Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 46	
Total # of full-time company employees in California: 46	
Company: Ensign Bickford Aerospace and Defense	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 14370 White Sage Road	
City, State, Zip: Moorpark, CA 93021	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 30	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 715	
Total # of full-time company employees in California: 237	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
Reference No: 22-0392

CCG No.: ET22-0189
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Company: Forrest Machining Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 27756 Avenue Mentry	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 24	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 224	
Total # of full-time company employees in California: 224	
Company: Fresh Venture Foods	Priority Industry? Yes <input checked="" type="checkbox"/> No
Address: 1205 Craig Drive	
City, State, Zip: Santa Maria, CA 93456	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 240	
Total # of full-time company employees in California: 90	
Company: H & H Machining Center Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 29170 Avenue Penn, Unit C	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 15	
Total # of full-time company employees in California: 15	
Company: HRD Aero Systems, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 25555 Avenue Stanford	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 200	
Total # of full-time company employees in California: 155	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
Reference No: 22-0392

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Company: Hydraulics International, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 20961 Knapp St	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 380	
Total # of full-time company employees in California: 380	
Company: Infinity Precision Inc	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 6919 Eton Ave	
City, State, Zip: Canoga Park, CA 91303	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 14	
Total # of full-time company employees in California: 14	
Company: ITT Industries Aerospace Controls.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 28150 Industry Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 60	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 271	
Total # of full-time company employees in California: 271	
Company: J & R Precision, Inc	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 1747 E Ave Q, Unit C2	
City, State, Zip: Palmdale, CA 93550	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 3	
Total # of full-time company employees in California: 3	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
Reference No: 22-0392

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Company: KDL Precision Molding Corp.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 11381 Bradley Avenue	
City, State, Zip: Pacoima, CA 91331	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 54	
Total # of full-time company employees in California: 54	
Company: Klune Industries, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 7323 Coldwater Canyon Drive	
City, State, Zip: North Hollywood, CA 91605	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 60	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 400	
Total # of full-time company employees in California: 150	
Company: L.A. Turbine Corporation	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 28557 Industry Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 65	
Total # of full-time company employees in California: 65	
Company: Lamsco West, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 29101 The Old Road	
City, State, Zip: Santa Clarita, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 115	
Total # of full-time company employees in California: 115	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
Reference No: 22-0392

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Company: Lief Organics, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 28510 West Industry Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 68	
Total # of full-time company employees in California: 68	
Company: Lockwood Industries Inc. (FRALOCK)	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 28525 W. Industry Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 22	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 217	
Total # of full-time company employees in California: 214	
Company: M & M Fasteners Supply, Inc.	Priority Industry? Yes <input checked="" type="checkbox"/> No
Address: 28486 Westinghouse Place #110	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 9	
Total # of full-time company employees in California: 9	
Company: Mechanix Wear, Inc.	Priority Industry? Yes <input checked="" type="checkbox"/> No
Address: 28525 Witherspoon Parkway	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 108	
Total # of full-time company employees in California: 85	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
Reference No: 22-0392

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Company: Meschkat Precision Machining Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 27555 Avenue Scott	
City, State, Zip: Santa Clarita, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	
Company: Neotech Products LLC	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 28430 Witherspoon Parkway	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 54	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 54	
Total # of full-time company employees in California: 54	
Company: Northrop Grumman Systems Corp.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 3520 E Avenue M	
City, State, Zip: Palmdale, CA 93550	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 60	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 72138	
Total # of full-time company employees in California: 27725	
Company: Novacap, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 25111 Anza Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 50	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 198	
Total # of full-time company employees in California: 198	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
Reference No: 22-0392

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Company: Pacific Metal Stampings, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 28415 Witherspoon Parkway	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 29	
Total # of full-time company employees in California: 29	
Company: Pacific Sky Supply	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 8230 San Fernando Road	
City, State, Zip: Sun Valley, CA 91352	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 69	
Total # of full-time company employees in California: 69	
Company: Penn Engineering Components	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 29045 Ave Penn	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes No
Total # of full-time company employees worldwide: 21	
Total # of full-time company employees in California: 18	
Company: Pharnavite LLC	Priority Industry? <input checked="" type="checkbox"/> Yes No
Address: 8510 Balboa Blvd., Suite 100	
City, State, Zip: Northridge, CA 91325	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1450	
Total # of full-time company employees in California: 1000	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
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Company: PRC-Desoto International, Inc. dba PPG Aerospace	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 11601 United Street	
City, State, Zip: Mojave, CA 93501	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 36529	
Total # of full-time company employees in California: 288	
Company: RAH Industries	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 24800 Ave. Rockefeller	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 183	
Total # of full-time company employees in California: 183	
Company: Remo Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28101 Industry Drive	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 125	
Total # of full-time company employees in California: 125	
Company: Rexnord Industries LLC/PSI Bearings	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2175 Union Place	
City, State, Zip: Simi Valley, CA 93065	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 60	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 7000	
Total # of full-time company employees in California: 206	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District		CCG No.: ET22-0189	
Reference No: 22-0392		Page 15 of 17	
Company: Rockley Photonics Inc		Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 234 E Colorado Blvd, Suite 600			
City, State, Zip: Pasadena, CA 91101			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 5		Small Business?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Total # of full-time company employees worldwide: 259			
Total # of full-time company employees in California: 182			
Company: RTC Aerospace - Chatsworth Division, Inc.		Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9310 Mason Ave			
City, State, Zip: Chatsworth, CA 91311			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 15		Small Business?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Total # of full-time company employees worldwide: 261			
Total # of full-time company employees in California: 261			
Company: SGL Technic LLC/ SGL Carbon		Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28176 N. Avenue Stanford			
City, State, Zip: Valencia, CA 91355			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 8		Small Business?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 80			
Total # of full-time company employees in California: 80			
Company: Simplify Optics		Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 24844 Avenue Rockefeller			
City, State, Zip: Valencia, CA 91355			
Collective Bargaining Agreement(s): N/A			
Estimated # of employees to be retrained under this Contract: 10		Small Business?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 63			
Total # of full-time company employees in California: 63			

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District
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Company: Star Nail Products Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 29120 Avenue Paine	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 180	
Total # of full-time company employees in California: 180	
Company: Stratasys Direct Manufacturing	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28309 Avenue Crocker	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2240	
Total # of full-time company employees in California: 205	
Company: Sunvair, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28079 Avenue Stanford	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 144	
Total # of full-time company employees in California: 138	
Company: Triumph Actuation Systems - Valencia	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28150 W. Harrison Parkway	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 145	
Total # of full-time company employees in California: 145	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District

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Company: True Position Technologies, Inc.

Priority Industry? ☒ Yes ☐ No

Address: 24900 Avenue Stanford

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): N/A

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

Small Business? Yes ☒ No

Total # of full-time company employees worldwide: 74

Total # of full-time company employees in California: 74



CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Training Proposal for:

Butte-Glenn Community College District

Contract Number: ET22-0199

Panel Meeting of: December 17, 2021

ETP Regional Office: San Diego

Analyst: J. Lima

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100 CCCF (Alt/Gen) Medical Skills Training	Industry Sector(s):	MEC (H) Manufacturing (33) Construction (23) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$1,394,099		\$116,954 8% & 12%		\$1,511,053

In-Kind Contribution:	50% of Total ETP Funding Required	\$2,000,000
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Medical Skills Training HUA	Business Skills Commercial Skills Computer Skills Continuous Improvement Management Skills Manufacturing Skills Medical Skills - Didactic OSHA 10 OSHA 30 Safety Skills - General	290	8-200	0	\$1,254	\$15.00
				Weighted Avg: 51			
2	Retrainee HUA	Business Skills Commercial Skills Computer Skills Continuous Improvement Management Skills Manufacturing Skills Medical Skills - Didactic OSHA 10 OSHA 30 Safety Skills - General	234	8-200	0	\$959	\$15.00
				Weighted Avg: 39			
3	Job Creation Initiative Priority Rate Medical Skills Training HUA	Business Skills Commercial Skills Computer Skills Continuous Improvement Management Skills Manufacturing Skills Medical Skills - Didactic OSHA 10 OSHA 30 Safety Skills - General	259	8-200	0	\$1,057	\$15.00
				Weighted Avg: 43			
4	New Hire Medical Skills Training HUA Job Readiness Skills	Business Skills Commercial Skills Computer Skills Continuous Improvement Management Skills Manufacturing Skills Medical Skills - Didactic OSHA 10 OSHA 30 Safety Skills - General	142	8-260	0	\$4,572	\$15.00
				Weighted Avg: 180			

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

It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County:

Job Numbers 1 – 2 (Retraitees): \$19.12 for Butte, Sutter, Sacramento, Glenn, Tehama, Shasta, Modoc, and Colusa Counties.

Job Numbers 1 – 2 (HUA Retraitees): \$14.34 for Glenn (partial), Plumas

Job Numbers 3-4 (Job Creation & New Hire): \$15.65 for Butte, Sutter, Sacramento, Glenn, Tehama, Shasta, Modoc, and Colusa Counties.

Job Number 3-4 (HUA Job Creation & New Hires): \$14.00 Glenn (partial) and Plumas 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 1-2; & \$.65 for Job 3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Accounting Staff		6
		4
		6
Administrative Staff		6
		8
		16
Accounts Payable/Clerical Book-Keeper		4
Assembler		7
		2
		2
Assistant		7
		6
Assistant Vice President		3
Business Developer		5
		3
CEO		2
Certified Nurse Assistant		142
Certified Network Manager		5
Credit Analyst		6
		2
Customer Service		46

		11
		4
Director		14
Engineer		6
Environmental Coordinator		3
		2
Front Line Employee / Production		91
		43
		26
General Foreman		10
General Manager		1
Human Resource Staff		5
		3
		4
Inventory Specialist		11
		5
Manager		47
		95
Marketing Staff		6
		9
Operator		57
		22
Product Designer		3
		2
Sales		9
		4
		3
Supervisor		24
		17
Vice President		3
Electrician		8
		5
Desktop Support Staff		4
Maintenance Staff		5
		3
Trainer		7
Logistic		6
		3
Groundsman		8
Nurse Aide		12
Replenishment Staff		7

		3
Superintendent		9
		5
Safety Staff		2
		1
Sanitation Staff		4
Project Manager		6

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

Butte-Glen Community College District (Butte-Glen), as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Founded in 1968 and headquartered in Oroville, Butte-Glenn is a 2-year community college providing academic instruction and workforce training. Butte-Glen's economic workforce development center, The Training Place, works directly with businesses throughout California to provide occupational and professional development training options for employers and the general population. This will be Butte-Glenn's eighth ETP-funded project, the eighth in the past five years.

Veterans Program

While there is not a specific Veterans Job Number in this proposal, Butte-Glenn actively works with and markets training opportunities to veterans in the community. Butte-Glenn included a component to successfully train and find employment opportunities for veterans in past Contracts.

CCCF PROJECT DETAILS

Partnerships & Collaboration

The CCCF is intended to leverage and expand existing workforce programs. In addition, the Panel's vision and goals are to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor.

Butte-Glenn expects to partner with colleges that have had prior ETP or AB118 agreements: Shasta College, San Mateo, Sierra, and Los Rios College. A new subcontracting colleges, Santa Rosa JC, Solano, and Mendocino are identified as new partner colleges based on past performance and relationships developed with non-ETP projects.

Economic and Workforce Development partnerships in Northern California have a long history. The partners with established agreements and plans include Team Chico, Camp Fire Long Term Recovery, GrowTECH, Grow Manufacturing Initiative (Butte, Glenn, Shasta, and Sacramento), Butte County Economic Development Corporation, City of Chico, Glenn Grows, and the CSUC North State Collective. Since 2019, the impacts of the Camp Fire, Oroville Dam Break, Carr Fire and pandemic have strengthened Butte-Glenn's ability to mobilize resources specially targeted to employer needs.

These partnerships leverage this funding and/or other funding/programs by providing the foundation with established agreements to continue to identify small business/industry sector needs and target resources to address the employer needs. For example, Grow Manufacturing Initiative (GMI) has an employer “Recruitment Committee”. These employers are working collaboratively, not competitively to address the attraction of workers needed for the current shortage. Butte College Training Place is the go-to resource and founding member of GMI in Butte County. With Butte EWD partners, the team traveled to Glenn, Shasta and Sacramento to establish regional employer networks.

Since 2018, Butte College has held Executive leadership in participating and engaging with the California Community College Contract Education units. The established strategic plan holds shared goals and agreement of how Butte-Glenn collaborates to evaluate local, regional and statewide needs. The subcontracting infrastructure, agreements and process has been in place at Butte College since 2013. Butte College hosted and continues to lead “Subcontracting Nuts and Bolts” workshops in-person with 30 colleges in 2017 leading to standards best practices.

Employer Demand

Since 2015, Butte-Glenn has delivered over 23,000 hours of training. These hours include existing clients who have a relationship with Butte College “The Training Place” through collaborative partner workforce training projects.

Butte-Glenn will ensure these funds are utilized by ensuring there are client comprehensive training plans, subcontractor training plans, targeted progress reporting, and scheduled training tracking, on-going outreach business development, and employer progress meetings on career path training.

The college’s experience working with non-traditional ETP participating employers can be seen from how Butte College provides over 4000 workers training annually. These programs include training agreements serving non-profit healthcare, government.

Butte-Glenn will include non-traditional employers under this contract by expanding on existing training programs and relationships to support new hire, job creation and newly promoted employees. For example: Butte College is contracted for employee training with Enloe Medical Center and CNA training with Oroville Post-Acute Center, California Park Rehabilitation Hospital, Chico Creek and Windsor Care. Through current relationships, Butte-Glenn meets regularly to gain understanding of pandemic impacts and determine ways to support.

Butte-Glenn has experience hosting orientation workshops, employer focus groups and conducting outreach with regional partners to on board new employers. For example, over 2017-2019, Butte College, El Camino College, Chaffey College, College of Sequoias, San Jose Evergreen, Shasta College, and San Bernardino held regional ETP workshops for employers. These workshops led to onboarding new employers and new training programs supported with ETP funding.

Employers in the core group of employers represents over 100% of the requested funding. The participating employers are primarily agriculture, construction, manufacturing, technology, healthcare, and professional services such as marketing, sales and customer service. The College’s tailored learning solution seek to foster a business environment that will lead to the retention and creation of high-skilled jobs that will enhance the overall prosperity of California.

Small Business Needs

ETP's Legislative intent is to meet the unique needs of Small Businesses.

Approximately 50% of Butte-Glenn's core group of participating employers is comprised of small businesses. Northern California has a significantly high ratio of small businesses compared to more densely populated regions from a baseline perspective. Butte-Glenn's region also has some of the lowest COVID-19 vaccination rates in the state. The combined impact of high infection rates and increased business disruptions due to local wildfires like the Dixie Fire has had a disproportionate impact on communities, infrastructure, and the supply chain California Small Businesses depend.

The Training Place recognizes the pressures placed on these businesses when competing with larger, out of state competitors for a limited talent pool. Butte-Glenn primarily serves the Small Businesses. In response to the pandemic, the college's multiple employer contracts with ETP have supported local employers to provide training resources and encourage the continued investment in upskilling existing employees to improve retention, and to provide support for onboarding new hires as the labor shortage forces these Small Businesses to cast a wider net for new workers that results in the need for more new hire training.

Wage Progression and Career Advancement Opportunities

The Panel supports training that will provide workers with secure jobs that pay good wages and have opportunities for advancement.

Butte-Glenn expects a combination of traditional and new trends of wage increases. Traditionally, worker increases are reported when workers demonstrate performance over a one-to-two year period. The new trends reported over the last 3 months in 2021, employers are contacting Butte-Glenn to support wage progression programs based on proficiency skill training. There is a "Train the Trainer" program in development to improve the skills of internal front-line leaders overseeing new hire employees. This program includes wage progression for this group of employees.

Licensing and Certifications

SB 129 General funds are intended for training that leads to licensing and certifications.

Advanced Manufacturing UpSkill Academy provides Amatrol industry recognized certifications, Certified Nursing Assistant Training, OSHA10/30, Hours toward the 18 months CalOSHA Utility Line Clearance Certification, and Certified Tree Safety Professional (CTSP). For 2021-2023, Butte-Glenn is identifying new industry certifications and development programs to meet those needs. For example, the Heavy Equipment Operations worker training is expanding for Vegetation Management worker shortage and post fire restoration.

Apprenticeship

Butte College's "The Training Place" program is designed with a non-traditional apprenticeship model. Each series ranges from 24-40 hours of training. Employee progress is tracked with a comprehensive training plan. As a result, wage progression, promotions and new skill levels yield upward mobility.

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.

Job Creation training is delivered based on industry needs. Butte College partnered with several Healthcare centers including Avalon Care Center, Chico Heights Rehabilitation Center, and Windsor Care to provide a structured Certified Nurse Assistant (CNA) program to their staff. These facilities are seeing an increase in patient population. These healthcare facilities must hire and train qualified CNAs to meet patient needs. Once trainees complete the CNA program, they are eligible for CNA certification.

The date-of-hire for Job Creation trainees (Job Number 3) will be within the three-month period before contract approval or within the term-of-contract.

➤ **Maximum Training Hours Modification**

Butte-Glenn requests a maximum training hour modification from 200 to 260 for its Job Number 3 Retrainee – Job Creation trainee population. The additional hours will provide more experience for CNA trainees in preparation for the certification, specialized practices in the medical field and instructional continuity responding to trainees testing positive for COVID19 during a cohort. Historically the additional 60 hours of training for trainees yield better pass rates, retention and higher quality CNA staff.

New Hires

In this proposal, Butte-Glenn is requesting ETP funding to train 142 unemployed individuals (Job 4) in Certified Nurse Assistant (CNA) and Nurse Aide job skills. Butte-Glenn's goal is to provide New Hire trainees with the necessary job-related skills required to become immediately productive upon hiring. Currently, Butte College has a dedicated CNA certification program. Prospective ETP eligible trainees are recruited and referred through the college's internal structured programs working with unemployed workers as well as through the utilization of a long term partnership with Local Workforce Development Board, and Alliance for Workforce Development (AFWD). In addition, to ensure there are available jobs placements after training, Butte-Glenn's staff works closely with employers to meet their need for new employees and to ensure trainees will have employment following completion of training. Additional training hours have yielded better pass rates, retention and higher quality job skill sets for New Hire CNAs.

PROJECT DETAILS

Butte-Glenn conducts a comprehensive training needs assessment with each participating employer to determine skills gaps, identify critical needs, and ensure training is consistent with employers' strategic plans and goals. Training provided will also allow trainees to upgrade and diversify skill sets in an effort to make themselves more competitive in the job market.

Training Plan

Training will be delivered via Classroom/Laboratory and E-Learning in the following:

Business Skills: Training will be offered to all occupations to improve productivity and efficiency. New Hire trainees may also receive this training to make them more marketable and job placement ready.

Commercial Skills: Training may be provided to all occupations.

Computer Skills: Training may be offered to all occupations on various platforms, software, and applications.

Continuous Improvement: Training will be offered to all occupations based on employer needs.

Management Skills: Training will be offered to all applicable occupations.

Manufacturing Skills: Training may be offered to all occupations.

Medical Skills - Didactic: Training will be offered to Certified Nurse Assistants and Nurse Aides.

Job Readiness Skills: Training will be offered to New Hire trainees to provide the necessary skills to increase possibility for employment placement.

Safety Skills: Training will be offered to all applicable occupations in courses on Hybrid Safety, CPR, First Aid/CPR and Hazwoper.

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.

High Unemployment Area

Some trainees (Job Number 1-4) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. Some trainees may be part of the ‘new-hire’ program and as such there is no need to show a wage increase.

Participating locations in Willows City, Glenn County and Plumas County are in an HUA. Butte-Glenn is requesting a wage modification from \$19.12 per hour to \$15.00 per hour for retrainees (Jobs 1-2), and to \$15.65 to \$15.00 for New Hire / Job Creation trainees (Jobs 3-4). The HUA modification wage would positively affect the ability to train the workers of affected business in these HUA areas.

➤ Retention Modification

Retention may be satisfied by employment of at least 30 hours a week for at least 90 days, out of 120 consecutive days with up to three employers. For occupations in which workers are hired for short-term jobs within agricultural production and manufacturing industry base, retention may be satisfied by employment of at least 500 hours within 180 days.

Marketing and Support Costs

Butte-Glenn requests, and Staff supports, 8% support costs to assist with recruitment, employer outreach, assessments of employer-specific job requirements, creation of unique training curriculums, and obtaining highly specialized trainers as well as a 12% support cost to assist with the new hire portion of trainees (Job 4). Two full-time and two part-time employees will conduct marketing, recruitment, needs assessment, and scheduling.

Marketing is done through online newsletters, social media, local press, personal on-site visits, telephone calls, emails, networking, and the college systems’ websites.

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 delivered primarily at college's training center with some training provided at the participating employers' worksites. Butte College has partnered with training vendors to provide some specialized courses.

The Director of Contract Education and an Administrative Assistant will oversee training and administer this proposal. Training Coordinators will schedule training and the Administrative Assistant will review attendance rosters, enroll trainees, and upload training hours into the ETP online site. Butte-Glenn also has instructors assisting with roster collection.

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.

Trainer Qualifications

Training for the proposed curriculum will be delivered by specialists from within the California Community College system and subject-matter experts. Some training may also be provided by experienced trainers who work for participating employers.

Impact/Outcome

Butte College's training will focus on process improvement, effective communication, and certification training to increase skill sets and competencies. Training will provide employers with skilled workers for new production and growth opportunities. Training will provide certificates for the Supervisory series, Continuous Process improvement series, Training Within Industry Job Instruction, Job Relations and Job Safety, Safety Leadership, 40 Hazwoper Training, and OSHA 10/30. The Utility Line Clearance Arborist is governed by CalOSHA 18 month certification. Training will also provide trainees with the skills to advance their careers in healthcare.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Butte-Glenn is accredited by the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges.

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
ET21-0241 (COVID)	\$200,000	12/14/20 – 12/13/22	100	21	TBD

ET20-0287	\$749,830	3/2/20 – 3/1/22	785	97	TBD
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ET21-0241: Based on ETP Systems, 84 reimbursable hours have been tracked for potential earnings of \$42,000 (21% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through September 2022.

ET20-0287: Based on ETP Systems, 23,082 reimbursable hours have been tracked for potential earnings of \$564,695.96 (75% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2021.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0425	Oroville	2/1/19 - 1/31/21	\$749,868	\$749,868 (100%)
ET18-0118	Oroville	8/1/17 - 7/31/19	\$749,235	\$749,235 (100%)
ET16-0128	Oroville	8/11/15 - 8/10/17	\$585,429	\$585,429 (100%)
ET15-1005	Oroville	6/30/15 - 2/28/17	\$116,610	\$116,042 (99%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

Trainers will be identified for ETP record-keeping purposes, as they are retained.

