PANEL PACKET

May 2022

PANEL NOTICE/AGENDA

MEETING TIME/PLACE

Wednesday, May 25, 2022 at 9:30 a.m.
Health Care Services, 1500 Capitol Ave.
Auditorium
Sacramento, CA 95814
Phone: (916) 327-5640

This is a public meeting and the public may attend in person or virtually.

IN PERSON:
The following participants will be in person:

- Panelists, Staff Representatives, and Proposal Applicants on the Agenda

VIRTUAL:
To view or provide public comment via webinar, use the link below and use the raise-hand feature during public comment to be called on.

Join Zoom Meeting:
https://us06web.zoom.us/j/86794580620?pwd=T2lQN0RRQkF5bWRUSXU5V0g4VG5wdz09

Webinar ID: 867 9458 0620

One tap mobile: 888 278 0296 US Toll-free

Conference code: 1185529

(For assistance, login and raise hand or contact Mario.Maslac@etp.ca.gov or Amina.Nasufovic@etp.ca.gov)

Call to Order by Acting Chairperson • Roll Call • Action to Approve May Panel Meeting Agenda • Action to Approve March Panel Meeting Minutes	Janice Roberts
Executive Report • Legislative/Budget/Other • Budget Update and Action on Allocations • Request Motion to Adopt Consent Calendar Projects/Action	Reg Javier Peter Cooper Tara Armstrong Michael Cable Jaime Gutierrez

Panel Date: May 25, 2022

Presentation and Action Item of Funding Strategies for FY 22/23	Mario Maslac
Review, *Public Comment and Action on Proposals	Kellen Hernandez Ryan Swier Chris Hoover Jana Lazarewicz
Opportunity for Panel Members to Request Agenda Items for Future Panel Meetings	
*Public Comment on Matters Not on the Agenda	
Public Meeting Adjourns	

*Public comment can be done in person or virtual

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, May 18, 2022, although the Panel may still change the order at the meeting. In regards to those items indicated below as an Amendment, please note that the dollar amount only reflects the proposed amendment amount, and not the total funding amount for the contract. Funding proposals are reviewed by the Panel on a case-by-case basis, and any action on a funding proposal shall not be binding on any other funding proposal.

North Hollywood Regional Office

AHMC Healthcare, Inc. dba Monterey Park Hospital ---------- $399,648
Brand Consulting Group, LLC dba Brand College ---------- $599,940
Consolidated Disposal Service, LLC dba Republic Services, Inc. (RESPOND) ---------- $599,978
Gnomon ---------- $324,600
Key Code Media, Inc. ---------- $100,780
NTMA Training Centers of Southern California ---------- $597,600
Riviera, Inc. dba The Enterprise U ---------- $598,500
University of California Riverside-Extension ---------- $267,680
Virgin Orbit, LLC ---------- $404,800
Webasto Charging Systems, Inc. ---------- $172,500

San Diego Regional Office

Basin Enterprises, Inc. ---------- $142,600
Lee's Accu-Tech Service, Inc. ---------- $272,320
Outback Contractors, Inc. ---------- $244,720

San Francisco Regional Office

Abbott Vascular, Inc. ---------- $499,100
Cognizant Technology Solutions U.S. Corporation ---------- $458,850
Tricida, Inc. ---------- $104,650

Sacramento Regional Office

Emerald Site Services, Inc. ---------- $97,750
Lund Construction Co. ---------- $123,280
Martin Brothers Construction ---------- $96,370
Mountain F. Enterprises, Inc. (RESPOND) ---------- $504,252

Sacramento Regional Office (continued)

Tri Square Construction Company, Inc. ---------- $140,070
Valdez Painting, Incorporated ---------- $249,090

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 3/16/22 – 5/12/22

≤ $75,000	Approved Date	Approved Amount
San Francisco Regional Office		
John Muir Charter Schools	05/11/22	$52,935
Sacramento Regional Office		
Solarponics, Inc.	04/22/22	$28,497

State of California—Labor and Workforce Development Agency

Employment Training Panel

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M e m o r a n d u m

To: Panel Members

Date May 25, 2022

From: Reg Javier
Executive Director

Subject: **Directions Meeting Sites**

The Employment Training Panel will meet on **Wednesday, May 25, 2022 at 9:30 a.m.**

Health Care Services – Auditorium
1500 Capitol Ave Sacramento, CA 95814

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

Directions to the Health Care Services – Auditorium

From Sacramento International Airport:

- Take **Hwy 5** South
- Exit on **"J" Street** to **15th St.**
- Turn Right on **15th Street**
- Turn Left on **Capitol Ave**
- **1500 Capitol Ave**

From San Francisco

- Take **I-80 E**
- Merge onto **I-5 N**
- Turn Right on **15th Street**
- Turn Left on **Capitol Ave**
- **1500 Capitol Ave**

State of California

M e m o r a n d u m

To: Panel Members

Date May 25, 2022

From: Reg Javier
Director

Subject: **Future Meeting Sites**

May Panel ***May 25, 2022***	**Health Care Services – Auditorium** **1500 Capitol Ave Sacramento, CA 95814** **Wednesday 9:30 AM – 3:30 PM**
June Panel ***June 30, 2022***	**CalEPA** **1001 I St, Sacramento, CA 95814** **Friday 9:30 AM – 3:30 PM**
July Panel ***July 29, 2022***	**CalEPA** **1001 I St, Sacramento, CA 95814** **Friday 9:30 AM – 3:30 PM**
August Panel ***August 26, 2022***	**CalEPA** **1001 I St, Sacramento, CA 95814** **Friday 9:30 AM – 3:30 PM**

STATE OF CALIFORNIA

EMPLOYMENT TRAINING PANEL

Zoom Virtual Meeting

Friday, March 25, 2022

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
Friday, March 25, 2022

I. PUBLIC PANEL MEETING CALL TO ORDER

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

II. ROLL CALL

Present
Janice Roberts
Chris Dombrowski
Madison Hull
Ernesto Morales (arrived at 9:38 a.m.)
Rick Smiles
Douglas Tracy

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

Absent
Gloria Bell
Gretchen Newsom

III. AGENDA

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

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

Motion carried, 5 to 0.

IV. MINUTES

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

ACTION: Mr. Smiles moved and Mr. Tracy seconded the approval of the Meeting Minutes. 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, 5 to 0.

V. REPORT OF THE EXECUTIVE DIRECTOR

Mr. Javier welcomed the Panel Members, Applicants, and Stakeholders and recognized the following persons in attendance: Diana Torres, Southern California District Manager; Ryan Swier, North Hollywood Regional Office Manager; Robert Meyer, Economic Development Unit; Chris Hoover, Foster City Manager, San Francisco Bay Area Regional Office, Manager; and Jana Lazarewicz, Sacramento Regional Office Manager.

Mr. Javier reported that at today's Panel Meeting there will be about $16.6M in proposals in 49 projects. Projects that are approved today will be funded from both the remainder of the General Fund (or Expansion Funds), as well as from the ETF, or core funding.

Mr. Javier shared that at the last Panel Meeting, it was reported that the executive order that allows ETP to hold the Panel Meetings virtually is set to expire on March 31, 2022. As such, today's meeting will be the last virtual Panel Meeting. The next Panel Meeting is set for May 25, 2022 in-person, but there have been a few issues. The location it is normally held at may or may not be available on May 25th, so Staff is looking at whether the location can be moved or the date can be moved. Updates will be posted to the ETP website.

Mr. Javier shared that during today's meeting, Nancy Tran will present on ETP's Annual Report and Strategic Plan and will be asking for the Panel to approve the Strategic Plan and its initiatives. Also, Staff will be bringing forward recommendations for funding for both the Paid Family Leave and the SEED programs. Chris Hoover will be presenting on PFL and Jana Lazarewicz will be presenting on SEED.

Mr. Javier expressed gratitude to Staff for all their hard work in getting all of the General Fund monies out this year, which hopefully after today will include both the PFL and SEED programs. Mr. Javier acknowledged all the hard work, determination, and long hours Staff has put into this all year long.

VI. REPORT OF THE ASSISTANT DIRECTOR

Mr. Cooper shared that after today's Panel, ETP will have spent all of the $12M from the Community College Fund and all of the $42M of the Expansion Funds. Regarding the PFL and SEED funds, Chris Hoover and Jana Lazarewicz will be presenting staff's recommendations for awardees for round two of both programs. There were over 100 applications for these programs. Mr. Cooper thanked staff for the many long hours

they spent thoughtfully and systematically scoring these proposals to ensure it was done fairly and equitably. Mr. Cooper shared that the Governor's office and Labor Agency continue to be very interested in the SEED program specifically, and he is working closely with them to keep them informed on how these programs are going. Mr. Cooper stated that later in today's meeting, there will be recipients sharing their amazing and inspiring stories from their experiences within the SEED program. Mr. Cooper explained the program is changing the lives of a number of immigrants coming to the United States and teaching them how they can be more prosperous in setting up their own businesses.

Regarding 23/24 Fiscal Year/ Governor's January Budget Proposal

Regarding possible new funds for the 22/23 fiscal year, Mr. Cooper stated that the Governor's January Budget Proposal added $110M in general fund dollars to ETP and two new programs were created. The Healthcare Workforce Advancement Fund is the largest, which will be a $90 million program to support job entry, career advancement for entry level, and other workers in health and human service settings, with $40 million intended for social worker programs. Mr. Cooper reiterated that this is really important to ETP, because ETP has not yet been able to make a dent in this sector of the economy due to the way ETP is set up and the constraints of the statutes only being able to fund those employers who pay into the fund. Which means the majority of healthcare employers throughout the state were not previously able to receive ETP funding, but will now be able to be funded with this expansion.

Additionally, this is part of a larger $1.7 billion proposed investment in the care economy workforce that is being put forward by the Labor Agency, so this is a massive endeavor which will hopefully make much progress for the sector. Regarding the SEED program, ETP is looking into possibly getting $20 million in funding in a new initiative to help the immigrant workforce, which would be under a proposal that would create a workforce literacy program. This is $20 million for ETP to expand workplace literacy training in contextualized English, digital skills, and technical skills training for incumbent workers. This will enable workers to build skilled workforces, increase employee retention, and provide pathways to higher wages and better jobs for immigrants.

Mr. Cooper explained that the two new initiatives are part of an ongoing process that ETP is being funded for, so more information and details will be gathered through the legislative and budget process and revealed closer to the end of June when the Governor signs the budget.

VII. UPDATE ON CAL-E-FORCE

Tara Armstrong shared an IT system update. Now customers can login with their same username and password and are able to see all the opportunities of funding to apply for in both Cal-E-Program and Cal-E-Grants, whether under ETP's core program or through any available grants.

Ms. Armstrong explained that under the Cal-E-Program, a new efficiency has been added. Upload features have been added throughout, so that when MECs are submitting their participating employer certifications, they can provide any necessary information. For example, if they are using a payroll company or they need to provide Union support letters, they can provide that in real time as they are completing their certification. This creates an efficiency for MECs to deliver the information as one package and cuts down on processing times internally to get approvals for their employers through this process.

Ms. Armstrong shared that Staff has been working really hard to migrate five years of closed contracts into the systems so there will be contracts there going from 2016 through today in 2022. There are over 3 million pieces of data records being migrating over and Staff plans to be done by the end of April. This migration will also create more efficiencies for Staff, who will now be able to look back on past contracts, create better reports, and pull repeat contractor information forward.

Ms. Armstrong explained that under the Cal-E-Grants system, there are still four grants in the system: two with ETP and two with the California Workforce and Development Board (CWDB). The grants are now in the grant management component, so Staff can manage those contracts, collect the data and information, and do payouts. That should be done by summer of 2022. Ms. Armstrong shared that they are also in the process of adding three new additional grants from the CWDB into the same system.

VIII. REPORT OF STAFF ATTORNEY

Staff Attorney Michael Cable reported that a Legislation Memo has been provided in today's Panel Packets. As the bill introduction deadline has passed, the memo contains the bills that ETP has been tracking. Staff tracks a lot more bills, but have provided a condensed version for the Panel today. Mr. Cable suggested that the Panel Members should contact him if they have questions regarding any of the tracked bills. There is a lot that are currently going through Committee and the process. Mr. Cable wanted to point out one bill in particular, which is AB 1733, listed on page seven of the memorandum. That is the bill Staff has been tracking recently regarding teleconference meetings. AB 1733 proposes a comprehensive fi that would essentially modify various parts of the Bagley-Keene Act that would require and create rules specifically related to holding teleconference meetings. Mr. Cable shared that he likes a lot of parts of the bill. It has some technology components to it, which he will be working with Tara and Mario and their teams on. One thing to point out, is that AB 1733 is an urgency bill, so if it does become effective, it would take effect immediately.

Acting Chairperson Roberts asked if that would affect the May Panel Meeting.

Mr. Cable responded that it appears the bill is still looking for a committee date, so it would be wise to plan on in-person meetings starting April 1st, 2022.

IX. REPORT OF THE CHIEF DEUPTY DIRECTOR

Mr. 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 approximately $16M, which does not include the grant funding for PFL and SEED, however it does include $361,123 in Delegation Orders. Delegation Orders are Proposals capped at $75K and approved under delegated authority by the Director on a continuous flow basis. Since last Panel Meeting, the Director has approved 20 delegation orders. If all the proposals scheduled for this Panel Meeting are funded today, the Panel will be approving 49 projects. After today's Panel Meeting the Employment Training Panel will have approximately $26M left in contracting capacity for fiscal year 21/22. ETP has received 264 Pre-applications, with an estimated value of just over $48M. There are currently 48 applications in the Regional Offices and 219 applications are with the Application and Assessment Unit (AAU).

Regarding Demand and Allocations:
Mr. Gutierrez also shared that ETP is currently within the allocations of $27.5M in demand for Single Employer Contracts, $9.5M in demand for Multiple Employer Contractors (MEC) requests, $6.5M in demand for Small Business, $4.9M in demand for Apprenticeships and there has been no demand for Critical Proposals.

Mr. Gutierrez stated that in regards to the general fund with the approval of the Expansion and CCC Guidance, ETP now has a contracting capacity of $115M for this fiscal year with approximately $26M in contracting capacity remaining after this Panel Meeting.

Mr. Gutierrez shared that the awardees for the Paid Family Leave Small Business (PFL SB) and Social Entrepreneurs for Economic Development (SEED) grants are being brought up to the Panel today for consideration and approval. The PFL SB2 has two awardees being brought to the Panel for consideration totally $1 million between the two. The SEED 2 has two demonstration project awardees and 12 entrepreneurship program awardees being brought to the Panel for consideration and approval totally $17 million.

Regarding the Consent Calendar, Mr. Gutierrez stated there is one action item before he requests approval. 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 of those proposals being pulled, which will be heard individually in order.

Acting Chairperson Roberts stated that before she asks the Panel for the projects they'd like to pull, she asked the Panel would be approving projects into the new fiscal year at the June Panel Meeting, or if they will only be tidying up what I already in the system for the year.

Mr. Gutierrez replied that he hopes it will only be a tidying up at that point.

Acting Chairperson Roberts asked if the Panel had any concerns around the consent calendar before a motion is made to approve. Acting Chairperson Roberts stated that she has two items that she would like to pull – tabs 18 and 30.

Acting Chairperson Roberts asked if the Panel would like to pull any more proposals from the calendar, or it the Panel or public had any questions regarding the consent calendar.

Hearing none, Acting Chairperson Roberts asked for a motion,

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

Motion carried, 6 to 0.

X. POLICY COMMITTEE MEETING REPORT TO PANEL

Acting Chairperson Roberts reported the ETP's Policy Committee met Wednesday, March 2nd at 1:00 p.m. via Zoom.

The single action item on the agenda was to approve Staff's propose definition for High Road Employers, which has been in discussion for quite a while. Committee voted to approve moving Staff's proposed definition to the Panel for full approval, which will be presented later today.

Acting Chairperson Roberts suggested that if anyone has any potential agenda topics for future Committee meetings, please email your suggestions, ideas, or comments to Elisabeth.testa@etp.ca.gov.

XI. DISCUSSION OF ANNUAL REPORT AND STRATEGIC PLAN

Annual Report

Nancy Tran reported on the 2020-21 Annual Report and 2021-24 Strategic Plan. Ms. Tran reflected on the status of Californians during July of 2020, which was the beginning of the fiscal year. Californians were under lockdown, schools were closed, Covid-19 infections were surging, offices were conducting meetings virtually, and

indoor businesses were closed. Businesses like salons, restaurants, and movie theaters were impacted. California saw an unprecedented number of unemployment claims. During that down year, ETP was still able to maintain operations by telework and Panel Meetings were held, as today, via Zoom. Over the course of fiscal year 2020-21, the Panel approved around 317 contracts funding $72.8 million dollars to employers. At the same time, ETP had 333 contracts that were ongoing, which served over 80,530 trainees until the end of that fiscal year. The amount of contracts that Panel had approved combined with the contracts that were ongoing, ETP managed about 600 contracts during that down year. Ms. Tran thanked staff for helping process contract execution, invoices, monitoring, and command center support audits. This was the kind of work that ETP was doing to help businesses stay afloat, keep their employees, and hire during a difficult time. And in every given year, there are closed contracts where trainees have completed training and employers retain employees.

Ms. Tran reiterated that there was a massive impact on businesses during the Pandemic, especially small businesses. ETP helped to provide essential resources for small businesses who may not have the ability to provide training for their workers. Over 70% of ETP's core funds were paid to small businesses and 36% of that were to businesses with less than 50 employees. So in comparison to the 2019-20 year, ETP supported 2.2 thousand small businesses, but in this fiscal year ETP supported 2.1 thousand small businesses. Ms. Tran explained that for ETP to maintain support for nearly the same amount of small businesses during that difficult year was remarkable.

Ms. Tran stated that in spite of the Pandemic, where unemployment rates were 13% in July of 2020 and small business were closing, ETP was still able to see a 1% increase in post-retention wages in fiscal year 2020-21. So, the average post-retention wage for workers employed at the start of training (new hires) was $18.87 cents and then the average post-retention wage for incumbent workers (retrainees) $33.07. ETP tries to service as many as possible, so the 1% increase was dramatic, given that this was at the height of the Pandemic. Being able to stay within levels was difficult itself, but being able to see 1% increase during this timeframe was impressive.

Regarding training demographics, Ms. Tran shared that there was a 4% increase in trainees with less than a high school degree, 3% increase in trainees with a high school graduate or GED, and a 2% increase for the 25-34 age range group. Ms. Tran explained there was a 3% increase in funding ethnic Hispanic or Latino and then 1% for funding veterans. Regarding priority industries that ETP funded, there was a decrease in manufacturing. So in fiscal year 2019-20, it was 39% and in fiscal year 2020-21 it was 27%. However, we did see increases in a few priority industry sectors. There was 7% increase in the services sector (jobs like hotel manager), 8% in construction, and 2% in tech services (such as network administrator).

Regarding ETP initiatives and special programs, many of the initiative were geared toward helping businesses. ETP developed a COVID response where ETP was able to react and address the needs of stakeholders. This also helped expedite processing

eligibility and development for companies declared essential by the Governor. ETP continued to support the COVID response and funded $37 million serving 28,000 trainees. Ms. Tran thanked the Panel again because during a time when businesses were struggling, the Panel made it possible for ETP to fund employers to train workers during that difficult time. ETP continues to support job creation funding projects that demonstrated investments into California's economy and workforce. ETP funded $3.9 million creating 2,536 jobs and the COVID pilot created 6,724 jobs. Ms. Tran explained that this was during a time when unemployment claims were skyrocketing, so to see this many jobs being created was extraordinary on ETP's contribution to the economy. ETP continues to support the apprenticeship program, while working with industries, such as manufacturing, to establish new ones. ETP funded about $17.7 million and trained over 10,500 trainees in apprenticeship. ETP's veteran's program helps unemployed veterans and members of the National Guard obtain high skilled, high wage jobs in secure industries. So, in fiscal year 2020-21, Panel approved $1.6 million in funding to train 726 veterans.

ETP and the Panel have approved some amazing programs and RichmondBUILD is a great example. The City of Richmond faces high unemployment and underserved populations and RichmondBUILD is a pre-apprenticeship construction skills and green jobs training academy which gives Richmond residents a chance to learn new skills in high growth and high wage in the construction and renewable energy fields. The program manager for RichmondBUILD recognized the ETP partnership and how it has supported the City of Richmond making a huge impact to the community by giving residents an opportunity and a chance to change their lives and start a career path. Thirty-percent of the participants had a history with the justice system and claim that this program kept them off the streets. Trainees that participated earn up to $26 an hour, which was really significant in distressed communities and ETP is really proud to have partnered with RichmondBUILD.