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

8-200 Trainees may receive any of the following:

Business Skills

- Achieve Global Series
- Managing Difficult Behaviors and Conversations
- Achieving Stellar Service Experience Series
- Building, Motivating and Managing Teams
- Time and Priority Management
- Business Fundamentals
- Communication Skills
- Developing Yourself and Others
- Conflict Management
- Multi-tasking for Excellence
- Product Knowledge
- Development Dimensions International Series
- Planning, Organizing, and Goal Setting
- Leadership
- Personal Effectiveness (Problem Solving, Decision Making, Taking Ownership)
- Supervisor Series
- Working Productively with Challenging People
- Strategic Planning
- Working Productively with Challenging People
- Human Performance
- Job Instruction
- Job Relations
- Leading Change
- Supervisor Series
- Understanding Personalities
- New Hire Onboarding "Your First 90 Days of Success"
- COVID19 Safety Protocols/Practices
- Warehouse & Supply Chain Management (Logistics/Inventory)
- Making Meetings Work
- Change
- Emotional Intelligence
- Customer Service and Sales Academy
- Managing Difficult Conversations
- Strategic Planning
- Setting Goals and Objectives
- Resiliency
- Emerging Leaders
- Team Leader and Supervisor Readiness
- Human Performance Improvement
- Safety Leader

Commercial Skills

- Arborist Training
- Flagger Certification
- BAR Smog Update
- Measurements
- Aerial Equipment Operations
- Aerial Rescue Operations
- Aerial Rescue Techniques
- Aerial Specialist
- ANSI Z133 American National Standard of Arboriculture Operations
- Certified Arborist
- Certified Tree Safety Professional (CTSP)
- Chainsaw Operations
- Chipper Mobile Equipment Operations
- Chipper Operations
- Climber Bucket Operations
- Crew Leader
- Electrical Hazard Awareness Program (EHAP)
- Fire Safety and Prevention
- Ground Operations
- Hand Tools, Ropes, Wedges, Throwlines
- Heavy Equipment Operations
- Job Site Set-Up
- Knots
- Limbing and Bucketing Operations
- Maintenance Inspection and Storage
- Minimum Approach Distance (MAD) and Drop Zone
- Mobile Equipment
- Portable Hand Tools
- Portable Power Hand Equipment
- Practical Mathematical Skills for Machine Operations
- Pruning Principles
- Safety Tailgates
- Tree Biology
- Tree Climbing
- Tree Falling (Drop Zone)
- Tree Hazard Identification
- Tree Identification
- Tree Pruning
- Tree Risk Assessment
- Tree Trimmer Operations
- Utility Line Clearance Arborist Module 1
- Utility Line Clearance Arborist Module 2
- Utility Line Clearance Arborist Module 3
- Utility Line Clearance Arborist Module 4
- Utility Line Clearance Arborist Module 5

Computer Skills

- Digital Broadband Certification
- Personnel/Payroll Processing
- Managing E-mail
- Microsoft Excel/Office (Intermediate/Advanced)
- Company Specific Data Systems
- Field (GPS) Tablet Training (Data resource/Tree Inventory Management)
- Salesforce
- Slack Communication Systems
- Social Media for Business
- Software Applications
- Solid works Modeling
- World-Wide Web
- Amazon Web Service (AWS) Cloud Computing
- Cybersecurity
- Shipping Solutions and Related Logistic Software

Continuous Improvement Skills

- A3/Plan-Do-Check-Act (PDCA): Problem Solving Practices
- Hazard Analysis & Critical Control Points (HACCP)
- SQF Quality Systems
- Business Process Mapping
- Equipment Inspection and Management
- Business Process Mapping
- Capacity Planning
- Kata Coaching
- Lean Principles & Waste Identification
- Safety Fundamentals
- Internal Auditor
- Value Stream Mapping
- Kaizen
- Preventive Maintenance
- Training Within Industry (TWI)
- Visual Management/Workplace Organization
- Food Safety
- FSMA-PCQI

Management Skills

- Building Trust
- Facilitating Change
- Leadership
- Advanced Supervisor Development
- Coaching Series
- Communicating for Leadership Success
- Delegating
- Team Leader and Supervisor Readiness
- Effectively Managing Challenging People
- Engaging and Retaining Talent
- Performance Management

- Employee Engagement
- Employee Relations
- Interviewing
- Project Management
- New Hire Employer Orientation

Manufacturing Skills

- Electrical
- Laser Equipment
- Inventory Control
- Manufacturing Job Breakdown and Instruction
- Fluid Power
- Warehousing
- Hydraulics
- Lubrication
- Machining
- Mechatronics
- Operations
- Mechanical
- Safety Fundamentals
- Welding
- Mechanical
- Shop Math
- Safety Fundamentals (Mfg)
- Fluid Power
- Hydro
- 3D Printing
- Harvesters
- Mechanical Measurements
- MechAg
- Maintenance
- Loading
- Amatrol
- PLC
- Warehouseing

Medical Skills Didactic

- CNA Module 1: Intro to CAN
- CNA Module 10: Vital Signs
- CNA Module 12: Emergency Procedures
- CNA Module 11: Nutrition
- CNA Module 16: Death and Dying
- CNA Module 13: Long Term Care Patient
- CNA Module 14: Rehabilitative Nursing
- CNA Module 15: Observation and Charting
- CNA Module 17: Patient/Resident Abuse
- CNA Module 5: Body Mechanics
- CNA Module 2: Patients – Rights
- CNA Module 3: Communication/Interpersonal Skills

- CNA Module 4: Prevention and Management of Catastrophe and Unusual Occurrences
- CNA Module 9: Patient Care Procedures
- CNA Module 6: Medical and Surgical Asepsis
- CNA Module 7: Weights and Measures
- CNA Module 8: Patient Care Skills
- Phlebotomy
- Intro to Preceptorship
- COVID19 Care and Prevention Practices

Safety Skills – OSHA 10/30

- OSHA 10
- OSHA 30

Safety Skills – General

- Hybrid Safety
- CPR
- First Aid/CPR
- Hazwoper

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

JOB READINESS* (Job 4: New Hire)

- Resume Building
- Online Applications
- Interviewing Skills
- Workplace Etiquette
- Presentation/Appearance
- Career Planning & Assessment
- Communication
- Navigating Conflict
- Diversity/Equity/Inclusion and Anti-Racism

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

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 1 of 18

ALPHABETIZE BY COMPANY NAME

Company:	AES (Alternative Energy Systems)	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	13620 CA HWY 99	
City, State, Zip:	Chico, CA 95973	
Collective Bargaining Agreement(s):	No	
Estimated # of employees to be retrained under this Contract:	50	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide:	80	
Total # of full-time company employees in California:	80	
Company:	Alliance for Workplace Development	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	500 Cohasset Road Suite 30	
City, State, Zip:	Chico, CA 95973	
Collective Bargaining Agreement(s):	No	
Estimated # of employees to be retrained under this Contract:	50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	50	
Total # of full-time company employees in California:	50	
Company:	Allevity Employer Solutions	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	870 Manzanita Court Suite A	
City, State, Zip:	Chico, CA 95926	
Collective Bargaining Agreement(s):	No	
Estimated # of employees to be retrained under this Contract:	15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide:	24	
Total # of full-time company employees in California:	24	
Company:	Amain.com	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	424 Otterson Drive	
City, State, Zip:	Chico, CA 95928	
Collective Bargaining Agreement(s):	No	
Estimated # of employees to be retrained under this Contract:	25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide:	92	
Total # of full-time company employees in California:	92	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 2 of 18

ALPHABETIZE BY COMPANY NAME

Company:	Amtcor Flexibles	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	800 North Walton Ave.		
City, State, Zip:	Yuba City, CA 95993		
Collective Bargaining Agreement(s):	No		
Estimated # of employees to be retrained under this Contract:	5	Small Business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	50,000		
Total # of full-time company employees in California:	79		
Company:	Associated Pension Consultants	Priority Industry?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address:	P.O. Box 1282		
City, State, Zip:	Chico, CA 9592		
Collective Bargaining Agreement(s):	No		
Estimated # of employees to be retrained under this Contract:	22	Small Business?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide:	40		
Total # of full-time company employees in California:	30		
Company:	Boys & Girls Clubs of the North Valley	Priority Industry?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address:	601 Wall St		
City, State, Zip:	Chico, CA 95928		
Collective Bargaining Agreement(s):	No		
Estimated # of employees to be retrained under this Contract:	25	Small Business?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide:	60		
Total # of full-time company employees in California:	60		
Company:	(Build.com) Fergusons	Priority Industry?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address:	402 Otterson Dr, Suite 100		
City, State, Zip:	Chico, CA 95928		
Collective Bargaining Agreement(s):	No		
Estimated # of employees to be retrained under this Contract:	20	Small Business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	600		
Total # of full-time company employees in California:	500		

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 3 of 18

ALPHABETIZE BY COMPANY NAME

Company: Butte County Air Quality Management District	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 629 Entler Ave., Ste 15	
City, State, Zip: Chico, CA 95928	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	
Company: Butte County (23 departments)	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 3217 Cohasset Rd	
City, State, Zip: Chico, CA 95973	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 30	
Total # of full-time company employees in California: 30	
Company: Butte County Office of Education	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1859 Bird St	
City, State, Zip: Oroville, CA 95965	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,000	
Total # of full-time company employees in California: 1,000	
Company: Butte-Glenn Community College District	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 3536 Butte Campus Dr.	
City, State, Zip: Oroville, CA 95965	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,000	
Total # of full-time company employees in California: 1,000	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 4 of 18

Company: Butte County Child Support Services	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 78 Table Mountain Blvd.	
City, State, Zip: Oroville, CA 95965	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 16	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 30	
Total # of full-time company employees in California: 30	

Company: Butte County General Services	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 2081 2 nd Street	
City, State, Zip: Oroville, CA 95965	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 15	
Total # of full-time company employees in California: 15	

Company: California Conservation Corp	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1719 24 th Street	
City, State, Zip: Sacramento, California 95816	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 500	
Total # of full-time company employees in California: 500	

Company: California Olive Ranch, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1367 East Lassen Ave, Ste. A-7	
City, State, Zip: Chico, CA 95973	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 30	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 140	
Total # of full-time company employees in California: 130	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 5 of 18

Company: California Park Rehabilitation Hospital (Chico Rehabilitation Hospital)	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 2850 Sierra Sunrise Terrace	
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City, State, Zip: Chico, CA	
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Collective Bargaining Agreement(s): No	
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Estimated # of employees to be retrained under this Contract: 125	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 140	
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Total # of full-time company employees in California: 140	
---	--

Company: California Vocations Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: P.O. Box 538	
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City, State, Zip: Paradise, CA 95969	
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Collective Bargaining Agreement(s): No	
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Estimated # of employees to be retrained under this Contract: 12	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 190	
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Total # of full-time company employees in California: 190	
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Company: Carriere Family Farms, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 1640 State Highway 45	
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City, State, Zip: Glenn, CA 95943	
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Collective Bargaining Agreement(s): No	
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Estimated # of employees to be retrained under this Contract: 60	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide: 90	
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Total # of full-time company employees in California: 90	
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Company: Cascade Orthopedic Supply, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 2638 Aztec Dr.	
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City, State, Zip: Chico, CA 95928	
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Collective Bargaining Agreement(s): No	
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Estimated # of employees to be retrained under this Contract: 35	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 140	
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Total # of full-time company employees in California: 100	
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**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 6 of 18

Company: Chico Chamber of Commerce	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 441 Main Street, Suite 150	
City, State, Zip: Chico, CA 95927	
Collective Bargaining Agreement(s): No	

Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 10	
Total # of full-time company employees in California: 10	

Company: Chico Eco Inc. dba ChicoBag Co	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 747 Fortress Street	
City, State, Zip: Chico, CA 95973	
Collective Bargaining Agreement(s): No	

Estimated # of employees to be retrained under this Contract: 14	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 32	
Total # of full-time company employees in California: 32	

Company: City of Chico	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 411 Main Street	
City, State, Zip: Chico, CA 95926	
Collective Bargaining Agreement(s): No	

Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 300	
Total # of full-time company employees in California: 300	

Company: City of Corning	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 794 Third Street	
City, State, Zip: Corning, CA 96021	
Collective Bargaining Agreement(s): No	

Estimated # of employees to be retrained under this Contract: 2	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 7 of 18

Company: Cleanrite-Buildrite (CRBR) Chico	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1200 W. East Ave	
City, State, Zip: Chico, CA 95928	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 22	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 125	
Total # of full-time company employees in California: 115	

Company: Clockshartk, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 900 Fortress St. #100	
City, State, Zip: Chico, CA 95928	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 35	
Total # of full-time company employees in California: 30	

Company: Community Housing Improvement Program Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1001 Willow St.	
City, State, Zip: Chico, CA 95928	
Collective Bargaining Agreement(s): no	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	

Company: Community Living Options	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5800 Clark Rd Ste. 1	
City, State, Zip: Paradise, CA 95969	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 8 of 18

Company: County of Glenn	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: P.O. Box 1070	
City, State, Zip: Willows, CA 95988	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 40	
Total # of full-time company employees in California: 40	

Company: Department of Water Resources	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 308 Nelson Ave.	
City, State, Zip: Oroville, CA 95965	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 50	
Total # of full-time company employees in California: 50	

Company: Digital Path	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1065 Marauder St.	
City, State, Zip: Chico CA 9597	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 72	
Total # of full-time company employees in California: 72	

Company: Enloe Medical Center	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1531 Esplanade	
City, State, Zip: Chico, CA 95926	
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: 3,600	
Total # of full-time company employees in California: 3,600	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 9 of 18

Company: FAFCO Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 435 Otterson Drive	
City, State, Zip: Chico, CA 95928	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 80	
Total # of full-time company employees in California: 80	

Company: Farmers Brewing Co.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 880 Co Red. WW	
City, State, Zip: Princeton, CA 95970	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 75	
Total # of full-time company employees in California: 75	

Company: Fifth Sun	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 495 Ryan Avenue	
City, State, Zip: Chico, CA 95973	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 35	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 213	
Total # of full-time company employees in California: 213	

Company: Firestorm Wildland Fire Suppression, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1100 Fortress Street Suite #2	
City, State, Zip: Chico, CA 95973	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 70	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 80	
Total # of full-time company employees in California: 80	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 10 of 18

Company: Golden Valley Bank	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 190 Cohasset Rd. Ste. 170	
City, State, Zip: Chico, CA 95926	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 50	
Total # of full-time company employees in California: 40	

Company: Government Training Academy (LRCCD)	
Address: 1410 Ethan Way	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
City, State, Zip: Sacramento, CA 95825	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 200	
Total # of full-time company employees worldwide: 7,200	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees in California: 7,200	
Total # of full-time company employees in California: 240	

Company: Housing Authority of Butte County	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 2039 Forest Ave.	
City, State, Zip: Chico, CA 95928	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 40	
Total # of full-time company employees in California: 40	

Company: Joy Signal Technology LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1020 Marauder Street	
City, State, Zip: Chico, CA 95973	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 60	
Total # of full-time company employees in California: 50	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 11 of 18

Company:	Knauf Insulation, Inc.	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	3100 Ashby Road		
City, State, Zip:	Shasta Lake, CA 96019		
Collective Bargaining Agreement(s):	No		
Estimated # of employees to be retrained under this Contract:	15	Small Business?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide:	126		
Total # of full-time company employees in California:	126		

Company:	Little Ren Hen	Priority Industry?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address:	189 E. 8 th St.		
City, State, Zip:	Butte County, Chico, CA 95926		
Collective Bargaining Agreement(s):	No		
Estimated # of employees to be retrained under this Contract:	7	Small Business?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide:	15		
Total # of full-time company employees in California:	15		

Company:	Lulus Fashion Lounge, Inc.	Priority Industry?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address:	195 Humboldt Ave. Ste. B		
City, State, Zip:	Chico, CA 95928		
Collective Bargaining Agreement(s):	No		
Estimated # of employees to be retrained under this Contract:	75	Small Business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	601		
Total # of full-time company employees in California:	601		

Company:	Lundberg Family Farms (Wehah Farm)	Priority Industry?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address:	5311 Midway		
City, State, Zip:	Richvale, CA 95974		
Collective Bargaining Agreement(s):	No		
Estimated # of employees to be retrained under this Contract:	75	Small Business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide:	375		
Total # of full-time company employees in California:	375		

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 12 of 18

Company: Modoc Medical Center	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 225 W. McDowell	
City, State, Zip: Alturas, CA 96101	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 40	
Total # of full-time company employees in California: 40	

Company: NorCal Van Conversions (Driverge Vehicle Innovations)	
Address: 1300 Nord Ave.	
City, State, Zip: Chico, CA 95926	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	
Total # of full-time company employees worldwide: 60	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees in California: 50	
Total # of full-time company employees in California: 20	

Company: Northern Valley Arbor Management	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1100 Fortress Street Suite 2	
City, State, Zip: Chico, CA 9597	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 45	
Total # of full-time company employees in California: 45	

Company: NorthStar	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 111 Mission Ranch Blvd. Ste. 100	
City, State, Zip: Chico, CA 95926	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 26	
Total # of full-time company employees in California: 26	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 13 of 18

Company: Norfield Industries	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 422 Otterson Drive	
City, State, Zip: Chico, CA 95928	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 65	
Total # of full-time company employees in California: 65	
Company: Oroville Hospital Post-Acute Center	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1000 Executive Pkwy	
City, State, Zip: Oroville, CA 95966	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 95	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 230	
Total # of full-time company employees in California: 230	
Company: Orthopedic Associates of Northern California	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 131 Raley Blvd.	
City, State, Zip: Chico, CA 95928	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 52	
Total # of full-time company employees in California: 52	
Company: Paradise Pictures	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 650 Thunderbolt Street	
City, State, Zip: Chico, CA 95973	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 40	
Total # of full-time company employees in California: 40	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 14 of 18

Company: Parent Infant Programs	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: P.O. Box 492447	
City, State, Zip: Redding, CA 96049	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 35	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 50	
Total # of full-time company employees in California: 50	
Company: Plumas District Hospital	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1065 Bucks Lake Road	
City, State, Zip: Quincy, CA 95971	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	
Company: Roplast Industries (a PreZero company)	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3155 South 5 th Avenue	
City, State, Zip: Oroville, CA 95965	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 30	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 155	
Total # of full-time company employees in California: 155	
Company: Rockport RN Transition of Practice (Windsor Chico Creek Care & Rehabilitation)	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 587 Rio Lindo Ave.	
City, State, Zip: Chico, CA 95926	
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: 2,000	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 15 of 18

Total # of full-time company employees in California:	1,000
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Company: Rumiano Cheese Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: P.O. Box 863	
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City, State, Zip: Willows, CA 95988	
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Collective Bargaining Agreement(s): No	
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Estimated # of employees to be retrained under this Contract:	20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide:	176
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Total # of full-time company employees in California:	176
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Company: Safe Path Products	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 21 Valley Ct.	
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City, State, Zip: Chico, CA 95973	
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Collective Bargaining Agreement(s): No	
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Estimated # of employees to be retrained under this Contract:	15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide:	30
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Total # of full-time company employees in California:	30
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Company: SelTech Enterprises	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 108 Boeing Ave	
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City, State, Zip: Chico, CA 95973	
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Collective Bargaining Agreement(s): No	
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Estimated # of employees to be retrained under this Contract:	10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide:	20
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Total # of full-time company employees in California:	20
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Company: Sierra Nevada Brewing Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 1075 East 20 th Street	
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City, State, Zip: Chico, CA 95928	
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Collective Bargaining Agreement(s): No	
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Estimated # of employees to be retrained under this Contract:	50	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District		CCG No.: ET22-0199
Reference No: 22-0395		Page 16 of 18

Total # of full-time company employees worldwide:	800
Total # of full-time company employees in California:	400

Company: Sierra Nevada Cheese Co.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6505 County Rd. 39	
City, State, Zip: Willows, CA 95988	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract:	20
Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Total # of full-time company employees worldwide:	120
Total # of full-time company employees in California:	120

Company: Smucker Natural Foods, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 37 Speedway Ave.	
City, State, Zip: Chico, CA 95928	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract:	10
Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Total # of full-time company employees worldwide:	6,925
Total # of full-time company employees in California:	350

Company: Southern Alum Finishing Co, Inc. (SAF West	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4356 Caterpillar Rd.	
City, State, Zip: Redding, CA 96003	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract:	20
Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Total # of full-time company employees worldwide:	250
Total # of full-time company employees in California:	80

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District	CCG No.: ET22-0199
Reference No: 22-0395	Page 17 of 18

Company: SunWest Milling Company, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 507 Bannock Street	
City, State, Zip: Biggs, CA 95917	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 40	
Total # of full-time company employees in California: 40	

Company: Ted Pella, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: P.O. Box 492477	
City, State, Zip: Redding, CA 96049	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 70	
Total # of full-time company employees in California: 70	

Company: Valley Oak Children's Services	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3120 Cohasset Rd. Suite 6	
City, State, Zip: Chico, CA 95973	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	

Company: Vista Outdoor DBA RCBS	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 605 Oro Dam Blvd	
City, State, Zip: Oroville, CA 95965	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 16,000	
Total # of full-time company employees in California: 185	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Butte-Glenn Community College District		CCG No.: ET22-0199
Reference No: 22-0395		Page 18 of 18
<hr/>		
Company:	Weiss-McNair LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<hr/>		
Address:	100 Loren Ave.	
<hr/>		
City, State, Zip:	Chico, CA 95928	
<hr/>		
Collective Bargaining Agreement(s):	No	
<hr/>		
Estimated # of employees to be retrained under this Contract:	30	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<hr/>		
Total # of full-time company employees worldwide:	95	
<hr/>		
Total # of full-time company employees in California:	95	
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CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Training Proposal for:

Chaffey Community College District

Contract Number: ET22-0193

Panel Meeting of: December 17, 2021

ETP Regional Office: San Diego

Analyst: K. Hernandez

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate CCCF (Alt/Gen) New Hire SB <100	Industry Sector(s):	MEC (H) Manufacturing (33) Transportation and Warehousing (48-49) Healthcare (62) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$818,760		\$62,652 12%		\$881,412

In-Kind Contribution:	50% of Total ETP Funding Required	\$718,500
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Literacy Skills, MS-Didactic, Mgmt. Skills, Mfg. Skills, OSHA 10/30	398	8-200	0-100	\$984	\$19.12
				Weighted Avg: 40			
2	Retrainee Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Literacy Skills, MS-Didactic, Mgmt. Skills, Mfg. Skills, OSHA 10/30	30	8-300	0-100	\$7,380	\$19.12
				Weighted Avg: 300			
3	Retrainee	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Literacy Skills, MS-Didactic, Mgmt. Skills, Mfg. Skills, OSHA 10/30	100	8-200	0-100	\$855	\$19.12
				Weighted Avg: 40			
4	New Hire Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Literacy Skills, MS-Didactic, Mgmt. Skills, Mfg. Skills, OSHA 10/30	24	8-300	0-100	\$7,620	**\$15.65
				Weighted Avg: 300			

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

****** It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: Job Numbers 1-3: \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$20.79 per hour for Contra Costa County; \$19.97 per hour for Los Angeles County; \$19.12 per hour for all other counties

Job Numbers 4 (New Hire): \$17.39 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$17.33 per hour for Contra Costa; \$16.48 per hour for Los Angeles County; \$15.93 per hour for Orange County; \$15.81 per hour for San Diego County; \$15.65 per hour for all other counties

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

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

Participating employers may use up to \$2.50 per hour of health benefits to meet the Post-Retention Wage in Job Numbers 1-3 and up to \$2.39 per hour of health benefits to meet the Post-Retention Wage in Job Numbers 4.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Logistics Staff		5
		15
		5
Maintenance Staff		10
		10
		5
Industrial Electrical Technician		20
		20
		15
Operator		2
		25
		13
Production Staff		5
		10
		5
Manufacturing Staff		15
		5
		5
Supervisor		30
		50
		38
Manager		1
		10
		4

Licensed Vocational Nurse (LVN)		1
		10
		4
Registered Nurse (RN)		5
		10
Sterilization Technician		5
Job Number 2		
Maintenance Staff		1
		7
		7
Industrial Electrical Technician		1
		8
		6
Job Number 3		
Administrative Staff		5
		15
		10
Supervisor		10
		20
		5
Manager		5
		20
		10
Job Number 4		
Maintenance Staff		4
		7
		1
Industrial Electrical Technician		1
		7
		2
Manufacturing Staff		1
		1

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

Chaffey Community College District (Chaffey), as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Founded in 1883, Chaffey (www.chaffey.edu) is a two-year public community college. Chaffey provides training at four campuses in San Bernardino County: the main campus and headquarters in Rancho Cucamonga; an Information Technology Center in Chino; and two Industrial Technical Learning Centers (InTech) in Fontana. Training will be provided at Chaffey's campus locations in Rancho Cucamonga, Chino, Fontana as well as facilities identified by participating employers.

This will be Chaffey's ninth ETP Contract, and the fifth in the last five years. In prior ETP projects, Chaffey served and maintained relationships with manufacturing, logistics, distribution, and healthcare industry groups in the Inland Empire (Riverside and San Bernardino Counties), San Diego, eastern Los Angeles, and northern Orange Counties.

Training will target large and small businesses focused on technical, computer, literacy, quality, leadership, and business skills customized by each participating employer's needs.

Veterans Program

Although this project does not include a Veterans component, the training population of Chaffey's participating employers may potentially include Veterans.

CCCF PROJECT DETAILS

Partnerships & Collaboration

The CCCF is intended to leverage and expand existing workforce programs. In addition, the Panel's vision and goals are to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor.

Chaffey is part of a collaborative of Community College Contract Education providers. This network supports statewide research, needs assessments, sharing of curriculum and industry-expert trainers, as well as fostering new colleges to venture into participating in ETP. Additionally, Chaffey has long-standing and productive partnerships with local county workforce development boards. Chaffey is also utilizing the Regional Directors for Healthcare and Advanced Distribution/Logistics to identify employers who would benefit from training funded by ETP. Both of these sectors have been significantly impacted by COVID-19; healthcare by direct interaction with the medical needs created by the coronavirus, and Distribution/Logistics by increased demand, which accelerated hiring needs, and the need to develop skilled labor.

Employer Demand

Chaffey works with employers and partners to identify projects months or even years in advance. This consistent pipeline of training projects is carefully monitored to ensure sufficient demand for the funds provided by ETP. Chaffey has provided training for employers in non-profit sectors and healthcare as direct, fee-based contracts for quite a few years. Participating employers will include healthcare employers from the private sector, public sector organizations and non-profit organizations. This project will be marketed through direct outreach campaigns, networking, social media, and referrals.

Small Business Needs

ETP's Legislative intent is to meet the unique needs of Small Businesses. Chaffey dedicates specific time and energy to engaging small businesses through direct marketing, networking,

referrals, and attending employer events. Under this proposal, Chaffey will offer training opportunities where small business can send as few as one employee to training alongside employees from other companies. This is a critical facet of Chaffey's ability to serve small businesses since it is difficult or impossible for a small business to fill a class, but their need for training is often greatest because their staff execute multiple roles, and they may have as few as one person with a particular skill set, making internal training more difficult. For employers who have been disproportionately impacted by the pandemic, Chaffey will partner with its local Workforce Development Board business services representatives to identify employers with urgent training needs.

Wage Progression and Career Advancement Opportunities

The Panel supports training that will provide workers with secure jobs that pay good wages, and have opportunities for advancement. In the short term; wage increases are expected to be 2-5% for shorter training projects and 5-10% increases for longer training projects. Career advancement opportunities are expected to be promotions from entry level jobs to skilled labor such as progressing from an entry level maintenance technician to a mid-level technician role, or mid-level maintenance technician to advance a maintenance technician. Projects that focus on cross-training will also give trainees greater job security, such as a front-line supervisor also being skilled in areas of continuous improvement. In the long term; wage and career advancement opportunities are projected to be 10%+, and additional management/supervisory roles, as well as master-technician or highly specialized work.

Licensing and Certifications

SB 129 General funds are intended for training that leads to licensing and certifications. Some examples of licensing and certifications that trainees will achieve after successfully completing training will be OSHA-10 and OSHA-30 certification, Sterile Processing Technician certification, Amatrol learning certification, MSSC certification (Manufacturing Skill Standards Council), AWS welding certifications. More certifications and/or license training may be provided based on employer needs.

Apprenticeship

Although there is no apprentice training in this proposal Chaffey has long-standing and productive partnerships with local entities that promote apprenticeships such as the Local Apprenticeship Uniting a Network of Colleges and High Schools and the Inland Desert Employer Apprenticeship Committee.

PROJECT DETAILS

Many Inland Empire employers face an aging workforce, specifically in manufacturing. Employers must hire and retain skilled workers to replace the large number of employees leaving through retirement. Many of these employers prefer to promote from within which opens entry-level positions. Hiring and retaining new workers for these entry-level positions requires a significant amount of skills training. Employers report a lack of skilled workers in the Inland Empire to fill positions.

In addition, manufacturing jobs are in high demand. According to data from a recent Centers of Excellence 2019 report, an initiative of the California Community Colleges Economic and Workforce Investment program that provides data on critical industries and occupations, indicates that within the Inland Empire's two-county region (Riverside and San Bernardino), there are 4,350 advanced manufacturing businesses that generate \$24B in revenue and provide an estimated

96,519 jobs. The report identified 45 manufacturing occupations within the regions with an expected 1,561 annual openings (new and replacement jobs) over the next year alone.

Chaffey conducted employer needs assessments and considering employment demand projections, ETP-funded training will allow employers to provide the necessary skills training to promote employees and provide technical skills to newly-hired workers including those hired in entry-level jobs. Training will help employers create a high-performance workforce and stimulate and support growth within their organizations.

Core Group of Employers

These employers have been determined to meet out-of-state competition. Chaffey requests ETP funding for 399 trainees and has current core group demand for 611 trainees (more than 100%).

The core group of 16 employers consists of 4 small businesses and 12 large employers across Southern California, of which, 10 are priority industries.

New Hire

Chaffey works closely with local America's Job Centers, including the Workforce Development Boards, the Workforce Development Department, and the Employment Development Department, to assist unemployed individuals entering the workforce and improving their opportunities for career advancement. In this proposal (Job Number 4), Chaffey requests ETP funding to train 24 unemployed individuals with multiple barriers to employment that includes Maintenance Staff, Industrial Electrical Technicians, and Manufacturing Staff. Chaffey's goal is to provide New Hire trainees with the necessary job-related skills training required to become immediately productive upon hiring. Chaffey's Staff works closely with employers to meet their need for new employees and to ensure trainees will have employment following completion of training.

In addition, Chaffey will leverage funds from the Work Innovation and Opportunity Act (WIOA) and other nongovernmental grant funds (James Irvine Foundation) in conjunction with the ETP funds to deliver New Hire training sessions. Chaffey College InTech has a 472-hour introduction to industrial maintenance program approved on the Eligible Training Provider List (ETPL) for San Bernardino and Riverside Counties. However, the ETPL funds from WIOA only cover 280 hours of the cost of training. The funds from ETP are proposed to cover the remaining 192 hours of training for individuals that qualify.

Training Plan

Training will be delivered via Class/Lab, E-learning and Computer-Based Training (CBT) in the following:

Business Skills: Training topics include Business Impact, Communication Skills, Conflict Management, Customer Service, Decision Making, Finance for Non-Financial Manager, Getting Business Results, Interpersonal Skills, Inventory Control, Negotiation Skills, Product Knowledge, Project Management, Telephone Skills, and Time Management.

Commercial Skills: Training topics include Advanced Math Skills, Automotive Repair, Analog Communications, Cable Networking, Control Systems Technology, Conventional Machining, Copper and Plastic Piping Practices, Fiber Optic Cabling and Forklift Training

Computer Skills: Training topics include AutoCAD, Company-Specific Software, Computer Networking, Cost Tracking, Cloud-Based Training, Document Control, Managing E-mail, Manufacturing/Material Resource Planning and Microsoft Office (Intermediate & Advanced).

Continuous Improvement: Training topics include 5S, Basic Logistics Standard Practices, Black Belt Certification, Certified Logistics Associate/Technician, Change Management, Coaching/Motivating Employees, Communicating Effectively, Cost and Analysis and Cost Reduction.

Literacy Skills: Training topics include Basic Math, Language Comprehension, Reading Letters & Reports, Understanding Numbering Systems, Understanding Verbal Direction, Workplace English (Vocational English), Shop/Workplace Math, and Writing Letters & Reports.

Management Skills: Training topics include Basic/Advanced Supervisory and Management Skills, Conflict Management for Managers, Essential Interviewing Skills and Leadership for Managers.

Manufacturing Skills: Training topics include Assembly Procedures, Cross-Functional Production/Equipment Skills, Equipment Operation, Food Processing, Manufacturing Practices, Non Destructive Testing, Production Operation, Warehousing and Blueprint Reading.

Medical Skills-Didactic: Training topics include Infection Control in the Workplace, Alzheimer's and Dementia Care, Telemetry Technician Monitoring, EKG and Pharmacology, Advanced Cardiac Care, Basic Life Support and Ventilator.

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.
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.
3. 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. HAZMAT training has oversight by the Department of Transportation (CalTRANS). There are various certification entities for the coursework and instructors.

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 0-100 hours of CBT.

Curriculum Development

Chaffey's curriculum development is employer driven to upskill specific occupations and/or drive a high performance workplace culture. The College also meets with business/industry to identify training needs. The expected outcomes aligns with a high-performance workplace in order to meet or exceed employer's productivity goals.

Chaffey conducts training needs assessment in three ways: surveys with employers via electronic communication, convene with employer advisory group quarterly, and work with individual employers, to develop a two-year training plan. At the completion of training, participants complete a program and instructor evaluation. Any recommendations or issues regarding the programs are discussed at team meetings, vetted with a group of employers, and implemented within the program.

Modification to Maximum Training Hours

Chaffey reports that several manufacturers and logistics companies continue to express a need for Maintenance Staff (Mechanic), Industrial Electrician Technicians, and Manufacturing Staff trained in the electrical skills to service manufacturing equipment and machines. The loss in productivity due to down equipment and machinery is significant enough to compel employers to keep on-site, highly-skilled Maintenance Staff (Mechanic), Industrial Electrician Technician, and Manufacturing Staff for immediate repairs, rather than wait for a vendor to send a mechanic out to repair/replace a machine or equipment.

The complete training course requires 472 hours of instruction because it is delivered at the intermediate to advanced level and covers numerous topics. If the training were to be delivered only at the ETP maximum 200 hour level, trainees may not be able to adequately maintain, repair, and replace machines in their plant/distribution center. While each trainee already has at least a basic level understanding or experience required to perform other aspects of their position, a more detailed level of skills and knowledge pertaining specifically to Electrical and Industrial Mechanical training will be delivered.

To increase transparency the Maintenance Staff (Mechanic), Industrial Electrician Technicians, and Manufacturing Staff retrainee in Job Number 2 have been separated from Job 1 retrainees. Chaffey is requesting to increase the maximum training hours for Job Number 2 from 200 to 300 and for Job Number 4 (New Hire) from 260 to 300.

Commitment to Training

ETP funds will not displace the existing financial commitment to training of participating employers. Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law. Chaffey's participating employers stated that the proposed ETP training is supplementary in nature. Current and on-going training varies by employer but generally consists of new-hire orientation/onboarding, job-specific training, job shadowing (on-the-job training), harassment prevention, diversity, and state and federally mandated training.

In its current project, Chaffey has seen an increase in employer participation in continued training for its employees. Employers share with Chaffey their observations about the effects of training and the desired outcomes of training that transform individuals' attitudes, behaviors, and skills in the workplace. These positive results motivate employers to invest more time, money, and resources into additional training.

➤ Training Infrastructure

Three Chaffey fulltime employees will be responsible for marketing, recruitment, needs assessment, coordinating and scheduling training, submitting invoices, and ensuring compliance with ETP recordkeeping requirements. The College's Director of Economic Development will oversee project activities and manage overall administration including the tracking of potential earnings against total Contract amount. The infrastructure of a community college setting will continue to allow Chaffey to facilitate effective and efficient business practices.

Chaffey will retain administrative control of all activities associated with any training provided by other training vendors (colleges) including data entry, recordkeeping, and project administration. Specifically, Chaffey will provide each training instructors/vendors with an overview of ETP program guidelines. Further, vendors will be instructed in proper documentation required by ETP including the recording of daily attendance.

Marketing and Support Costs

Chaffey advertises and networks through its local Chambers of Commerce; HR Network Group; local Workforce Development Departments for San Bernardino County; local city Economic Development Departments; Inland Empire Desert Regional Consortium; email blasts/phone calls to employer distribution database; and individual meetings with clients. Chaffey also regularly attends Manufacturer's Council of the Inland Empire (MCIE) and the High Desert Manufacturing Advising Council meetings to market training to its members electronically and during the annual MCIE Summit. The College also communicates with the Chancellor's Office Deputy Sector Navigators and Centers of Excellence to leverage their contact with employers to advertise training. Further, the College produces flyers to promote training to current and potential employers, encouraging them to send referrals. Chaffey's website offers training sign-up form, training calendar, and menu curriculum topics.

As previously stated, Chaffey meets with many of the MCIE council members at their facilities to conduct individualized training needs assessments. Marketing and outreach to employers statewide requires the efforts of several staff members to solicit new and maintain ongoing contact with its partners, advisory groups, and employers. Chaffey's Employer Engagement and Contract Education Expert has been designated to recruit and assess businesses if they are qualified to receive ETP-funded training, as well as work with local agencies and network groups to present the training programs and services Chaffey offers.

Chaffey is requesting 8% support costs for Job Numbers 1-3 and 12% Support Costs for Job Number 4 for recruiting additional employers, assessing employer-specific job training requirements, and developing a 12 to 24-month training plan for each employer as well as customized training programs for individual employers. Assessment activities and employer recruitment will continue to take place throughout the duration of the contract.

Impact/Outcome

Trainees receive certification of completion upon completing a training program. Dependent on the training program, they may also receive one or more of the following nationally recognized certifications: National Center for Construction Education and Research and Occupational Safety and Hazard. Chaffey's Six Sigma Green Belt Training is aligned with the body of knowledge for the American Society for Quality certification.

Trainer Qualifications

Chaffey's trainers are engaged by the College as industry/subject matter experts. The trainers undergo a vetting/screening interview process by the department staff. Most of the trainers have a minimum of a bachelor's degree, with many having a master's or doctoral degree, along with industry-recognized certifications and credentials. Trainers are also required to have several years of business and industry-related experience.

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 Agreement.

Alternative Recordkeeping

Chaffey will use an approved alternative recordkeeping for E-Learning/Videoconferencing training sessions. The Trainers will submit all training documents upon completion of each training session.

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
ET21-0275 (COVID)	\$200,000	3/1/21– 2/28/23	100	0	0*
ET20-0237	\$749,994	12/23/19– 12/22/21	687	0	0**

*ET21-0275: Based on ETP Systems, 0 reimbursable hours have been tracked for potential earnings of \$0.00 (0% of approved amount). Chaffey has not yet delivered training in this contract, but has projects with several medical facilities, medical manufacturers and beverage manufacturers lined up for early 2022 that are expected to bring the project to 100%. There were several delays in implementation for Chaffey related to COVID-19 and its effect on instructor availability, and newly adopted protocols. Those issues have since been addressed and Chaffey has instructors and employer partners lined up to begin delivering training. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2023.

**ET20-237: Based on ETP Systems, 20,987 reimbursable hours have been tracked for potential earnings of \$506,227 (68% of approved amount). Chaffey has faced challenges with the Cal-E-Force system but there are additional hours ready for upload that are pending due to a contract modification. Chaffey has delivered training with projected earnings of 84% of the approved amount with final earnings projected to near 100% delivered through September 2021.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0239	Riverside, San Bernardino, Los Angeles, Orange	11/01/18–10/31/20	\$949,948	\$908,760 (96%)
ET18-0110	Riverside, San Bernardino, Los Angeles, Orange	7/1/17–6/30/19	\$949,391	\$922,842 (97%)
ET16-0196	Riverside, San Bernardino, Los Angeles, Orange	9/1/15–8/31/17	\$563,564	\$483,754 (86%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Behavioral Interviewing
- Business Impact
- Communication Skills
- Conflict Management
- Cultural Competence
- Customer Service
- Decision-Making
- Emotional Intelligence
- Finance for the Non-Financial Manager
- Getting Business Results
- Group Effectiveness
- Interpersonal Skills
- Inventory Control
- Leadership
- Negotiation Skills
- Personal Effectiveness
- Product Knowledge
- Project Management
- Scheduling, Budgeting, and Cost Control
- Telephone Skills
- Time Management
- Team Building
- Values and Ethics

COMMERCIAL SKILLS

- Advanced Math
- Automotive Repair
- AC & DC Variable Speed Drives
- Analog Communications
- AVO/High Voltage
- Basic/Intermediate PLCs
- Computer Numerical Control
- Cable Networking the Physical Layer
- Control Systems Technology
- Conventional Machining
- Copper and Plastic Piping Practices
- Drills and Related Tools
- Electro-Pneumatics I & II
- Fiber Optic Cabling the Physical Layer
- Forklift Training
- Fasteners and Anchors

- Gaskets and Packing
- Lubrication
- Heaters, Furnaces, Heat Exchangers, Cooling Towers, and Fin Fans
- High Pressure Steam Systems and Auxiliaries
- HVAC EPA 608 & 609
- Hydraulics I & II
- Industrial Electrical
- Industrial Electrical Safety Training
- Industrial Mechanical
- Instrumentation & Process Controls I & II
- Intermediate – Advanced Electricity & Motor Operation for Manufacturing
- Technician Training
- Lathes
- Low-Pressure Steam Systems
- Lubrication
- Material Handling & Hand Rigging Mechatronics
- Machining
- Mobile and Support Equipment
- Oxyfuel Cutting
- Precision Measuring Tools
- Preventive and Predictive Maintenance Pumps and drivers
- Semiconductor Devices SMAW-Equipment & Set Up
- Transistor Amplifier Circuits
- Transistor Feedback Circuits
- Transistor Power Amplifiers
- Trenching & Shoring
- Troubleshooting and Repairing Pumps Troubleshooting and Repairing Gearboxes
- Troubleshooting Electrical Control Circuits Valves
- Welding

COMPUTER SKILLS

- Auto CAD
- Budgeting
- Company-Specific Software
- Computer Networking
- Cost Tracking
- Cloud Based Training
- Document Control
- Managing E-mail
- Manufacturing Resource Planning/Material Resource Planning
- Microsoft Office (Intermediate & Advanced)
- MS Project
- Inventory Control
- Payroll
- Purchase Order Tracking
- Shipping Solutions or Related Logistic Software
- SolidWORKS
- World-Wide Web

CONTINUOUS IMPROVEMENT SKILLS

- 5S
- Basic Logistics Standard Practices
- Black Belt Certification
- Certified Logistics Associate
- Certified Logistics Technician
- Change Management
- Coaching/Motivating Employees
- Communicating Effectively
- Communicating Effectively with English Language Learners
- Cost and Analysis
- Cost Reduction
- Green Belt Certification
- Interaction Management
- Inventory Control
- Leadership Skills for Frontline Workers
- Lean Manufacturing/Operations
- Monitoring
- Problem Solving
- Process Corrective Action
- Quality Technician Certification
- Resource Management Certification
- Scheduling and Planning
- Six Sigma
- Strategic Planning
- Supervisor/Lead Role
- Supply Chain Elements
- Teambuilding
- Time Studies & Line Balancing
- TQM – Total Quality Management
- Understanding Work Group Dynamics
- Yellow Belt Certification

MANUFACTURING SKILLS

- Assembly Procedures
- Cross-Functional Production/Equipment Skills
- Equipment Operation
- Food Processing
- Manufacturing Practices
- Non-Destructive Testing
- Production Operation
- Warehousing
- Blueprint Reading
- Geometric Dimensioning & Tolerancing
- Inspection Techniques
- CNC Machining
- Prototyping

LITERACY SKILLS

- Basic Math
- Language Comprehension
- Reading Letters & Reports
- Understanding Numbering Systems
- Understanding Verbal Direction
- Workplace English (Vocational English)
- Shop/Workplace Math
- Writing Letters & Reports

MANAGEMENT SKILLS (Managers/Supervisors Only)

- Basic/Advanced Supervisory and Management Skills
- Conflict Management for Managers
- Essential Interviewing Skills
- Leadership for Managers
- Managing a High-Performance Workplace
- Planning for Managers
- Project Management for Managers

MEDICAL SKILLS-DIDACTIC

- Advanced Cardiac Care
- Alzheimer's and Dementia Care
- Basic Life Support
- Bedside Hemodialysis Training
- Central Sterile Processing
- Confidentiality and Privacy Law (HIPAA)
- EKG and Pharmacology
- Infection Control
- Infection Control in the Workplace
- Optical Technician
- Telemetry Technician Monitoring
- Therapy and Blood Withdrawal for LVNs
- Ventilator

HAZARDOUS MATERIALS

- Hazardous Materials (Hazmat)

HAZWOPER

- Hazardous Waste Operations And Emergency Response

CERTIFIED SAFETY SKILLS

- OSHA 10 (Certified OSHA Instructor)
- OSHA 30 (Certified OSHA Instructor)

CBT Hours

0-100 Trainees may receive any of the following:

COMMERCIAL SKILLS

- WXMA101-XX02XEN-E1: Mathematics 1 – Basic Math Terms and Concepts (1hr)
- WXMA101-XX03XEN-E1: Mathematics 1 – Working with Whole Numbers (1hr)
- WXMA101-XX04XEN-E1: Mathematics 1 – Fractions and Decimals (1hr)
- WXMA101-XX05XEN-E1: Mathematics 1 – Percentage, Average and Ratio (1hr)
- W19004-XA00XEN-E1: Mechanical Fabrication 1 – Mallets and Non-Threaded Fasteners (1hr)
- W19002-XX00XEN-E2: Manual Machine Tools – Introduction to Manufacturing Hand Tools (1hr)
- W19004-XA00XEN-E1: Mechanical Fabrication 1 – Screwdrivers (1hr)
- W19004-XA00XEN-E1: Mechanical Fabrication 1 – Wrenches (1hr)
- W19004-XA00XEN-E1: Mechanical Fabrication 1 – Pliers and Locking Devices (1hr)
- W19004-XA00XEN-E1: Mechanical Fabrication 1 – Torque Wrench (1hr)
- V19017-CA00XEN-E1: Measurement Tools 1 – Basic Measurement (1hr)
- W19004-XA00XEN-E1: Mechanical Fabrication 1 – Portable Power Tools (1hr)
- WXPE203-XX00XEN-E2: Principles of Grinding (3hr)
- WXTL204-XX00XEN-E2: Tooling for Grinding (5hr)
- WXBP101-XX00XEN-E2: Blueprint Reading (1hr)
- W12207-XX01XEN-E1: Print Reading 1 – Introduction to Print Reading (2hr)
- W12207-XX02XEN-E1: Print Reading 1 – Print Dimensioning (2hr)
- W18689-XB01UEN-E1: Rigging Systems 1 – Introduction to Rigging (1hr)
- W18689-XB03UEN-E1: Rigging Systems 1 – Slings and Hitches (1hr)
- W18690-XB01XEN-E1: Rigging Systems 2 – Synthetic Slings (1hr)
- W18689-XB04UEN-E1: Rigging Systems 1 – Wire Rope (1hr)
- W18689-XB05UEN-E1: Rigging Systems 1 – Chain Slings (1hr)
- E18691-XA01XEN-E1: Rigging 3 – Wire Mesh Slings (1hr)
- E18691-XA02XEN-E1: Rigging 3 – Fiber Rope (1hr)
- W18689-XB02UEN-E1: Rigging Systems 1 – Hoists (1hr)
- WC02414-XX00XEN-Comm (1hr)
- WXPDP101-XX01XEN-E1-Intro to Comm (1hr)
- WXPDP101-XX02XEN-E1- The Sender (1hr)
- WXPDP101-XX03XEN-E1- The Receiver (1hr)
- WXPDP101-XX04XEN-E1- The Medium (1hr)
- WXPDP101-XX05XEN-E1- Feedback & Noise (1hr)
- WXSA 101-XX00XEN-E2: Safety Practices and Regulations (1hr)
- WXSA 105-XX00XEN-E2: Lockout/Tagout (1hr)
- WXSA 104-XX00XEN-E2: Confined Spaces (1hr)
- WXSA 102-XX00XEN-E2: Personal Protective Equipment (1hr)
- WXSA 103-XX00XEN-E2: Hazardous Communication (1hr)
- WC02414-XX00XEN-Employability (1hr)
- WXPDP102-XX01XEN-E2-Conflict Mgmt 3
- WXPDP103-XX01XEN-E2- Working in Groups (1hr)
- E18691-XA04XEN-E1: Rigging 3 – Rigging Knots (1hr)
- W18690-XB02XEN-E1: Rigging Systems 2 (3hr)

- W19008-XX00XEN-E1: Fasteners (1hr)
- W19004-XA01XEN-E1: Mechanical Fabrication 1 – Threaded Fasteners (1hr)
- W19004-XA00XEN-E1: Mechanical Fabrication 1 – Mallets and Non-Threaded (1hr)
- W19008-XX01XEN-E1: Fasteners – Fasteners (1hr)
- W19008-XX02XEN-E1: Fasteners – Non-Threaded Fasteners and Locking Devices (1hr)
- W19009-XX00XEN-E1: Gaskets (1hr)
- W19153-XA05UEN-E1: Mechanical Drives 3 – Gaskets and Seals (2hr)
- WXMA101-XX06XEN-E1: Mathematics 1 – Geometry Basics (1hr)
- WXMA304-XX00XEN-E2: Trigonometry 1 (6hr)
- W12207-XX03XEN-E1: Print Reading 1 – Assembly Drawings & Fasteners (1hr)
- W12207-XX04XEN-E1: Print Reading 1 – Introduction to Geometric Dimensioning and Tolerancing (1hr)
- E18610-XD04UEN-E1: Pump Systems – System Characteristics (1hr)
- E18610-XD01UEN-E1: Pump Systems – Centrifugal Pump Operation (1hr)
- E18610-XD02UEN-E1: Pump Systems – Centrifugal Pump Characteristics (1hr)
- E18610-XD05UEN-E1: Pump Systems – Centrifugal Pump Performance (1hr)
- E18620-XD00XEN-E1: Centrifugal Pump (1hr)
- E18616-XD00XEN-E1: Gear Pumps (1hr)
- E18615-XD00XEN-E1: Piston Pumps (1hr)
- E18613-XD00XEN-E1: Diaphragm (1hr)
- EB526-XA01UEN-E1: Piping – Metal Piping Systems (1hr)
- EB526-XA06UEN-E1: Piping – Two-Way Valves (1hr)
- EB526-XA07UEN-E1: Piping – Check Valves and Sloan Valves (1hr)
- WB832-XA03XEN-E1: Intermediate Hydraulics –Hydraulic Relief Valve Operation (1hr)
- W19146-XA01UEN-E1: Mechanical Drives 1 – Introduction to Mechanical Drive (1.5hr)
- W18690-XB02XEN-E1: Rigging Systems 2 – Equipment Movement (1hr)
- W18690-XB03XEN-E1: Rigging Systems 2 – Industrial Cranes (1hr)
- E18691-XA03XEN-E1: Rigging 3 – Load Movement (1hr)
- E18691-XA03XEN-E1: Rigging 3 – Load (1hr)
- W19152-XA04UEN-E1: Mechanical Drives 2 – Lubrication Concepts (2.5hr)
- W19146-XA03UEN-E1: Mechanical Drives 1 – Power Transmission Systems (1.25hr)
- W19146-XA06UEN-E1: Mechanical Drives 1 – Spur Gear Drives (1.25hr)
- W19153-XA06UEN-E1: Mechanical Drives 3 – Advanced Gear Drives (2.25hr)
- VB728-XB03AEN-E2: Mechanical Systems 1 – Pulley Systems & Gear Drives (1.25hr)
- W19146-XA04UEN-E1: Mechanical Drives 1 – Introduction to V-Belt Drives (1.25hr)
- W19152-XA01UEN-E1: Mechanical Drives 2 – Heavy Duty V-Belt Drives (3.5hr)
- W19152-XA03UEN-E1: Mechanical Drives 2 – Synchronous Belt Drives (3.5hr)
- W19146-XA05UEN-E1: Mechanical Drives 1 – Introduction to Chain Drives (1.25hr)
- W12213-XA00AEN-E1 - Welding Technology 1 (950-WT1) (4hr)

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: Chaffey Community College	CCG No.: ET22-0193
Reference No: 22-0378	Page 1 of 4

ALPHABETIZE BY COMPANY NAME

Company: Amcor Rigid Packaging USA, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 14270 Ramona Ave.	
City, State, Zip: Chino, CA 91710	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 205	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 10,000	
Total # of full-time company employees in California: 400	
Company: Barrett Business Services Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 43576 Washington St.	
City, State, Zip: La Quinta, CA 92253	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 1	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 700	
Total # of full-time company employees in California: 500	
Company: B. Braun Medical Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1151-B Mildred Street	
City, State, Zip: Ontario, CA 91761	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 64,000	
Total # of full-time company employees in California: 1,950	
Company: Building Materials Manufacturing Corp. dba GAF	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 11800 Industry Ave.	
City, State, Zip: Fontana, CA 92337	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 3,500	
Total # of full-time company employees in California: 300	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Chaffey Community College	CCG No.: ET22-0193
Reference No: 22-0378	Page 2 of 4

Company: Contract Labeling Service Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Address: 4881 E. Airport Dr.