Ms. Tran shared another example, Apeel Sciences, which is located in Goleta, California. Apeel Sciences provides plant-derived technology using materials that exist in peels, seeds, and pulps from fruits and vegetables so that produce stays fresh and lasts twice as long. Apeel Sciences promotes more sustainable growing practices, better quality food, and less food waste. The company makes a really good impact that is meaningful to the world and ETP is a partner. Apeel's Senior Director of Learning and Development provided a quote where he mentioned that they were able to double in size within a year and were able to create 516 jobs. ETP funding allowed opportunities for their employees' personal and professional growth and their engineers were able to attend workshops and enroll into one-on-one professional coaching.

Ms. Tran shared another success story of Glendale Community College, as well as California Community College which allow ETP to connect with hundreds of employers and that helps create a broader reach. ETP and Glendale share a common goal of helping California businesses as there is a need for helping highly skilled professionals. So, 554 trainees, including 36 veterans were able to receive training in

career paths or programs in the manufacturing and aerospace industries.

Ms. Tran stated that the information presented today in the annual report demonstrated that ETP, Panel, and stakeholders all did a really good job contributing to California's economy during the Pandemic. Ms. Tran thanked the Panel creating these programs, making impacts to communities, and changing lives.

Acting Chairperson Roberts asked if the public had any comments on this annual report.

Hearing none, Acting Chairperson asked if Panel Members had any questions.

Strategic Plan

Ms. Tran shared that ETP has revamped its strategic plan, with the focus of future planning. The plan covers ETP's plan over the next three fiscal years. ETP is required to submit the plan yearly as things may change. Ms. Tran explained that this strategic plan was written in 2021 and she will be requesting for Panel to approve the mission, vision, and initiative that were proposed during the time the plan was written. During the revamp of this report, ETP did receive some criticism around the mission and vision statement as it was too long. So here, a survey was sent to internal staff, they met with leadership staff and Panel Members about what the mission and vision statements should include. The new, condensed mission statement states, "Partner with California businesses to create and retain high wage jobs while providing workers the opportunity to train for career advancement. The new vision statement is, "To be the premier resource for workforce training leading to high wages and career progression with a focus on diversity, equity, and inclusion.

Ms. Tran shared ETP's goals for 2021 to 2024. 1) Support California's workforce with sustainable jobs and strong career pathways; 2) Contribute to California's growth; 3) Support for small businesses through private-public partnerships; 4) Communication and engagement in Internal Operations; and 5) Commitment to innovation in technology and data. More information will be available on ETP's website.

Regarding ETP's goals and objectives, Ms. Tran stated that the Social Entrepreneurs for Economic Development (SEED) grant supports immigrants and limited English proficient individuals who face significant employment barriers that are starting or maintaining small business in California. The Paid Family Leave Small Businesses (PFL SB) helps entities who are groups of employers acting on behalf of the smaller employers who are impacted by the Paid Family Leave Program. This is to offset costs that are incurred training employees to cover those utilizing Paid Family Leave.

Regarding the ETP Expansion Funds program, ETP received $50 million to expand its programs into high demand sectors. ETP also received $15 million in general fund dollars to align and operate with the community college system in partnership with California community colleges strong workforce program. ETP is currently funding in

these contracts so there will be an opportunity for more success stories in the next ETP annual report. In part of future planning to streamline processes, ETP has prioritized work in creating 14 work groups to identify and solve issues. The focus here is to enhance ETP's work performance and strengthen ETP's program. One example of the work group is the Applications Workgroup that streamlined the Cal-E-Force application process and continues to evolve as the ETP system is constantly improving and upgrading. Ms. Tran shared that another workgroup is the Group Start-up Meeting, which was established to revolutionize communication and collaboration with stakeholders, allowing contractors to work autonomously through ETP's contract administration process. The other workgroup is the Policy Committee Meeting to allow public participation and understanding in the policy recommendations submitted at full Panel Meetings. This allows ETP to create that transparency and communication with stakeholders, as well. Ms. Tran acknowledged that ETP staff, managers, and collaboration with stakeholders in their efforts on continuing to look at ways to improve efficiency inside the organization.

Ms. Tran asked the Panel to approve the proposed mission, vision, and initiatives for this report of the 2021-2024 strategic plan.

Acting Chairperson Roberts asked if the public had any comments on the strategic plan.

Hearing none, Acting Chairperson asked if Panel Members had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion,

ACTION: Mr. Smiles moved and Ms. Hull seconded the approval of the proposed mission, vision, and initiatives in the 2021-24 Strategic Plan. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative for approval of the proposed mission, vision, and initiatives in the 2021-24 Strategic Plan.

Motion carried, 6 to 0.

XII. DISSCUSSION OF HIGH ROAD EMPLOYER DEFINITION

Lis Testa shared that Staff is working on coming up with a definition of high road employers. ETP has some new alternatively funded projects that are funded through the general fund for this year - the California Community College fund and the Expansion fund projects. For both of those projects, there is a mandated legislative report that is due to the legislature by November 30 of this year. Part of the report that has to go to the legislature on these project is on the participation of "high road employers" in those programs. Staff cannot report out on what a high road employer is unless there is a definition. Ms. Testa clarified that this definition at this time is only going to apply to the California Community College fund and Expansion fund projects. This is not a definition that at this time will be applied to any other ETP contract, it is just being applied to the general funded projects from last year so that ETP can meet the requirements of the legislative report.

Acting Chairperson Roberts asked if it will be applied to the new projects that will be coming before the Panel in the next fiscal year with the healthcare and social worker programs.

Ms. Testa replied that they do not know yet and will have to wait to see how that legislation is written and what kind of required reporting they will have to do for it. Ms. Testa explained that sometimes when the legislature makes new programs they require a report back and sometimes they don't and sometimes they specify what needs to be in the report and sometime they don't. They will get a lot more information once the May revise of the budget comes. There is still another month and a half or so after that where things get fiddled with before they're finally approved for the whole state budget process.

Ms. Testa shared that the Policy Committee has worked on this high road employer definition for a few months and they heard this topic first in January of this year and then again in March. They took a lot of different elements into consideration when they were thinking about how to form this definition. They looked at the high quality projects that ETP already funds and looked at current examples of high road in existing legislation, but unfortunately there is no definition currently in any legislation at the state or federal level that defines what a high road employer is. There is legislation that talks about high road strategies or high road training partnerships, but there is no legislation that actually defines what a high road employer is. They also looked at how the term high road is used in the larger workforce system and reviewed a few different ways of calculating what a good wage level would be for a high road employer. They looked at a few different definition formats, heard from stakeholders, a developed some supplementary questions that are also going to help be able to report out to the legislature in November this year. So, after deliberating and hearing from the public, the definition for high road employer that the Policy Committee has moved to Panel for full approval is an employer that has either wages at or above the current SET wage, which this year is $39.21 an hour, and/or they have a CBA (Collective Bargaining Agreement), and/or they are a participant in an HRTP (High Road Training Partnership). They must have one or more of those things *and* a turnover rate less than 10% *and* they will have to provide answers to a set of questions that deal with other high road characteristics. The questions that will be asked are narrative in nature, such as "Please describe the benefit packages you offer your employees" and "Please describe what kinds of flexibility you offer to your employees (for example: different shifts, ability to telework, etc.)." Ms. Testa stated she would like to ask for approval of this definition today because the computer system team needs a few months to develop all the questions into the system and then the customers need a few months to be able to provide the information requested and then Staff will need a few months to be able to draft the legislative report to be able to submit it on time.

Acting Chairperson Roberts asked if the public had any comments on the definition of high road employer.

Robert Sanger commented that he did not agree with the definition and suggested that no definition is needed. Mr. Sanger suggested that as the proposals come in, Staff can analyze them and set whether or not they think they are high road training partnerships. Mr. Sanger stated that if the legislation doesn't have a definition, he doesn't think it is ETP's priority to set the definition. Mr. Sanger noted that training people that make $83,000 a year doesn't align with the mission that Nancy just went over. He pointed out that an employer could have a collective bargaining agreement that pays very little over minimum wage and comparing that to $83,000 a year doesn't make sense. Mr. Sanger noted that $15/hour doesn't pay rent, so that doesn't seem like a high road partnership to him.

John Brauer from the California Labor Federation shared that the Federation is composed of over 1,200 local unions in and around California and 2 million workers. Mr. Brauer stated he wanted to speak strongly in favor of the proposal and thanked staff for designing and putting forward this definition. He stated that his pot of money was sold to the Legislature on the idea of supporting high road partnerships. Mr. Brauer agreed that this definition includes the opportunity for part of that definition being worker voice, which is what happens through representation and through the high road training partnership. He believes it aligns with where the rest of the Labor Agency is going and the fact that the California Workforce Development Boards recognize HRTPs are part of this particular definition. Mr. Brauer commended ETP for taking the lead on this and stated he thinks it will work.

Michael Jester commented that if the Legislation doesn't beg for a definition, he is not sure it needs one and sometimes providing more than what is asked is a dangerous situation. Mr. Jester noted that the CBA part of this is a little union-centric and a lot of the policies are already, so there is no need for more. Mr. Jester also expressed concern around the definition eventually getting applied to other ETP programs, which he believes would be dangerous to the population he represents in the Central Valley. Mr. Jester pointed out that he has not heard any reference to HUAs (High Unemployment Areas) today and hopes it will be a bigger part of the ETP program going forward.

Larry Mandell commented that he doesn't understand how ETP can allow a $16 or $18 wage to be part of the high road just because they are part of a union. Mr. Mandell asked if ETP is only going to be for high wage people making around $90,000 for the SET wage, why should a union contract be exempt.

Mr. Brauer added that the Governor's Future of Work Commission found that someone has a 33% less chance of being in a low wage job if they have a certificate degree or credential that they attain. But they have a 39% less chance if they are part of a union. Mr. Brauer noted that part of this conversation is not only around the wage consideration, and there has been a recommendation on that, but it's also important that workers have a voice and actually defining their industries. Mr. Brauer shared that a number of industries and their unions have chosen to make sure that folks are guaranteed health care for their families that's being paid for that they don't have to

make and that is part of the total package in this relationship. Mr. Brauer stated that the impetus for this and how it was sold to the Legislature was that it was supposed to be part of a high road initiative and, rather than just rebranding it and wrapping the Legislation and the bill in that language, ETP has taken a real step to define it and he thanked Staff for doing so.

Mr. Sanger added that the real definition is that this is a union organization that is working with other government and government entities and there is nothing wrong with that definition if what is wanted is to just give money to companies that have a union. Mr. Sanger suggested that the definition leave out the money limit and just say that this is a carve out for employers with unions. Mr. Sanger suggested that it is not made to look like this program is serving the private sector when it is not. He noted that it could give a bad impression to voters and normal people who are trying to run restaurants and small businesses.

Mike Snead commented that the $39 SET wage would be really limiting to most of his clients. Mr. Snead explained that a lot of clients, if they qualify for SET it is under Priority Industry, which is that $29. Mr. Snead recommended that $39 is too high and would be limiting very few companies that can meet that and depending on what the Legislature does, if they reallocate anything for regular expansion funds, he doesn't think that many companies could qualify for that amount. Mr. Snead asked if there will be a mix of core funding and expansion funding for the same company, because if not, very few companies are going to start at $39 for a minimum wage for all of their employees. He suggested that $29 would be much more doable.

Ms. Testa reiterated that this does not apply to all ETP contracts, but only to Expansion funds and California Community College fund projects. Ms. Testa clarified that there is in no way a requirement that one of the employers in any of those projects has to be a high road employer. They may end up with 5% of the employers being high road employers or 95% of the employers being high road employers, but this does not affect their eligibility at all and is not a requirement that they have to meet in order to come into ETP. Ms. Testa explained that this is literally just so that they can tell the Legislature that in the Expansion fund projects, there was 80% high road employers and 20% not and here's what the high road employers did. Ms. Testa confirmed that it is not an eligibility determination in any way, it is literally just for reporting out to the legislature.

Acting Chairperson Roberts explained that the Panel looks at everything objectively and sees what's going on and if something is either too low or doesn't qualify, they can make that determination, as well. Acting Chairperson Roberts stated that she agrees that she does not want this to bleed into all ETP projects, but again, it is a definition only for the Legislation.

Acting Chairperson asked if Panel Members had any questions.

Chris Dombrowski agreed that trying to define high road employer has been very difficult. He shared that another type of business structure that they have tried to support is worker-owned businesses, like cooperatives, so he is wondering how that would work with this definition. Mr. Dombrowski noted that he hopes that in this definition, benefits are included in the wages and perhaps more thought could be given to that.

Ms. Testa added that the additional questions to ask about other things so that there is more narrative information to include in the report, and one of those questions is about benefit packages. What is in the benefit package, is there a waiting period for the employee in order to receive the benefit package, how long is the waiting period, etc. Ms. Testa explained that the bullet points above like turnover rate and wage level, those are data polls that the computer can do on its own. But the other questions are for the employer to actually describe what their high road strategies are. Ms. Testa agreed that wages are more than just wages, its benefits too. And high road is more than just wages, its employer voice, environmental sustainability, diversity, inclusion, and that is why they have the additional questions.

Mr. Dombrowski expressed concern that the definition, once defined with statistics like this, might create pressure to apply it elsewhere.

Acting Chairperson Roberts asked if the definition will get put into some sort of ETP regulation or if it will just be going to the Legislation to use as they wish.

Ms. Testa explained that at this time, they are only using it to report out for the legislative report. But they may add the definition into the guidelines for the Expansion fund and Community College fund projects, just so that the definition is there and included in the guideline. But even if it is added to the guideline, it will be made clear that it's not an eligibility requirement in any way and is just for reporting out information. Ms. Testa further stated that this is just a working definition for ETP so that we can do what the Legislature is requiring them to do. It is for ETP purposes only and not for other agencies.

Mr. Javier suggested that because of the comments and concerns being raised by the public and Panel Members, for the purposes of reporting, ETP could start with a baseline definition and then leave it as a live definition that the Panel and the Policy Committee can continue to revisit and add, subtract, or modify as they go along. But at least there will be a baseline for reporting purposes so that ETP can meet the mandates of the general fund dollars for this year.

Mr. Dombrowski suggested that they include a narrative in the report regarding the difficulties in defining high road because he thinks they will find some businesses that they think should count as a high road, but that doesn't fit this exact definition.

Acting Chairperson Roberts asked if there will be a problem with putting in those recommendations before she asks for a motion.

Ms. Testa said that if they make a motion to approve that definition as it is listed with the understanding that a narrative will be added into the report explaining how it is even difficult to come up with a definition and that the definition is live and can be added to or subtracted as needs arise later.

Acting Chairperson Roberts asked for a motion,

ACTION: Mr. Smiles moved and Ms. Hull seconded the approval of the proposed high road employer definition with added narrative. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative for approval of the proposed high road employer definition with added narrative.

Motion carried, 6 to 0.

XIII. DISCUSSION OF PAID FAMILY LEAVE AND SEED GRANT PROGRAMS

Paid Family Leave Small Business

Ms. Lazarewicz presented proposed awardees for the Paid Family Leave Small Business (PFL SB) grant. Under Tabs 1 and 2 there is information on the two proposed awardees. Ms. Lazarewicz explained that the PSL program allows California workers to take paid family leave to bond with a new child or to take care of a seriously ill family member for up to 12 weeks. Staff is requesting a motion and approval of the two requested grant amounts for the PSL awardees, those being Greater San Fernando Chamber of Commerce and Tulare Kings Hispanic Chamber of Commerce. In addition, both awardees have joined virtually if there are any questions.

Acting Chairperson Roberts asked if the public had any comments.

Hearing none, Acting Chairperson asked if Panel Members had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion,

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

Motion carried, 6 to 0.

SEED Grant

Ms. Lazarewicz presented proposed awardees for the Social Entrepreneurs for Economic Development (SEED) grant. Under Tabs 3 – 14 there is information on 14 proposed awardees for the SEED grant. Ms. Lazarewicz explained that the SEED initiatives provides micro-grants, entrepreneurial training, and technical assistance to

SEED target populations to support them in starting or maintaining a small business in California. The goal of SEED is to increase California's economic diversity and help spur business innovation. Staff is requesting a motion and approval of the recommended grant amount for the 14 proposed awardees. Additionally, all 14 grantees are joining virtually to answer any questions.

Acting Chairperson Roberts asked if the public had any comments.

Lyzzeth Mendoza, Policy Director at the Inland Coalition for Immigrant Justice (ICIJ), stated she has been working with street vendors in the Inland Empire for the last three and a half years. During that time she led the only coalition of policymakers, business owners, and academia working in the Inland Empire to address many of the issues impacting street vendors. They have worked on local ordinances that were being written to bypass SB 946, the Safe Sidewalk Vending Act that passed back in 2013. With the ordinances, a lot of their local cities are trying to push out street vendors form some cities within the Inland Empire and she has worked to empower these vendors to formalize their businesses and join the formal economy. They have worked with law enforcement agencies to relieve vendors from unjust citations, arrest, and even deportations when it was further criminalized a few years ago. Ms. Mendoza explained that they have identified 50 vendors in the Coachella Valley and they are planning to work with allies to reach out to young entrepreneurs. Ms. Mendoza share that they have about 200 entrepreneurs on their waiting list to see how they can get a SEED grant, but also the workshops that they provided through the programming. Without the SEED funding, they will have to stop some of the work they were doing to increase employment opportunities in underserved communities. Ms. Mendoza encouraged the Panel to increase the funding in the area to reflect the funding in other parts of the state.

Mr. Cable explained that this comment period is limited to the proposed awardees that have been described and that general comments are more appropriate during the public comment period at the end of the meeting.
Acting Chairperson Roberts asked a questions regarding Immigrants Rising, which requested $15 million. Acting Chairperson Roberts explained that there is only $17 million designated for this, so she wondered why Immigrants Rising would request $15 million of that for themselves.

Kathy Gin explained that the application stated that the maximum amount that could be applied for was $15 million. Ms. Gin also explained that their request for funding for SEED 1 was lowered, and that they were advised to just request the maximum amount. Ms. Gin stated that they were lowered from $15M to $2M a received $5.41 million for this year.

Acting Chairperson Roberts asked if they had actually financed $2.8 million of that $5.4 million an if they had actually awarded the micro-grants and asked who they funded.

Ms. Gin stated that they will be providing over $4 million in direct grants to individuals and they have just submitted their list of awardees for this quarter which brings them up to 500 individual entrepreneurs that they have selected. Ms. Gin explained that there is a range of people that they have selected, all of whom are immigrant entrepreneurs and they're involved in all different industries.

Acting Chairperson Roberts asked how long their awardees get to use the funds and what their accountability is like.

Ms. Gin explained that their accountability is quite high because the way the State requirements are if they are not able to demonstrate what someone has used the funds for, they are at risk of having the money taken back from them, so they have quite a process in place. Ms. Gin stated that they require receipts for every single expense. So, if they give out upwards of 1,000 awards for $5,000 - $10,000, it requires many receipts for some people who have very small expenses, so they are collecting thousands of receipts in order to show the State what the money is being used for. Ms. Gin explained that in some cases they are really helping people document what they are doing, because a lot of these people have not had formal businesses before and have not had to track their records, so it is great helping them learn.

Acting Chairperson asked if Panel Members had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion,

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

Motion carried, 6 to 0.

XIV. REVIEW AND ACTION OF PROPOSALS

ITEMS PULLED FROM CONSENT CALENDAR

Tab No. 18: Associated Construction and Engineering, Inc.

Ms. Torres presented a proposal on behalf of Associated Construction and Engineering, Inc., a priority industry repeat contractor, requesting $116,863 in core/SET funding to train approximately 65 Retrainees under SET, and 37 Job Creation trainees. Job 1 are incumbent workers and are subject to the higher SET wage for priority industry, which is $29.41 which will be the contractual wage for those employees. Page seven lists all the wages for the occupations in accordance to what they will be making at that time, please note that not all the trainees start at $26.91 at the 90-day retention period. For example, administrative staff has 9 planned individuals, and there could be one individual at $26.91 and another at $27, the $26.41 is just the cutoff point.

Ms. Torres stated there are representatives joining virtually to respond to any questions the Panel an, Members might have and introduced Dawn Willis, Controller.

Acting Chairperson Roberts asked why they entered $26.91 in all the wages and asked if they know their actual wages.