City, State, Zip: Ontario, CA. 91761

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 16	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide: 16

Total # of full-time company employees in California: 16

Company: Converse Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Address: 1460 S. Hofer Ranch Road

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 1,500

Total # of full-time company employees in California: 500

Company: Edge Plastics, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 3016 Kansas Ave., Bldg. 3

City, State, Zip: Riverside, CA 92507

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 66	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide: 66

Total # of full-time company employees in California: 66

Company: Elite Comfort Solutions	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 1671 S. Champagne Ave.

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 1,000

Total # of full-time company employees in California: 252

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Chaffey Community College	CCG No.: ET22-0193
Reference No: 22-0378	Page 3 of 4

ALPHABETIZE BY COMPANY NAME

Company: Gerard Daniels Worldwide	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13055 Jurupa Ave.	
City, State, Zip: Fontana, CA 92337	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 18	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 500	
Total # of full-time company employees in California: 79	
Company: Howmet Aerospace	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 10685 Beech Ave,	
City, State, Zip: Fontana, CA 92337	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 19,700	
Total # of full-time company employees in California: 2,260	
Company: Komar Distribution Services	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 11852 Riverside Drive	
City, State, Zip: Mira Loma, CA 91752	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 610	
Total # of full-time company employees in California: 162	
Company: Mitsubishi Cement	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 5808 State Hwy. 18	
City, State, Zip: Lucerne Valley, CA 92356	
Collective Bargaining Agreement(s): N/A	
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: 1,000	
Total # of full-time company employees in California: 140	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Chaffey Community College		CCG No.: ET22-0193
Reference No: 22-0378		Page 4 of 4
<hr/>		
Company: Plastic Technologies (Blow Molded Technologies)		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4720 Felspar St.		
City, State, Zip: Riverside, CA 92509		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 1		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 45		
Total # of full-time company employees in California: 45		
<hr/>		
Company: Professional Plastics, Inc.		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1810 E. Valencia Dr.		
City, State, Zip: Fullerton, CA. 92831		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 10		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: 200		
<hr/>		
Company: Tower Industries California Inc. dba Allied Mechanical		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1720 S. Bon View Ave.		
City, State, Zip: Ontario, CA 91761		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 30		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 123		
Total # of full-time company employees in California: 123		
<hr/>		



CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Training Proposal for:

College of the Sequoias

Contract Number: ET22-0194

Panel Meeting of: December 17, 2021

ETP Regional Office: San Diego

Analyst: K. Hernandez

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Retrainee Priority Rate HUA New Hire SB <100 Medical Skills Training	Industry Sector(s):	MEC (H) Manufacturing (33) Services (61,71,72,81,92) Healthcare (62) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Contra Costa, Fresno, Kern, Madera, Merced, Stanislaus, Tulare, Kings, Imperial, Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$1,406,120		\$102,510 8% & 12%		\$1,508,630

In-Kind Contribution:	50% of Total ETP Funding Required	\$1,789,220
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate HUA	Business Skills, Comm. Skills, Computer Skills, Continuous Impr, MS Didactic, MS Preceptor	1,180	0-200	0	\$934	\$15.00
				Weighted Avg: 38			
2	Retrainee HUA	Business Skills, Comm. Skills, Computer Skills, Continuous Impr, MS Didactic, MS Preceptor	310	0-200	0	\$705	\$15.00
				Weighted Avg: 33			
3	New Hire Priority Rate HUA	MS Didactic, MS Preceptor,	40	0-260	0	\$4,699	\$15.00
				Weighted Avg: 185			

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

Minimum Wage by County: Job Numbers 1-2 (HUA): \$14.34 per hour in Fresno, Kern, Madera, Merced, Stanislaus, Tulare, Kings, and Imperial Counties; \$20.79 in Contra Costa and \$19.77 in Los Angeles. Job Number 3 (HUA): \$14.00 per hour in Fresno, Kern, Madera, Merced, Stanislaus, Tulare, Kings, and Imperial Counties; \$17.33 in Contra Costa and \$16.48 in Los Angeles.

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

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

Participating employers may use health benefits to meet the Post-Retention Wage in Job Numbers 1-3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Clinical Assistant/ Certified Nursing Assistant		145
		60
Nursing Staff		120
		60
		20
Administrative Staff		250
		150
		80
Food Service Staff		10

IT Staff		10
		3
		2
Supervisors		25
Support Staff		100
		30
		20
Public Health Staff		60
		20
		15
Job Number 2		
Administrative Staff		70
		25
		20
Supervisors		15
Support Staff		35
		10
		5
Public Health Staff		60
		30
		10
Appraisal Assistant		25
		5
Job Number 3		
Certified Nursing Assistant (CNA)		40

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

College of the Sequoias (COS) as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Founded in 1940 and headquartered in Visalia, COS (www.cos.edu) is a 2-year community college that provides educational and training classes to the local community. COS operates a full-service Training Resource Center in the City of Hanford in addition to the main campus in Visalia. Aside from servicing the general population, the COS Training Resource Center provides customized workforce training services to California's Central Valley organizations. The College specifically provides training to employers in the manufacturing, food processing, agriculture, healthcare, and service sectors in the Central Valley. This is COS's fourth ETP Agreement, the fourth in the last five years.

Veterans Program

Although this project does not include a Veterans component, the training population of COS's participating employers may potentially include Veterans.

CCCF PROJECT DETAILS

Partnerships & Collaboration

The CCCF is intended to leverage and expand existing workforce programs. In addition, the Panel's vision and goals are to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor. COS currently partners with the State Center Community College district as part of a USDA grant in order to share resources, such as instructors, materials and facilities. The regional demographics for the colleges in the California Central Valley are very similar. They have a large agriculture-based economy and high unemployment rates which means the regional workforce needs are also similar. Central Valley communities have been heavily impacted by the pandemic. This is especially true in the healthcare, hospitality and food service industries. By partnering with the contract education programs of other California community colleges, COS can extend its rapid response reach and help local communities recuperate from the pandemic.

Employer Demand

For this funding opportunity, COS's local Workforce Investment Board (WIB) connected the college with the various employers through their healthcare advisory committee. COS also plans to work with local chambers of commerce to specifically reach out to other nonprofits, hospitality and food service employers who have never participated in ETP-funded training. All the employers who submitted requests for funding are committed to train their employees and COS will coordinate with employers to start delivering the training immediately upon approval.

➤ Core Group of Employers

These employers have been determined to meet out-of-state competition. Chaffey requests ETP funding for 1,530 trainees and has current core group demand for 970 trainees (63%).

The core group of 9 employers consists of 3 small businesses and 6 large employers across Southern California, of which, 3 are priority industries.

Small Business Needs

ETP's Legislative intent is to meet the unique needs of Small Businesses. COS plans to partner with local small business administration (SBDC) offices, local Chambers of Commerce and local Economic Development Corporations (EDCs). As part of this partnership, COS will attend and/or host events and use media outlets and publications to engage and recruit small business employers.

Wage Progression and Career Advancement Opportunities

The Panel supports training that will provide workers with secure jobs that pay good wages with opportunities for advancement. With the existing labor shortage in California, COS expects the initial hiring wage to be at least \$15 an hour, with a short-term wage increase after the completion of the 90-day retention. As employees gain new skills and the labor market continues to be constricted, they expect career advancement opportunities along with gradual wage increases.

Licensing and Certifications

SB 129 General funds are intended for training that leads to licensing and certifications. Some of the certifications that will be earned by trainees includes Certified Nursing Assistant certification, Cardiopulmonary resuscitation (CPR) certification, Emergency Medical Technician (EMT) certification, phlebotomy certification, and forklift operator certification.

New Hire

COS works closely with local America's Job Centers (i.e. Employment Connection and the Job Training Office) including the Sequoia Adult Education Consortium and the Tulare Workforce Investment Board to assist unemployed individuals entering the workforce and improving their opportunities for career advancement. In this proposal (Job Number 3), COS requests ETP funding to train 40 unemployed individuals with multiple barriers to employment. COS's goal is to provide New Hire trainees with the necessary job-related Certified Nursing Assistant (CNA) skills required to become immediately productive upon hiring. COS Staff works closely with employers to meet their need for new employees and to ensure trainees will have employment following completion of training.

PROJECT DETAILS

COS continues to deliver training to frontline workers in the food processing, manufacturing, and service industries throughout the Central Valley. COS has identified the critical business needs of this region. COS relies on economic trend information from COS partners and employer surveys to ensure that training is in line with the type of training required by local employers. Additionally, COS works with the Tulare Workforce Investment Board industrial sector committee, and the Visalia Economic Development Corporation (VEDC) Education and Training Committee to determine skills gaps in the local economy. Many industries have a high rate of technological change, and skill gaps have become increasingly wide.

In this proposal, COS will collaborate with manufacturing companies to assist in training in response of the COVID-19 pandemic. Regional workforce projections indicate a relatively rapid return of employment which means skilled workers will be hard to find. In order to remain competitive, employees will need training to improve skill sets to maintain quality work performance. In addition, businesses are facing retirement of existing high-level skilled workers. To remain competitive, employees must acquire the skills to replace the retirees and stay competitive in the market.

Training will also include Business Skills, Computer Skills and Continuous Improvement training. Courses offered under Business Skills will ensure trainees have the ability to collaborate with coworkers and become effective leaders. Courses delivered under Computer Skills will allow trainees to become familiar with computer systems commonly used by private businesses. Continuous Improvement training will provide staff with manufacturing practices and techniques designed to reduce production waste. ETP-funded training will allow employers to bridge the skills gap of incumbent staff and respond to unique employer challenges and growth opportunities.

Training Plan

All training will be customized to meet each employer's needs based on assessments and industry demand. Training will occur at the participating employers' sites and other training sites in California and will be delivered via a classroom setting. The following are some of the curriculum topics included in the proposed Agreement.

Business Skills: Training will be provided to Administrative Staff, Food Service Staff, IT Staff, Supervisors, Support Staff, and Public Health Staff. Training will enable workers to manage

company resources, improve communication, and increase leadership skills. Training topics will include Communication Skills, Problem Solving, Decision Making and Organizational Skills.

Commercial Skills: Training will be provided to Administrative Staff, IT Staff, Supervisors, Support Staff, and Public Health Staff. Trainees will focus on Construction Management, Drone Management, and Drone Technology.

Computer Skills: Training will be provided to Administrative Staff, IT Staff, Supervisors, Support Staff, and Public Health Staff to enhance skills in computer software. Training topics will include Microsoft Office Suite (Intermediate/Advanced) and Quick Books.

Continuous Improvement: Training will be provided to Administrative Staff, IT Staff, Supervisors, Support Staff, and Public Health Staff to improve productivity and increase product quality. Training topics will include Project Management, Six Sigma, Lean Manufacturing, and Quality Management Systems.

Medical Skills: Training will be provided to Certified Nurse Assistants to enable workers to provide quality care to patients. Training will be delivered in a didactic and preceptor setting and will focus on Emergency Nursing, Food & Nutrition and Immunization.

Marketing and Support Costs

Marketing of training programs takes place through regular and ongoing communications via meetings, emails and phone calls. COS is an active member of the Visalia Economic Development Corporation (VEDC) Education and Training Committee. The College participates in initiatives with the VEDC to increase the economic and workforce development of local employers. This includes on-site surveys to identify employers' training needs and marketing of the College's classes to its members. COS also partners with the local Workforce Investment Board (WIB) and is also a member of the Tulare WIB industrial sector committee, both of which market classes for COS.

COS staff regularly follows up with participating employers to confirm observable improvements in job performance and assess the long-term success of training programs. Feedback and surveys are vital to the success of training programs and will allow employers to be competitive. COS is requesting 8% support costs for Job Numbers 1 & 2 and 12% for Job Number 3 (New Hire) to help with marketing and outreach to employers.

High Unemployment Area

The trainees in Job Numbers 1, 2, and 3 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in Kings, Tulare, Fresno, Kern, Madera, Merced and Stanislaus Counties are in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. COS is requesting a wage modification from \$19.12 per hour to \$15.00 per hour for Job Numbers 1 and 2 and from \$15.65 per hour to \$15.00 per hour for Job Number 3. Health benefits will not be needed to make the modified HUA wages for these counties.

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 Director will oversee this project. The Training Resource Center Specialist and an Administrative Technician will administer the ETP project. Three Training Coordinators will schedule training for the Visalia and Hanford locations. Training will be provided by internal trainers. COS may contract with training vendors if needed.

Impact/Outcome

COS will provide certifications through the Produce Safety Alliance and Food Safety Preventative Control Alliance. COS will also offer Certified Production Technician certifications through the Manufacturing Skill Standards Council (MSSC). For all other training, COS will provide certificates upon completion.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study.

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

- Certification by the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges.

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
ET21-0168	\$586,871	10/5/20– 10/4/22	450	267	0*

Based on ETP Systems, 9,487 reimbursable hours have been tracked for potential earnings of \$231,646 (40% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2022.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0295	Tulare	10/1/18– 12/29/20	\$617,754	\$572,081 (93%)
ET17-0318	Tulare	12/31/16– 12/30/18	\$152,876	\$90,323 (60%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8-200 for Job Numbers 1-2

8-260 for Job Number 3

Trainees may receive any of the following:

BUSINESS SKILLS

- Coaching
- Communication Skills
- Conflict Management
- Cultural Diversity
- Customer Service
- Decision Making
- Essential Workplace Skills
- Generational Diversity
- Human Relations Skills
- Leadership Skills
- Managing Change
- Motivating People
- Organizational Skills
- Planning & Time Management
- Problem Solving
- Teamwork

COMPUTER SKILLS

- Electronic Health Record Software
- Microsoft Office Skills
- Quick Books
- Social Media for Business

CONTINUOUS IMPROVEMENT

- Corrective Actions
- Food Safety
- Internal Audits
- ISO 9001
- Lean Systems
- Problem Solving Tools
- Project Management
- Quality Management Systems
- Root Cause Analysis
- Six Sigma

COMMERCIAL SKILLS

- Aerial Specialist Training
- ANZI 133 (American National Standard for Arboriculture Operations)

- Appraisal Assistant Skills
- Certified Arborist Training
- Certified Tree Care Safety Professional Training
- Climber Bucket Operations
- Commercial and Residential Arborist: Chainsaw, Shipper, Ground Operations
- Construction Fundamentals
- Construction Management
- Continued Medical Education
- CPI - Non-violent Crisis Intervention
- Drone Management
- Drone Technology
- EHAP (Electrical Hazards Awareness Program)
- Electronic Medical Record
- Essential Public Health Services
- Ground Operations
- Heavy Equipment
- Hospice - End of Life
- Identifying Social Determinants of Health
- Jobsite Communication
- Mobile Equipment
- Photovoltaic and Solar Panel Applications
- Pruning and Trimming
- Rigging
- Safety Fundamentals – Tool Box Talk
- Social Determinants of Health
- Tree Climbing
- Tree Risk Assessment Qualification Training
- Utility Line Clearance Arborist skills
- Utility Procedures
- Utility Specialist Training

MEDICAL SKILLS (DIDACTIC)

- Certified Nursing Assistant Skills
- Clinical Laboratory Improvement Amendments (CLIA)
- CPR
- Critical Care Nursing
- EKG
- Emergency Medical Technician (EMT) Skills
- Emergency Nursing
- Food & Nutrition
- Immunization
- Labor & Delivery Nursing
- Medical Assistance
- Phlebotomy
- RN Residency Program

MEDICAL SKILLS (PRECEPTOR)

- Certified Nursing Assistant Skills
- Clinical Laboratory Improvement Amendments (CLIA)

- CPR
- Critical Care Nursing
- EKG
- Emergency Medical Technician (EMT) Skills
- Emergency Nursing
- Food & Nutrition
- Immunization
- Labor & Delivery Nursing
- Medical Assistance
- Phlebotomy
- RN Residency Program

Note: Reimbursement for retraining is capped at 200 total training hours for Job Numbers 1-2 and 260 total training hours for Job Number 3 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: College of the Sequoias	CCG No.: ET22-0194
Reference No: 22-0394	Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: Adventist Health	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 115 Mall Dr.	
City, State, Zip: Hanford, CA 93230	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 55	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 19,429	
Total # of full-time company employees in California: 17,217	
Company: City of Fresno - Department of Transportation	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 2333 G Street	
City, State, Zip: Fresno, CA 93706	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 75	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 510	
Total # of full-time company employees in California: 510	
Company: City of Hanford	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 319 N. Douty Street	
City, State, Zip: Hanford CA 93230	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 153	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 295	
Total # of full-time company employees in California: 295	
Company: Community Regional Medical Center, Fresno & Clovis	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2823 Fresno St.	
City, State, Zip: Fresno, CA 93721	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 105	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 6,000	
Total # of full-time company employees in California: 6,000	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: College of the Sequoias
Reference No: 22-0394

CCG No.: ET22-0194
Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: Family HealthCare Network	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 305 East Center Avenue	
City, State, Zip: Visalia, CA 93291	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 500	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,500	
Total # of full-time company employees in California: 1,500	
Company: Family Services of Tulare County	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 401 N Church St,	
City, State, Zip: Visalia, CA 93291	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 50	
Total # of full-time company employees in California: 50	
Company: FAST Federal Credit Union	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 200 Follett St,	
City, State, Zip: Lemoore, CA 93245	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 25	
Company: Fresno County Office of Education	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1111 Van Ness	
City, State, Zip: Fresno, CA 93721	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 60	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,400	
Total # of full-time company employees in California: 1,400	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: College of the Sequoias

CCG No.: ET22-0194

Reference No: 22-0394

Page 3 of 3

ALPHABETIZE BY COMPANY NAME

Company: Grimm Family Education Foundation

Priority Industry? ☐ Yes ☒ No

Address: 11001 River Run Blvd #101

City, State, Zip: Bakersfield, CA 93311

Collective Bargaining Agreement(s): No

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

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 12

Total # of full-time company employees in California: 12



CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Retrainee-Job Creation

Training Proposal for:

San Bernardino Community College District

Contract Number: ET22-0187

Panel Meeting of: December 17, 2021

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Job Creation Initiative Medical Skills Training New Hire Priority Rate SB <100	Industry Sector(s):	MEC (H) Manufacturing (33) Transportation and Warehousing (48-49) Healthcare (62) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$1,402,954		\$107,866		\$1,510,820
		8%		
		12%		

In-Kind Contribution:	50% of Total ETP Funding Required	\$921,960
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate HUA	Business Skills, Commerical Skills, Computer Skills, Safety Skills, Management Skills, OSHA 10/30, HAZMAT, Continuous Impr, Manufacturing Skills	907	8-200	0	\$590	\$19.12
				Weighted Avg: 24			
2	Retrainee HUA	Business Skills, Commerical Skills, Computer Skills, Safety Skills, Management Skills, OSHA 10/30, HAZMAT, Continuous Impr, Manufacturing Skills	400	8-200	0	\$590	\$19.12
				Weighted Avg: 24			
3	Retrainee Job Creation Medical Skills	Business Skills, Commerical Skills, Computer Skills, Safety Skills, Management Skills, Medical Skills (Preceptor/ Didactic)	70	8-200	0	\$4,059	\$15.65
				Weighted Avg: 165			
4	New Hire	Business Skills, Commerical Skills, Computer Skills, Safety Skills, Management Skills, Literacy Skills, OSHA 10/30, HAZMAT, Continuous Impr, Manufacturing Skills	190	8-260	0	\$1,815	\$15.65
				Weighted Avg: 72			
5	Pre-Apprentice	Business Skills, Commerical Skills, Computer Skills, Safety Skills, Management Skills, OSHA 10/30, HAZMAT, Continuous Impr, Manufacturing Skills	40	8-200	0	\$2,706	\$19.12
				Weighted Avg: 110			

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

Minimum Wage by County: Job Numbers 1 – 2 & 5: \$20.86 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$20.79 for Contra Costa County; \$19.77 per hour for Los Angeles County; \$19.12 per hour for Orange County; \$19.12 per hour for San Diego County; and \$19.12 per hour for all other counties.

Job Number 3 - 4: \$17.39 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$17.33 for Contra Costa County; 16.48 per hour for Los Angeles County; 15.93 per hour for Orange County; \$15.81 per hour for San Diego County; and \$15.65 per hour for all other counties.

Job Number 1-2 (HUA): \$15.65 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$15.59 for Contra Costa County; \$14.83 per hour for Los Angeles County; \$14.34 per hour for Orange County; \$14.34 per hour for San Diego County; and \$14.34 per hour for all other counties.