Ms. Willis explained that when they filed, it was in ETP's new system, and she was not sure she had to specify the actual wages. Ms. Willis shared that they do plan on training all of their employees and they spend a considerable amount of money every year, almost $500,000 training their 250 employees so that they can be competitive in the State of California. Some of those trainings have a collective bargaining agreement and last year they fell short on exhausting their whole contract because they didn't realize if they were enrolled in the collective bargaining agreement ETP contract that they would not also be eligible for an their contract. Ms. Willis explained that they chose to allow their employees to do their training at collective bargaining and not with them because they value all of the workforce that they get from the union hall, so that is why they fell short.

Acting Chairperson Roberts asked why their administration staff is making $26.91 an hour, but their new hire Job Creation are getting $15 an hour.

Ms. Willis explained that they have a number of different abilities for people to rise through the organization. For example, Laura Romo began with them through a temp agency four years ago doing some data entry and was paid at a minimum wage. The found her to be incredibly bright and through the course of the ETP funds and through all the other training that they do, she is now actually their payroll manager and is taking courses to become an HR director for them currently. Ms. Willis explained that even though she began at minimum wage four years ago, her current wage is $31 an hour. Ms. Willis said they always bring people in, identify their skills, and move them up through the organization because they want to retain their people. Ms. Willis stated that if they don't keep them challenged and if they're not always training them and they're not always growing in their career, they will lose them. Ms. Willis explained that they are hyper-focused on improving people's careers and hyper-focused on making sure that the people in the communities they serve.

Acting Chairperson Roberts suggested that for the future, they make sure they enter the actual wages in.

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. Tracy seconded approval of the proposal submitted by Associated Construction and Engineering, Inc. in the amount of $116,863. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 30: First Software USA

Mr. Swier presented a proposal on behalf of First Software USA, a repeat contractor requesting $494,460 to train 340 Retrainees located throughout Southern California.

Mr. Swier stated there are representatives joining virtually to respond to any questions the Panel an, Members might have and introduced Naved Nazimi, Director of Programs and Gordon Lee, Administrator.

Acting Chairperson Roberts noted that they have had prior contracts and have been successful, but said that when she had researched the company, she could not find a website for them. Their description under the Better Business Bureau said that they were a retailer of packaged software, which is very different from what it says in their proposal. Additionally, Acting Chairperson Roberts asked them to explain why there were negative reviews online.

Mr. Nazimi explained that their DBA is Oxford Institute of Technology and that is what their website is under. Mr. Nazimi shared that they have been doing training for over 20 years and they are located in Tarzana. Mr. Nazimi stated that this is their fourth contract and they did 100% on all of their other contracts.

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

Hearing none, Acting Chairperson Roberts asked for a motion.
ACTION: Ms. Hull moved and Mr. Smiles seconded approval of the proposal submitted by First Software USA in the amount of $494,460. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

SINGLE EMPLOYER CONTRACTS

Tab No. 40: Hoag Memorial Hospital Presbyterian (Expansion)

Mr. Swier presented a proposal on behalf of Hoag Memorial Hospital Presbyterian, Inc., a first-time contractor requesting $499,100 in Expansion Funds to train approximately 217 retrainees . Allocated throughout Orange County.

Mr. Swier stated there are representatives joining virtually to respond to any questions the Panel Members might have and introduced Kim Mullen, Education Director and Michelle Rychener, Consultant, Training Funding Partners.

Acting Chairperson Roberts asked if the Panel or the public had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Hoag Memorial Hospital Presbyterian in the amount of $499,100. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 41: Orange Coast Memorial Medical Center (Expansion)

Mr. Swier presented a proposal on behalf of Orange Coast Memorial Medical Center, a first-time contractor requesting $499,675 in Expansion Funds to train approximately 549 Retrainees and 40 job creation trainees located in Orange County.

Mr. Swier stated there are representative joining virtually to respond to any questions the Panel Members might have and introduced Monetta Stockton, Director of Professional Education and Larry Mandell, Consultant, Training Refund Group.

Acting Chairperson Roberts asked if the Panel or the public had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the proposal submitted by Orange Coast Medical Center in the amount of $499,675. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 42: Pasadena Hospital Association, LTD dba Huntington Memorial Hospital (Expansion)

Mr. Swier presented a proposal on behalf of Pasadena Hospital Association, LTD dba Huntington Memorial Hospital, requesting $499,008 in Expansion Funds to train 678 Retrainees located in LA County. They have had one prior ETP contract ten years ago.
Mr. Swier stated that representatives are joining virtually to respond to questions the Panel Members might have and introduced Lynette Dahlman, Director of Clinical Education & Academic Partnerships; Michelle Dalgarn, Consultant, National Training Company; and Bill Sacks, Consultant, National Training Company.

Acting Chairperson Roberts asked if the Panel or public had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Pasadena Hospital Association, LTD dba Huntington Memorial Hospital in the amount of $449,008. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 43: Pomona Valley Hospital Medical Center (Expansion)

Mr. Swier presented a proposal on behalf of Pomona Valley Hospital Medical Center, a repeat contractor requesting $498,916 in Expansion Funds to train approximately 374 Retrainees located in LA County.

Mr. Swier stated that representatives are joining virtually to respond to questions the Panel Members may have and introduced Ann Mendoza, Director of Clinical Education and Michelle Rychener, Consultant.
Acting Chairperson Roberts asked if the Panel had any questions. Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Pomona Valley Hospital Medical Center in the amount of $498,916. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 44: Children's Hospital of Orange County (Expansion)

Ms. Torres presented a proposal on behalf of Children's Hospital of Orange County, a priority industry and repeat contractor requesting $499,100 in Expansion Funds to train approximately 124 new nurse graduates. This is their first contract in the last five years, their last project being funded under the governor's discretionary funds.

Ms. Torres stated that representatives are joining virtually to respond to questions the Panel Members may have and introduced Melinda Pascual, Clinical Education and Professional Development Manager and Michelle Rychener, Consultant, Training Funding Partners.

Acting Chairperson Roberts asked if the Panel or the public had y questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Children's Hospital of Orange County in the amount of $499,100. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 45: Edwards Lifesciences LLC (Expansion)

Ms. Torres presented a proposal on behalf of Edwards Lifesciences LLC, a priority industry and repeat contractor requesting $247,250 in Expansion Funds to train approximately 250 Job Creation Retrainees. Although the wage for these individuals is $17.89, Edwards Lifesciences has agreed to a contractual wage of up to $23.50, non-inclusive of any health benefits. This is Edwards's 11th ETP contract and fifth in the last five years. This training is not duplicated and will focus only on newly hired trainees. Due to ETP funding limitations, Edwards has agreed to reduce the requested funding down to below $250,000

Ms. Torres stated that representatives are joining virtually to respond to questions the Panel Members may have and introduced Cynthia Gray, Director of Training, and Rob Sanger, Consultant.

Acting Chairperson Roberts asked if the Panel or the public had any questions. Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Edwards Lifesciences LLC in the amount of $247,250. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 46: Walter Anderson Plumbing, LLC

Ms. Torres presented a proposal on behalf of Walter Anderson Plumbing, LLC, a priority industry and repeat contractor requesting $404,340 in Core Funding to train an estimated number of 280 trainees. This will be their third ETP contract and third in the last five years. Although there is an ETP minimum wage for San Diego County of $21.57 for Retrainees and $17.89 for New Hires, Walter Anderson has contractually agreed to the minimum post-retention wage of $25 inclusive of health benefits for the incumbents and $24 for the Job Creation trainees for both veteran and non-veteran job numbers.

Walter Anderson has developed a recruitment campaign specifically aimed at attracting veterans, but the company also collaborates with Troops to Trades and Women Warriors in Trades, which are local organizations that aid in placing local veterans into jobs. Walter Anderson plans to hire 49 veterans as net new hires during this project. The new project will focus on a new program targeted to decreasing the carbon footprint. Trainees will not receive any duplicate training provided in the last ETP project. Walter Anderson will also be including in their curriculum literacy skills and English as a Second Language.

Ms. Torres stated there are representatives joining virtually to respond to any questions the Panel Members might have and introduced Bryan Rominger, COO; Alyssa Slater, Director of HR; and Jill Meeuwsen, Consultant, Synergy.
Acting Chairperson Roberts asked if the Panel or the public had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Walter Anderson Plumbing, LLC in the amount of $404,340. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 47: <u>Creating Coding Careers (Expansion)</u>

Mr. Meyer presented a proposal on behalf of Creating Coding Careers, a nonprofit social enterprise employer in San Diego that recruits, hires, and trains a diverse population of individuals for careers in information technology. As a social enterprise employer, CCC serves as the employer of record for the trainees during training. Ultimately, all trainees are placed in long-term permanent jobs with employers in the San Diego region. CCC is eligible as a Single Employer under ETP's Expansion Funds as a nonprofit entity. CCC is a first-time contractor requesting $198,375 to train 75 new and existing workers employed as software and quality assurance engineers. Representative of a true Earn-and-Learn model, CCC enrolls trainees in its DOL and DAS registered apprenticeship programs for software engineer and quality assurance engineer. It should be noted that training funded by ETP in this project will include only elective supplemental skills topics that are outside of the apprenticeship. CCC has established partnerships to effectively and actively recruit and accept referrals from organizations that support veterans looking for careers in software development and computer coding, including operation code and code platoon. Although CCC intends to serve veterans, this project does not have a specific veteran's group to maximize the flexibility and enable CCC to serve the widest demographic range of potential applicants. CCC has a track record of serving traditionally underserved populations in technology and software industry.

To ensure the success of this first contract, CCC worked intensively with ETP staff to structure the contract for maximum flexibility in its training population, made a concerted effort to reduce the training hours for individual trainees to maximize performance, and carefully reviewed the ETP tracking and documentation with CCC staff and their administrative resources.

Mr. Meyer stated they have representatives joining virtually to respond to questions the panel members may have and introduced Mike Roberts, Executive Officer, and Andy Hall, President CEO of Trailhead Strategies.

Acting Chairperson Roberts asked if the Panel or public had any questions.

Acting Chairperson Roberts noted that the training vendor listed for this project was from Mexico.
Mr. Roberts explained that it is more of an artifact of software engineers, senior engineers, being very expensive. So if they can try and find near-shore talent for some of the instructors it helps them put more of the training dollars directly into the hands of the most number of recipients.

Acting Chairperson Roberts stated that the proposals says $5,000 a month and asked if it will be $5,000 for one month and that is it? Or if the vendor is going to continue on for multiple months.

Mr. Roberts explained that it is a contract salary and they will continue to add as they expand with more instructors.

Acting Chairperson Roberts asked if there were any additional questions.
Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Creating Coding Careers in the amount of $198,375. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 48: <u>ADCO Drywall and Metal Framing, Inc.</u>

Ms. Lazarewicz presented a proposal on behalf of ADCO Drywall and Metal Framing, Inc., a first-time contractor, requesting $245,640 to train a total of 267 workers, including 51 new employees. Training will take place at their locations in Sacramento and Alameda Counties.

Ms. Lazarewicz stated that representatives are joining virtually to respond to any questions the Panel Members may have and introduced Santiago Monestier, President and Mike Snead, Consultant.

Acting Chairperson Roberts asked if the Panel or the public had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by ADCO Drywall and Metal Framing, Inc. in the amount of $245,640. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 49: Cedars-Sinai Medical Center (Expansion)

Ms. Lazarewicz presented a proposal on behalf of Cedars-Sinai Medical Center, a first-time contractor requesting $499,100 to train a total of 310 registered nurses, including 125 new graduate RNs. Training will take place at their location in Los Angeles.

Ms. Lazarewicz stated joining virtually to respond to questions the panel members may have and introduced Janette Moreno, Director, Nursing Education, and Michelle Rychener, Consultant.

Acting Chairperson Roberts noted that there is another Cedars-Sinai project today, as well, but shared that she already talked to Staff about it and they are totally separate entities. One is a new project and the other is a repeat contractor.

Acting Chairperson Roberts asked if the Panel or the public had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Cedars-Sinai Medical Center in the amount of $499,100. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 50: CFHS Holdings, Inc. dba Cedars-Sinai Marina Del Rey Hospital (Expansion)

Ms. Lazarewicz presented a proposal on behalf of CFHS Holdings, Inc. dba Cedars-Sinai Marina Del Rey Hospital, a repeat contractor requesting $498,525 to train a total of 289 registered nurses, including 40 new graduate RNs. Training will take place at Marina Del Rey's location in Los Angeles.

Ms. Lazarewicz stated there are representatives joining virtually to respond to any questions the Panel Members may have and introduced Diane Freeman, Director of Education and Michelle Rychener, Consultant.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by CFHS Holdings, Inc. dba Cedars-Sinai Marina Del Rey Hospital amount of $498,525. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 51: Chrisp Company (Expansion)

Ms. Lazarewicz presented a proposal on behalf of Chrisp Company, a first-time contractor requesting $397,670 to train a total of 281 workers, including 98 new employees and 8 veterans. Training will take place at Chrisp's locations in San Bernardino, San Joaquin, Yolo, Fresno, Ventura, Monterey, and Alameda Counties.

Ms. Lazarewicz stated there are representatives joining virtually to respond to any questions the Panel Members may have and introduced Dave Morris, VP Business Development an Estimating; Jake Chrisp, VP Safety; Roger Weisbrod, VP Operations; Mike Horberg, Training Coordinator; and Jill Meeuwsen, Consultant.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Chrisp Company in the amount of $397,670. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 52: Huft Heating and Air Conditioning, Inc.

Ms. Lazarewicz presented a proposal on behalf of Huft Heating and Air Conditioning, Inc., a first-time contractor requesting $270,020 to train 145 workers, including 80 new employees and 5 veterans. Training will take place at Huft's locations in Elk Grove, Yuba City, Sacramento, and Marysville.

Mr. Swier stated there are representatives joining virtually to respond to any questions the Panel Members may have and introduced Christopher Skillman, Director of Training; Chris Van Dyke, President; and Jill Meeuwsen, Consultant.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Huft Heating and Air Conditioning, Inc. in the amount of $270,020. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 53: <u>Mariani Packing Co., Inc.</u>

Ms. Lazarewicz presented a proposal on behalf of Mariani Packing Co., Inc., a first-time contractor requesting $319,700 in funding to train 330 trainees, including 70 new employees. Training will take place at Mariani's locations in Marysville and Vacaville.

Ms. Lazarewicz pointed out a small error on the proposal – the project listed under active projects has actually termed in February and should be moved to the prior projects table. Mariani is currently closing out this project and expects to earn 100% of the approved amount.

Ms. Lazarewicz stated there are representatives joining virtually to respond to any questions the Panel Members may have and introduced Sol Borges, Human Resources Specialist; Kathleen Maschal, Human Resources Director; and Keith Brama, Consultant.

Acting Chairperson Roberts noted that this is Mariani's third proposal and they have quite a few retrainees in this proposal (260) and asked what is different regarding the training from the last two projects. Acting Chairperson Roberts stated that she hopes they are getting different skill training or certifications or the retrainees are progressing in their careers.

Ms. Maschal explained that they have new technology that is coming on board in June of this year. So there will be new equipment, new computer programming driven equipment, where they will have to raise the skill level of their current employees. They also have new technology coming on board for a different line of business, so they anticipate hiring about another hundred employees over this contract period, so there will be job creation and that will provide the reason for the additional funding they are requesting.

Acting Chairperson Roberts stated that the Panel is concerned with career advancement and really want to see wage progression. Acting Chairperson Roberts asked if the people being trained from contract to contract are getting better wages and better jobs, because she believes this is their sixth contract.

Ms. Maschal gave an example that if they have an employee who was a utility or production line worker and has been promoted to an assistant operator and then a machine operator and now is working in another one of our office admin positions. So that person over the course of the last two and a half to three years has been able to progress through their training programs. Ms. Maschal shared that they promote on average about 10% of their workforce year over year and they have had huge success because of the ETP funding and the training programs that they are able to offer because of that. In that example regarding wages, Ms. Maschal explained that this person's wages increased about $6 in total, from the time that they started with the company as a production worker to their new position now in the office admin side of the company.

Acting Chairperson Roberts noted that it seems like they are training their entire workforce, because they say they have 274 employees and plan to retrain 260, so that looks like they are training their employees over and over again and she would like to see some career advancement. Acting Chairperson Roberts stated that it is all about retention and about having portable skills and certifications that trainees can move to different companies.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Hull moved and Mr. Smiles seconded approval of the proposal submitted by Mariani Packing Co., Inc. in the amount of $319,700. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 54: <u>Nor-Cal Beverage Co., Inc.</u>

Ms. Lazarewicz presented a proposal on behalf of Nor-Cal Beverage Co., Inc., a repeat contractor requesting $241,500 in funding to train a total of 850 workers, including 100 new employees. Training will take place Nor-Cal Beverage's six production, distribution, and service facilities located in Yolo and Orange Counties.

Ms. Lazarewicz stated that representatives are joining virtually to respond to any questions the Panel Members may have and introduced Terri Erwin, VP of Human Resources.

Acting Chairperson Roberts stated that in their previous contract in 2020, they earned 76% of $114,000 and now they are coming in for $241,500. Acting Chairperson Roberts asked if they could give her some history on their past projects, why they are coming in for almost twice their prior amount, and why it looks like they are training their entire workforce.

Ms. Erwin explained that their headcount has increased by almost twice over the last three or four years, so they do have a lot of new employees. Ms. Erwin shared they are also slated to add an additional hundred positions within the next year and they have added a new line in their Anaheim facility to increase production, which added 65 positions. They also have new equipment they have installed over the last year and additional equipment in their Anaheim facility slated over the next two years, all of which require additional training. Ms. Erwin explained that for the new equipment, they have increasing audit requirements that change depending on the customer and their requirements for their various certifications.

Acting Chairperson Roberts asked if the 750 employees that are going to be retrained in this project were also trained in the recent project.

Ms. Erwin explained that they only had about 500 employees in their last contract. Acting Chairperson Roberts asked if that 500 is part of this 750.

Ms. Erwin confirmed they would be.

Acting Chairperson Roberts stated she hopes they are getting different job skills and different training that they require for career advancement.

Ms. Erwin affirmed and explained they have a structured training program for each of their manufacturing positions that gets the trainee from entry level all the way up through journeymen and then on to the lead positions. And then they have even promoted several of their leads into supervisory positions.

Acting Chairperson Roberts asked if the Panel or the public had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Nor-Cal Beverage Co., Inc. in the amount of $241,500. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

MULTIPLE EMPLOYER CONTRACTS

Tab No. 55: Studio Arts,

[*This project has been pulled from the Calendar*.]

Tab No. 56: Fullerton Chamber of Commerce dba North Orange County Chamber (Expansion)

Ms. Torres presented a proposal on behalf of Fullerton Chamber of Commerce dba North Orange County Chamber (NOCC), a repeat contractor requesting $496,440 in Expansion Funds to train 895 Retrainees in the priority industries and 75 accountants in the non-priority industry group. Regarding the priority industry group, there are a planned 755 trainees in the health care industry of employers from the healthcare industry, as well as participating employers from the construction industry and the professional, scientific, and technology industries. NOCC provides assistance to small businesses, promotes a trained workforce providing opportunities for women and minority-owned enterprises. NOCC represents the cities of Buena Park,

Fullerton, and La Palma. This is NOCC's second ETP contract in the last five years. They are requesting the utilization of electronic recordkeeping which has been reviewed and approved by ETP staff. NOCC's most recent contract ending in August 2022 has already tracked hour's equivalent to 100% of their contract amount.

Ms. Torres stated there are representatives joining virtually to respond to any questions the Panel Members may have and introduced Andrew Gregson, President and Larry Mandell, Consultant.

Acting Chairperson Roberts asked Ms. Torres to clarify where NOCC is actually at in the earnings of their current project and if they have actual hours in the system at this point.

Ms. Torres explained that on page 5 of 5 under the Active Projects table, the way they track things has changed over the last two months. Staff has added a column that says, "Based on tracked hours", so ROCC has tracked hour's equivalent to 100% or $199,245. Ms. Torres stated that they don't have any actual submitted invoices for final payment for earnings, but that's not unusual because a lot of this happens at the end when retention periods are met.

Acting Chairperson Roberts stated that the Panel only sees a bunch of zeros in these tables, which doesn't look good. Acting Chairperson Roberts suggested that something be done to redo the tables or to get more definition in them or to put the actual hours in them.

Acting Chairperson Roberts asked if the Panel or the public had any additional questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by Fullerton Chamber of Commerce dba North Orange County Chamber in the amount of $496,440.

Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

Tab No. 57: <u>The Shirley Ware Education Center, SEIU-United Healthcare Workers - West</u>

Mr. Swier presented a proposal on behalf of The Shirley Ware Education Center, SEIU-United Healthcare Workers-West, a repeat contractor requesting $580,800 to train 192 Retrainees located throughout California. A Union support letter has been received from Service Employees International Union-United Healthcare Workers-West.

Mr. Swier stated there are representatives joining virtually to respond to any questions the Panel Members may have and introduced Tarik Scott, Director.

Acting Chairperson Roberts noted that their previous contract lists $173,000 and they report that they are projected to earn 100% of that, but they are coming in now for almost four times that amount. Acting Chairperson Roberts stated that she had previously spoken to Mr. Atkinson about this who said the reason was because the last contract was right-sized originally due to performance from the previous contract. Acting Chairperson Roberts asked if they would be able to manage the larger amount if they had prior problems managing the smaller amount.

Mr. Scott explained that their first contract supported 45 workers across three job titles. They worked with Vision Service Associates and various imaging specialties with Kaiser Permanente. During their first contract they dedicated their efforts on registered apprenticeship so 100% of the workers that were trained were apprentices. Mr. Scott stated that for anybody who has worked toward registering and executing an apprenticeship, they understand the challenges of running these sets of projects and during the pandemic. They have made a shift in their strategy in two key areas, the first is that they are working with workers who are going through their traditional career pathways so they won't necessarily be registered apprentice projects that are easier to manage. The second is that they are moving from supporting 45 workers in their initial contract to over 190 workers in their current contracts. Mr. Scott shared that they think the amount of the proposal is proportional to the increase in the number of workers and they have full faith in their ability to execute with this larger amount.

Acting Chairperson Roberts asked if they had these 192 medical assistants already lined up and ready to go.

Mr. Scott explained that they don't have them fully identified in terms of actual names and workers in seats, but they supported over 500 medical assistants in 2021 alone, so with this amount being for 192 workers, they have full faith that within a two year contract they will be able to support 192.

Acting Chairperson Roberts asked if the Panel or the public had any additional questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of the proposal submitted by The Shirley Ware Education Center, SEIU-United Healthcare Workers-West in the amount of $580,800. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

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

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

Acting Chairperson Roberts stated that she would like Staff to revisit the tables the Panel sees in every Panel Packet that doesn't seem to be complete and doesn't really give an accurate picture of where the project stands.

No other comments were made.

XVI. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

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

Jessica Alcocer with the Coalition for Immigrant Justice, stated that she would like to provide comments on behalf of several street vendors who were here to advocate for SEED funding in the region of the Inland Empire. Unfortunately, those folks had to return to work because after two and a half hours of waiting, they were unsuccessful in providing comments. Ms. Alcocer provided comments on behalf of Blanco Olivares, a street vendor in the Inland Empire with about eight years of learning about her human rights and street vendor rights with the coalition. Her activity with the coalition has helped elevate her family economically. She wants to share that they have a great need and great lack of resources that are often not reaching their area. They see a difference between LA County and other counties who receive a lot more funding than they do and they have a great need. Ms. Olivares wished to give this comment to advocate to receive additional funding to their region, because they have an incredible need. The coalition has helped Ms. Olivares with not just giving her information about her rights as a vendor, but also her human rights and they deserve the right to move forward just like everybody else, especially after being so affected by the Pandemic.

Ms. Alcocer provided a comment on behalf of Julio Barrios, a home cook who is starting a micro kitchen business in the Inland Empire. Ms. Barrios has been collaborating with the ICIJ since 2009 when they were still organizing meetings at her home. Ms. Barrios has been a witness to the positive impact that they have made possible throughout the years in this often forgotten region. During that time she has learned not only about her human rights, but also about the rights of vendors like herself. Ms. Barrios hopes that ETP understands the importance of additional funding to this region and these programs, because it has really helped a lot of vendors who did not have any other sort of resources before this and before the classes that were provided as a result of SEED funding.

Ms. Barrios shared a comment on behalf of another vendor who is also a home cook who plans to open her micro kitchen in the City of San Bernardino once the County approves the micro kitchen ordinance. She has been collaborating with the ICIJ for

the last two years and wants to thank them for all their support and helping her know her rights as an entrepreneur as a street vendor who is trying to work to formalize their business. She reiterated the great need they have for these programs and for the financial support for small businesses like them who may have been forgotten during the Pandemic. The City of San Bernardino is one city that is normally forgotten and abandoned and even though they are organizing towards finding solutions, they know that supporting entrepreneurship and street vendors is part of that solution.

Ms. Barrios shared another comment on behalf of a street vendor in the city of Bloomington in the Inland Empire in the unincorporated areas of San Bernardino County. This vendor has been working with the ICIJ for the last few years and during that time they have learned more about their leadership and rights as a street vendor. Today, they would like to make sure that people understand the need of these financial programs in the Inland Empire and that these zones have been forgotten for too long in the state and in order to build economic development, they need to include those that are most forgotten. The vendor started their small business years ago, but is now formalizing their business to be able to sell a popular Mexican dish and thanks to the SEED grant they were able to buy the material necessary to formalize their business and market it, as well.

Mr. Reyes Lopez shared that he lives in Coachella Valley and is a street vendor who sells food. He stated that the project is good because his job helps him provide food for his family. He shared that he has four children who are American citizens. He is proud that he has honest work which can provide for his family, make money, and contribute to the state because he pays taxes. Mr. Lopez thanked the ICIJ for informing him of his rights as a vendor.

Bryan, the Inland Empire Organizer with the Inland Coalition for Immigrant Justice, presented comments on behalf of Paulina Guzman, a street vendor in Riverside in the Inland Empire region. Ms. Guzman has been working in collaboration with ICIJ for two years, during which she learned about her rights as a street vendor and how to formalize her business. Ms. Guzman came to the United States three years ago and in order to get extra income, she and her husband decided to start a business with seafood. They had issues at the beginning and then looked into selling for events, then they met the ICIJ and were able to receive a mini grant and bought the equipment necessary to transport their items more easily and be able to plan out their events.

Bryan also shared comments from another street vendor in San Bernardino in the Inland Empire named Alma Lopez. She has been a part of the ICIJ for the last three years and during this time she has grown in her leadership and is currently a business owner and sells corn. With the help of ICIJ she was able to purchase her small cart materials and other tools which has helped grow her business and impact her family for good and will be able to save money to put her daughter through college.

Mr. Cooper thanked everyone who provided public comments regarding SEED and what it has done so far and what it might be able to do in the future if ETP is able to get additional funds. Mr. Cooper thanks the vendors for taking time out of their day to share their stories with the Panel about how these dollars are making impacts in their communities. Mr. Cooper wanted to clarify that ETP does not have control to expand the funding that it has currently been allocated from the Legislature. ETP has a set amount of funds and is distributing those funds in a fair and equitable way and reaching all across the state of California, including significant funds to the Inland Empire. Mr. Cooper expressed appreciation for the interest and demand for this program and is hopeful that ETP will get more funding in the next coming years from the Legislature.

Ms. Alcocer thanked Mr. Cooper for acknowledging all the voices that they have brought forward today. Ms. Alcocer shared another comment on behalf of Ms. Bueno, a street vendor in the San Bernardino region of the Inland Empire. Over the past two years, Ms. Bueno has been learning how to formalize and advance her business. Ms. Bueno has seen the extreme need of these funds in her area, which to understands because the assistance she received has provided her the knowledge and the funds to buy the necessary equipment to realize her business activities in a formal commercial and legal business manner. Ms. Alcocer shared another comment on behalf of Ms. Parriles, another vendor in the San Bernardino area in the Inland Empire. Ms. Parriles had previously worked in different jobs for different companies, which she lost due to the Pandemic and those employers were not able to hire her back to this day. Ms. Parrilles was forced to work for herself as a street vendor and realized there was a lot of help that she needed. But due to SEED and the classes, she was able to learn how to efficiently increase her sales and was able to provide for her family and pay her rent and utilities, which she was not previously able to do during the Pandemic. Ms. Parrilles hopes that more funds will be available for immigrants in her region because they do not have a lot of funds for programs and there is a huge need.

Ms. Alcocer shared that these comments were presented on her behalf and on the behalf of the vendors who took time out of their day to come before the Panel. She explained that it is difficult for these vendors to take time away, which shows how meaningful these funds are to them. Ms. Alcocer reiterated that the southern region is in great need of assistance and would benefit greatly from additional funds so that they may continue the program and add even more benefits.

Willie Atkinson gave a quick status update to the Panel regarding the application workgroup. Mr. Atkinson shared that they are continuing to move forward and are in the process right now of hiring a facilitator, and he will update the Panel again when that happens.

Regarding the SEED program, Acting Chairperson Roberts said she appreciated all the comments that came forward. But wanted to explain that of the 58 counties in California, Inland Empire received over 20% of the SEED program dollars,

distributed in two proposals. One for $2 million and the other for $1.3 million that went to the Inland Empire in San Bernardino County. Acting Chairperson Roberts said they will take all the applicants into consideration and asked that the applicants do their due diligence to follow all the rules and regulations about applying. She added that if the applicants do not follow the guidance in applying, they will not get funded.

Michael Cable wanted to clarify an earlier motion on the consent calendar and requested that the Panel hear the motion again by Rick Smiles which removed items 18 and 30 from the calendar.

Acting Chairperson Roberts asked for a motion to approve the consent calendar with those two projects, items 18 and 30, removed.

ACTION: Mr. Smiles moved and Mr. Tracy seconded the approval of the removal of items 18 and 30 from the Consent Calendar. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative for approval of the removal of items 18 and 30 from the Consent Calendar.

Motion carried, 6 to 0.

XVII. MEETING ADJOURNMENT

Acting Chairperson Roberts adjourned the meeting at 12:35 p.m.

Single Employer Contractor

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

- Unless funded under Special Employment Training (SET), a single employer must face out-of-state competition.

- A single employer must be subject to the Employment Training Tax.

- The employer must also make an "in kind" contribution toward the cost of training, as follows: 1) 100 or fewer employees, at least 50% of the ETP-funded amount; 2) more than 100 employees, at least 100% of the ETP-funded amount.

- The employer must provide union letters of support for employees who are represented. The employer should also be able to show how the training will enhance job security and improve opportunities for advancement.

- A single employer must establish the need for the particular training curriculum proposed.

- The employer must establish its ongoing commitment to training and represent that ETP funds will not displace existing resources.

- All single employer contracts are capped at $500,000.

These features apply to core program funding.

Multiple Employer Contractor

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

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

Retraining

- Training hours for retrainees are capped at 200. The Panel may modify this cap for good cause on a case-by-case basis.
- The MEC must provide union letters of support for represented employees.
- The MEC must make an "in kind" contribution toward the cost of training, of at least 50% of the ETP-funded amount. These contributions may consist of:

  1) wages/benefits paid during training by participating employers;
  2) development, recruitment, placement, and assessment costs; and,
  3) facility and material expenses.

- The MEC must provide a list of participating employers to demonstrate actual employer demand for the occupational skills in the curriculum.
- The MEC must have a core group of participating employers for at least 80% of the training plan.
- Participating employers must be subject to the Employment Training Tax.
- Participating employers must demonstrate an ongoing commitment to training, and represent that ETP funds will not displace existing resources.

New Hire Training

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

These features apply to core program funding.

Delegation Order Process

- The Panel has delegated authority to the Executive Director, without consultation with the Panel Chair, to approve (1) small business (100 or fewer employees) for $75,000 or less, and (2) single and multiple employer proposals for $75,000 or less.

- This procedure allows projects to be approved on a flow basis. This process recognizes the need for just-in-time training, and reduces or eliminates the need for a Consent Calendar.

- An ETP130 and Curriculum is prepared for each proposal. They are reviewed and approved after the Executive Director signs off. The effective date will be the date specified by the Field Analyst and if no date is specified, the earliest effective date of contract is the day after the project is approved by the Executive Director.

- A copy of approved Delegation Orders is included in each month's Panel Packet, for projects approved prior to the Panel meeting, as an informational item.

MEMORANDUM

To: Panel Members Date: As of 05/17/2022

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

From: Michael Cable, Staff Attorney

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

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I. ASSEMBLY BILLS

- **AB-84 Employment: COVID-19: supplemental paid sick leave.**
  Summary: Among other things, this bill, beginning January 1, 2022, until September 30, 2022, would provide for COVID-19 supplemental paid sick leave for covered employees who are unable to work or telework due to certain reasons related to COVID-19, including that the employee is attending a COVID-19 vaccine or vaccine booster appointment for themselves or a family member, or is experiencing symptoms, or caring for a family member experiencing symptoms, related to a COVID-19 vaccine or vaccine booster. The bill would entitle a covered employee to 40 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.

  Status: On 02/09/2022 Re-referred to Com. on B. & F.R.

- **AB-87 Economic relief: COVID-19 pandemic.**
  Summary: Among other things, this bill would create the California Emergency Relief Fund as a special fund in the State Treasury to provide emergency resources or relief relating to state of emergency declarations proclaimed by the Governor. The bill would transfer from the General Fund to the California Emergency Relief Fund $150,000,000 for purposes relating to the COVID-19 emergency proclaimed by the Governor on March 4, 2020. The bill would appropriate $150,000,000 from that fund to the Office of Small Business Advocate for a closed round to fund small business grant applications waitlisted from previous rounds of the California Small Business COVID-19 Relief Grant Program.

Status: On 02/09/2022 Re-referred to Com. on B. & F.R.

- **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.

  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 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. The bill would require 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.

- **AB-1306 Health Professions Careers Opportunity Program.**
  Summary: This bill would add to the Legislative findings that there is an urgent and growing need for California to expand its pool of talented, diverse health workers, and to connect them more effectively to jobs in all communities. The bill would authorize the Office of Statewide Health Planning and Development within the California Health and Human Services Agency to take specified actions, including funding internships and fellowships, to address identified barriers to entry in the health professions for students from underrepresented and low-income backgrounds, as specified. The bill would authorize the agency to establish pilot programs at University of California, California State University, California Community College, and private university campuses to serve 4,800 students, as specified, and to secure funding and establish infrastructure to develop, implement, and manage the pilot program.

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

- **AB-1312 Vehicular fuels: renewable and clean hydrogen: income tax: credit.**
  Summary: Among other things, this bill would require that, on a statewide basis, no less than 33.3% of the hydrogen produced or dispensed in California for motor vehicles be green hydrogen. The bill would require that the green percentage be increased to 44% by December 31, 2024, 52% by December 31, 2027, 60% by December 31, 2030, and would require that by December 31, 2045, 100% of the hydrogen produced or dispensed in California for motor vehicles be either green hydrogen or clean hydrogen.

  Status: On 02/01/2022: From committee: Filed with the Chief Clerk pursuant to Joint Rule 56.

- **AB-1317 Clean energy.**
  Summary: This bill would state the intent of the Legislature to enact legislation to accelerate the state's progress toward having 100% of electricity provided by renewable or other zero-carbon sources while maintaining a reliable and resilient electricity grid.

  Status: On 02/01/2022: From committee: Filed with the Chief Clerk pursuant to Joint Rule 56.

- **AB-1319 The Cooperative Economy Act.**
  Summary: This bill would require the Labor Commissioner to organize, and members to maintain, a corporation under the Nonprofit Mutual Benefit Corporation Law named the "Federation of California Worker Cooperatives" (federation) or a substantially similar name. The bill would require the federation to function as a membership organization for worker cooperatives. This bill would require the Governor to appoint the initial board of directors, to serve for one year or until the first regular meeting of the members.

  Status: On 02/01/2022: From committee: Filed with the Chief Clerk pursuant to Joint Rule 56.

- **AB-1369 Buy Clean California Act: eligible materials: product-specific global warming potential emissions.**
  Summary: Existing law, the Buy Clean California Act, requires the Department of General Services, by January 1, 2022, to establish and publish in the State Contracting Manual, in a department management memorandum, or on the department's internet website, a maximum acceptable global warming potential for each category of eligible materials, set at the industry average of facility-specific global warming potential emissions for that material, expressed as specified. Existing law defines eligible materials for those purposes to mean carbon steel rebar, flat glass, mineral wool board insulation, or structural steel. This bill would define eligible materials to additionally include gypsum board, insulation, carpet and carpet tiles, and ceiling tiles. The bill would also require the department, by January 1, 2024, to establish and publish a maximum acceptable global warming potential for each category of eligible materials, set at the industry average of product-specific global warming potential emissions for those materials.

  Status: On 05/04/2022: Referred to Coms. on G.O. and E.Q.

- **(CHAPTER 445) AB-1407 Nurses: implicit bias courses.**
  Summary: This bill would require an approved school of nursing or an approved nursing program to include direct participation in one hour of implicit bias training as a requirement for graduation. The bill would prohibit that provision from being construed to require a curriculum revision or to affect the requirements for licensure or endorsement under the Nursing Practice Act. This bill would, starting January 1, 2023, require a licensee still within the first 2 years of holding their license immediately following their initial licensure to complete one hour of direct participation in an implicit bias course, as specified, offered by a continuing education provider that has been approved by the board.

Status: On 10/01/2021: Chaptered by Secretary of State - Chapter 445, Statutes of 2021.

- **AB-1417 Community colleges: providers of care for individuals with developmental disabilities: model curriculum for certification program.**
  Summary: This bill would express findings and declarations of the Legislature relating to the need in this state for well-trained providers of care for individuals with developmental disabilities. The bill would require the chancellor's office to develop a model curriculum for a certification program for providers of care for individuals with developmental disabilities, designed to be offered at community college campuses where there is sufficient student interest and a properly qualified faculty to sustain such a program. The bill would require the chancellor's office, in developing the model curriculum, to consult with individuals and organizations with expertise in the provision of care for individuals with developmental disabilities and the training of practitioners for that task.

  Status: On 06/18/2021: In committee: Hearing postponed by committee.

- **AB-1431 Forestry: forest carbon and resilience goals.**
  Summary: This bill would establish state goals for fuels treatment, vegetation management, and wildfire risk reduction, including, but not limited to, increasing vegetation management on nonfederal lands and urging the federal government to increase vegetation management on federal lands, as provided, and increasing the pace and scale of home hardening efforts to harden at least 100,000 existing homes per year by 2025. The bill would require that the established vegetation management goals be for activities that improve fire resiliency and reduce fire spread, duration, and intensity, fuel ignitability, or ignition of tree crowns, as applicable, and would require the state to implement, or cause to be implemented, the established vegetation management and home hardening goals in a specified manner, including prioritizing the implementation of these goals in the most vulnerable communities. The bill would require the Natural Resources Agency and the California Environmental Protection Agency, on or before January 1, 2023, and annually thereafter, to submit to the appropriate policy and budget committees of the Legislature a report on the progress made.

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

- **AB-1432 The California Online Community College.**
  Summary: This bill would make the California Online Community College Act inoperative at the end of 2022–23 academic year.

  Status: On 07/13/2021: In committee: Set, first hearing. Hearing canceled.

- **AB-1436 Information privacy: digital health feedback systems.**
  Summary: This bill would define "personal health record information" for purposes of the act to mean individually identifiable information, in electronic or physical form, about an individual's mental or physical condition that is collected by a product or device, commercial internet website, online service, or mobile application that is used by an individual and that is specifically designed to collect and transmit, directly or indirectly, the individual's personal health record information through a direct measurement of an individual's mental or physical condition or through user input regarding an individual's mental or physical condition. The bill would provide that a business that offers a personal health record system to a consumer shall not knowingly use, disclose, or permit the use or disclosure of personal health record information without a signed authorization, as specified. The bill would also prohibit a recipient of personal health record information pursuant to an authorization from further disclosing the health record information unless in accordance with a new authorization, as specified. The bill would make a violation of these provisions subject to specified administrative fines and civil penalties.

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

- **AB-1524 State Air Resources Board: zero-emission drayage trucks: Project 800 initiative.**
  Summary: This bill would require the state board to extend the Project 800 initiative to provide continued financial incentives to support the ordering of an additional 1,000 to 1,600 zero-emission drayage trucks in 2022 to serve California ports. The bill would express the intent of the Legislature that an additional 1,000 to 1,600 zero-emission drayage trucks will be ordered by December 31, 2022, and will begin operating at California ports by December 31, 2024, and that funding for the initiative come from, but shall not be limited to, the Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project. The bill would prohibit Project 800 initiative financial incentives from being made available to an applicant unless that applicant attests to the state board, in writing, that the applicant does not have an applicable law violation, as defined, at the time of application, and that the applicant will not have an applicable law violation for a specified period. The bill would authorize any person to submit a report that a purchaser or entity operating a zero-emission drayage truck that has received Project 800 initiative financial incentives, defined as a "participating fleet," has failed to provide a truthful attestation or has an applicable law violation during the specified period to the Department of Industrial Relations for investigation. If the Department of Industrial Relations determines that a participating fleet failed to provide a truthful attestation or has an applicable law violation, the bill would require the participating fleet to repay all Project 800 initiative financial incentives received, including interest, as directed by the state board. The bill prohibits a participating fleet that is on a list maintained by the Division of Labor Standards Enforcement from receiving Project 800 initiative financial incentives.

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

- **AB-1573 Small business technical assistance: California Business Retention Program.**
  Summary: This bill, among other things, would add the definition of "small business technical assistance center," which means federal small business technical assistance centers or local governments, or tax exempt nonprofit community-based organizations with a mission that includes economic or business development that operates entrepreneurial or small business development programs that provide free or low-cost services to underserved businesses and entrepreneurs, thereby expanding the scope of those entities eligible for grants under the program. The bill would provide the funding requirements applicable to an applicant that is not a federally contracted small business technical assistance center. This bill would create, upon appropriation of the necessary funds by the Legislature, a supplemental grant program designated as the Small Business Retention Program. The bill would require GO-Biz to establish the program to provide grants to small business technical assistance centers for the purpose of supporting the retention of small businesses by leveraging the state's economic development and small business technical assistance providers, as provided.

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

- **(CHAPTER 181) AB-1585 Health care.**
  Summary: This bill would revise the required qualifications for the IP to require an IP to have primary professional training as a licensed nurse, medical technologist, microbiologist, epidemiologist, public health professional, or other health care related field. The bill would also require the IP to be qualified by education, training, clinical or healthcare experience, or certification, and to have completed specialized training in infection prevention and control. By expanding existing requirements, the bill would expand an existing crime, thereby imposing a state-mandated local program.

  Status: On 09/16/2021: Chaptered by Secretary of State - Chapter 181, Statutes of 2021.

- **AB-1604 The Upward Mobility Act of 2022: boards and commissions: civil service: examinations: classifications.**
  Summary: Existing law provides that it is the policy of the State of California that the composition of state boards and commissions shall be broadly reflective of the general public, including ethnic minorities and women. This bill would require that, on or after January 1, 2023, all state boards and commissions consisting of one or more volunteer members have at least one board member or commissioner from an underrepresented community. The bill would define the term "board member or commissioner from an underrepresented community" as an individual who self-identifies as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, or Alaska Native; who self-identifies as gay, lesbian, bisexual, or transgender; who is a veteran, as defined; or who has a disability, as defined. The bill would apply these requirements only as vacancies on state boards and commissions occur.

  Status: On 04/06/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-1634 Employment: clean economy: the Office of Just Transition.**
  Summary: The California Clean Energy Jobs Act has the goal of creating good-paying energy efficiency and clean energy jobs in California. This bill would express the intent of the Legislature to enact subsequent legislation to create the Office of Just Transition in the Labor and Workforce Development Agency to help communities and workers transition to carbon neutrality jobs that build a robust clean economy.

  Status: On 01/13/2022: From printer. May be heard in committee February 12.

- **AB-1644 Greenhouse Gas Reduction Fund: California Jobs Plan Act of 2021.**
  Summary: The California Global Warming Solutions Act of 2006, establishes the State Air Resources Board as the agency responsible for monitoring and regulating sources of emissions of greenhouse gases. The act authorizes the state board to include the use of market-based compliance mechanisms in regulating greenhouse gas emissions. Existing law requires all moneys, except for fines and penalties, collected by the state board from a market-based compliance mechanism to be deposited in the Greenhouse Gas Reduction Fund and to be available to the state upon appropriation by the Legislature. Existing law, beginning in the 2022–23 fiscal year through the 2028–29 fiscal year, continuously appropriates $200,000,000 from the fund to the Department of Forestry and Fire Protection for healthy forest and fire prevention programs and projects, and the completion of prescribed fire and other fuel reduction projects. The California Jobs Plan Act of 2021 requires the state board to work with the Labor and Workforce Development Agency to update, by July 1, 2025, Greenhouse Gas Reduction Fund funding guidelines for administering agencies to ensure that all applicants to grant programs funded by the fund meet specified standards, including fair and responsible employer standards and inclusive procurement policies, as provided. Existing law exempts from these standards applicants for certain types of projects. This bill would exempt from these standards applicants for healthy forest and fire prevention programs and projects, and the completion of prescribed fire and other fuel reduction projects.

  Status: On 05/12/2022: In Senate. Read first time. To Com. on RLS. for assignment.

- **AB-1651 Labor statistics: annual report.**
  Summary: Existing law requires the Department of Industrial Relations to complete and publish an annual report containing statistics on state work injuries and occupational diseases and fatalities by industry classifications by December 31 of the following calendar year. This bill would require

the report to include within industry classifications subcategories separated by the ethnicity, race, and gender of affected individuals.

Status: On 04/21/2022: From committee: Do pass and re-refer to Com. on P. & C.P. (Ayes 5. Noes 2.) (April 20). Re-referred to Com. on P. & C.P.

- **AB-1679 Governor's Office of Business and Economic Development: Supply Chain Coordinator.**
  Summary: Existing law, the Economic Revitalization Act, establishes the Governor's Office of Business and Economic Development, known as "GO-Biz," within the Governor's office to serve the Governor as the lead entity for economic strategy and the marketing of California on issues relating to business development, private sector investment, and economic growth. This bill would require the Governor to appoint a Supply Chain Coordinator within the office to be the principal advocate in the state for supply chain participants and advise the Governor on legislation, administrative regulations, and other issues affecting the state's supply chain. The bill would also require the Governor to establish and appoint a Supply Chain Advisory Group consisting of stakeholders from each sector that make up the supply chain. The bill would require the coordinator to oversee the advisory group, which would develop and recommend policies that improve the supply chain. The bill would require the advisory group to meet on a biannual basis and as needed to resolve issues in times of crisis or at any other time upon request of the coordinator or a majority of the members of the advisory group.

  Status: On 05/04/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-1733 State bodies: open meetings.**
  Summary: This bill would specify that a "meeting" under the act, includes a meeting held entirely by teleconference. The bill would require all open meetings to be held by teleconference, would allow for use of teleconference in closed sessions, and would remove existing provisions of the act that require each teleconference location to be identified in the notice and agenda and accessible to the public. The bill would instead require the state body to provide a means by which the public may remotely hear, or hear and observe, the meeting and may remotely address the state body via two-way audio-visual platform or two-way telephonic service, as specified, and would require information to be provided in any notice to the public indicating how the public can access the meeting remotely. The bill would require the state body to provide an opportunity for members of the public to address the state body. The bill would require the state body to provide members of the public a physical location to hear, observe, and address the state body, and would authorize the members of the state body to participate in a meeting remotely or at a designated physical meeting location, and specify that physical presence at any physical meeting location is not necessary for the member to be deemed present at the meeting. The bill would require the agenda to be posted 10 days in advance of the meeting, or as provided in accordance with the provisions applicable to a special or emergency meeting, as well as posted on the state body's internet website and, on the day of the meeting, at any physical meeting location designated in the notice. The bill would also provide that the notice of the meeting is required to specify the means by which a meeting may be accessed by teleconference. The bill would prohibit the notice and agenda from disclosing any information regarding any remote location from which a member is participating, and require members attending a meeting from a remote location to disclose whether any other individuals 18 years of age or older are present in the room.

  Status: 04/20/2022: In committee: Hearing postponed by committee.

- **AB-1761 Employment: flexible work schedules.**
  Summary: This bill would enact the Workplace Flexibility Act of 2022. The bill would permit an individual nonexempt employee to request an employee-selected flexible work schedule providing for workdays up to 10 hours per day within a 40-hour workweek, and would allow an employer to implement this schedule without the obligation to pay overtime compensation for those additional hours in a workday, except as specified. The bill would require that the flexible work schedule contain specified information and the employer's and the employee's original signature. The bill would also require the Division of Labor Standards Enforcement in the Department of Industrial Relations to enforce this provision and adopt regulations.

  Status: On 02/10/2022: Referred to Com. on L. & E.

- **AB-1795 Open meetings: remote participation.**
  Summary: This bill would require state bodies, subject to existing exceptions, to provide all persons the ability to participate both in-person and remotely, as defined, in any meeting and to address the body remotely.

  Status: On 02/18/2022: Referred to Com. on G.O.

- **AB-1854 Unemployment insurance: work sharing plans.**
  Summary: This bill would extend work sharing provisions indefinitely, and would require the department to accept electronic signatures on all work sharing plan documents. The bill would, beginning September 15, 2020, require that work sharing plan applications submitted by eligible employers, upon approval by the director, be deemed approved for one year, except as specified.

  Status: On 05/05/2022: In Senate. Read first time. To Com. on RLS. for assignment.

- **AB-1949 Employees: bereavement leave.**
  Summary: This bill would require, if an existing leave policy provides for less than 5 days of bereavement leave, a total of at least 5 days of bereavement leave for the employee, as prescribed. The bill would make it an unlawful employment practice for an employer to engage in specified acts of discrimination, interference, or retaliation relating to an individual's exercise of rights under the bill. The bill would require the employer to maintain employee confidentiality relating to bereavement leave, as specified. The bill would not apply to an employee who is covered by a valid collective bargaining agreement that provides for prescribed bereavement leave and other specified working conditions.

  Status: On 04/27/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-1993 Employment: COVID-19 vaccination requirements.**
  Summary: This bill would require an employer to require each person who is an employee or independent contractor, and who is eligible to receive the COVID-19 vaccine, to show proof to the employer, or an authorized agent thereof, that the person has been vaccinated against COVID-19. This bill would establish an exception from this vaccination requirement for a person who is ineligible to receive a COVID-19 vaccine due to a medical condition or disability or because of a sincerely held religious belief, as specified, and would require compliance with various other state and federal laws. The bill would require proof-of-vaccination status to be obtained in a manner that complies with federal and state privacy laws and not be retained by the employer, unless the person authorizes the employer to retain proof.

  Status: On 04/18/2022: Coauthors revised.

- **AB-1996 State government: administrative regulations: review.**
  Summary: This bill would require each state agency to, on or before January 1, 2026, review that agency's regulations, identify any regulations that are duplicative, overlapping, inconsistent, or out of date, to revise those identified regulations, as provided, and report to the Legislature and Governor, as specified. The bill would repeal these provisions on January 1, 2027.

  Status: On 04/27/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2095: Employment information workers metrics.**
  Summary**:** Current law establishes within the Labor and Workforce Development Agency the Department of Industrial Relations, one of the purposes of which is to foster, promote, and develop the welfare of the wage earners of California, to improve their working conditions, and to advance their opportunities for profitable employment. This bill would establish a program in, and administered by, the agency and would require employers with more than 1,000 employees in California, as provided, to submit various statistics regarding those employees to the agency. The bill would require the agency to develop in a prescribed manner criteria and a scoring methodology to rank employers that would qualify as an employer eligible to be certified as a high-road employer.

  Status: On 04/27/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2132 Health care: workforce training programs.**
  Summary: This bill would state the intent of the Legislature to enact legislation to address the physician workforce shortage.

  Status: On 03/14/2022: Re-referred to Com. on HIGHER ED.

- **AB-2204 Clean energy: Office of Clean Energy Workforce.**
  Summary: This bill would establish the Office of Clean Energy Workforce within the Labor and Workforce Development Agency with an executive director appointed by the Governor, with the consent of the Senate, for the purpose of overseeing California's transition to a sustainable and equitable carbon neutral economy. The bill would also establish the Clean Energy Workforce Board to direct and oversee the office. This bill would require the office, among other things, to coordinate with relevant state agencies to track the progress of the state moving toward 100% clean energy, as defined, create or coordinate programs with other state agencies to retrain and upskill workers for clean energy jobs, and plan and support the physical relocation of the fossil fuel-based workforce to other areas of the state with existing or new clean energy jobs, as specified.

  Status: On 05/11/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2263 Golden State Apprenticeship and Vocational Training Emergency Assistance Grant Program.**
  Summary: This bill would, upon appropriation by the Legislature, establish the Golden State Apprenticeship and Vocational Training Emergency Assistance Grant Program under the administration of the commission to provide one-time grants to California residents in financial need, as determined by the commission, who meet certain requirements for purposes of paying educational-related expenses associated with the eligible recipient's state-approved apprenticeship or vocational program of participation. The bill would establish the Golden State Apprenticeship Grant Fund as the initial depository of all moneys appropriated, donated, or otherwise received for the program, and, upon appropriation by the Legislature, would require the commission to distribute moneys in the fund to eligible recipients, as provided.

  Status: On 05/04/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2342 Community Economic Resilience Fund Program.**
  Summary: Current law establishes the Community Economic Resilience Fund Program within the Workforce Services Branch of the Employment Development Department within the Labor and Workforce Development Agency. Current law requires the branch and the Inter-Agency Leadership Team, comprised of the Labor and Workforce Development Agency, the Office of Planning and Research, and the Governor's Office of Business and Economic Development, to administer the program. Current law makes the team jointly responsible for planning, oversight, and decision-making, as specified, and sets forth the specifics of the team's composition and duties. This bill would, among other things, require the Inter-Agency Leadership Team to include policies for grant funds to fund business and workforce investments in multiple sectors, state and federal recognized apprenticeship and preapprenticeship programs, and other workforce programs that support career pathways to high road jobs, require collaboratives to engage local and regional planning efforts, and require the Workforce Services Branch to make available copies of the reports on the internet websites of each agency of the Inter-Agency Leadership Team within 30 days of submitting the report

  Status**:** On 05/11/2022: In committee: Hearing postponed by committee.

- **AB-2358 Alternative vehicle and vessel technologies: funding programs: commercial harbor craft.**
  Summary: This bill would expand the purposes of the program to include the funding of the development, demonstration, precommercial pilot, and early commercial deployment of zero- and near-zero-emission commercial harbor craft technologies. This bill would state the intent of the Legislature to enact subsequent legislation to establish a grant program, within the Carl Moyer Program, to provide grants to ferry operators for engine repower and vessel replacement to comply with the state board's commercial harbor craft regulation.

  Status: On 05/12/2022: Read second time. Ordered to Consent Calendar.

- **AB-2360 Climate change and public health funding working group.**
  Summary: This bill would state the intent of the Legislature to enact legislation to establish a working group to, among other things, develop a framework for the Legislature to ensure that public health funds are effectively supporting disadvantaged communities or health equity goals in the face of climate change.

  Status: On 05/04/2022: Coauthors revised.

- **AB-2425 Community colleges: Hire UP: From Corrections to Career Pilot Program.**
  Summary: This bill would establish the Hire UP: From Corrections to Career Pilot Program, to be administered by the Office of the Chancellor of the California Community Colleges and the Student Aid Commission. The bill would authorize the chancellor's office to enter into agreements with up to 10 community college districts to provide funding for stipends to formerly incarcerated individuals. The bill would require the chancellor's office to develop an application for community college districts wishing to participate to apply for funding, and to develop criteria for the selection of individual stipend recipients, as provided. The bill would make funding for the pilot program subject to an appropriation by the Legislature for these purposes, up to $60,000,000 annually. The bill would require the chancellor's office to submit an annual report to the Legislature on the implementation of the pilot program, including key conclusions and policy recommendations.

  Status: On 05/04/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2446 Embodied carbon emissions: construction materials.**
  Summary: This bill would require the commission to develop a framework for measuring and then reducing carbon intensity in the construction of new buildings, including those for residential uses. The bill would require the commission to design the framework to achieve an 80% net reduction in the carbon intensity of construction and materials used in new construction by 2045, with interim goals of 20% below 2020 levels by 2030 and 40% below 2020 levels by 2035. The bill would require the commission to take certain actions to facilitate the achievement of these goals.

  Status: On 04/27/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2465 Pupil instruction: third-grade literacy: literacy grant programs: multilingual and dual language immersion educators: libraries.**
  Summary: This bill would, contingent on an appropriation, require the department to develop and implement a competitive grant program to award funds to local educational agencies, library districts, and public libraries for the purpose of providing a library card to every public school pupil enrolled in the local educational agency, as provided. The bill would require the Superintendent of Public Instruction to encourage all residents to use California state libraries, regardless of immigration status, and the department to provide information on its internet website about legal assistance and guidance to undocumented pupils, immigrants, and their families.

  Status: On 05/11/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2522 Health professions development.**
  Summary: Existing law establishes the Department of Health Care Access and Information. Existing law requires the department to administer various programs, including the California Registered Nurse Education Program, designed to encourage an adequate supply of health professionals. This bill would state the intent of the Legislature to enact legislation to support the recruitment and retention of public health professionals.

  Status: On 04/27/2022: From committee: Do pass and re-refer to Com. on APPR. (Ayes 12. Noes 0.) (April 26). Re-referred to Com. on APPR.

- **AB-2539 Public health: COVID-19 vaccination: proof of status.**
  Summary: This bill would require a public or private entity that requires a member of the public to provide documentation regarding the individual's vaccination status for any COVID-19 vaccine as a condition of receipt of any service or entrance to any place to accept a written medical record or government-issued digital medical record in satisfaction of the condition, as specified.

  Status: On 02/18/2022: From printer. May be heard in committee March 20.

- **AB-2562 Clean Transportation Program: hydrogen-fueling stations.**
  Summary: This bill would require the State Energy Resources Conservation and Development Commission, if it awards funding to hydrogen-fueling station projects under the program, to provide preference to those projects that are located at a port and are publicly accessible, are collocated at a fueling station for medium- and heavy-duty trucks, or are located along a state highway designated as a freight corridor. The Commission shall collaborate with entities that have expertise in workforce development to implement the workforce development components of this section, including, but not limited to, the California Workforce Development Board, the Employment Training Panel, the Employment Development Department, and the Division of Apprenticeship Standards

  Status: On 04/27/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2627 Electronically collected personal information: state and local agencies: the California Community Colleges: memorandum of understanding.**
  Summary: This bill would authorize a state or local agency, at the request of the governing board of a California Community College district, to enter into a memorandum of understanding that would allow the agency and the district to share electronically collected personal information about users, unless the user has not granted permission for that disclosure, for purposes of facilitating outreach to, and enrollment, of individuals in the California Community Colleges system and notifying the user of all available support resources.

  Status: On 05/11/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2670 California Regional Initiative for Social Enterprises Program.**
  Summary: This bill would require, upon appropriation by the Legislature, the Government Operations Agency to establish the California Regional Initiative for Social Enterprises Program for purposes of creating a statewide effort to support employment social enterprises, as described. The bill would declare the intent of the Legislature to enact legislation that would expand on the framework for the program.

  Status: 05/04/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2689 Virtual currency: payment for goods and services.**
  Summary: This bill would authorize a private or public entity in the state to accept virtual currency, as defined, as a method of payment for the provision of any good or service, including any governmental service. The bill would define public entity for these purposes to include the state and every state entity, including the Legislature, the judicial branch, the University of California, and the California State University, and a political subdivision of the state, including a city, county, city and county, charter city, charter county, school district, community college district, joint powers authority, joint powers agency, and any public agency, authority, board, commission, or district.

  Status: On 04/18/2022: In committee: Hearing for testimony only.

- **AB-2696 Electricity: renewable energy and zero-carbon resources: state policy: transmission planning.**
  Summary: This bill would require the Energy Commission, in consultation with the California Infrastructure and Economic Development Bank, the Governor's Office of Business and Economic Development, the Independent System Operator, and the Public Utilities Commission (PUC), to conduct a study to review potential lower cost ownership and alternative financing mechanisms for new transmission facilities needed to meet the state's clean energy and climate targets, as specified, and to submit a report to the Governor and the Legislature, on or before September 30, 2023, with findings and recommendations related to the study.

  Status: On 05/11/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2807 Transportation funding programs: eligibility: public transportation ferries.**
  Summary: This bill would expand the programs and projects that are eligible to receive funding under the Clean Transportation Program to include programs and projects that accelerate the commercialization of public transportation ferries and alternative and renewable fuels and programs and projects to retrofit fleets of public transportation ferries with technologies that create higher fuel efficiencies. The Commission shall collaborate with entities that have expertise in workforce development to implement the workforce development components of this section, including, but not limited to, the California Workforce Development Board, the Employment

Training Panel, the Employment Development Department, and the Division of Apprenticeship Standards.

Status: On 05/12/2022: Read second time. Ordered to Consent Calendar.