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

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Numbers 1-5.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Manufacturing Staff		50
		70
		30
Maintenance Staff		15
		30
		40
Technicians		15
		30
		40
Warehouse Distribution Staff		50
		80
		50
Administration Staff		10
		20
		10
Managers/ Supervisors		25
		30
		122
Frontline Staff		50
		80
		50
Job Number 2		
Manufacturing Staff		3
		5
		2
Maintenance Staff		10
		10
		25

Technicians		10
		10
		25
Warehouse Distribution Staff		3
		5
		2
Administration Staff		15
		20
		70
Managers/ Supervisors		20
		20
		40
Frontline Staff		15
		20
		70
Job Number 3		
CNA		55
		15
Job Number 4		
Manufacturing Staff		5
		7
		3
Maintenance Staff		3
		3
		4
Technicians		10
		10
		10
Warehouse Distribution Staff		5
		7
		3
Administration Staff		3
		3
		4
Managers/ Supervisors		3
		3
		4
Frontline Staff		25
		25
		50
Job Number 5		
Pre-Apprentices		40

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

San Bernardino Community College District (SBCCD), as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Founded in 1926, San Bernardino Community College District (SBCCD) (www.sbccd.org) is one of 72 College Districts in the State of California. The District consists of two colleges: Crafton Hills College in Yucaipa; and San Bernardino Valley College in San Bernardino. Located in the City of San Bernardino, SBCCD provides academic instruction leading to a certificate, terminal degree, or transfer to a four-year college. In addition to the physical campuses, the District also operates and manages the Economic Development & Corporate Training (EDCT). Also located in the City of San Bernardino, EDCT provides customized not-for-credit training to incumbent workers employed by local businesses and community-based organizations.

The proposed training plan will target workers from both large and small priority and non-priority businesses. In addition and different from SBCCD's previous contracts with ETP, the proposed training plan will also target CNAs, new hires and pre-apprentices. In the past, most employers were located in San Bernardino and Riverside Counties, however, this proposed training plan will extend to companies statewide to target a larger population of trainees.

Veterans Program

SBCCD will actively work with employers to encourage the hiring of veterans who will then matriculate through the training program offered through SBCCD. Additionally, SBCCD has an established partnership with the Workforce Development Departments (WDDs) within the region and will be utilizing this connection to train and place veterans throughout the state.

CCCF PROJECT DETAILS

Partnerships & Collaboration

The CCCF is intended to leverage and expand existing workforce programs. In addition, the Panel's vision and goals are to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor.

Under the California Community College Fund (CCCF) proposed training, SBCCD will collaborate with five community colleges: Cerritos College, College of the Desert (COD), Mt. San Jacinto College (MSJC), Riverside Community College District (RCCD), and Victor Valley College (VVC).

Employer Demand

With the shifting economy recovering from the COVID pandemic, employers are seeking innovative ways to move to a high performance workplace, attract new employees, develop leadership skills of frontline workers, train employees in advanced technology, and become more energy efficient. As a result of the COVID-19 pandemic, employers have faced labor shortages and mass retirement of skilled workers. This has created a significant gap of skills for newly promoted individuals within the workforce. Therefore, there is an increased demand from employers to increase the skills of incumbent staff (grow and develop current skills) as well as

onboard newly hired employees. SBCCD and its partner colleges provide customized not-for-credit training specifically designed to meet the business workforce needs of the area. SBCCD will collaborate with businesses to develop customized training plans through needs assessments to determine their training needs. In addition, it will collaborate with businesses to place new hire trainees during retention.

SBCCD and its Community College partners will leverage the new CCCF funding to assist employers with new hire training programs, incumbent worker training, and expand ETP's reach within our community college partner's respective communities.

SBCCD requests ETP funding for 1,607 trainees but has current demand for 75% of that request. SBCCD is actively working to secure further partnerships with employers in the area through its collaborative.

The core group of participating employers consists of at least 27 employers: 6 small businesses (22%) and 21 large employers (77%) across Northern and Southern California. The submitted participating employers are considered priority industry employers.

Small Business Needs

ETP's Legislative intent is to meet the unique needs of Small Businesses.

SBCCD is a member of the Inland Empire Manufacturer's Consortium that has over 90 local area manufacturing and logistics companies among its members. SBCCD is also a member of the San Bernardino County collaborative which includes over 40 community partners serving unemployed, underemployed, marginalized, underrepresented, and special populations such as justice-involved individuals, veterans, and members of the homeless population. SBCCD will be leveraging its partnerships with the abovementioned entities and the WDDs within the region to build partnerships with new businesses, Community Based Organizations (CBO), and nonprofits. In addition, the Inland Empire Desert Regional Consortium's Centers of Excellence has developed a mapping tool that provides businesses with contact information by sector within the region that will aid in the continued outreach to deliver much needed training in the area. SBCCD will utilize these tools to engage small businesses.

As noted above, 22% of the Participating Employers accounted for through this proposal represent Small Businesses.

Wage Progression and Career Advancement Opportunities

The Panel supports training that will provide workers with secure jobs that pay good wages and opportunities for advancement.

SBCCD and partner colleges will notify and advocate to employers that all training will measure wage progression and career advancement opportunities. This includes collecting beginning wages and 90-day retention wages. As SBCCD collects data in successive ETP contracts, long-term wage progression can be measured utilizing the Cal-E-Force database. In addition, SBCCD and partner colleges will collect success stories from our businesses to share with ETP.

Licensing and Certifications

SB 129 General funds are intended for training that leads to licensing and certifications.

Trainees enrolled in training programs will receive applicable industry certifications such as CompTIA A+, National Center for Construction Education and Research (NCCER) certification, Manufacture Skills Standards Council (MSSC), ISO for Continuous Improvement, Occupational

Safety and Hazard (OSHA), Amazon Web Services (AWS), American Welding Society (AWS), Certified Nurse Assistant (CNA), Professional in Human Resources (PHR), and Lean Six Sigma White, Yellow, and Green Belt certification. Furthermore, SBCCD will be offering training necessary to attain Google Career Certificates for IT Support Professional, Data Analytics, Project Management, and User Experience (UX) Design.

Apprenticeship (Job 5)

SBCCD provides pre-apprenticeship training programs in MC3 and construction trades. In addition, SBCCD collaborates with community colleges to beta test and pilot new programs while going through the curriculum process which will also include apprenticeship programs.

Under this proposal, SBCCD is requesting to train 40 pre-apprentices in a variety of skills which include Manufacturing, Business and Computer skills. A union support letter has been submitted to ETP for Administration Staff, Technicians, Frontline Staff, and Maintenance Staff that are represented by AFI-CIO CSEA 236 in support of the training proposed for workers of participating employers covered by a collective bargaining agreement.

Retrainee - Job Creation (Job 3)

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.

Participating Employers are expected to hire at least 70 new employees (Job Number 3). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

New Hires

Employers within the community need assistance with selecting and placing new hires. As such, SBCCD will screen and train unemployed workers in Manufacturing, Computer, Business, Commercial Skills, Continuous Improvement and Literacy skills before hired and retained (placed) with SBCCD's Community partners. Additionally, job retraining is necessary to mitigate skill gaps necessary for upward motion within companies once new hires are placed. SBCCD will provide customized not-for-credit training after placement to meet business' needs. SBCCD is committed to training 190 new hires (Job Number 4) that include Administrative Staff, Manufacturing Staff, Technicians, Warehouse Distribution Staff, and Frontline Staff. Further SBCCD, will collaborate with small and large businesses, California Community Colleges, public entities, and nonprofit organizations to ensure placement of these individuals.

SBCCD has a 13 year history of screening, training, evaluating and placing trainees with participating employers in the area. This is done through its collaboration with WIOA, probation, parole, Goodwill, United Way 2-1-1, California Conversation Corps, NAACP, local colleges, and multiple community based organizations. SBCCD's average not-for-credit training completion rate is 81% with 74% placement.

Training Plan

Training will be provided to approximately 1,607 Manufacturing Staff, Maintenance Staff, Technicians, Warehouse Distribution Staff, Administrative Staff, Managers/ Supervisors and Frontline Staff. Training will be provided at the District's training center in San Bernardino (50%) and at employer's worksite (50%) in the following types of training respective to the employers' workforce needs:

Business Skills – Training topics include costs and analysis, customer service, conflict management, interpersonal skills, project management, time management, negotiation, budgeting, cost control and accounting, leadership skills, supervisory skills, performance management, presentation skills, interviewing, sales & marketing, professional in human resource preparation, change management, goal setting, communication skills, understanding work group dynamics, accountability, business strategies, business reports, financial strategies, standard office procedures, scheduling and planning and strategic planning.

Commercial Skills – Training topics include construction management skills, drone technology skills, photovoltaic and solar panel applications, HVAC, traffic control, welding skills, tools and procedures, heavy equipment operation training, blue print & schematic drawing, aviation maintenance skills, aviation mechanic skills, commercial and residential utility line arborists skills, aerial specialist skills, certified arborist training, climber bucket operations, job site communication, utility procedures, and CNA commercial skills.

Computer Skills – Training topics include software applications, adobe applications, intermediate & advanced Microsoft office, computer-aided drafting & CAM, database mgmt., solid works modeling, shipping solutions and related logistic software, computer networking, inventory control, purchase order tracking, cost tracking and analysis, document control, world-wide web, managing email and google IT support professional.

Continuous Improvement – Training topics include Total quality management , decision making/ critical thinking, AGILE, cybersecurity, tracking and monitoring production, SCRUM, supply chain elements & management, problem solving, Lean/5-S, inventory control, innovation, risk management, basic logistics standard practices, teambuilding, root cause analysis, 6 sigma, strategic process control, ISO & AS Standards, just-in-time manufacturing, workflow & scheduling, internal and external GFSI Audits, process improvement, coaching and mentoring, human centered design, managing a high performance workplace, manufacturing resource planning, material resource planning, and high performance workplace.

Literacy Skills – Training topics include basic math, writing & reading, language comprehension, and vocational English as a second language.

Management Skills (for management trainees only) – Training topics include certified logistics manager (CLM), coaching and mentoring, communication and teambuilding for managers, managers skills training, project management, and ROOT cause analysis for managers and strategic planning for managers.

Manufacturing Skills – Training topics include 3D printing skills, Advanced mechanical crafts, computer numerical controlled machinery (CNC), equipment operation, forklift training certification, food safety modernization act (FSMA) preventative controls for human and animal foods, food safety preventative controls alliance (FSPCA) for human food compliance, hazard analysis critical control point (HACCP) for manufacturing, implementing safe quality food, intermediate mechanical crafts, lubrication/ reliability, manufacturing practices and procedures, manufacturing skills, nanotechnology technician's training, parts and products manufacturing, production & machinery, maintenance mechanic, production operations, programmable logic controllers, safe quality food (SQF) program advanced practitioner, safe quality food (SQF) program quality systems for food manufacturers, shop math, warehousing and equipment maintenance repair.

Medical Skills (Didactic/ Preceptor) – Training Topics for CNAs will include, Introduction to CNA, Patient's Rights, Communication/Interpersonal Skills, Prevention and Management of Catastrophe and Unusual Occurrences, Body Mechanics, Medical and Surgical Asepsis, Weights and Measures, Patient Care Skills, Patient Care Procedures, Vital Signs, Nutrition, Emergency Procedures, Long Term Patient Care, Rehabilitative Nursing, Observation and Charting.

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.
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. In this proposal, Manufacturing, Maintenance, Technician, Warehouse Distribution, and Frontline Staff will receive up to 8 hours of training. 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.

Curriculum Development

SBCCD’s curriculum was developed in consultation with curriculum advisory members of IEMC. The District also conducts direct meetings with local employers to identify their unique training needs. These curriculum development relationships have enabled SBCCD to develop an overall training model that is customizable by the employer. Students and employers are surveyed following training to confirm that course content and instructors have proven beneficial and relevant to employer and employee needs. Based on this feedback, the training curriculum can be adjusted as necessary to continue to meet the needs of the employer community.

Marketing and Support Costs

SBCCD’s Economic Development & Corporate Training (EDCT) division provides economic and workforce training to local area employers and has been a member of the IEMC for over 12 years. EDCT is also part of a rapid response team coordinated by the San Bernardino Workforce Investment Board (WIB) that was created to respond to the immediate training needs of the local employers experiencing a critical need for skill upgrade training. Many of the companies that have expressed interest in participating in the proposed training plan are IEMC members that have received ETP training in the past. The District has also identified new companies with expressed need for training. SBCCD will continue to market and recruit additional trainees as needed utilizing all recruitment channels including presentations at trade associations and mailings from the College’s distribution list.

SBCCD is requesting 8% in support costs for Job Numbers 1-3 & 5 and 12% for Job Number 4 to cover the cost of trainee recruitment, employer engagement and project administration.

High Unemployment Area

Some trainees (Job Numbers 1-2) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. Employer locations in Riverside and San Bernardino Counties are in an HUA.

Some trainees qualify as “working poor” which means they are eligible for more hours of basic skills training or literacy training (Vocational English as a Second Language).

Trainer Qualifications

Trainers employed by SBCCD are California residents and qualified instructors with the education and experience to train in the topics delivered. Training vendors are qualified instructors and subject-matter experts. Vendors possess knowledge and skill sets that SBCCD trainers are unable to match, specifically, in Lean applications and healthcare.

Impact/Outcome

Trainees enrolled in training programs will receive applicable industry certifications. Examples include Google IT Support Profession Certification, CompTIA A+, and National Center for Construction Education and Research (NCCER) certification, Manufacture Skills Standards Council (MSSC), ISO for Continuous Improvement, Occupational Safety and Hazard (OSHA), and Professional in Human Resources (PHR).

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 project will be administered in-house by the EDCT division. EDCT has been delivering and coordinating grant funded training projects for over 15 years. If approved, this will be its 9th Contract with the Panel.

Tuition Reimbursement

SBCCD 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.

Record Keeping

Due to COVID-19, SBCCD would like to request to use an approved alternative recordkeeping process.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0356	\$749,005	6/29/2020-6/28/2022	1,629	28	28

Based on ETP Systems, 9,199.50 reimbursable hours have been tracked for potential earnings of \$226,282.02 (30% of approved amount). While the delivery of training has been slow to begin with because of the COVID-19 Pandemic, with vaccines now readily available, training has picked up. As such, SBCCD expects to expend its remaining funding, projecting 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 performance by SBCCD under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET17-0421	San Bernardino & Riverside Counties	3/01/2017-2/28/2019	\$949,897	\$945,533 (99%)
ET16-0111	San Bernardino & Riverside Counties	8/01/2015-7/31/2017	\$949,960	\$918,717 (97%)
ET15-0214	San Bernardino & Riverside Counties	8/04/2014-9/03/2105	\$374,614	\$374,387 (93%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum**E-Learning Instructor Led Hours**

8-200 for Job Numbers 1, 2, 3, 5

8-260 for Job Number 4

Trainees may receive any of the following:

BUSINESS SKILLS

- Costs and Analysis
- Customer Service
- Conflict Management
- Crisis Management
- Interpersonal Skills
- Project Management
- Time Management
- Negotiation
- Budgeting, Cost Control and Accounting
- Leadership Skills
- Supervisory Skills
- Performance Management
- Presentation Skills
- Interviewing
- Sales & Marketing
- Professional in Human Resources Preparation Course
- Change Management
- Goal Setting
- Communication Skills
- Understanding Work Group Dynamics
- Accountability
- Business Strategies
- Business Reports
- Financial Strategies
- Standard Office Procedures
- Scheduling and Planning
- Strategic Planning

SAFETY SKILLS - OSHA 30

- OSHA 30

SAFETY SKILLS - OSHA 10

- OSHA 10

COMMERCIAL SKILLS

- Construction Management Skills
- Drone Technology Skills
- Photovoltaic and Solar Panel Applications
- HVAC (Heating, Ventilation, & Air Condition)

- Traffic Control
- Welding Skills
- Tools and procedures
- Heavy Equipment Operation Training
- Blue print & Schematic Drawing
- Aviation maintenance skills
- Aviation mechanic skills
- Commercial and Residential Utility Line Arborist Skills
- Aerial Specialist Skills
- Certified Arborist Training
- Climber Bucket Operations
- Job Site Communication
- Utility Procedures
- CNA Commercial Skills

COMPUTER SKILLS

- Software Applications
- Adobe Applications
- Intermediate & Advanced Microsoft Office
- Computer-Aided Drafting & CAM
- Database Mgmt.
- Solid Works Modeling
- Shipping Solutions and Related Logistic Software
- Computer Networking
- Inventory Control
- Purchase Order Tracking
- Cost Tracking and Analysis
- Document Control
- World-Wide Web
- Managing Email
- Google IT Support Professional

CONTINUOUS IMPROVEMENT

- TQM – Total Quality Management
- Decision Making /Critical Thinking
- AGILE
- Cybersecurity
- Tracking and Monitoring Production
- SCRUM
- Supply Chain Elements & Management
- Problem Solving
- Lean/5-S
- Inventory Control
- Innovation
- Risk Management
- Basic Logistics Standard Practices
- Teambuilding
- Root Cause Analysis
- 6 Sigma

- Strategic Process Control (SPC)
- ISO & AS Standards
- Just-in-Time Manufacturing (JIT)
- Workflow & Scheduling
- Internal and External GFSI Audits
- Process Improvement
- Coaching and Mentoring
- Human Centered Design (HCD)
- Managing a High Performance Workplace
- Manufacturing Resource Planning
- Material Resource Planning
- High performance workplace

SAFETY SKILLS - GENERAL

- Hazmat
- IIPP Development and Manual Preparation
- OSHA for HR

MANAGEMENT SKILLS

- Certified Logistics Manager (CLM)
- Coaching and Mentoring
- Communicating and Teambuilding for Managers Manager Skills Training
- Project Management
- ROOT Cause Analysis for Managers Strategic Planning for Managers

MANUFACTURING SKILLS

- 3D Printing Skills
- Advanced Mechanical Crafts
- Computer Numerical Controlled Machinery (CNC)
- Equipment Operation
- Forklift Training Certification
- Food Safety Modernization Act (FSMA) Preventive Controls for Human and Animal Foods
- Food Safety Preventive controls Alliance (FSPCA) for Human Food Compliance
- Hazard Analysis Critical Control Point (HACCP) for Manufacturing
- Implementing Safe Quality Food (SQF)
- Intermediate Mechanical Crafts
- Lubrication / Reliability
- Manufacturing Practices and Procedures
- Manufacturing Skills
- Nanotechnology Technician's Training
- Parts and Products Manufacturing
- Production & Machinery
- Maintenance Mechanic
- Production Operations
- Programmable Logic Controllers (PLC)
- Safe Quality Food (SQF) Program Advanced Practitioner
- Safe Quality Food (SQF) Program Quality Systems for Food Manufacturers
- Shop Math

- Warehousing
- Equipment Maintenance and Repair

MEDICAL SKILLS (DIDACTIC)

- Introduction to CNA
- Patients' Rights
- Communication/Interpersonal Skills
- Prevention and Management of Catastrophe and Unusual Occurrences
- Body Mechanics
- Medical and Surgical Asepsis
- Weights and Measures
- Patient Care Skills
- Patient Care Procedures
- Vital Signs
- Nutrition
- Emergency Procedures
- Long Term Care Patient
- Rehabilitative Nursing
- Observation and Charting
- Death and Dying

MEDICAL SKILLS (PRECEPTOR) (1:3 trainer-to-trainee ratio)

- Introduction to CNA
- Patients' Rights
- Communication/Interpersonal Skills
- Prevention and Management of Catastrophe and Unusual Occurrences
- Body Mechanics
- Medical and Surgical Asepsis
- Weights and Measures
- Patient Care Skills
- Patient Care Procedures
- Vital Signs
- Nutrition
- Emergency Procedures
- Long Term Care Patient
- Rehabilitative Nursing
- Observation and Charting
- Death and Dying

LITERACY SKILLS

- Basic Math, Writing & Reading
- Language Comprehension
- Vocational English as a Second Language (VESL)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery, with the exception of new hires (Job Number 4), which is capped at 260.

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: San Bernardino Community College District
Reference No: 22-0364

CCG No.: ET22-0187
Page 1 of 7

ALPHABETIZE BY COMPANY NAME

Company: ARDENT MILLS LLC

Priority Industry? ☒ Yes ☐ No

Address: 19684 Cajon Blvd,

City, State, Zip: San Bernardino, CA 92407

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 63

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 2,500

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

Company: BALDA C. BREWER, INC.

Priority Industry? ☒ Yes ☐ No

Address: 4501 East Wall Street

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 100

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 200

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

Company: BOBS DISCOUNT FURNITURE

Priority Industry? ☒ Yes ☐ No

Address: 6772 Cajon Blvd

City, State, Zip: San Bernardino CA, 92407

Collective Bargaining Agreement(s): N/A

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 245

Total # of full-time company employees in California: 245

Company: BURLINGTON MERCHANDISING CORPORATION

Priority Industry? ☒ Yes ☐ No

Address: 570 E. Mill Street, Suite A

City, State, Zip: San Bernardino, CA 92408

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 200

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 50,000

Total # of full-time company employees in California: 8,000

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: San Bernardino Community College District		CCG No.: ET22-0187
Reference No: 22-0364		Page 2 of 7
<hr/>		
Company: BRENNER-FIEDLER & ASSOCIATES, INC.		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4059 Flat Rock DR		
City, State, Zip: Riverside, CA 92505		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 25		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 44		
Total # of full-time company employees in California: 44		
<hr/>		
Company: CALIFORNIA RELIANCE TEAM INC.		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1050 Palmyrite Ste. A		
City, State, Zip: Riverside, CA 92507		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 5		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 100		
Total # of full-time company employees in California: 100		
<hr/>		
Company: CLOVER NEEDLECRAFT INC		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1441 S. Carlos Ave		
City, State, Zip: Ontario, CA 91761		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 34		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 18		
Total # of full-time company employees in California: 17		
<hr/>		
Company: COMMUNICATIONS TEST DESIGN INC		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 14597 Baseline Ave,		
City, State, Zip: Fontana, CA 92336		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 40		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 25,000		
Total # of full-time company employees in California: 12,000		
<hr/>		

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: San Bernardino Community College District		CCG No.: ET22-0187
Reference No: 22-0364		Page 3 of 7
<hr/>		
Company: DÉCOR WARE, INC.		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 10220 Fourth St.		
City, State, Zip: Rancho Cucamonga, CA 91730		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 60		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 101		
Total # of full-time company employees in California: 101		
<hr/>		
Company: DIRT CHEAP, INC		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1060 Wineville Ave		
City, State, Zip: Ontario, CA 91764		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 70		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 294		
Total # of full-time company employees in California: 280		
<hr/>		
Company: FARMDALE CREAMERY, INC		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1049 W. Baseline		
City, State, Zip: San Bernardino, CA 92411		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 60		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 110		
Total # of full-time company employees in California: 110		
<hr/>		
Company: GERALD DANIEL WORLDWIDE		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13055 Jurupa Ave		
City, State, Zip: Fontana, CA 92337		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 25		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 350		
Total # of full-time company employees in California: 80		
<hr/>		

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: San Bernardino Community College District		CCG No.: ET22-0187
Reference No: 22-0364		Page 4 of 7

Company: INTERNATIONAL E-Z UP, INC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1900 2nd Street,	
City, State, Zip: Norco, CA 92860	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 117	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 123	
Total # of full-time company employees in California: 117	

Company: KYOCERA MEDICAL TECHNOLOGIES	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1200 California St. Ste 210,	
City, State, Zip: Redlands, CA 92374	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 63	
Total # of full-time company employees in California: 24	

Company: LYNAM INDUSTRIES, INC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13050 Santa Ana Ave.	
City, State, Zip: Fontana, CA 92337	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 60	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 120	
Total # of full-time company employees in California: 120	

Company: MAPEI CORPORATION	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5415 Industrial Parkway	
City, State, Zip: San Bernardino, CA, 92407	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 38	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 4,000	
Total # of full-time company employees in California: 80	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: San Bernardino Community College District		CCG No.: ET22-0187
Reference No: 22-0364		Page 5 of 7

Company: MATTEL SALES CORP.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1456 East Harry Shepard Blvd	
City, State, Zip: San Bernardino, CA, 92408	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 110	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 25,000	
Total # of full-time company employees in California: 3,000	

Company: MCLANE COMPANY	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4472 Georgia Blvd.	
City, State, Zip: San Bernardino, CA 92407	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 45	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 22,000	
Total # of full-time company employees in California: 800	

Company: NATIONAL DISTRIBUTION CENTER	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6725 Kimball Ave	
City, State, Zip: Chino, CA 91708	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 128	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 32,000	
Total # of full-time company employees in California: 3,000	

Company: NFI INTERACTIVE LOGISTICS LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6725 Kimball Ave	
City, State, Zip: Chino, CA 91708	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 41	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 32,000	
Total # of full-time company employees in California: 3,000	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: San Bernardino Community College District		CCG No.: ET22-0187
Reference No: 22-0364		Page 6 of 7

Company: PETCO ANIMAL SUPPLIES STORES, INC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4345 Parkhurst Street	
City, State, Zip: Mira Loma, CA, 91752	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 30,000	
Total # of full-time company employees in California: 9,000	

Company: QYCELL	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 600 South Etiwanda Ave	
City, State, Zip: Ontario, CA, 91761	
Collective Bargaining Agreement(s): NA	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 23	
Total # of full-time company employees in California: 23	

Company: STATES LOGISTICS	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5650 Dolly Ave	
City, State, Zip: Buena Park, CA, 90621	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 141	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 670	
Total # of full-time company employees in California: 600	

Company: TC TRANSCONTINENTAL	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5601 Santa Ana Street	
City, State, Zip: Ontario, CA, 91761	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 60	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 9,000	
Total # of full-time company employees in California: 115	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: San Bernardino Community College District		CCG No.: ET22-0187
Reference No: 22-0364		Page 7 of 7
Company: WESTERN PACIFIC STORAGE SOLUTIONS		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 300 East Arrow Highway		
City, State, Zip: San Dimas, CA, 91773		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract: 30		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 120		
Total # of full-time company employees in California: 70		



EXPANSION FUNDS

Retrainee - Job Creation

Training Proposal for:

SOMA AEC, Inc. dba Oxman College

Contract Number: ET22-0104

Panel Meeting of: December 17, 2021

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Medical Skills Training SB <100 Priority Rate/Job Creation HUA Expansion Funds (Alt/Gen)	Industry Sector(s):	MEC (H) Healthcare (62) Construction (23) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$557,520		\$38,784 8%		\$596,304

In-Kind Contribution:	50% of Total ETP Funding Required	\$320,000
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee SB <100	Computer Skills	20	8-200	0	\$2,460	\$20.86
				Weighted Avg: 100			
2	Retrainee HUA Priority Rate	Continuous Improvement MS Didactic MS Preceptor	20	8-200	0	\$3,936	\$15.65
				Weighted Avg: 160			
3	Retrainee Priority	Continuous Improvement MS Didactic MS Preceptor	100	8-200	0	\$3,936	\$20.86
				Weighted Avg: 160			
4	Retrainee Job Creation	Continuous Improvement MS Didactic MS Preceptor	19	8-200	0	\$3,936	\$17.39
				Weighted Avg: 160			

Minimum Wage by County:**Job Number 1** \$20.86 per hour**Job Number 2** \$15.65 per hour**Job Number 3** \$20.86 per hour ALT Priority Modified Wage Statewide

Job Number 4 (Job Creation): \$17.39 per hour for Alameda, Marin, Santa Clara, San Mateo and San Francisco counties; \$17.33 per hour for Contra Costa County; \$16.48 per hour for Los Angeles County; \$15.93 per hour for Orange County; \$15.81 per hour for San Diego County; and \$15.65 per hour for all other counties.