- **AB-2849 Worker cooperatives.**
  Summary: Existing law authorizes the creation of cooperative corporations and prescribes requirements for their formation. Existing law defines "worker cooperative" as a corporation formed, as specified, that includes a class of worker-members who are natural persons whose patronage consists of labor contributed to, or other work performed for, the corporation. This bill would state the intent of the Legislature to enact legislation pertaining to worker cooperatives.

  Status: On 05/11/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2851 Salton Sea geothermal resource area: Lithium Valley Office of Development.**
  Summary: This bill would establish the Lithium Valley Office of Development within the Natural Resources Agency. The bill would require the office, in consultation with relevant state and local agencies, to coordinate activities related to funding, economic development, construction, manufacturing, technical development, and reclamation of lithium located in the Salton Sea geothermal resource area.

  Status: On 05/11/2022: In committee: Hearing postponed by committee.

- **AB-2889 Wildfire mitigation plans: electrical infrastructure: undergrounding.**
  Summary: This bill would require an electrical corporation with more than 50% of its service territory located in a high fire-threat district to additionally include in its 2023 wildfire mitigation plan, a multiyear undergrounding plan, covering at least 7 years and not more than 10 years, as specified.

  Status: On 05/11/2022: In committee: Hearing postponed by committee.

- **AB-2903 California Workforce Development Board: Salton Sea geothermal resources area: Equitable Access Program.**
  Summary: This bill would establish the Equitable Access Program to be administered by the board to prioritize employment opportunities in construction, manufacturing, technical, maintenance, operations, or reclamation activities for local residents in the Salton Sea geothermal resources area.

  Status: On 05/11/2022: In committee: Set, first hearing. Referred to suspense file.

- **AB-2932 Workweek: hours and overtime.**
  Summary: This bill would require that work in excess of 32 hours in a workweek be compensated at the rate of no less than 1 1/2 times the employee's regular rate of pay. The bill would require the compensation rate of pay at 32 hours to reflect the previous compensation rate of pay at 40 hours and would prohibit an employer from reducing an employee's regular rate of pay as a result of this reduced hourly workweek requirement. The bill would exempt an employer with no more than 500 employees from the above provisions. By expanding the scope of a crime, this bill would impose a state-mandated local program.

  Status: On 03/28/2022: Re-referred to Com. on L. & E.

II. SENATE BILLS

- **SB-33 Apprenticeship: annual report: task force.**
  Summary: This bill would require the Director of Industrial Relations, on or before September 1, 2022, to convene a task force to promote apprenticeship for all populations throughout the state, to be known as the Construction Apprenticeship Advancement Task Force, with membership as prescribed. The bill would require the task force, in consultation with specified entities, to study the recruitment, retention, and barriers to entry of women and other minority, underrepresented, and disadvantaged populations in the State of California for purposes of ensuring apprenticeship opportunities are more inclusive of those populations. The bill would require the membership of the task force to work jointly to issue a joint report to the Legislature by January 1, 2023, and by that date annually thereafter, that details best practices to promote apprenticeship for all populations throughout the state.

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

- **SB-54 Plastic Pollution Producer Responsibility Act.**
  Summary: This bill would establish the Plastic Pollution Producer Responsibility Act, which would prohibit producers of single-use, disposable packaging or single-use, disposable food service ware products from offering for sale, selling, distributing, or importing in or into the state such packaging or products that are manufactured on or after January 1, 2032, unless they are recyclable or compostable.

  Status: On 05/05/2022: Referred to Com. on NAT. RES.

- **SB-66 California Council on the Future of Transportation: advisory committee: autonomous vehicle technology.**
  Summary: This bill would require the secretary to establish an advisory committee, the California Council on the Future of Transportation, to provide the Governor and the Legislature with recommendations for changes in state policy to ensure that as autonomous vehicles are deployed, they enhance the state's efforts to increase road and transit safety, promote equity, and meet public health and environmental objectives. The bill would require the council to be chaired by the secretary and consist of 23 additional members, selected by the chair or designated.

  Status: On 08/26/2021: August 26 hearing: Held in committee and under submission.

- **(CHAPTER 3) SB-113 Economic relief: COVID-19 pandemic.**
  Summary: Among other things, this bill would create the California Emergency Relief Fund as a special fund in the State Treasury to provide emergency resources or relief relating to state of emergency declarations proclaimed by the Governor. The bill would transfer from the General Fund to the California Emergency Relief Fund $150,000,000 for purposes relating to the COVID-19 emergency proclaimed by the Governor on March 4, 2020. The bill would appropriate $150,000,000 from that fund to the Office of Small Business Advocate for a closed round to fund small business grant applications waitlisted from previous rounds of the California Small Business COVID-19 Relief Grant Program.

  Status: On 02/09/2022: Chaptered by Secretary of State. Chapter 3, Statutes of 2022.

- **(CHAPTER 4) SB-114 Employment: COVID-19: supplemental paid sick leave.**
  Summary: This bill would give workers at least 40 hours for work lost because of COVID-19 and apply retroactively from January 1, 2022, to September 30, 2022.

  Status: On 02/09/2022: Chaptered by Secretary of State. Chapter 4, Statutes of 2022.

- **SB-551 California Zero-Emission Vehicle Authority.**
  Summary: This bill would establish the California Zero-Emission Vehicle Authority within the Governor's Office of Business and Economic Development. The bill would require the authority to coordinate activities among state agencies to advance zero-emission vehicle infrastructure deployment, including charging stations and hydrogen refueling stations, as well as ensure related equity, workforce development, economic development, and other needs are addressed, as specified. The bill would require the authority to publish on its internet website and report to the relevant policy committees of the Legislature an update on its progress in prescribed activities, including metrics in specified areas, including vehicle sales and job training. The bill would repeal these provisions on January 1, 2029.

  Status: On 08/26/2021: August 26 hearing: Held in committee and under submission.

- **SB-625 Community development financial institutions: grant program.**
  Summary: This bill would establish the California Investment and Innovation Program, administered by the I-Bank, for the purpose of providing grants to qualified community development financial institutions. The bill would establish the California Investment and Innovation Fund and, upon appropriation, require the I-Bank to award a grant to an eligible recipient, defined as a community development financial institution that meets specified criteria under the program, as provided. The bill would specify authorized uses of grant funds, including providing loans, grants, equity investments, or technical assistance within low-income communities or for purposes that have a direct and substantial benefit to lower income households. The bill would also provide criteria for prioritization of grants, and would require the I-Bank to establish guidelines for performance and periodic reporting by grantees. The bill would also establish the California Investment and Innovation Advisory Committee, which would review and recommend for approval applications for grants, and would provide recommendations to the I-Bank on the successful implementation of the program.

  Status: On 06/25/2021: June 29 set for first hearing canceled at the request of author.

- **(CHAPTER 767) SB-628 California Creative Workforce Act of 2021.**
  Summary: Existing law establishes the California Workforce Development Board, which assists the Governor in the development, oversight, and continuous improvement of California's workforce investment system. The board reports to the Secretary of the Labor and Workforce Development Agency. Existing law creates various workforce development programs, including the Breaking Barriers to Employment Initiative and the Social Entrepreneurs for Economic Development Initiative. Existing law establishes an Arts Council in state government to, among other things, promote the employment of artists and those skilled in crafts in both the public and private sector. This bill would enact the California Creative Workforce Act of 2021, to be operative upon appropriation by the Legislature of sufficient funding for its purposes. The purpose of the act would be to establish creative arts workforce development as a state priority and to promote employment and "earn and learn," as defined, job training opportunities for creative workers, among other things. The bill would require the Arts Council, in collaboration with the California Workforce Development Board, to design the program pursuant to specified objectives. The bill would require the council to consult with local government, community nonprofit organizations, and educational institutions, among others, in this effort. The bill would require the council to adopt criteria, guidelines, and policies, which would be exempt from the Administrative Procedure Act, and would make this information available to the public.

  Status: Chaptered by Secretary of State. Chapter 767, Statutes of 2021.

- **(CHAPTER 109) SB-657 Employment: electronic documents.**
  Summary: This bill would provide that, in any instance in which an employer is required to physically post information, an employer may also distribute that information to employees by email with the document or documents attached. The bill would specify that this does not alter the employer's obligation to physically display the required posting.

  Status: Chaptered by Secretary of State. Chapter 109, Statutes of 2021.

- **(CHAPTER 550) SB-753 Unemployment information: California Workforce Development Board: program outcomes.**
  Summary: Existing law establishes the California Workforce Development Board as the body responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system and the alignment of the education and workforce investment systems to the needs of the 21st century economy and workforce. Existing law requires the board to assist the Governor with specified tasks, including developing and continuously improving the statewide workforce investment system. This bill would require the board to evaluate program outcomes, including program participant outcomes for all grant programs administered by the board, regardless of funding source.

  Status: Chaptered by Secretary of State. Chapter 550, Statutes of 2021.

- **SB-755 Workforce development: training-related job placement: reporting.**
  Summary: This bill would require the CWDB and department to work collaboratively to measure and report on training-related job placement outcomes for individuals receiving job training services, as defined, provided through the workforce system, as provided. The bill would require, among other things, the board and department to develop policies and plans to measure and collect various data relating to job training services, wages, and employment. The bill would require the board and department to summarize and provide an initial report of their findings to specified committees of the Legislature no later than July 1, 2023. The bill would require this initial report to be annually updated and included in the annual report the department provides to the Legislature, as described above. The bill would also require the board and department to work with local workforce development boards to develop and implement a means of notifying, prior to their enrollment in a job training service, a person seeking to enroll in those services of the board's and department's findings on the efficacy of those services. The bill would make related findings and declarations and make conforming changes. By imposing additional duties on local officials, the bill would impose a state-mandated local program.

  Status: On 06/17/2021: Referred to Com. on L. & E.

- **(CHAPTER 223) SB-779 California Workforce Innovation Opportunity Act: earn and learn programs.**
  Summary: This bill would amend the list of "earn and learn" programs by specifying that an "earn and learn" program includes transitional jobs, as described in the federal Workforce Innovation and Opportunity Act, and subsidized employment with an employer of record, which may include, but not be limited to, an employment social enterprise, as defined, or a worker cooperative, as defined, particularly for individuals with barriers to employment.

  Status: Chaptered by Secretary of State. Chapter 223, Statutes of 2021.

- **SB-1104 Governor's Office of Business and Economic Development: Office of Freight.**
  Summary: This bill would establish the Office of Freight within GO-Biz. The bill would require the office to serve as the coordinating entity to steer the growth, competitiveness, and sustainability for freight and ports across the state and to promote and assess the continued

economic vitality and sustainability of the freight sector. The bill would require the office, in coordination with specified state agencies, to prepare an assessment of statewide economic growth, competitiveness, prosperity, resiliency, and sustainability for the state's ports and freight sector. The bill would require the office to submit the assessment to the Legislature on or before December 31, 2024, and an updated assessment at least once every 5 years thereafter. The bill would require the Transportation Agency to incorporate the findings of the assessment into the state freight plan, as specified.

Status: On 05/13/2022: Set for hearing May 19.

- **SB-1238 Behavioral health services: existing and projected needs.**
Summary: This bill would require the State Department of Health Care Services, in consultation with each council of governments, to determine the existing and projected need for behavioral health services for each region in a specified manner and would require, as part of that process, councils of governments to provide the department-specified data. The bill would authorize a council of governments, within 30 days following notice of the determination from the department, to file with the department an objection to the department's determination of the region's existing and projected behavioral health need. The bill would require the department to make a final written determination of the region's existing and projected behavioral needs within 45 days of receiving an object. By adding to the duties of councils of governments, this bill would impose a state-mandated local program.

  Status: On 05/16/2022: May 16 hearing: Placed on APPR suspense file.

- **SB-1251 Office of the Zero-Emission Vehicle Equity Advocate.**
Summary: This bill would establish the Office of the Zero-Emission Vehicle Equity Advocate in the Governor's office to steer the development of a shared, cross-agency definition of equity, and to set an equity agenda for the deployment of light-, medium-, and heavy-duty zero-emission vehicles, the supporting infrastructure, and workforce development. The bill would require the office to provide guidance to state agencies by developing and adopting an equity action plan, to publish an update of the progress on its activities on its internet website every 2 years, and to notify the relevant policy committees of the Legislature of the information provided in that update. The bill would repeal these provisions on January 1, 2028.

  Status: On 05/13/2022: Set for hearing May 19.

- **SB-1258 Clean Transportation Program: electric vehicle charging: fleet-operated vehicles.**
Summary: This bill would would authorize electric vehicle charging station infrastructure that supports the adoption of specified zero-emission vehicles for fleet-operated vehicles by 2030 to be eligible for funding under the program.

  Status: On 05/16/2022: May 16 hearing: Placed on APPR suspense file.

- **SB-1275 State agencies: cryptocurrency.**
Summary: Existing law establishes state agencies for various purposes, including to provide certain services to the public for which payment is required. This bill would authorize a state agency to accept cryptocurrency as a method of payment for the provision of government services.

  Status: On 04/05/2022: April 5 set for first hearing. Failed passage in committee. (Ayes 2. Noes 5. Page 3324.) Reconsideration granted.

- **SB-1351 California Youth Apprenticeship Program**
  Summary: Would establish the California Youth Apprenticeship Program for the purpose of awarding grant funds to eligible applicants to develop new apprenticeship programs or expand existing apprenticeship programs to serve a specified target population. The bill would define "target population" as individuals from 16 to 24 years of age who are unhoused, in the child welfare, juvenile justice, or criminal justice system, live in concentrated poverty, or face barriers to labor market participation, among other criteria. The bill would establish the Office of the California Youth Apprenticeship Program within the Division of Apprenticeship Standards to administer the program. The bill would require the office to solicit proposals and select grant recipients from eligible applicants, including, among others, county offices of education, regional consortia of community college districts, and local intermediaries. The bill would specify information required to be included in a grant proposal and would specify eligible purposes for use of grant funds. The bill would require the office to complete planning to implement the program by October 31, 2023, and would require the office to begin soliciting grant proposals by March 31, 2024.

  Status: On 05/13/2022: Set for hearing May 19.

III. BUDGET BILLS

- **AB-1624 Budget Act of 2022.**
  Summary: This bill would make appropriations to support the state government for the 2022–23 fiscal year. This bill would take effect immediately as a Budget Bill.

  Status: On 01/20/2022: Referred to Com. on BUDGET.

- **SB-840 Budget Act of 2022.**
  Summary: This bill would make appropriations to support the state government for the 2022–23 fiscal year. This bill would take effect immediately as a Budget Bill.

  Status: 01/10/2022: Introduced. Read first time. Referred to Com. on B. & F.R.

- **AB-147 Budget Act of 2021.**
  Summary: Amendment includes: "$600,000,000 to the Labor and Workforce Development Agency for the Community Economic Resilience Fund Program, pursuant to Chapter 259 of the Statutes of 2021."

  Status: On 02/09/2022 Re-referred to Com. on B. & F. R.

- **AB-169 Budget Act of 2021.**
  Summary: This bill would amend the Budget Act of 2021 by amending and adding items of appropriation and making other changes.

  Status: On 03/28/2022: Re-referred to Com. on B. & F.R.

- **(CHAPTER 2) SB-115 Budget Act of 2021.**
  Summary: Amendment includes: "$600,000,000 to the Labor and Workforce Development Agency for the Community Economic Resilience Fund Program, pursuant to Chapter 259 of the Statutes of 2021."

  Status: On 02/09/2022: Chaptered by Secretary of State. Chapter 2, Statutes of 2022.

- **(CHAPTER 9) SB-119 Budget Act of 2021.**
  Summary: This bill would amend the Budget Act of 2021 by amending and adding items of appropriation and making other changes.

  Status: On 03/14/2022: Chaptered by Secretary of State. Chapter 9, Statutes of 2022.

Employment Training Panel

Memorandum

Panel Members — Date: May 25, 2022

From: Mario Maslac, Chief of Program Operations — File:

Subject: Action Items Requesting Approval for FY 22/23 Project Caps, Reimbursement Rates, Moratoriums, and Allocations

FY 22/23 Funding Strategies

Background:

Each year, we review our funding strategies for the coming fiscal year in mid to late spring, including project caps, reimbursement rates, moratoriums, and allocations. Please note that this year's presentation does not include information regarding any potential alternative/General Funds ETP may receive for next FY.

Project Caps:

Staff would like to keep our caps the same for FY 22/23 as they were this FY:

	FY 21/22 Caps*	Proposed FY 22/23 Caps*
Single Employers (including Small Business)	$500K	$500K
Critical Proposals	$600K	$600K
MECs (including apprenticeship)	$600K	$600K

* Caps apply per contractor per FY

Reimbursement Rates:

Staff is recommending keeping our reimbursement rates the same as this FY as well, with one exception for the Apprenticeship rate, which will be reduced by $2 to match the increase in Montoya Funds for RSI funding, namely:

Category*	Reimbursement Rate
CBT	$9
Apprenticeship	$16
Non-Priority Industry	$20
Retraining – all remaining populations and delivery methods	$23

Moratoriums:

Staff is recommending a continuation of the moratorium on our traditional "lowest funding priority" projects, with two exceptions – removing the moratoriums on Truck Driving Schools and Non-Priority Industry Projects:

FY 21/22 Moratoriums	Proposed FY 22/23 Moratoriums
Adult Entertainment	Adult Entertainment
Commission on Retail Trades	Commission on Retail Trades
Gambling	Gambling
Mortgage Banking	Mortgage Banking
Multi-Level Marketing	Multi-Level Marketing
Training for Employees of Training Agencies	Training for Employees of Training Agencies
Truck Driving Schools*	N/A
Partners & Principles in Professional Firms	Partners & Principles in Professional Firms
Car Dealerships	Car Dealerships
Non-Priority Industry Projects*	N/A

Revision Requests to Increase Funding	Revision Requests to Increase Funding

Allocations:

Staff is recommending the following allocations, based on an estimated $81M in contracting capacity for FY 22/23. Please note that these figures are estimates only, and they may change slightly, since we are working on trying to increase our funding capacity for next FY, and our prior year liabilities may also be modified slightly.

Category	Allocation
Single Employer	$30,399,643
Small Business	$5,066,607
MEC	$20,266,429
Apprenticeship	$20,266,429
Critical Proposal	$5,066,607
Total	$81,065,714

Request:

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

Presentation & Action Item on FY 22/23 Funding Strategies:

Caps, Reimbursement Rates, Moratoriums, Allocations

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  - Project Caps
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  - Moratoriums
  - Allocations
- Questions/Comments?

Thank you!

Retrainee-Job Creation

Training Proposal for:

Abbott Vascular, Inc.

Contract Number: ET22-0310

Panel Meeting of: May 25, 2022

ETP Regional Office: San Francisco Bay Area **Analyst:** S. Wang

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative	Industry Sector(s):	Manufacturing (E) Priority Industry: ☒Yes ☐No
Counties Served:	San Mateo, Santa Clara, Riverside	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 3,700	U.S.: 30,000	Worldwide: 113,000
Turnover Rate:	9%		
Managers/Supervisors: (% of total trainees)	9%		

FUNDING DETAIL

In-Kind Contribution
$875,329

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, Commercial Skills, Computer Skills, Cont. Improv., HazMat, Mfg. Skills, PL - Mfg. Skills	295	8–200 Weighted Avg: 60	0–56	$1,380	$26.22
2	Retrainee Priority Rate Job Creation	Business Skills, Commercial Skills, Computer Skills, Cont. Improv., HazMat, Mfg. Skills, PL - Mfg. Skills	50	8-200 Weighted Avg: 80	0-56	$1,840	$25.05

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

Minimum Wage by County: Job Number 1: $23.53 per hour for San Mateo and Santa Clara Counties and $21.57 per hour for Riverside County. **Job Number 2:** $19.61 per hour for San Mateo and Santa Clara Counties and $17.64 per hour for Riverside County.
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: ☐ Yes ☒ No ☐ Maybe
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		
Administrators		25
Engineers		50
Managers / Supervisors		20
Production Workers		200
Job Number 2: Job Creation		
Administrators		10
Engineers		10
Managers / Supervisors		10
Production Workers		20

INTRODUCTION

Founded in 2006 and headquartered in Santa Clara, Abbott Vascular, Inc. (AV) (www.abbottvascular.com) is a subsidiary of Abbott Laboratories which is a 120-year old Illinois-based corporation. AV designs, manufactures, and markets medical devices including vessel closures and structural heart products for the treatment of cardiovascular diseases and

management of chronic pain and movement disorders. Some of AV's customers include hospitals, surgical-centers, long-term care facilities, imagining centers, and drug manufactures. ETP training will be conducted at the company's Santa Clara, Temecula, and Menlo Park facilities. This will be AV's seventh ETP Contract, and its third within the last five years.