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

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

Up to \$2.50 in health benefits may be used in Job 3 and up to \$2.38 in Job 4.

Wage Range by Occupation

Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
Job Number 1: SB/Retrainee		
Architect		2
		3
		2

Designer/Drafter		2
		4
Engineer		2
		3
		2
Job Number 2:		
Certified Nurse Assistant		20
Job Number 3:		
Licensed Vocation Nurse		35
		40
Registered Nurse		5
		5
Respiratory Technician		5
Certified nursing Assistant		10
Job Number 4: Job Creation		
Certified Nurse Assistant		19

INTRODUCTION

Founded in 1991, SOMA AEC, Inc. dba Oxman College (Oxman College) (www.oxmancollege.com) is a private, post-secondary vocational school. The College provides training in computer programming, computer applications, continuous improvement, and healthcare to employers throughout California. ETP-funded training will be delivered at its approved Bureau of Private Postsecondary Education (BPPE) offices statewide.

This project will be Oxman College's sixteenth ETP Contract, and its sixth in the last five years. This proposal continues Oxman's successful training program on Autodesk Revit software for architectural and engineering firms, as well as training in Medical Skills for long-term nursing facilities in the healthcare industry. Both industries served are designated as priorities and have strong job growth demands in careers with strong wage progression possibilities.

Veterans Program

Although this project does not include a Veteran's Job Number, Oxman College offers priority enrollment to veterans into programs, as well as priority hiring for the college's faculty and staff.

Retrainee – Job Creation

In this proposal, Oxman College will train 19 net-new employees (Job Number 4). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into "net-new jobs" as a condition of contract. The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

The hiring needs at long-term facilities is based on the patient's census and staff ratios. Due to the COVID-19 pandemic, there has been increased demand for CNAs. Some facilities serve more patients that require short-term or long-term rehabilitation for recovering from COVID. To accommodate the increased demand, these facilities need to hire new staff.

Employer Demand

Participating employers have expressed a need for training because they are struggling to keep up with technology and competitors. These employers have also expressed the need to build employees' skills to work in a continuously changing environment.

PROJECT DETAILS

The training plan for Job Number 1 will focus on upgrading skills training on Autodesk Revit software, which is the newest generation of Computer Aided Design (CAD) type software for engineering/architectural companies. The software is sophisticated and complex with multiple modules (13) that will require detailed training. Training will allow participating employees to remain competitive as the current demand for services utilizing the newest generation of Revit software has increased significantly. Trainee needs will be evaluated and trainees will be placed in appropriate levels needed to upgrade their skills.

The training plan for Job Numbers 2, 3, & 4 will consist of Medical Skills and Continuous Improvement Skills delivered through classroom, preceptor, and didactic training. Training will focus on establishing and maintaining a continuous quality improvement program to promote best practices in each trainee's daily routine and improve the overall quality of patient care at each facility and provide advanced medical skills to meet the ongoing technological and Affordable Health Care act requirements within the healthcare industry.

Training Plan

Training will be delivered via Class/Lab and/or E-Learning by in-house instructors as needed in the following:

Computer Skills: Training will be offered to Architects, Engineers, and Designers/Drafters on programming software with training topics that include Revit Architecture, Computer Programming, and Rhino Modeling.

Continuous Improvement: Training will be offered to Certified Nurse Assistants, Licensed Vocational Nurses, and Registered Nurses on training topics that include Communication Skills, Critical Thinking Skills, and Problem Analysis and Problem Solving.

Medical Skills: Training will be offered to Certified Nurse Assistants, Licensed Vocational Nurses, and Registered Nurses on course topics like Wound Management, Respiratory Care, Infection Control, and Patient Assessment and Care. Trainees will participate in clinical skills training, including both didactic and preceptor training. Classroom/laboratory training will be provided by in-house subject-matter experts and vendors to all occupations on understanding advanced clinical processes to ensure competency and improve overall quality of patient care at each facility.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law. Training varies by each participating employer and is both job specific and companywide. Training includes mandatory organization-wide in-service training in such topics as elder abuse, OSHA, harassment prevention, confidentiality, and this training will continue to be provided without ETP's support.

➤ **Training Infrastructure**

Oxman College has five dedicated staff members responsible for scheduling training, enrolling trainees, tracking training hours, and meeting with ETP staff. These dedicated staff members are experienced in the ETP process and are administering the current agreement. Training will be delivered by highly-qualified instructors with industry expertise.

Impact/Outcome

- **Improved Patient Care:** Quality of Patient Care is one of the indicators for long-term care (LTC) facilities, which is evaluated by Medicare annually. The goal of this ETP training is to support the efforts of each participating employer to reach a higher rating by Medicare.
- **Upgraded Skills:** Small architecture and engineering companies need to have employees proficient in Autodesk Revit (software) for collaborative and cost effective design to remain competitive.
- **Improved Customer Satisfaction:** ETP training will help to enhance staff proficiency both in vital clinical skills and in-patient interaction skills, which leads to increased customer satisfaction.

Training Agency Certification

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

Oxman College is eligible as a training agency based on the following:

- BPPE licensure renewal has been submitted and is currently being processed.
- Successful past performance with ETP (see Prior Project table).

Marketing and Support Costs

Oxman College's marketing program consists primarily of referrals by the Employment Development Department (EDD), County Department of Social Services, WorkSource centers, and community organizations. The school recruits prospective students using a combination of resources such as its peer referral system, flyers, brochures, and catalogs as well as direct telephone and email contacts with employers.

Oxman College is requesting the standard 8% support costs for outreach, recruitment and schedule coordination for this project. Recruitment includes trainee intake assessments to determine eligibility, job development, and job search assistance and placement. Individuals are referred to the school by One-Stop staff members through presentations, word of mouth, advertising, and displaying program flyers. Staff recommends the 8% support costs for retraining.

➤ **Wage Modification**

The 20 trainees in Job Number 2 work in a HUA with unemployment exceeding the state average by 25%. For trainees in an HUA, the Panel may reduce the Wage to the ETP Reduced Standard Wage by county. Oxman College requests a wage modification for trainees in Job Number 2 from \$20.86 per hour to \$15.65 per hour.

Tuition Reimbursement

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

Recordkeeping

Alternative recordkeeping method is requested due to the current COVID-19 pandemic.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET20-0125	\$747,118	9/1/19 – 8/31/21	208	*391	*367
*ET21-0185 (COVID Pilot)	\$200,000	10/26/20 – 10/25/22	100	TBD	83
ET21-0238	\$449,196	12/14/20 – 12/13/22	132	TBD	60

ET20-0125: Based on ETP systems, 100% was earned (\$747,118). The closeout has occurred. *Contractor supplied data.

*ET21-0185: Based on ETP systems, 376 hours have been tracked for potential earnings of \$188,000 (94% of approved amount). The Contractor projects final earnings of 100% on this COVID contract with concurrent contracts allowed.

ET21-0238: Based on ETP systems, 16,115.00 hours have been tracked for potential earnings of \$396,429.00 (88.25% of approved amount). The Contractor projects final earnings of 100% based on additional training hours delivered that will be uploaded and additional final invoices pending.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0128	Statewide	9/1/17 – 8/31/19	\$943,400	\$943,400 (100%)
ET16-0402	Statewide	4/5/16 – 4/4/18	\$543,861	\$538,741 (99%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-200 (Job Number 1)

Trainees may receive any of the following:

COMPUTER SKILLS

- Adobe and Multimedia
- Advanced MS Office
- Computer Programming
- Creating & Modifying Design in Revit
- Creating Custom Families in Revit
- Creating Views of the Model in Revit
- Foundation, Beams and Framing Systems in Revit
- Importing and Exporting Files in Revit
- Networking
- Performance Analysis in Revit
- Revit Architecture
- Revit MEP
- Revit Structure
- Revit User Interface
- Rhino Modeling
- Sketchup
- Structural Analysis in Revit
- Using Autodesk Dynamo Studio Software with Revit
- Visualization and Rendering Tools
- Working with Revit System Families

Class/Lab/E-Learning Hours

8-200 (Job Numbers 2-4)

Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- Communication Skills
- Conflict Resolution Skills
- Critical Thinking Skills
- Customer Service
- Interdepartmental Collaboration
- Interdisciplinary Team
- Leadership Skills
- Organization and Time Management Skills
- Problem Analysis and Problem Solving
- Quality Assurance/Performance Improvement (QAPI)
- Setting Goals
- Team Building

MEDICAL SKILLS – DIDACTIC

- COVID-19
- Allergies
- Alzheimer's Disease and Related Disorders
- Annual Skills Update
- Antibiotics Stewardship
- Assault Crisis Management

- Bipolar Disorder
- Blood borne Pathogens
- COVID-19
- Change in Condition
- Change of Condition Management
- Conditions of Participation in CMS
- Dementia Care
- Depression Causes/Intervention
- Diabetic Management
- Dialectical Behavior Therapy (DBT)
- Documentation/Abbreviation
- Evaluation and Assessment Procedures/Criteria
- Infection Control
- Interdisciplinary Team Process
- Intravenous Therapy
- Medical Diagnosis
- Medical Direction in Long-Term Care
- Medication Administration Management
- Mental Health
- Nursing Assistant Skills
- Pain Management (Acute and Chronic)
- Pillars of Recovery
- PointClickCare Software
- Preventive Skin Care Measures
- Problems and Needs of the Aged
- Psychosocial Rehabilitation
- Psychotropic Medication Side Effects
- Reporting to MDs-Assessing Clients
- Resident and Family Education
- Respiratory Care
- Restorative Nurse Program
- Restraint and Restraint Reduction
- Safe Transfer
- Signs and Symptoms of Cardiopulmonary Distress
- Skin Assessment
- Social and Recreational Needs of the Aged
- The Wellness Recovery Action Plan
- Therapeutic Communication
- Urinary Management
- Weights, Vitals, and Immunizations
- Wound Management

MEDICAL SKILLS – CLINICAL WITH PRECEPTOR

- Activities of Daily Living
- Annual Skills Update
- Antibiotics Stewardship
- Assessing of Tube-Fed Individuals with Diabetes Mellitus
- Assisting and Performing Self-Care Skills with Patients
- Assistive Devices
- Bowel and Bladder Training of Patients
- Breathing Patterns and Respiratory Function
- Cardiac Conditions Charting
- Care of Clients with COPD

- Care of Clients with Diabetes
- Care of Clients with Hypertension
- Clinical Skills Review
- Colostomy Care
- Conditions of Participation in CMS
- Conduct Range of Motion Exercises with Patient
- COVID-19
- Dementia Care
- Dementia/Alzheimer's
- Enteral Feeding Management
- Facilitating Functional Gains of Each Patient
- Feeding Tube (Insertion, Intermittent, and Continuous)
- Functional Mobility and Ambulation
- Gastrointestinal Conditions
- Identification of Patient Change in Condition
- Identification of Skin Impairments and Prevention
- Incontinence Management (Colostomy Care)
- Infection Control
- Interdisciplinary Team Process
- Intravenous Therapy
- Isolation Techniques
- Managing Patients with Neurovascular Conditions
- Medication Management
- Monitoring of Cardiovascular Changes
- Nursing Assistant Skills
- Operate Safety Devices with Patient
- Pain Management
- Patient Assessment and Care
- Patient Care of Foot and Hand
- Patient Safety
- PointClickCare Software
- Positioning of Patients for Correct Body Alignment
- Preceptor Skills (Train-the-Trainer)
- Preventing and Identifying Complications Related to Tube Feeding
- Proper Use of Exercise Equipment
- Rehabilitation (Physical, Occupational, and Speech Therapy)
- Residents with Special Needs
- Respiratory Care
- Restorative Nursing Care
- Safe Patient Handling
- Setting Behavioral Program Objectives for Patients
- Signs and Symptoms of Cardiopulmonary Distress
- Skeletal/Orthopedic Conditions
- Special Program Techniques for the Mentally Disordered
- Therapeutic Activities/ Exercises
- Wound Management

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

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

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: SOMA AEC, Inc. dba Oxman College

CCG No.: ET22-0104

Reference No: 21-0806

Page 1 of 2

ALPHABETIZE BY COMPANY NAME

Company: Brad Cox Architects

Priority Industry? ☒ Yes ☐ No

Address: 1155 Meridian Ave, Suite 208

City, State, Zip: San Jose, CA 95125

Collective Bargaining Agreement(s): No

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

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Company: Community Care & Rehab Center

Priority Industry? ☒ Yes ☐ No

Address: 4070 Jarupa Ave

City, State, Zip: Riverside, CA 92506

Collective Bargaining Agreement(s): N/A

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 160

Total # of full-time company employees in California: 160

Company: DBA Architects

Priority Industry? ☒ Yes ☐ No

Address: 461 2nd St c127

City, State, Zip: San Francisco, CA 94107

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 45

Total # of full-time company employees in California: 45

Company: Elmwood Nursing Rehabilitation Hospital

Priority Industry? ☒ Yes ☐ No

Address: 2829 Shattuck Ave

City, State, Zip: Berkeley, CA 94705

Collective Bargaining Agreement(s): No

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 90

Total # of full-time company employees in California: 90

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: SOMA AEC, Inc. dba Oxman College
Reference No: 21-0806

CCG No.: ET22-0104
Page 2 of 2

ALPHABETIZE BY COMPANY NAME

Company: Gayner Engineers	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1133 Post St	
City, State, Zip: San Francisco, CA 94109	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 12	
Total # of full-time company employees in California: 12	
Company: HCL Architecture	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 423 Tehama St	
City, State, Zip: San Francisco, CA 94103	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 14	
Total # of full-time company employees in California: 14	
Company: Larson Shores Architects	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1940 Union Street, Unit 22	
City, State, Zip: Oakland, CA 94607	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 12	
Total # of full-time company employees in California: 12	
Company: Legacy Post Acute Rehab	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1335 N. Waterman Avenue	
City, State, Zip: San Bernardino, CA 92404	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 160	



EXPANSION FUNDS

Training Proposal for:

The Shirley Ware Education Center, SEIU-United Healthcare Workers-West

Contract Number: ET22-0197

Panel Meeting of: December 17, 2021

ETP Regional Office: PPU-Central Office

Analyst: C. Hoyt

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Priority Rate Retrainee	Industry Sector(s):	MEC (H) Healthcare (62) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Service Employees International Union, United Healthcare Workers West (SEIU UHW-West)		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤N/A%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$546,480		\$37,920 8%		\$584,400

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Commerical Skills; Computer Skills; Continuous Improvement	120	8-200	0	\$4,870	\$29.81
				Weighted Avg: 198			

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

Minimum Wage by County: \$20.86 for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$20.79 for Contract Costa County; \$19.77 for Los Angeles County and \$19.12 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

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
Surgical Technicians		30
Radiology Technicians		30
License Vocational Nurses		60

INTRODUCTION

Founded in 1998 by the Service Employees International Union (SEIU), The Shirley Ware Education Center (SWEC) is a nonprofit organization that provides education and training opportunities to community members and healthcare workers statewide. Located in Oakland, SWEC will partner with its sister agency, the SEIU UHW-West Joint Employer Education Fund (Education Fund) to execute this project. The Education Fund operates as a nonprofit organization and partners with California healthcare employers to form a joint labor-management partnership to serve the needs of employers and union workers. The Education Fund is a Taft-Hartley education benefit fund whose services are negotiated into collective bargaining agreements between employers and unions and is funded by employer contributions. SWEC has been integrated into the work of the Education Fund and will pay its sister organization and participating training vendors to provide training in this project. Both the SWEC and Education Fund organizations share oversight boards and an Executive Director. This will be SWEC's second ETP contract, it's second in the last five years.

The SEIU UHW-West, SEIU Local 102, and SEIU Local 121RN, the unions who represent the trainees participating, fully support the proposed training and have played an active role in shaping the goals for the program. Further, The Education Fund receives funding from the California ETP 130 – MEC (Revised 10/8/2021)

Workforce Development Board on its High Road Training Partner (H RTP) program. SWEC is eligible as a Hybrid MEC model. These entities are formed for the specific purpose of providing training to employees in partnership with labor unions. As such, they have a discreet membership that is driven by signatories representing labor and employers and are not required to submit union support letters or employer demand, as both of the items are inherent in the entity's structure.

PROJECT DETAILS

SWEC is committed to diversity, equity, and inclusion in the workforce and communities across the state. As such, it works to expand opportunities for career advancement to create a diverse talent pipeline that reflects individual communities' needs in the healthcare industry. Currently, approximately 70% of trainees are people of color and 80% of trainees are women.

Training in this proposal will be for 120 retrainees who currently work for the participating employers who pay into the Education Fund. It is driven by employer demand due to a critical need, as the COVID-19 pandemic has created a shortage of allied healthcare workers in hospitals across the state. These trainees will receive upskill training and certifications, providing career advancement opportunities. Training will be provided in the following occupations: Surgical Technicians, Radiology Technicians and License Vocational Nurses. Upon training completion, trainees are immediately placed into a higher skilled job.

In addition to training, SWEC and the Education Fund offer comprehensive career advancement services, including counseling and a variety of programs designed to help healthcare workers succeed in their current position and/or move up into a new and higher paying job in the healthcare industry. Eight employers from Northern California and ten employers from Southern California will be participating in this ETP contract. Some employers trainees will work for include Kaiser Permanente, Dignity Health, Prime Healthcare, Local Community Hospitals and other allied healthcare systems.

Training Plan

All training will be delivered via Class/Lab and E-Learning by the Education Fund in conjunction with external training vendors. For Licensed Vocational Nurses and Surgical Technicians, training locations include Concorde Career College campuses located in Garden Grove, San Bernardino, and North Hollywood. Training will also be provided at Altamont Healthcare Stockton and Bakersfield campuses. Radiology Technicians training will occur at Kaiser Permanente School of Allied Health Sciences in Richmond.

Commercial Skills: This training will be offered to all occupations and will equip trainees with necessary skills to work independently in their new roles. This training will be delivered on understanding advanced processes to ensure competency and improve overall quality of patient care at each healthcare facility. Training will include topics such as Equipment Functionality, Diagnostic and Interventional Procedures, Advanced Imaging Techniques, Principles of Cross-Sectional Pathology and Surgical Techniques.

Computer Skills: This training will be offered to all occupations providing necessary software and computer skills for trainees to work with digital platforms. Training will include Microsoft Office Suite, and online meeting platforms like Zoom.

Continuous Improvement: This training will be offered to all occupations. Trainees will learn to efficiently manage projects and work in a team environment. Topics include Project Management, Leadership Skills, Decision Making Skills, and Change Management.

Commitment to Training

The employers provide New Hire Orientation, On-the-Job training 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. ETP funded training in this project will deepen the commitment to training and allow SWEC and the Education Fund.

➤ Training Infrastructure

Training will occur at respective training sites located North Hollywood, Garden Grove, Stockton, Bakersfield, Richmond, and San Bernardino. There are 10 full-time staff who will assist with the marketing, recruitment, needs assessments and scheduling of training. One staff member, the Director of External Relations, is assigned to coordinate with the training sites and with the ETP subcontractor to process the training rosters compliance and invoice according to ETP regulations.

Impact/Outcome

Trainees included in this project will take the appropriate certification exams set by the governing bodies and organizations. Upon completion of the training and successful certification, trainees may receive one of the following: the American Registry of Radiologic Technologists Magnetic Resonance Imaging Certification or the American Registry of Radiologic Technologists Computed Tomography Certification, National Council Licensure Examination–Practical Nurse Certification, National Center for Competency Testing Certification.

Marketing and Support Costs

SWEC requests 8% support costs to perform outreach and recruitment for the program through websites, mailers, informational sessions, and employer engagement. There are 10 full time staff that will assist with marketing, recruitment, and needs assessments.

Trainer Qualifications

The curriculum for the trainees is a combination of state-approved standards blended with community specific needs to ensure trainees can pass statewide industry standards certification exams and meet the needs of the community. Training will be provided by trainers from the Education Fund and external subject matter experts.

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.

Alternative Recordkeeping

An 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
ET21-0142	\$173,790	7/27/20 – 7/26/22	45	0	0

Based on ETP Systems, 3,027 reimbursable hours have been tracked for potential earnings of \$74,464 (43% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through contract closeout.

DEVELOPMENT SERVICES

SWEC retained California Labor Federation in Oakland to assist with development of this proposal at no fee.

ADMINISTRATIVE SERVICES

SWEC 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

Concorde Career College headquartered in North Hollywood will provide Licensed Vocational Nurse and Surgical Technician Training for a fee to be determined.

Other trainers will be identified as they are retained.

Exhibit B: Menu Curriculum

Class/Lab & E-Learning Hours

8-200

Trainees may receive any of the following:

Commercial Skills

Licensed Vocational Nurse

- Basic Foundations in Nursing & Nursing Concepts
- Personal and Vocational Concepts
- Clinical Practice I
- Clinical Practice II
- Clinical Practice III
- Clinical Practice IV
- Clinical Practice V
- Transitions to Practice
- Introduction to Medical-Surgical Nursing
- Medical-Surgical Nursing I
- Medical-Surgical Nursing II
- Family Health Nursing
- Career Path Success 1
- Career Path Success 2
- Career Path Success 3

Radiology Technician

- Roles and Responsibilities of the Interventional Radiology Technician
- Radiologic Equipment Identification
- Equipment Functionality Training
- Safety Training
- Emergency Preparation
- Principals of Digital Subtraction Angiography
- Sterile Bed Assembly
- Diagnostic and Interventional Procedures
- Patient History Analysis
- Post Procedure Follow-up Care
- Roles and Responsibilities of MRI Technician
- Equipment Identification and Functionality
- Cross Sectional Anatomy
- Advanced Imaging Techniques
- Disease Processes Radiographic Appearance Identification
- Selecting Proper Modalities
- Determining Need for Repeat Procedures
- Principals of MRI technology
- Roles and Responsibilities of Computed Tomography Technician
- Equipment Identification and Functionality
- Cross Sectional Anatomy
- Applied Physics & Imaging Techniques for Computed Tomography
- Principles of Cross-Sectional Pathology
- Disease Process Appearance Identification
- Determining Need for Repeat Procedures

- Principals of CT technology

Surgical Technician

- Anatomy & Physiology I
- Anatomy & Physiology II
- Anatomy & Physiology I Video Lab- Live Instructor
- Anatomy & Physiology II Video Lab- Live Instructor
- Elements of Human Communication
- English Composition I
- Foundations for Health Professions
- Human Growth and Development
- Contemporary Mathematics
- Algebra
- General Psychology
- Human Growth & Development
- Introduction to Sociology
- Surgical Procedures I
- Surgical Procedures II
- Surgical Technology Lab I
- Surgical Technology Lab II
- Surgical Technology Lab III
- Surgical Technology Lab IV
- Surgical Technology Lab V
- Surgical Technology Lab VI
- Surgical Technology Theory I
- Surgical Technology Theory II
- Surgical Technology Theory III
- Surgical Technology Theory IV
- Surgical Technology Theory I Laboratory
- Surgical Technology Theory II Laboratory

Computer Skills

- Microsoft Word (Intermediate/Advanced)
- Microsoft Excel (Intermediate/Advanced)
- Online Human Resources Management Systems
- Zoom Online Meeting Platform

Continuous Improvement

- Project Management
- Leadership Skills
- Decision Making
- Team Building
- Change Management
- Effective Meetings

Literacy Training cannot exceed 45% of total training hours per-trainee

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



Employment Training Panel

**LIST OF PROPOSALS \leq \$75,000 APPROVED
BY DELEGATION ORDER FOR 11/09/21 – 12/06/21**

<i>Project</i>		<i>Approved Date</i>	<i>Approved Amount</i>
ET22-0161	Capital Concrete Solutions, Incorporated	11/17/21	\$53,130
ET22-0190	GAR Bennett, LLC	12/02/21	\$74,520
ET22-0208	GS Williams, Inc.	12/02/21	\$23,000
ET22-0179	Ventura County Community College District (CCCF)	12/03/21	\$41,940

Total -----\$192,590



**EXPANSION FUNDS
RETRAINEE-JOB CREATION
Training Proposal for:**

Capital Concrete Solutions, Incorporated

Delegation \leq \$75,000 Single Employer

Contract Number: ET22-0161

Approval Date: November 17, 2021

Panel Meeting of: December 19, 2021

ETP Regional Office: PPU-Central Office

Analyst: C. Hoyt

PROJECT PROFILE

Contract Attributes:	Expansion Funds (Alt/Gen) Veterans Job Creation Initiative Priority Rate SB <100	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Laborers' Training and Retraining Trust Fund for Northern California Local Union 185; Carpenters 46 Northern California Counties Conference Board		
Number of Employees in:	CA: 38	U.S.: 38	Worldwide: 38
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution

\$54,000

Total ETP Funding

\$53,130

Small Business Only:	Owner <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Occupations to be Trained:	Project Managers/Engineers, Field Crew, Superintendent, Operations, Owner

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	SB<100 Priority	Business Skills, Comm'l. Skills, Cont. Imp., Computer Skills, Literacy Skills, OSHA 10/30, PL-Mfg. Skills	31	8-200	0-30	\$1,150	\$32.00
				Weighted Avg: 50			
2	Priority Job Creation	Business Skills, Comm'l. Skills, Cont. Imp., Computer Skills, Literacy Skills, OSHA 10/30, PL-Mfg. Skills	11	8-200	0-30	\$1,380	\$26.00
				Weighted Avg: 60			
3	Priority Veterans	Business Skills, Comm'l. Skills, Cont. Imp., Computer Skills, Literacy Skills, OSHA 10/30, PL-Mfg. Skills	2	8-200	0-30	\$1,150	\$26.00
				Weighted Avg: 50			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Numbers 1 & 3: \$19.12/hr. for Sacramento County; \$19.77/hr. Los Angeles County
 Job Number 2(Job Creation): \$15.65 per hour in Sacramento County; \$16.48 per hour in Los Angeles County
Health Benefits: Used to meet the Post-Retention Wage?: ☐ Yes ☒ No
 Although employer provides health benefits, they are not being used to meet the Post-Retention Wage.

OVERVIEW

Year Company Founded:	2011	Company Headquarters: <input checked="" type="checkbox"/> Single location Sacramento, CA
Facility location(s) where training will occur	<ul style="list-style-type: none"> Sacramento County, Los Angeles County 	

Nature of Business:	<ul style="list-style-type: none"> • Concrete pouring, frame work, rebar and construction. • Develops concrete framework, pours concrete and rebar.
Customer Base:	<ul style="list-style-type: none"> • General Contractors • Concrete Contractors • Construction Industry Employers

Business / Industry Needs / Changes	<ul style="list-style-type: none"> • Capital Concrete Solutions, Incorporated (CAPCON) used to be a 'forms only' cement business. In this capacity, CAPCON furnished and installed temporary structures and concrete formwork for construction projects. Staff would design, engineer and fabricate formwork then ship the work to jobsites for installation, and after project completion, material & equipment would then be returned to the facility. Meaning, CAPCON would be subcontracted to work with general contractors to provide cement forms and other companies would be subcontracted after to supply the concrete and rebar to the forms work. However, changing industry demand is reducing the number of subcontractors on construction sites, requiring CAPCON to adjust its business model. As such, the Company is shifting to become a 'package' contractor, by doing forms, rebar, and concrete instead of being contracted out to do one part of the job. • The Company has upgraded its contractor license and has just landed its first construction bid as a 'package' contractor doing all the concrete work. • CAPCON is also expanding the Company's geographical scope into the Los Angeles area and Reno. As there is increasing competition in the Sacramento area by nonunion employers and out-of-state competition. • In order to be a 'package' contractor, CAPCON purchased a \$30,000 total survey machine. This equipment allows staff to survey buildings in order to replace strings and stakes. Training will allow for employees to become familiar with and learn precise common surveying practices.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> • CAPCON needs to train on new systems, new techniques, and equipment so all employees may become more familiar with concrete construction and bidding as the company's business model shifts to a 'package' contractor model. • The Company plans to train employees on the
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	<p>new methods of concrete and building surveying while also teaching trainees how to work new state-of-the-art concrete pouring equipment.</p> <ul style="list-style-type: none"> • CAPCON is looking to increase its trained workforce by about 50% over the next two years. As such, the Company projects 11 new hires to staff a new division for concrete pouring and foundation installation.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

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

Business Skills	Computer Skills
Commercial Skills	Continuous Improvement
Literacy Skills	OSHA 10/30

Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30
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Productive Laboratory	Justification: <input checked="" type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures
	100 hours PL Hours per-trainee – Although the weighted average is between 50-60 hours per trainee, some trainees may receive up to 100 hours of PL. This request for 100 hours of PL is for some of the Field Crew occupation, as the company has upgraded its contractor license and changed its business model to stay competitive in the industry. The PL training will allows workers to be trained on new equipment and concrete processes such as formwork, pouring, and rebar, and building surveying which will require additional training skills and equipment that was not previously used by the company.
	Occupations Receiving PL Training: Field Crew
The PL instructor must be dedicated to training, at a ratio of 1:3.	
Ratio Higher than 1:1	Production and/or production process requires a team of workers. The trainer will introduce the trainee to the piece of equipment in order for the trainee will become familiar with the various components of the equipment. The trainer will then demonstrate how to properly operate the equipment in a safe manner, diagnose and fix any problems and verify

	that the problem has been solved. After this, it will be the trainee's responsibility to demonstrate to the trainer that they have attained competency in the equipment operations and troubleshooting.
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Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function. <input checked="" type="checkbox"/> Expanding existing business capacity by adding a new production shift.
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	Up to 60 Hours
For the construction trades, increased weighted averages over the 45 hour threshold are needed. The company is requesting a weighted average of 60 hours as it has updated its license to be a 'package' contractor. In order to prepare for new construction projects with the updated license, staff have to be cross-trained in rebar, framework and cement pouring to be able to work effectively on job sites. This will allow them to be able to receive the up-skill training needed to be able to be successful in contract bidding and work.	

Veterans Program

Number of Veterans	2 \$23 reimbursement for all Types of Proposals
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*Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Project Oversight: ETP training will be overseen by the Operations Manager and Office Manager. The Operations Manager will coordinate with Superintendents to schedule and document training at the training facilities and collect rosters. Training will be provided by in-house trainers and training vendors, yet to be determined. An outside administrative subcontractor has been retained to assist with project administration.
<ul style="list-style-type: none"> Trainers: <input checked="" type="checkbox"/> In-house – Types of Training: To Be Determined <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined
<ul style="list-style-type: none"> Administration: CAPCON has hired Mike Snead from Carrazco LLP, Innovative Tax Solutions to help perform all ETP contract administration. <input type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Carrasco LLP, Innovative Tax Solutions	Sacramento	\$5,000
Administrative	Carrasco LLP, Innovative Tax Solutions	Sacramento	13% of payment earned
Training Vendors	To Be Determined	To Be Determined	To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Writing
- Conflict Resolution
- Customer Relationship Management
- Cost Control
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Coaching
- Employee Engagement
- Essential Skills for New Supervisor
- Financial Analysis
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Time Management

COMMERCIAL SKILLS

- Blue Print Reading
- Building Systems
- Change Order Negotiations
- Concrete Forming
- Concrete Pour Techniques
- Confined Space
- Construction Contract Administration
- Construction Cost Awareness and Production
- Construction Job Site Logistics/Sequencing
- Construction Management
- Construction Methodologies (LEAN)
- Construction Quality Management
- Construction Team Support
- Contract Documents and Construction Law
- Contractual Risk Transfer
- Crisis Management
- Engineering Theory/Planning/Design
- Environment Impact Planning
- Estimating
- Flatwork Formset

- Footing Pour Training
- Foreman's Advantage
- Forklift Driving
- Forklift/Scissor Lift
- Formset Training
- Grade Training
- How to Complete a Work Authorization
- Inventory Control
- Layout Training
- Lien Law and Remedies
- Lock Out/Tag Out
- Logistics
- Managing Subcontractors
- Measurement and Measuring Devices
- Mechanic Training
- Personal Protection Equipment
- Planning and Scheduling
- Product Knowledge
- Project Management
- Public/Private Lien Laws, Stop Pay and Mechanic's Liens
- Rigging and Signaling
- Tool Operation
- Troubleshooting
- Unit Cost Tracking
- Work Order Processing

COMPUTER SKILLS

- Advanced Excel
- BIM Building Information Modeling
- BIM/Revit/Navis
- Bluebeam
- CAD Software
- In Design Software Training
- Intermediate and Advanced Microsoft Office
- P6
- Plangrid
- Revit Architecture Fundamentals
- Social Media – Linked in
- Suretrack

CONTINUOUS IMPROVEMENT

- Coaching Procedures
- Communication Skills
- Creating a Quality Organization
- Change Management
- Decision Making
- Effective Meetings for Leaders
- How to Coach and Mentor
- Leadership
- Lean Manufacturing

- Meeting Management
- Process Improvement
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Process Capability
- Quality Measurement Systems
- Statistical Process Control
- Supervisor Skills
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Time Management
- Visual Controls

LITERACY SKILLS

- Vocational English as a Second Language
- Vocational English
- Basic Math

Literacy Training cannot exceed 45% of total training hours per-trainee

Productive Lab Hours

0-100

MANUFACTURING SKILLS (limited ratio 1:3)

- Blue Print Reading
- Concrete forming
- Concrete Pour Techniques
- Confined Space
- Construction Job Site logistics/Sequencing
- Construction management
- Construction Methodologies (LEAN)
- Construction Quality Management
- Flatwork Formset
- Footing Pour Training
- Foreman's Advantage
- Forklift Driving
- Forklift/Scissor Lift
- Formset Training
- Grade Training
- How to Complete a Work Authorization
- Inventory Control
- Layout Training
- Lock Out/Tag Out
- Logistics

- Managing Subcontractors
- Measurement and Measuring Devices
- Mechanic Training
- Planning and scheduling
- Rigging and Signaling
- Tool Operation
- Troubleshooting
- Work Order Processing

CBT Hours

0-30

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

OSHA 30

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

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

Safety Training is capped at 10% of a trainee's total training hours.

Note: Note: Reimbursement for Job Numbers 1-3 is capped at 200 total training hours per trainee regardless of the method of delivery.



Laborers' Training and Retraining Trust Fund for Northern California

1001 Westside Drive, San Ramon, CA 94583-4098 • Telephone: (925) 828-2513

September 30, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the Capcon is requesting ETP funding. The proposed training plan for the specified members has our support. An approximate 20 Labor trainees will be participating in this project.

Exhibit E

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

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

Sincerely,

Leonard Gonzales
Executive Director

CARPENTERS

46 Northern California Counties Conference Board

CHRIS PEDROZA

Executive Director

September 30, 2021

Chris Worth
Capital Concrete Solutions, Inc. dba CAPCON
8164 Alpine Avenue
Sacramento, CA 95826

RE: Employment Training Panel (ETP) Funding

Dear Mr. Worth:

I am writing to you regarding the request made by Capital Concrete Solutions, Inc. dba CAPCON for support of the Employment Training Panel Program, State Funded by the California Labor and Workforce Development that CAPCON wants to administer in their facility. The approximate number of trainees from the following occupations will be participating in this program: 13 current employees and up to 20 new hires.

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

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

Please be advised that Carpenters 46 Northern California Counties Conference Board is in full support of additional training for our membership which compliments the multi-faceted and comprehensive training provided by the Carpenters Training Committee for Northern California with the understanding and assurance that affected employees will be compensated as per our collective bargaining agreement.

Should you have any questions regarding this matter, please feel free to contact this office.

Sincerely,



Chris Pedroza
Executive Director

CP:jc

DELEGATION ORDER



EXPANSION FUNDS
RETRAINEE-JOB CREATION
Training Proposal for:
GAR Bennett, LLC

Delegation \leq \$75,000 Single Employer

Contract Number: ET22-0190

Approval Date: December 2, 2021

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee HUA Job Creation Initiative Expansion Funds (Alt/Gen)	Industry Sector(s):	Other (J) Utilities (22) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Kern, Kings, San Joaquin	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: 294	U.S.: 294	Worldwide: 294
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

In-Kind Contribution

\$81,400

Total ETP Funding

\$74,520

HUA Only:	Number of trainees in HUA location: 102 (Reedley location – Fresno County, Kern County, and Kings County)
Occupations to be Trained:	2nd Hand Pump Staff, Administrative Staff, Blending Plant Operators, Compliance Staff, Draftsmen, Electricians, Frontline Managers/Foremen, Installers, Pest Control Advisors, Plant Nutrition Staff, Project Management/KAM, Purchasers/Estimators, Technicians, Warehouse 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	Business Skills Comm Skills Computer Skills Continuous Impr. HazMat HAZWOPER OSHA 10/30 PL-Comm Skills	30	8-200	0-30	\$460	\$19.12
				Weighted Avg: 20			
2	Retrainee Priority Job Creation	Business Skills Comm Skills Computer Skills Continuous Impr. HazMat HAZWOPER OSHA 10/30 PL-Comm Skills	10	8-200	0-30	\$1,380	\$15.65
				Weighted Avg: 60			
3	Retrainee Priority HUA	Business Skills Comm Skills Computer Skills Continuous Impr. HazMat HAZWOPER OSHA 10/30 PL-Comm Skills	102	8-200	0-30	\$460	\$15.75
				Weighted Avg: 20			

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

It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: Job Number 1 (Retrainee): \$19.12 per hour for Fresno and San Joaquin Counties; **Job Number 2 (Job Creation):** \$15.65 per hour for Fresno, Kern, Kings, and San Joaquin Counties; **Job Number 3 (Retrainee – HUA):** \$14.34 per hour for Fresno, Kern, and Kings Counties.

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1.

OVERVIEW

Year Company Founded:	2020	Company Headquarters: <input type="checkbox"/> Single location Reedley (Fresno County)
Total Number of Facility locations in California	9	
Facility location(s) where training will occur	<ul style="list-style-type: none"> Armona (Kings County), Bakersfield (2) (Kern County), Escalon (San Joaquin County), Kerman (Fresno County), Lerdo (Kern County), Lemoore (Kings County), Reedley (Fresno County), Selma (Fresno County) 	

Nature of Business:	<ul style="list-style-type: none"> GAR Bennett, LLC (www.garbennett.com) is an irrigation, fertilizer, and chemical contractor that provides pest control, crop nutrition, soil and tissue analysis, aerial imagery, water treatment, programs for regulatory compliance documentation, food safety certification, water management, drip irrigation, controlled environments, water banks, reservoirs, deep well pumps, wastewater filtration, and large-scale water systems to crop production agriculture businesses throughout the Central Valley.
Customer Base:	<ul style="list-style-type: none"> Agriculture Crop Farmers

Business / Industry Needs / Changes	<ul style="list-style-type: none"> Central Valley growers are looking to alternative ways to grow crops in drought conditions including drip irrigation and proper nutrients. GAR Bennett offers irrigation options and nutrient options to help the crop farmer grow a successful crop. To maintain competitive, Gar Bennett is constantly researching and developing nutrients, pest management, and additional irrigation options for the agriculture industry. Within the last year, the Company has expanded to eight locations with plans to hire additional employees in those locations within the next six months.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> All occupations except Administrative Staff will receive cross training in multiple areas. Training will include: Sales, Crop Water Utilization, Flowmeter, Fertilizer Blending Equipment, new and updated Laws and Regulations, and Decontamination. Cross training will provide the trainees with in-depth knowledge of the Company and how to aide crop growers with the correct nutrients and irrigation set up to maintain a successful crop.
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	<ul style="list-style-type: none"> • Due to the complexity of crops, Estimators, Purchasers, Draftsmen, and Technicians will receive additional training in Sensors, Soil Probes, Crop Water Utilization, Systems, Best Business Practices, Nutrients, and Crop Management Monitoring. Training will provide knowledge on crop varieties, setup, maintaining systems, crops, and types of soil throughout Central California and beyond. • Extensive training for Pest Control Advisors, Plant Nutrient Staff, and Blending Plant Operators will focus on developing sustainable drought practices due to the real-time conditions demand from crop growers. • Administrative Staff will be trained in Best Business Practices, Time Management, Laws and Regulations, Strategic Planning. Additional training will be offered in areas such as overview of irrigation, nutrients, and fertilizer so all trainees have a considerate amount of knowledge of who GAR Bennett is and what the Company offers to farmers • Crop growers depend on GAR Bennett's knowledge and quick response and therefore all occupations must be ready to assist.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab

☒ E-Learning

☒ CBT

☒ Productive Lab

Business Skills	Commercial Skills	Computer Skills
Continuous Improvement	PL – Commercial Skills	

Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30 <input checked="" type="checkbox"/> HAZWOPER <input checked="" type="checkbox"/> Hazardous Materials (HAZMAT)
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Productive Laboratory	Justification: <input checked="" type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures <input type="checkbox"/> Certification Standards
	120 PL Hours per-trainee
	Occupations Receiving PL Training: 2 nd Hand Pump Staff, Blending Plant Operators, Electricians, Frontline Managers/ Foremen, Installers, Plant Nutrition Staff, and Technicians
The PL instructor must be dedicated to training, at a ratio of 1:3.	
Ratio Higher than 1:1	Production and/or production process requires a team of 3 workers.

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

<input checked="" type="checkbox"/> Weighted Average Hours over 45	60 Hours for Job Creation trainees (Job Number 2)
Newly hired trainees will receive in-depth training within the first few months of their hire date. Most training is provided as on the job training and can easily amount to over 200 hours within the first year of hire.	

Veterans Program

Number of Veterans	Although the Company does not currently track how many Veterans are employed, they have worked with Vets with Wings in the past and plan to begin working with them again once COVID restrictions are lifted.
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Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Project Oversight: <p>GAR Bennett's training budget is approximately \$26,000 annually for all locations. Training includes state-mandated training, legal compliance training, and new-hire orientation.</p> <p>ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.</p> <p>➤ Training Infrastructure</p> <p>GAR Bennett has a structured training plan in place. The Co-CEO and the Regulatory and Security Compliance Lead will oversee project administration and tracking performance. In addition, the Safety Lead has been assigned to handle training rosters. Training will be delivered by in-house experts and vendors as needed.</p>
<ul style="list-style-type: none"> Trainers: <p><input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Commercial Skills, Computer Skills, Continuous Improvement, Hazardous Materials, HAZWOPER, OSHA 10, OSHA 30</p> <p><input type="checkbox"/> Vendor – Types of Training by vendor:</p>
<ul style="list-style-type: none"> Administration: <p><input checked="" type="checkbox"/> In-house</p> <p><input type="checkbox"/> Subcontractor</p>

Repeat Contract

<ul style="list-style-type: none"> Number Of Contracts in last 5 years: 	2
<ul style="list-style-type: none"> Training provided / focus in last Contract: 	In Gar Bennett's prior Contract, the Company's focus was on new regulations and mixing techniques for pest control and fertilizers.
<ul style="list-style-type: none"> Difference in Training Plan: 	Gar Bennett is focusing on cross-training all employees along with training on drought conditions and products the Company offers to crop farmers and the agriculture industry in the Central Valley.
Need for Funding over Earned Amount:	Contracts ET15-0455 and ET17-0411 were under GAR Tootelian, Inc. In 2020 the Company merged with Bennett and Bennett, Inc. and Gar Bennett was established. Due to COVID, the Company was limited on the amount of training they could provide. Now, they are able to begin cross-training all employees and begin in depth training on drought conditions, products offered, and correct mixtures for crop farmers along with irrigation requirements for the agriculture industry. In addition, the Company is opening another location by the end of December 2021 and will employ at least 10 additional employees. The Company has begun the hiring process for the new location and will need to train the additional employees in all areas of the company.

PRIOR PROJECTS

The following table summarizes performance under an ETP Contract completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET17-0411	Reedley	2/1/2017 – 1/31/2019	\$124,575	\$51,697 (41%)
ET15-0455	Reedley	5/16/2015 – 5/15/2017	\$49,588	\$43,345 (87%)

*Contract ET17-0411 was under GAR Tootelian, Inc. During this time, there was a fire at their location and it destroyed their main classroom area along with equipment and product. This prevented them from training while cleaning up and relocating items and products that were not destroyed. In addition, the Company representative couldn't devote the time to the Contract. For this Contract, the main representative who worked for Bennett & Bennett prior to the merge and had 100% completion rate, will oversee this project. They have extensive knowledge in ETP Contracts and will focus on scheduling, maintaining rosters, and uploading into the ETP System.