Veterans Program

Even though AV does not plan to include a separate Veteran's Job Number, the Company uses recruitment firms that specialize in hiring veterans and maintains a web portal for veterans to show how experiences in the military translate into careers at AV.

PROJECT DETAILS

The proposed training plan is designed mostly for the manufacturing workforce to assist AV in expanding its markets, growing its manufacturing workforce in California, and remaining competitive globally. The Company is implementing cutting-edge manufacturing training techniques using Lean Manufacturing processes, White Belt/Green Belt programs, and Engineering Excellence programs. Benefits include consistent training and continuous quality/reliability improvements through reduced training time, less scrap and rework, fewer accidents, improved product quality/reliability, and increased job satisfaction. The proposed training courses are different from the previous ETP Contract and are designed to improve stability of manufacturing processes (standard work) across the Company. AV has agreed to not enroll any employees who have been previously placed in an ETP Contract.

Retrainee - Job Creation

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

In this proposal, the Company will hire 50 new employees (Job Number 2) due to business-capacity growth from an increase in orders of products and services. The Company has over 100 job openings posted on its website; however, to be conservative, AV is only requesting 50 new employees for this proposal. 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 will be delivered via Class/Lab, E-Learning, Productive Lab (PL), and Computer-Based Training (CBT):

Business Skills: This training will be offered to all occupations in courses such as Advanced Negotiations, Building Constructive Communications, Efficiency Workflow, and Managing Organizational Transition. Due to the complexity of AV's products and business transactions, international business regulations dictate that effective customer communications and order accuracy must be achieved.

Commercial Skills: This training will be offered to all occupations in courses such as Advanced Good Laboratory Practices, Good Manufacturing Practices (GMP), and Production of Medical Device Products. Commercial Skills training courses will enable AV workers to develop and deliver high-quality products and services faster and with less waste. The results being significant competitive advantages in the areas of development, production, and supply chain.

Computer Skills: Training will be provided to Administrators, Engineers, and Managers/Supervisors. Courses includes Advanced eBusiness Applications, Management and Manufacturing Control Software Systems, and Management Execution Software (MES) System.

AV's business requires the operation of sophisticated information technology systems and network infrastructure. Customized and comprehensive training in a new Manufacturing Enterprise Software (MES) that allows AV to conduct paperless manufacturing will also be provided.

Continuous Improvement: Training will be provided to all occupations in courses such as Blueprint Reading, Engineering Excellence Training, Leadership/Coaching Skills, and Lean Manufacturing. AV is implementing a continuous quality improvement initiative called Lean Manufacturing with the goal of making significant improvements to quality, including areas of field action decision-making, corrective and preventative actions, management controls, process validations, and complaint management systems.

Manufacturing Skills: Training will be provided to Production Workers in courses such as Clean Room Operations, FDA Manufacturing Procedures and Protocols, and Root Cause Analysis. The overall objective of the manufacturing skills component is to train workers to use special biotech tools and equipment in a highly technical assembly process with significant quality requirements set by regulators.

Productive Laboratory

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

The proposed PL training will offer cross-training opportunities on production lines and procedures used throughout the manufacturing facility. A total of 220 manufacturing employees working as front-line Production Workers who directly interface with new and/or improved manufacturing processes in the clean room will attend PL- Manufacturing Skills' training.

PL training will ensure that manufacturing operators acquire the critical skills needed to perform their jobs at a quality standard acceptable by the FDA and other regulatory bodies. It will also offer cross-training opportunities on production lines and procedures used throughout the manufacturing facility. PL training at AV is an interactive training event directly supervised by a qualified trainer. The trainer's time is dedicated to the delivery of PL. The PL trainer-to-trainee ratio will be 1:1. Production Workers are certified as competent only after completing all PL assignments and passing a skills-competency test. Upon certification of their competency, the trainee can independently produce goods that are for sale. AV will deliver up to 60 hours of PL per trainee, but the expected average PL hours to be delivered (per trainee) is less than 40 hours.

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, production Workers will receive up to 16 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 other regulatory agencies including the FDA that oversee the Medical Device Industry. There are various manufacturing certification entities for the coursework and instructors. In this proposal, the certification entities include ISO 9001; 12485; 14001; and ISO27001.

Computer-Based Training (CBT)

CBT will be provided to supplement Class/Lab/E-Learning training which provides AV a more convenient means of delivering basic training. Trainees will receive between 0–56 hours of CBT.

Commitment to Training

AV reports the annual statewide training expenditure per facility in California is $1,500,000. The proposed ETP curriculum will build on, but not overlap, basic instruction and orientation training already provided by the Company. 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

AV's training will be administered under its training and HR department (with its Senior HR Specialist acting as the dedicated administrator) which oversees the workforce training across the organization and operates under the direction of its Divisional Vice President. There will be several full-time administration training staff and two management employees assigned to this project who will be responsible for administering the ETP program and working directly with the third-party administrator, Herrera & Company. Training will be coordinated by the facility training supervisor with at least one training coordinator at each facility.

Electronic Recordkeeping/LMS

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

Impact/Outcome

As trainees progress through the proposed manufacturing skills curriculum, they will attain documented certification of competency for each significant manufacturing tool and/or procedure they learn. Certifications will be on various biotech machines including Balloon Wrappers, Stent Crimpers (Balloon-Expandable), Heart Valve Crimpers, Radial Force Testers, Heart Valve Testers, Band Swaggers, Band Positioners, Stent Loaders (Self-Expanding), Wire Fatigue Testers, Sort Crimpers, Holding Tools and Quick Connector machines. All proposed training delivered with ETP support will provide employees with highly marketable skills so that that can remain employed by AV or be hired by another medical-device employer in California.

Prior COVID Performance

AV's previous ETP Contract (COVID Pilot) helped launched five tests for COVID-19 (three molecular and two serology tests) all of which received emergency use authorization (EUA) from the FDA to assist with the COVID-19 Pandemic.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned $ %
ET19-0412	Menlo Park, Temecula, Santa Clara	2/1/2019–1/31/2021	$603,200	$603,200 (100%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

The Company also retained Herrera & Company to 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:

BUSINESS SKILLS

- Advanced Negotiations
- Building Constructive Communications
- Communicating for Results
- Communicating Is a Contact Sport
- Efficiency Workflow
- Facilitation Skills and Mentorship
- Individual Transition in Organizations
- Influencing Others
- Innovation and Influence
- Managing Organizational Transition
- Negotiation Skills
- Presentation Skills
- Product Knowledge and Market Validation
- Project Management
- Strategic Planning
- Technical Presentations

COMMERCIAL SKILLS

- Advanced Cell Data Modeling and Architecture
- Advanced Good Laboratory Practices
- Advanced GxP Compliance Training
- Advanced Process Modeling and Analysis
- Clinical Research Organizations, Trial Monitoring and Audits
- Downstream Processing Steps for High Yield, Potency and Purity
- Drug Product Development Components
- Good Clinical Practice
- Good Manufacturing Practices (GMP)
- New Manufacturing Technologies
- Processes for Production of Gene Therapy Vectors
- Producing Research Drug Products for Clinical Studies
- Production of Medical Device Products
- Protocols for Preclinical Studies and Data
- Regulatory Requirements Challenges
- Site Qualification Visits to Assess Clinical Trial Sites

COMPUTER SKILLS

- Advanced Desktop Productivity Applications
- Advanced eBusiness Applications
- Advanced Manufacturing Control Systems
- Advanced Manufacturing Lab Applications
- Business System Processing

- Management and Manufacturing Control Software Systems
- Materials and Logistics Software Development
- Management Execution Software (MES) Systems
- Programming Languages
- Project Management Software Tools
- Software and Informatics

CONTINUOUS IMPROVEMENT

- Blueprint Reading
- Change Management
- Engineering Excellence Training
- Good Laboratory Practices
- GxP Compliance Training
- Leadership / Coaching Skills
- Efficiency Workflow
- Facilitating Groups
- Facilitation Skills and Mentorship
- Mentoring Strategic Sales Negotiation Techniques
- Lean Manufacturing
- Problem Solving
- Process Modeling and Analysis
- Quality Fundamentals / Core Skills
- Six Sigma
- Statistical Process Control
- White Belt / Green Belt Training

HAZARDUORS MATERIALS (HAZMAT) (1:40 Ratio)

- Chemicals Hazards Communication Standards
- Dangerous Goods General Awareness
- Materials Waste Handling
- Packing and Utilization
- Restricting of Hazardous Substances
- Risk Management and Waste Management
- Shipment and Storage
- Safe Laboratory Methods

MANUFACTURING SKILLS

- Clean Room Operations (Hazmat, Gowning, Protocol)
- FDA Manufacturing Procedures and Protocols
- Problem Description and Definition
- Root Cause Analysis
- Countermeasures
- Implementation Plan
- Results
- Follow Up and Future Steps
- Manufacturing Process Cross Training
- Machine Operations, Calibration, and Maintenance
- Manufacturing Assembly Standards and Procedures
- Production and Equipment Operations

- Product Transfer / Workflow
- Safety Training
- Technical Qualifications and Certifications
- Testing and Troubleshooting Skills

Productive Lab (PL) Hours (1:1 Ratio)
0–60

PL - MANUFACTURING SKILLS

- Assembly Guide Accessory Pack
- Automated Proximal Marking Machine Process
- Automated Proximal Obturator Assembly
- Balloon Milling
- Bond Tip Ring Steerable Sleeve
- Bonded Coil Inspection
- Bonded Shaft Inspection
- Balloon Press
- Calibration Pro for Bar Sealer
- Calibration for Propanol Dripping Rig
- Calibration for Component Drying Oven
- Calibration for Lloyd Tensile Tester
- Calibration Procedure for Extruder
- Calibration Procedure for the Guidewire
- Calibration Procedure for Thermal Bonder
- Calibration Procedure for VP Coil Winder
- Clip Weldment Subassembly Washing
- Coil and Cable Assembly
- Covered Clip Sub-Assembly Cleaning
- Delivery Catheter Tray Preparation
- DES Fundamentals
- DES Line Clearance Procedure
- DES Coated Stent Inspection
- Final Steerable Guide Assy Inspection
- Formulation of Blue Dichloromethane
- Handle Body sub Assembly
- Laser Gauging System
- Laser Operations
- Measure and Inspect Balloon
- Packaging of Final Pack (RX Product)
- Proximal Adaption
- Quality Inspection Medical Surveillance
- Sheath Crimping Certification
- Sleeve Toggle Sub-Assembly
- Snared Knot Pusher Assembly Certification
- Split Mold Stent Security Machine (SMSSM)
- Strength of Union of GW Core Wire and Coil
- Support Coil Production
- Suture Assembly Certification
- Support Plate Packaging

CBT Hours
0–56

BUSINESS SKILLS

- Advanced Negotiation (3 hrs.)
- Building Constructive Communications (4 hrs.)
- Communicating for Results (4 hrs.)
- Communicating is a Contact Sport (1 hr.)
- Efficiency Workflow (1 hr.)
- Individual Transition in Organizations (2 hrs.)
- Innovation and Influence (1 hr.)
- Managing Organizational Transition (1 hr.)
- Strategic Planning (2 hrs.)

COMPUTER SKILLS

- Advanced Project Management Software (2.5 hrs.)
- Advanced Computer Assisted Design (CAD)/CAM (4 hrs.)
- Computer Assisted Design (1.5 hrs.)
- Database Design (2 hrs.)
- Electronic Record Management (0.5 hr.)
- Manufacturing Resources Planning (2.5 hrs.)
- SAP Management and Manufacturing Control Systems (4 hrs.)

CONTINUOUS IMPROVEMENT

- Advanced Customer Communications and Awareness (2 hrs.)
- Effective Teams (1 hr.)
- Leadership / Coaching Skills (4 hrs.)
- Manufacturing Process Instructions (2 hrs.)
- Marketing Promotion and Strategy (1 hr.)
- Problem Solving Tools and Techniques (2 hrs.)
- Process Improvement Training (3 hrs.)
- Product Marketing for Engineers (1 hr.)
- Technical Presentation Skills (4 hrs.)

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

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

Retrainee-Job Creation

Training Proposal for:

AHMC Healthcare, Inc. dba Monterey Park Hospital

Contract Number: ET22-0314

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** M. Paccerelli

PROJECT PROFILE

Contract Attributes:	Retrainee SET Priority Rate Job Creation Initiative Medical Skills Training	Industry Sector(s):	Services (G) Healthcare (62) Priority Industry: ☒Yes ☐No
Counties Served:	Los Angeles	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No SEIU 121 RN Nurse Alliance; SEIU-United Healthcare Workers-West		
Number of Employees in:	CA: 892	U.S.:892	Worldwide: 892
Turnover Rate:	13%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
$417,024

Total ETP Funding
$399,648

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Priority Rate SET HUA Medical Skills Training	Computer Skills, Continuous Imp., MS Clinical Preceptor; MS Didactic	196	8-200 Weighted Avg: 60	0	$1,380	$21.73
2	Job Creation Initiative Priority Rate SET Medical Skills Training	Computer Skills, Continuous Imp., MS Clinical Preceptor; MS Didactic	36	8-200 Weighted Avg: 156	0	$3,588	$18.11

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

Minimum Wage by County: Job Number 1: $21.73 per hour in Los Angeles County
Job Number 2: $18.11 per hour in Los Angeles County.

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

Used to meet the Post-Retention Wage?: ☒ Yes ☐ No ☐ Maybe
Up to $2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1 only.

Wage Range by Occupation		
Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
JOB NUMBER 1:		
Administrative Support - Clinical		6
Administrative Support - Non-Clinical		2
		2
		1
Admitting Representative		1
		10
Clinical Lab Scientist		3
Certified Nurse Assistant		2
		2
Laboratory Assistant		1
		1
Licensed Vocational Nurse		6
		10
Registered Nurse		90
Respiratory Therapist		7
Technician		18
Therapist		30

JOB NUMBER 2:		
Administrative Support - Clinical		1
Administrative Support - Non-Clinical		1
		4
Certified Nurse Assistant		1
Laboratory Assistant		1
Registered Nurse		26
Respiratory Therapist		1
Technician		1

INTRODUCTION

AHMC Healthcare Inc. dba Monterey Park Hospital (MPH) (www.montereyparkhosp.com) is a 110-bed full service acute care facility accredited by the Joint Commission and an approved provider of Medi-Cal and Medicare programs. Founded in 1972, MPH offers comprehensive medical services such as cardiology, diagnostics, emergency department, intensive care units, medical/surgical, pediatric, rehabilitation, surgical, telemetry, and urology.

MPH is a wholly-owned subsidiary of AHMC Healthcare Inc. (AHMC) and operates autonomously from other AHMC hospitals in the state. There are currently two active contracts with other AHMC subsidiaries: AHMC Garfield Medical Center LP and Anaheim Regional. Both were funded from the prior fiscal year.

Veterans Program

Although there is no Veteran component in this proposal, MPH is firmly committed to the hiring and development of Veterans. MPH has employees who are veterans and may participate in the proposed training. All qualified Veteran candidates are also encouraged to apply for positions through the normal company hiring policy.

Union Support

The Registered Nurses are represented by the Service Employees International Union Local 121 (SEIU-RN121). Certified Nurse Assistants, Licensed Vocational Nurses, Laboratory Assistants, Licensed Vocational Nurses, Respiratory Therapists, Technicians, and Therapists are represented by the Service Employees International Union – United Healthcare Workers West (SEIU-UHW West). Both unions have provided letters of support for the proposed training.

PROJECT DETAILS

This will be MPH's fourth ETP Contract, and the second within the last five years. The training in this proposal differs from training delivered in the prior contracts which focused on Emergency Room Throughput project, Lean program, Electronic Medical Record conversion/meaningful use, and Hospital Consumer Assessment of Healthcare Provider and Systems (HCAHPS). Several curriculum titles are similar to those in prior contracts; however, the subject-matter has been updated, so there will be no duplication of training.

MPH strives to provide excellent care to the community, and believes that excellence is achieved through education. Healthcare delivery has advanced significantly in practice, provision of care, and technology. MPH employees need to be kept current on knowledge and skills in order to sustain and maintain the competency and competitiveness in delivering quality patient care. As a result of previous ETP projects, MPH was able to offer employees various training and education resulting in improved HCAHPS patient satisfaction and quality of care scores. In this proposal, the Hospital is looking to continue improving HCAHPS scores by focusing on culture of safety, strategies and tools to enhance performance and patient safety, and new requirements as follows:

- Core Measures: VTE prophylaxis, stroke, immunization/pneumonia vaccines, sepsis, elective deliveries, caesarian birth, and exclusive breast milk feeding.
- New Regulatory: Electronic Quality Measure (eCQM) and medication safety
- Antimicrobial stewardship: Nurse training on proper use of antibiotics, and advocate for patients to work with physicians for improving the compliance
- Opioids Safety: screen the risk factor, monitor, and intervention
- Medication Error Reduction Program (MERP)
- Culture of Patient Safety: Just Culture and TeamSTEPPS (Team Strategies and Tools to Enhance Performance and Patient Safety)
- InterQual Patient Criteria Training
- Work Safe in the Workplace: Hazardous medication handling, safety patient handling, stress management, blood/body fluid exposure control, and needle stick prevention
- Information Security and Safety: Guarding of patient privacy and confidentiality, maintaining appropriate boundaries, and treatment of patients with dignity and respect at all times including the use of social media.

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.

MPH will hire approximately 36 new employees (Job Number 2). This will allow MPH to address the issue of increased patient volume that is impacting current hospital capacity. 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 Preceptor in the following:

Computer Skills: Training will be offered to all occupations to improve staff's ability to properly document medical care and utilize internal computer software programs.

Continuous Improvement: Training will be offered to all occupations to improve employee skills and implement updated techniques and procedures that will increase competence. Courses will include Critical Thinking Skills, Time Management Skills, and CORE Measures.

Medical Skills Training (Didactic and Clinical with Preceptor): Didactic training will be offered to nurses and healthcare professionals to ensure MPH provides quality healthcare services to patients. Clinical with Preceptor training will be hands-on training to ensure nurses and healthcare staff are capable of providing medical care to patients and to have a better understanding of clinical processes to ensure competency and maximize patient satisfaction and safety.

Commitment to Training

MPH's annual training budget is $348,000 for ongoing training and includes new employee orientation, competency fairs and certification classes. 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

  MPH's Education Director will be responsible for overseeing all aspects of the contract. As a repeat ETP contractor, MPH has established a system for administering its contracts. An outside administrative consultant has also been retained to assist with administrative duties and ensure that all training records meet ETP compliance. Training will begin upon ETP approval and will be delivered by in-house subject-matter experts. Training vendors will be retained as needed.

Special Employment Training

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

- **Wage Modification**

  The 196 trainees in Job Number 1 work in Monterey Park, a High Unemployment Area (HUA) with unemployment exceeding the state average by 25%. These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. MPH requests wage modification from $29.41 to $21.73 for Los Angeles County in Job Number 1.

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 $ %
ET19-0291	Monterey Park	10/27/2018-10/26/2020	$385,320	$380,791 (99%)

DEVELOPMENT SERVICES

MPH retained Training Funding Source in Seal Beach to assist with development of this proposal for a flat fee of $2,900.