RESPOND/Drought

Under its Rapid Employment Strategies Pilot on Natural Disasters (RESPOND) pilot program, the Panel funds training for economic recovery from natural disasters, such as the prevailing drought. The drought is impacting several key industry sectors (e.g. agriculture) and could lead to loss of jobs.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	N/A		
Administrative	N/A		
Training Vendors	To Be Determined		

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting
- Advanced Account Development
- Advanced Fiscal and Accounting Strategies
- Best Business Practices
- Coaching/Mentoring/Evaluation Skills
- Customer Relations
- Effective Communication
- Estimation
- Inventory
- Laws and Regulations
- Marketing
- Ordering
- Sales
- Sub-Contractor Relations
- Time Management

COMMERCIAL SKILLS

- Agronomy Best Practices
- Assemble Tube and Shaft
- Back Hoe
- Bobcat
- Boom Truck
- Bull Dozer
- Combustibles
- Control Panels
- Crane
- Crop Management Monitoring
- Crop Water Utilization
- Dendrometer
- Digester System
- Disassemble Tub and Shaft
- Equipment Operations
- Excavator
- Fertilizer Blending Equipment
- Filter Systems
- Flowmeter
- Forklift
- Gas Meters
- Generators
- Input/Output
- Interpreting Designs
- Irrigation
- Lab Sampling
- Logic Conditions

- Maintenance
- Motorola Systems
- New Product Training
- Nutrients
- Organic Waste
- Pipeline
- Power Tools
- Prefabricated Product
- Pressure Switch/Solenoid
- Pressure Transducer
- Preventative Maintenance
- Pumps
- Raceway Management
- Respirators
- RF Antenna Input
- Rigging
- Sensors
- Servicing
- Sludge
- Soil Probes
- Subsurface Drip
- Tractor
- Trencher
- Troubleshooting
- Valves
- Warehouse
- Weather Stations
- Wiseconn System

COMPUTER SKILLS

- Advanced Agrian Software Training
- Android Applications
- Bluebeam Revu
- Computer-Aided Design
- Computer-Aided Manufacturing
- CPR Software Operating System
- EnercalC
- Gantt Charts
- Human Machine Interface (HMI)
- iOS Applications
- Irricad
- Microsoft Office (Intermediate/Advanced)
- Motorola Software
- Sage
- Sketchup
- Solidworks

CONTINUOUS IMPROVEMENT

- Evaluating
- Labor Tracking
- Leadership Training
- LEAN Processes
- Monitoring
- Parts Tracking
- Problem Solving
- Project Management
- Quality Concepts
- Statistical Process Control
- Strategic Planning
- Team Building
- Time Management

HAZARDOUS MATERIALS

- Decontamination
- Incident Command
- Hazmat
- Packaging
- Record Keeping
- Recovery
- Rehabilitation
- Spill Cleanup
- Safe Storage and Handling of Hazardous Inventory
- Supplies/Transport
- Traffic Control

HAZWOPER

- Hazwoper 40

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Productive Lab Hours (Ratio 1:3)

0-120

COMMERCIAL SKILLS

- Assemble Tube and Shaft
- Back Hoe
- Bobcat
- Boom Truck
- Bull Dozer
- Control Panels
- Crane
- Dendrometer
- Designing/Mapping
- Digester System
- Disassemble Tube and Shaft
- Excavator

- Fertilizer Blending Equipment Operations
- Filter Systems
- Forklift
- Generators
- Installations
- Irrigation
- Lab Sampling
- Organic Waste
- Maintenance
- Meter
- Pipeline
- Prefabricated Product
- Pressure Switch/Solenoid
- Pressure Transducer
- Pumps
- RF Antenna Input
- Rigging
- Soil Probes
- Tape Extraction Tool
- Tape Injection Tool
- Tractor
- Trencher
- Trenching
- Valves
- Weather Stations
- Wiseconn System

CBT Hours

0 – 30

OSHA 30

- | | |
|---|------------|
| • Air Purifying Respirators (Optional) | 1.5 hours |
| • Air Supplying Respirators (Optional) | 1.25 hours |
| • Asbestos Awareness (Optional) | 45 mins |
| • Compressed Gas Cylinders (Optional) | 45 mins |
| • Concrete and Masonry | 45 mins |
| • Confined Space Entry | 1 hour |
| • Cranes, Derricks, Hoists, Elevators & Conveyors | 30 mins |
| • Electrical Safety Part 2 | 1.5 hours |
| • Ergonomics | 30 mins |
| • Fire Protection and Prevention | 1 hour |
| • Focus Four Hazards | 6 hours |
| • Health Hazards in Construction | 2 hours |
| • Intro to OSHA | 2 hours |
| • Managing Safety and Health | 2 hours |
| • Materials Handling, Storage, Use & Disposal- Materials | 1.25 hours |
| • Materials Handling, Storage, Use & Disposal- Hazard Communication | 1.25 hours |
| • Personal Protective and Lifesaving Equipment | 2 hours |
| • Powered Industrial Vehicles- Aerial Lifts | 45 mins |
| • Powered Industrial Vehicles- Forklift Safety | 2 hours |

• Process Safety Management (Optional)	1.25 hours
• Safety and Health Programs- Lead Safety	45 mins
• Safety and Health Programs- Radiation Safety	1 hour
• Scaffolds	1 hour
• Stairways and Ladders	1 hour
• Steel Erection (Optional)	2 hours
• Tools Hand and Power	1.5 hours
• Welding and Cutting- Hot Work	30 mins
• Welding and Cutting- Welding Safety	1 hour

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.



EXPANSION FUNDS
RETRAINEE-JOB CREATION
Training Proposal for:
GS Williams, Inc.

Delegation \leq \$75,000 Single Employer

Contract Number: ET22-0208

Approval Date: December 2, 2021

Panel Meeting of: December 17, 2021

ETP Regional Office: Sacramento

Analyst: A. Reyes

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative SB <100 Priority Rate Expansion Funds (Alt/Gen)	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Placer	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 10	U.S.: 12	Worldwide: 12
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution

\$33,160

Total ETP Funding

\$23,000

Small Business Only:	Owner <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Turnover Rate Waiver Justification	<input type="checkbox"/> Training will reduce turnover <input type="checkbox"/> One-time reduction in force <input type="checkbox"/> Industry Sector with high turnover
Occupations to be Trained:	Administrative Staff, CAD Design Team, Installer, Owner, Project Manager, Sales, Warehouse

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 Comm Skills Computer Skills Continuous Impr. OSHA 10/30 PL-Comm. Skills	10	8 – 200	0	\$1,380	\$23.00
				Weighted Avg: 60			
2	Retrainee Priority SB<100 Job Creation	Business Skills Comm Skills Computer Skills Continuous Impr. OSHA 10/30 PL-Comm. Skills	5	8-200	0	\$1,840	\$17.00
				Weighted Avg: 80			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Number 1 (Retrainee): \$19.12 per hour for Placer County;
Job Number 2 (Job Creation): \$15.65 per hour for Placer County.

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

Although employer provides health benefits, they are not being used to meet the Post-Retention Wage.

OVERVIEW

Year Company Founded:	2003	Company Headquarters: <input checked="" type="checkbox"/> Single location
Facility location(s) where training will occur	<ul style="list-style-type: none"> Rocklin (Placer) 	

Nature of Business:	<ul style="list-style-type: none"> • Installation and design for sound masking system, LogiSon Acoustic Network • Installation of paging systems and music systems. • Sound hardware installation including Acoustical Panel and Window Shades installation
Customer Base:	<ul style="list-style-type: none"> • Home/Residential • Restaurants • Hotels • Colleges • Hospitals
Business / Industry Needs / Changes	<ul style="list-style-type: none"> • GS Williams, Inc. (GS Williams) is expanding services in order to reach new customer bases. • GS Williams is also be upgrading its software systems.

Training Plan:

Need for Training:	<ul style="list-style-type: none"> • As part of a technological upgrade, GS Williams is implementing new software systems including Box.com and QuickBooks. • Box.com will allow all project and product information to be consolidated and accessible by all employees in real time. This will allow project documentation and inventory to be accessed across multiple offices and warehouses, even across multiple states. • Staff will also receive training on Quickbooks, which is used as a financial accounting software. This training is part of the Company's transition into Salesforce, which QuickBooks utilizes as the source for the Company's financial information. • GS Williams is also expanding its services by adding several new products and services that enable the Company to reach new types of customers. These include music system installation, acoustic panels, window shades, and sound boots. • As a result of new services, new equipment has been purchased including laser measures, scaffolding, and additional vehicles. Staff will receive training on the new equipment to ensure they are able to work safely and efficiently.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab

☒ E-Learning

☐ CBT

☒ Productive Lab

☐ MS Preceptor

☐ MS Didactic

Commercial Skills	Business Skills	Computer Skills
Continuous Improvement		

Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30 <input type="checkbox"/> HAZWOPER <input type="checkbox"/> Hazardous Materials (HAZMAT)
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Productive Laboratory	Justification: <input type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures <input type="checkbox"/> Certification Standards
	60 PL Hours per-trainee
	Occupations Receiving PL Training: CAD Design Team, Installer, Project Manager, and Warehouse
The PL instructor must be dedicated to training, at a ratio of 1:3.	
Ratio Higher than 1:1	Production and/or production process requires a team of 3 workers.
Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function; or,

Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	Job Number 1: 60 Hours Job Number 2: 80 Hours
As a result of the Company offering new services that were not offered before, GS Williams plans to train its employees over 45 hours. The new services include Music System Installation, Acoustic Panels Installation, Window Shades Installation, and Sound Boot Installation. Training will occur on new product knowledge and installation procedures as these systems and products are very different from current products. The hour difference between the new hires and retrainees is due to the Company estimating that it would require approximately 20 more hours for a new hire to learn all of the different products and installation techniques.	

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Project Oversight: 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 GS Williams' Rocklin location. The Company's annual training budget is approximately \$15,000.

GS Williams' President will oversee the Contract along with a Project Manager who will coordinate training and gather rosters. In addition to the assigned staff members, the Company has also retained the services of a third party administrator with extensive ETP experience to assist with administration.

- **Trainers:**

☒ In-house – Types of Training: Business Skills, Commercial Skills, Computer Skills, Continuous Improvement, OSHA 10/30, Productive Lab – Commercial Skills

☐ Vendor – Types of Training by vendor:

- **Administration:**

☐ In-house

☒ Subcontractor

Repeat Contract

<ul style="list-style-type: none"> • Number Of Contracts in last 5 years: 	1
<ul style="list-style-type: none"> • Training provided / focus in last Contract: 	<ul style="list-style-type: none"> • Past training focused on new software including the addition of a new CAD program and a custom database from Salesforce. • The Job Creation for the prior contract was a result of new HIPAA requirements increasing demand for GS Williams' products.
<ul style="list-style-type: none"> • Difference in Training Plan: 	<p>In addition to continuing training on Salesforce and AutoCAD from the previous contract, the Company is implementing new software systems, Box.com and Quickbooks. These new software products are an expansion of the transition into SalesForce that was started in the previous contract.</p> <p>GS Williams will also be training on new services and products.</p>

PRIOR PROJECTS

The following table summarizes performance under an ETP Contract completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0196	Rocklin	3/13/2018 – 3/12/2020	\$32,760	\$32,760 (100%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Sierra Consulting Services	El Dorado Hills	\$2,300
Administrative	Sierra Consulting Services	El Dorado Hills	13%
Training Vendors	To Be Determined	To Be Determined	To Be Determined

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

8-200

BUSINESS SKILLS

- Administration
- Behavior Style Strategies
- Business Communication
- Business Fundamentals
- Business Writing
- Communication styles
- Conflict Resolution
- Cost Control
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Dealing with Difficult People
- Employee Coaching
- Essential Skills for New Supervisor
- Financial Analysis
- Good Client Relations
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques
- Negotiating
- Operational Skills
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Relationship Building
- Retaining Customers
- Strategic Planning
- Time Management

COMMERCIAL SKILLS

- Acoustical Definitions
- Acoustic Panel Installation
- Assembly Procedures
- Assembly Process Control
- Blue Print Reading and Schematics
- Carpentry
- Cross-Training
- Electrical and Electronics
- Equipment Operation
- Hand Tools
- Inventory Control
- Ladder and Equipment Safety

- Music Setup, Options
- Music System Installation
- Paging Setup, Options
- Sound Boot Installation
- Troubleshooting
- Use of a Sound Meter
- Warehousing
- Window Shades Installation
- Work Order Processing

COMPUTER SKILLS

- Autodesk/AutoCAD
- Box.com
- Financial Management System
- Intermediate/Advanced Microsoft Office
- QuickBooks
- Salesforce
- T.A.R.G.E.T. Software (Thrustmaster Advanced pROgramming Graphical EdiTor)

CONTINUOUS IMPROVEMENT

- Change Management
- Coaching Procedures
- Communication Skills
- Creating a Quality Organization
- Cross Training
- Decision Making
- How to Coach and Mentor
- Kaizen
- Leadership
- Meeting Management
- Problem Solving and Decision Making
- Process Capability
- Process Improvement
- Production Operations/Workflow
- Production Scheduling
- Project Management
- Quality Measurement Systems
- Root Cause Analysis
- Sound Boot Installation
- Sound System Installation
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Time Management
- Visual Controls
- Window Panel Installation

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Safety Training is capped at 10% of a trainee's total training hours

Productive Lab Hours

0 – 60

COMMERCIAL SKILLS (1:3 trainer-to-trainee ratio)

- Acoustical Installation
- Assembly Procedures
- Assembly Process Control
- Blue Print Reading and Schematics
- Carpentry
- Electrical and Electronics
- Equipment Operation
- Hand Tools
- Ladder and Equipment Safety
- Music Setup, Options
- Paging Setup, Options
- Sound System
- Troubleshooting
- Use of a Sound Meter
- Window Panel Installation

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

DELEGATION ORDER



CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF)

Training Proposal for:

Ventura County Community College District

Contract Number: ET22-0179

Approval Date: December 3, 2021

Panel Meeting of: December 17, 2021

ETP Regional Office: North Hollywood

Analyst: M. Niquet

PROJECT PROFILE

Contract Attributes:	CCCF (Alt/Gen) Retrainee Priority Rate SB <100	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$38,916		\$2,679 8%		\$41,595

In-Kind Contribution:	50% of Total ETP Funding Required	\$47,940
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Computer Skills, Continuous Imp., HazMat, Mfg. Skills	47	8-200	0	\$885	\$19.12
				Weighted Avg: 36			

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

Minimum Wage by County: \$19.12 per hour for Ventura 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

Participating employers may use health benefits up to \$2.12 to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Production Staff		12 12 8
Support Staff		5 5 5

CALIFORNIA COMMUNITY COLLEGE FUNDS (CCCF) PROPOSAL

Ventura County Community College District (VCCCD) as a Multiple Employer Contractor (MEC), is eligible for CCCF in accordance with Governor Newsom's FY 21/22 budget, approved in SB129. Pursuant to Unemployment Insurance Code section 10214.6 (a), and Section 4451 (d) of Title 22 of the California Code of Regulations, the Panel has adopted CCCF guidelines to expend \$15 million in general fund dollars as an Alternative Funding Source program.

INTRODUCTION

Founded in 1962, VCCCD (www.vcccd.edu) is a public multi-college district serving residents and companies throughout Ventura County. VCCCD's three community colleges (Moorpark, Oxnard, Ventura) provide programs for transfer to four-year colleges and universities, career technical education, basic skills instruction, economic development, and continuing education opportunities. VCCCD is part of the California Community College System and is accredited by the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges.

This will be VCCCD's second ETP Agreement within the last five years.

Veterans Program

Although there will be no Veterans training component in this proposal, participating employers actively hire veterans, and they will be trained in this project.

CCCF PROJECT DETAILS

Partnerships & Collaboration

The CCCF is intended to leverage and expand existing workforce programs. In addition, the Panel's vision and goals are to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive through strategic partnerships with business and labor.

VCCCD has an existing Memorandum of Understanding with the Employer Training Institute (ETI) at College of the Canyons. In the past, this agreement allowed VCCCD to utilize their ETP funding to upskill the workforce in Ventura County, while VCCCD increases capacity to deliver robust contract education opportunities. Additionally, VCCCD is planning to partner with the Economic Development Collaborative (EDC). Finally, VCCCD works closely with the Workforce Development Board of Ventura County and has representation through board membership. These strategic partnerships will increase the number of training programs, attract and retain skilled workers and businesses, provide individuals with secure jobs and opportunities for advancement, and assist employers to successfully compete in the global economy.

Employer Demand

In November, 2020, VCCCD hosted a business listening session which provided a forum for employers to express training needs. As a response to industry demand, Economic and Workforce Development (EWD) collaborated with our VCCCD to develop 5 Business micro-courses: Introduction to Excel; Understanding Your Profit and Loss Statement; Leadership and Team Management; Managing a Remote Work Environment; Social Media Marketing Boot Camp. VCCCD plans to offer these trainings to government agencies who now qualify under the supplemental funding program. To add, VCCCD'S partnership with College of the Canyons will expand course offerings to include supply-chain trainings, an area of need for the Port of Hueneme, and other employers. These partnerships with the Workforce Development Board and the Economic Development Collaborative provide current data regarding industry demand.

VCCCD is eligible for ETP funding as a public training agency. This proposal targets small to medium-sized manufacturing and crop production companies. The core group of participating employers represents at least 80% of the requested funding. VCCCD anticipates the core group of employers consist of both large companies and small businesses, which represents over 100% of requested funding for this proposal, and have made firm commitments to participate upon Panel approval

Small Business Needs

ETP's Legislative intent is to meet the unique needs of Small Businesses.

VCCCD continues to host the listening sessions to provide a forum for a small business focus, in addition, EWD will attend local Chamber of Commerce meetings/events and provide marketing materials for wide distribution. Presently the EWD is re-branding the division and updates are forthcoming. The VCCCD marketing team regularly posts on Facebook, Twitter and Instagram. EWD recently launched "Workplace Wednesdays" a weekly Zoom event intended for anyone who has "returned to the office" (in person, online or remote) strategizing to meet the challenges of our

post-pandemic workplace. Taught by Oxnard College faculty, this free weekly event will support small business by providing employees with effective business approaches while connecting our colleges to the community. VCCCD anticipated 30% of the core group of employers will be Small Business.

Wage Progression and Career Advancement Opportunities

The Panel supports training that will provide workers with secure jobs that pay good wages, and have opportunities for advancement.

The expected short term goal for training incumbent workers is to ensure they have the entry-level skills required to maintain their employment. VCCCD's pre-apprenticeship in manufacturing provides specific career technical education training in conjunction with employability skills such as interview techniques, resume writing and communication in the workplace. Contract education is closely aligned with college career pathways so students and incumbent workers both benefit from work-based learning opportunities. VCCCD's apprenticeship program provides participants with wage increases for demonstration of skills gained.

Licensing and Certifications

SB 129 General funds are intended for training that leads to licensing and certifications.

The partnership with College of the Canyons allows VCCCD to offer APICS certifications in supply chain management, principles of lean manufacturing and Project Management Professional. Additionally, VCCCD offers 9 manufacturing micro-course and each has a National Institute for Metalworking Skills (NIMS) certification attached to the training.

Training Plan

VCCCD conducted assessments with each of the participating employers to identify specific training needs and industry-related demands. Employers specifically indicated the need to improve specific manufacturing skills such as machining, Lean Six Sigma, pneumatics, blueprint reading, soldering, aerospace team assembly and additive manufacturing as well as improving leadership and team management. As a result, VCCCD crafted a comprehensive training program that can be customized to meet the unique needs of each employer.

VCCCD anticipates that approximately 80% of the proposed training will be delivered held at the District's training facility in Ventura and the remaining 20% at employer worksites. Training will be provided by VCCCD faculty/staff whenever possible; however, the District may retain specialized training vendors if necessary.

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

Business Skills: Training will be offered to all occupations. Training will improve employees' capabilities to oversee company resources and improve communication, and increase efficiencies. Topics include Business Performance, Business Writing, Conflict Resolution and Financial Strategies.

Computer Skills: Training will be offered to all occupations. Training modules will focus on Microsoft Office applications as well as Oracle application and will provide productivity solutions.

Continuous Improvement: Training will be offered to all occupations to improve employee skill sets to meet customer service expectations. Topics will also teach staff how to reduce waste,

problem solve, and improve production operations. Topics include Decision Making, Leadership Skills, Problem Solving and Team Building.

Hazardous Materials: Training will be offered to Production Staff that handle dangerous chemicals. Training will emphasize safe practices and establish handling processes at the participating employer's location.

Manufacturing Skills: Training will be provided to Production Staff. Training provided will improve employee skills to operate equipment, and implement effective manufacturing methods.

Curriculum Development

VCCCD relies on comprehensive training needs assessment with each participating employer to identify critical needs and ensure training is consistent with employer's strategic plan and goals. Most recently, VCCCD hosted a business listening session via Zoom to identify post-pandemic needs. Employers shared the impact from COVID-19, which initiated faculty development of micro-courses in business skills and manufacturing.

Commitment to Training

ETP funds will not displace the existing financial commitment to training by participating employers. ETP funds will provide training for businesses with very limited training resources and allow structured training to occur that would not be possible otherwise due to budget constraints. Current training provided by employers includes new employee orientation and compliance-related topics. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

VCCCD has three lead staff members within the Division of Economic Development to oversee the implementation of this project and two VCCCD marketing personnel who will also assist. The District is also hiring additional staff to assist with marketing, recruiting, scheduling, and tracking of training to ensure that project administration adheres to ETP requirements.

Marketing and Support Costs

VCCCD's District team creates electronic assets for each training which are sent to industry contacts and VCCCD/college social media outlets including Facebook which has a large subscriber base. VCCCD is launching "Workforce Wednesdays-Post-Pandemic BIZ ness" in partnership with the Oxnard College each week and hosts a free training that will provide strategies to address the "new normal" post-pandemic workplace setting. Workforce Wednesdays will become a platform to share upcoming trainings with the community. Additionally, VCCCD markets trainings to many partners which include the Workforce Development Board, Economic Development Collaborative, and Ventura County Industry Council.

VCCCD also allocates resources to perform needs assessments, recruitment, and curriculum customization based on employer feedback. VCCCD is requesting support costs to fund extensive marketing efforts and the recruitment of additional participating employers. Staff recommends the 8% Support Costs.

Tuition Reimbursement

VCCCD 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.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET17-0430	Ventura	3/1/2017- 2/28/2019	\$88,750	\$0 (0%)

Due to a change in leadership within the division of Economic and Workforce Development funding under the Contract was not utilized. Since then, VCCCD's Board of Trustees has developed strategic goals for 2021-2027 which prioritizes partnerships to actively support equitable workforce and economic development in Ventura County. Additionally, VCCCD's District partners with the Workforce Development Board of Ventura County, the Economic Development Collaborative, and Chambers of Commerce respond to regional needs. Actively focusing on business engagement has contributed to the college curriculum alignment, designed for upskilling incumbent workers in response to industry demand. It is expected that with this diversity of partnerships that VCCCD will utilize the conservative amount of funding requested.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8 - 200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Performance
- Business Planning
- Business Writing
- Communication Skills
- Conflict Resolution
- Financial Strategies
- Inventory Control
- Merchandising
- Negotiating
- Sales
- Understanding Profit/Loss

COMPUTER SKILLS

- Adobe
- Database Essential's
- MRP/ERP/SAP/Oracle
- Microsoft Project
- Microsoft Office (Intermediate and Advanced)

CONTINUOUS IMPROVEMENT

- Change Management
- Decision Making
- ISO
- Kaizen Methodology
- Lean Processes and Principles
- Leadership Skills
- Managing a Remote Work Environment
- Problem Solving
- Project Management
- Performance Management
- Quality Concepts
- Six Sigma Statistical Process Control
- Social Media/Marketing
- Team Building
- Total Quality Management
- Value Stream Mapping

HAZARDOUS MATERIALS

- Environmental Monitoring and Personal Protection Equipment
- Environmental Liability and Risk Management
- Solid Waste Recycling

MANUFACTURING SKILLS

- Assembly Procedures
- Blueprint Reading
- CNC Machine Operation
- CNC Programming
- Cross-Training in Production Equipment Skills
- Geometric Dimensioning and Tolerancing
- Hydraulics
- Inspection Techniques
- Inventory Control
- Manufacturing Control
- Manufacturing Practices
- Maintenance Technician
- Operations Management
- Production Operations
- Parts and Products
- Shop Math
- Soldering
- Warehousing
- Welding

Safety Training is capped at 10% of a trainee's total training hours

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

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Ventura County Community College District

CCG No.: ET22-0179

Reference No: 21-1064

Page 1 of 1

ALPHABETIZE BY COMPANY NAME

Company: All Clear Aerospace and Defense

Priority Industry? ☒ Yes ☐ No

Address: 999 Avenida Acaso

City, State, Zip: Camarillo, CA 93012

Collective Bargaining Agreement(s): n/a

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 300

Total # of full-time company employees in California: 160

Company: ECA Medical

Priority Industry? ☒ Yes ☐ No

Address: 2193 Anchor CT

City, State, Zip: Thousand Oaks, CA 91320

Collective Bargaining Agreement(s): n/a

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 260

Total # of full-time company employees in California: 159

Company: Nexa 3D

Priority Industry? ☒ Yes ☐ No

Address: 1923 Eastman Ave. Suite 200

City, State, Zip: Ventura, CA 93003

Collective Bargaining Agreement(s): n/a

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 104

Total # of full-time company employees in California: 48

Company: Skyworks Solutions, Inc.

Priority Industry? ☒ Yes ☐ No

Address: 2427 W. Hillcrest Drive

City, State, Zip: Newbury Park, CA 91320

Collective Bargaining Agreement(s): n/a

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 12000

Total # of full-time company employees in California: 1520