ADMINISTRATIVE SERVICES

MPH also retained Training Funding Source 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:

Medical Skills-Preceptor

- Emergency Department Training
  - Emergency Room Nursing Skills
  - Emergency Care of the Burn Patient
  - OB Trauma
  - Trauma Nursing Skills
  - Triage Nursing Skills
  - Care of Pediatric patients
  - EMTALA (Emergency Medical Treatment and Active Labor Act)
- Intensive Care Unit/Critical Care Unit Training
  - Critical Care Nursing Skills
  - Patient Assessment & Care
  - Intracranial Pressure Monitoring & Ventriculostomy
  - Hemodynamic Monitoring
  - Pre and Post-Operative Care
  - Care of Trauma Patient
  - Ventilator & Tracheotomy Care
- Medical/Surgical Unit Training
  - Patient Assessment & Care
  - Medical/Surgical Nursing Skills
  - Pre and Post-Operative Care
  - Orthopedic Nursing Skills
  - Oncology Nursing Skills
  - CAPD: Continuous Ambulatory Peritoneal Dialysis
- Obstetrics Unit Training
  - Patient Assessment & Care
  - Antepartum, Labor, Delivery and Postpartum Skills
  - Neonatal Nursing Skills
  - S.T.A.B.L.E. (Six Assessment and Care Modules in :Sugar & Safe Care, Temperature, Airway, Blood Pressure, Lab Work, Emotional Support)
  - Basic & Advanced Fetal Monitoring
  - Neonatal Resuscitation Provider (NRP)
  - OB Emergency
  - Exclusive Breast Feeding
- Operating Room and Post-Anesthesia Care Unit (PACU) Training
  - Patient Assessment & Care
  - Trauma Nursing Skills
  - Peri-operative Nursing Skills
  - Pre and Post-Operative Care
  - Malignant Hyperthermia
- Pediatric Services Unit
  - Care of Pediatric Patients
  - Patient Assessment & Care
  - Pre & Post-Operative Care
  - Children Asthma

- Rehabilitation Services Unit Training
  - Patient Assessment & Care
  - Medical/Surgical Nursing Skills
  - Pre and Post-Operative Care
  - Post-Orthopedic Surgery Nursing Skills
  - Post-Trauma Injury Nursing Skills
  - Post-Neurological Injury Nursing Skills
- Special Care Unit Training
  - Patient Assessment and Care
  - Critical Care Nursing Skills
  - Ventilator & Tracheotomy Care
  - Hemodynamic Monitoring
  - Total Parenteral Nutrition
- Surgical Services Unit Training
  - Patient Assessment & Care
  - Trauma Nursing Skills
  - Surgical Nursing Skills
  - Pre and Post-Operative Care
  - Hemodialysis
- Telemetry Unit Training
  - Care of the Cardiac Patient
  - EKG & Cardiac Monitoring
  - Dysrhythmia Interpretation
  - Telemetry Nursing Skills
  - Pre and Post-Operative Care
  - Care if the Neurosurgical Patient
  - Intravenous (IV) Therapy
  - Oncology Nursing Skills
- Sterilization Process Unit Training
  - Disinfection and Sterilization Process Skill
  - Instruments Care
  - Infection Control
- Laboratory Unit Training
  - Laboratory Technician Skill
  - Phlebotomy Skill
  - Reference Laboratory Process
  - Laboratory Instruments
  - Transfusion Medicine
- Respiratory Unit Training
  - Respiratory Treatment Skill
  - Respiratory Technician Skill
  - Phlebotomy Skill
- Radiology Unit Training
  - X-Ray Technician Skill
  - CT Scan Technician Skill
  - Ultrasound Technician Skill
  - MRI Technician Skill

Medical Skills-Didactic

- Acute Myocardial Infarction
- Advanced Cardiac Life Support (ACLS)
- Arterial Blood Gas (ABG) Interpretation

- Behavioral Health Nursing Skills
- Basic Life Support (BLS)
- Blood/Body Fluid Exposure Control Plan
- Body Mechanics
- Breast Feeding
- Care of the Cardiac Patient
- Care of the Neurosurgical Patient
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Stroke Patient
- Central Lines Management
- Chest Tube Care & Management
- Code Blue Response & Procedures
- Critical Care Nursing Skills
- Decontamination Procedures
- Diabetes Care & Management
- Disaster Preparation
- Dysrhythmia Recognition & Interpretation
- Educating the Patient & Family
- EKG & Cardiac Monitoring
- Electronic Fetal Monitoring (Beginning & Advanced)
- Emergency Care of the Burn Patient
- Emergency Room Nursing Skills
- Equipment Skills (IV pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses, etc.)
- Evidence Based Practices
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Infection Control
- InterQual Criteria Training
- Intra-Cranial Pressure Monitoring & Ventriculostomy
- Intravenous (IV) Insertion & Therapy
- JACHO
- Just Culture
- Kinetic Therapy
- Labor, Delivery and Postpartum Nursing Skills
- Laboratory Result Interpretation
- Leapfrog
- Management of the Renal Transplant Surgical Patient
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Medication Safety
- Moderate Sedation
- Neonatal Resuscitation Provider (NRP)
- New Graduate Nursing Skills
- Nurse Orientation Training (Clinical)
- Nursing Diagnosis Skills
- Nursing Process Skills
- OB Trauma
- Orthopedic Nursing Skills
- Ostomy & Continence Care

- Pain Management (Acute & Chronic)
- Patient Assessment & Care
- Patient Discharge Planning
- Patient Fall Prevention
- Patient Re-Admission Prevention
- Patient Safety
- Patient Transition of Care
- Pediatric Advanced Life Support (PALS)
- Peri-operative Nursing Skills
- PICC Line Insertion & Removal
- Pre and Post-Operative Care
- Rapid Response Skills
- Renal Assessment & Management
- Respiratory Assessment & Care
- Restraints
- Surgical Nursing Skills
- S.T.A.B.L.E. (Six Assessment and Care Modules in :Sugar & Safe care, Temperature, Airway, Blood Pressure, Lab Work, Emotional Support)
- TeamSTEPPS
- Telemetry Nursing Skills
- Total Parenteral Nutrition (TPN) and Peripheral Parenteral Nutrition (PPN)
- Transfer Techniques
- Triage Nursing Skills
- Trauma Nursing Skills
- Ventilator and Tracheotomy Care
- Versant New Graduate Program Skills
- Wound & Skin Care

Computer Skills

- Microsoft Office/Excel Skills (Intermediate and Advanced)
- Patient Billing and Accounts Receivable (PBAR) Tracking Skills
- CPSI/Evident EMR Thrive UX Applications
- OBIX Perinatal Data System Training
- Mortara EKG
- Vital Sign Interface
- Digital Image Upload to EMR

Continuous Improvement

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline Leadership Skills
- Chinese (Mandarin) for Healthcare Personnel
- Communications Skills
- Conflict Resolution Skills
- CORE Measures
- Crisis Prevention Intervention (CPI)
- Critical Thinking Skills
- Culturally Appropriate Care
- Customer Service Skills
- Documentation Skills
- Environmental Safety

- Hospital Consumer Assessment of Healthcare Providers & System (HCAHPS) Improve Patient Satisfaction
- Metal Health for Employees
- Organization and Time Management Skills
- Patient and Family Centered Care Skills
- Patient Information Privacy
- Preceptor Skills (Train-the-Trainer)
- Performance and Quality Improvement and Procedures Skills
- Social Media
- Spanish for Healthcare Personnel
- Stress Management
- Teach Back Technique
- Team Building Skills
- Utilization Review

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

SEIU121RN nurse alliance

Dr. Nina Wells, DNP, RN
President

Sydnie Boylan, RN
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Printed in-house.

May 9, 2022

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

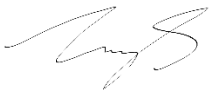
We understand that Monterey Park Hospital AHMC is requesting ETP funding. The proposed training plan from MPH has our support. The approximate number of trainees from Registered Nurses will be participating in this project: 110

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

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

Should you require additional information, please don't hesitate to contact me at (626)491-2810 or via email at shaot@seiu121.org.

Respectfully,



Tony Shao
SEIU121RN Union Representative

SEIU-UHW

UNITED HEALTHCARE WORKERS WEST
SERVICE EMPLOYEES INTERNATIONAL UNION, CLC

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www.SEIU-UHW.org

February 9, 2022

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Monterrey Park Hospital is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from Clinical Lab Scientist, Assistant Lab, Assistant Nursing, Unit Secretaries, Maintenance, LVN, Dietician, Social Workers, Therapists, Technicians, Transporter, Orderly, Diet Aid, and Food Service Worker will be participating in this project: 165

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,

Brian Valdez
SEIU United Healthcare Workers — West
5480 Ferguson Drive
Los Angeles, California 90022
Cell: (323) 236-2217
Email: bvaldez@seiu-uhw.org

Retrainee-Job Creation

Training Proposal for:

Basin Enterprises, Inc.

Contract Number: ET22-0305

Panel Meeting of: May 25, 2022

ETP Regional Office: San Diego **Analyst:** S. Phillips

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative SET	Industry Sector(s):	Construction (C) Priority Industry: ☒Yes ☐No
Counties Served:	Tehama	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers (IBEW) 1245		

Number of Employees in:	CA: 129	U.S.: 129	Worldwide: 129
Turnover Rate:	18%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
$247,104

Total ETP Funding
$142,600

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 SET	Business Skills Computer Skills Commercial Skills Cont. Improv. HAZMAT OSHA 10/30 P/L - Commercial Skills	116	8-200	0-15	$920	$30.00
				Weighted Avg: 40			
2	Retrainee Job Creation SET	Business Skills Computer Skills Commerical Skills Cont. Improv. HAZMAT OSHA 10/30 P/L - Commercial Skills	26	8-200	0-15	$1,380	$20.01
				Weighted Avg: 60			

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

Minimum Wage by County: Job Number 1 (Retrainee – SET Priority): $29.41 per hour; and Job Number 2 (Job Creation): $17.64 per hour for Tehama 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

While the Company does provide Health Benefits, they are not used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Administrative Staff		2
Field Crew - Groundsman		101
Field Crew – Lineman		6
Foreman		7
Job Number 2		
Administrative Staff		1
Field Crew – Groundsman		10
Field Crew – Lineman		10
Foreman		5

INTRODUCTION

Founded in 2010, Basin Enterprises, Inc. (https://basinentinc.com/) (Basin Enterprises), is a general engineering construction company that offers underground electrical installation, utility

equipment rental, and traffic control services in Tehama County. Major clients include, Southern California Edison, San Diego Gas & Electric, Native American Reservations, and Department of Water and Power Stations.

Veterans Program

Although there is no Veteran's component in this project, Basin Enterprises is open to recruiting and hiring Veterans in the future.

Union Support

Field Crew – Groundsman, Field Crew – Lineman and Foremen are represented by IBEW Local 1245**.** The union has submitted both a notice of intent and letter of support for this training project.

PROJECT DETAILS

Basin Enterprises is in the process of introducing new technology and software to streamline the Company's internal processes. This includes implementing a new Enterprise Resource System, switching from QuickBooks to Vista by Viewpoint. The introduction of this new system will consolidate both field operations and Human Resource operations internally.

The Company must also meet and maintain industry safety standards. As standards are constantly changing with the evolution of technology, so too must the training. As such, Basin Enterprises will provide safety training from certified trainers.

In addition, the Company is expanding and diversifying its customer base by adding two large utility companies and multiple Native American tribal governments as clients. Therefore, Basin Enterprises will increase training for Administrative Staff to ensure customer relationship management is enhanced.

The goal of training under this project is to improve internal efficiencies, maintain industry safety standards and expand its business to reach clients across the state.

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.

Basin Enterprises has seen an increased demand for its services due to the increase in natural disasters across the state. As such, the Company has committed to hiring 26 new employees to continue to meet customer needs (Job Number 2). The addition of these trainees will enable the Company to sustain consistency with scheduling of appointments during its peak season and handle the demand from new customers. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Training Plan

Class/Lab and Productive Lab training will be provided by in-house subject matter experts in the following:

Business Skills: Training will be provided to all occupations in the following: Business Communication, Business Fundamentals, Conflict Resolution, Customer Relationship Management, Company Culture Development, Cost Control. Employee Accountability, Negotiating Skills, Leadership Skills, Marketing Skills, Product Knowledge, Project Management

& Methodology, and Strategic Planning. Other courses are to be included as necessary and are listed in the Exhibit B. Training will provide staff with the skills to operate the business effectively.

Commercial Skills: Training will be delivered to Field Crew staff in the following: Asphalt Grinding, Backfill, Change Order Management, Climbing & Rigging, Commercial Driving, Compacting, Compliance with Customer Safety Programs, Compliance with Underground Service (USA) Requirements, Confined Space Work Requirements, Directional Drilling, Electrofusion, Environmental Hazards, Equipment Maintenance Repair, Estimating, Excavating, Fall Prevention, Ground Penetrating Radar, Forklift Skills, ISNetworld Changes/Procedures, Line Clearance, Offsite Spoils Disposal, Onsite Spoils Management, Operational Procedures, Paving, to name a few. Other topics will be included as necessary and are listed in the Exhibit B.

Computer Skills: Training will be delivered to all occupations in the following: Adobe Pro, Autodesk/AutoCAD, Canvas, Cyber Information Security, Microsoft Office (Intermediate/Advanced), QuickBooks, Telematics (GPS) and Vista by Viewpoint.

Continuous Improvement: Training will be provided to all occupations in the following: Cross Training, Creating Quality Organization, Change Management, How to Coach & Mentor, Production Scheduling, Production Operations/Workflow, Process Improvement, Project Management, Quality Measurement Systems, Root Cause Analysis, Team Building and Time Management.

Hazardous Materials Skills: Training will be delivered to Field Crew staff. Training will focus on the understanding of hazardous materials and disposal methods. This training is highly technical and meets all industry and OSHA governmental standards. Training will include Asbestos, Bloodborne Pathogens, Benzene Awareness, Hazardous Materials Handling, Hazardous Chemical Cleaning/Handling, Hydrogen Sulfide, Lead Awareness, and Silica Exposure Control (HAZMAT Skills).

OSHA 10/30: Training will be delivered to Field Crew – Groundsman, Lineman and Foreman. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for Frontline Supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Productive Laboratory – Commercial 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.

Due to the highly technical nature of some of the skills required for the job, Commercial Skills training will be delivered via Productive Lab with a trainer to trainee ratio of 1:1. For Field Crew staff, the addition of software programs will cause a change in some Commercial Skills training requires hands-on training that cannot be done within the classroom. As such, Basin Enterprises requests up to 60 hours of PL per trainee. Training will be delivered to field staff in the following: Asphalt Grinding, Backfill, Change Order Management, Climbing & Rigging, Commercial Driving, Compacting, Compliance with Customer Safety Programs, Compliance with USA Requirements, Confined Space Work Requirements, Directional Drilling, Electrofusion, Environmental Hazards, Equipment Maintenance Repair, Estimating, Excavating, Fall Prevention, Ground Penetrating Radar, Forklift Skills, ISNetworld Changes/ Procedures, Line Clearance, Offsite Spoils Disposal, Onsite Spoils Management, Operational Procedures, Paving, to name a few. Other topics will be included as necessary and are listed in the Exhibit B.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more efficient means of delivering basic training. Trainees will receive approximately 15 hours of CBT in both Hazardous Materials and Commercial Skills Training.

Certified Safety Training

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

2. Hazardous Materials (HAZMAT)**.** This training is a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from "first responder" to "incident commander." It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. In this proposal, Field Crew – Groundsman, Field Crew – Lineman and Foremen 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 has not yet been determined.

Special Employment Training

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

- **Wage and Retention Modifications**

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from $39.21 to $29.41). The Company requests this modification to no less than $30.00 per hour for incumbent workers (Job Number 1).

Commitment to Training

The annual training budget of Basin Enterprises is $90,000. Current training includes the company's ERP system and annual 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 General Foreman will assist with managing the ETP project once approved. This includes collecting rosters from trainers and sending the documents once checked to the administrative subcontractor. The General Foreman will also be assisted by one office manager and one administrative assistant. In addition, the Company has hired an administrative subcontractor to assist with project administration.

Impact/Outcome

ETP Funds will enable Basin Enterprises to design additional curriculum and training that has been identified as critical to keep current employees up to date on industry standards as well as train new employees hired to keep up with client demand. This will improve team performance and allow for continued growth.

DEVELOPMENT SERVICES

The Company retained Carrazco LLP, Innovative Tax Solutions in Sacramento to assist with development of this proposal for a flat fee of $14,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Communication
- Business Fundamentals
- Behavior Style Strategies
- Conflict Resolution
- Customer Relationship Management
- Customer Service Skills
- Communication Styles
- Company Culture Development
- Cost Control
- Develop Employee Accountability
- Employee Coaching
- Essential Skills for New Supervisors
- Financial Analysis
- Leadership Skills
- Marketing/Sales Techniques & Strategies
- Negotiating Skills
- Operational Skills
- Planning & Organization
- Product Knowledge
- Project Management & Methodology
- Project Requirements Analysis & Specifications
- Property and Resource Management Skills
- Relationship Building
- Strategic Planning
- Time Management

COMPUTER SKILLS

- Adobe Pro
- Autodesk/AutoCAD
- Canvas
- Cyber Information Security
- Microsoft Office (Intermediate/Advanced)
- QuickBooks
- Telematics (GPS)
- Vista by Viewpoint

COMMERCIAL SKILLS

- Asphalt Grinding
- Backfill
- Change Order Management
- Climbing & Rigging
- Commercial Driving
- Compacting

- Compliance with Customer Safety Programs
- Compliance with Underground Service (USA) Requirements
- Confined Space Work Requirements
- Directional Drilling
- Electrofusion
- Environmental Hazards
- Equipment Maintenance/ Repair
- Estimating
- Excavating
- Fall Prevention
- Forklift Skills
- Ground Penetrating Radar
- Habitat Awareness
- Heavy Equipment Operation
- Helicopter Procedures
- Public Relations
- ISNetworld Changes/ Procedures
- Line Clearance
- Mechanical Fitting
- Obtaining and Processing Permits
- Offsite Spoils Disposal
- Onsite Spoils Management
- Operational Procedures
- Paving
- PG&E Occupational Qualifications (OQs)
- Pipe Installation
- Potholing Operations
- Power Tools
- Production Reporting
- Project Documentation
- Proper Rigging of Equipment (Transportation)
- Purchasing Procedures
- Resource Scheduling
- Safety Awareness
- Scaffolds
- Traffic Control and Flagging Operations
- Trenching
- USA Ticket Management
- Welding, Cutting, Hot Work
- Wildfire Smoke
- Wildlife Awareness
- Work Orders
- Working at Heights

CONTINUOUS IMPROVEMENT

- Cross Training
- Creating Quality Organization
- Change Management
- How to Coach and Mentor
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Project Management
- Quality Measurement Systems
- Root Cause Analysis
- Team Building
- Time Management

HAZARDOUS MATERIALS SKILLS

- Asbestos
- Bloodborne Pathogens
- Benzene Awareness
- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling
- Hydrogen Sulfide
- Lead Awareness
- Silica Exposure Control

OSHA10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Productive Lab (1:1 Ratio)

0-60 Trainees may receive any of the following:

COMMERCIAL SKILLS

- Asphalt Grinding
- Backfill
- Change Order Management
- Climbing & Rigging
- Commercial Driving
- Compacting
- Compliance with Customer Safety Programs
- Compliance with Underground Service (USA) Requirements
- Confined Space Work Requirements
- Directional Drilling
- Electrofusion
- Environmental Hazards
- Equipment Maintenance/ Repair
- Estimating
- Excavating
- Fall Prevention
- Forklift Skills

- Ground Penetrating Radar
- Habitat Awareness
- Heavy Equipment Operation
- Helicopter Procedures
- Public Relations
- ISNetworld Changes/ Procedures
- Line Clearance
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- Wildfire Smoke
- Wildlife Awareness
- Work Orders
- Working at Heights

Compute-Based Training

0-15

HAZARDOUS MATERIALS SKILLS

- Hazardous Materials & Waste Awareness (1Hr)
- Dielectric Fluid (PCB) Spill Response (40 min.)

COMMERICAL SKILLS

- Corporate Contractor Safety Orientation (40 min.)
- Electric Contractor Intake Form (30 min.)
- United States Forest Service Master (30 min.)
- Avian Protection Plan Comprehensive (45 min.)
- Avian Protection Plan for Vegetation (30 min.)
- VELB Environmental Awareness (60 min.)
- VELB Qualified Individual (45 min.)
- Rural Driving Safety (30 min.)
- Utilizing the O&M Manual (30 min.)

- Desert Tortoise Training (30 min.)
- Field Design Change (30 min.)
- Habitat Conservation (7 min.)
- Line-of-Fire Hazards: Eye Safety Awareness (30 min.)
- OSHA Regulatory Safety Training: Activity Hazards (20 min.)
- Patrolling in the Utility Environment (60 min.)
- Safe Excavation and Dig-In Reduction (150 min.)
- Fire Danger Precautions (30 min.)
- Electric Operations Safety Foundation (30 min.)
- Basic Helicopter Safety (150 min.)
- Annual Review of Vegetation Management (30 min.)

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

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

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IBEW 1245
THE POWER IS IN OUR HANDS

BOB DEAN, BUSINESS MANAGER
CECELIA DE LA TORRE, PRESIDENT

July 28, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Basin Enterprises, Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 110 Current Employees and potentially up to 30 new hires (over the next 2 years) in General Foreman, Foreman, Groundman, Journeyman Lineman.

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,

Bob Dean,
Business Manager, IBEW 1245

Training Proposal for:

Brand Consulting Group, LLC dba Brand College

Contract Number: ET22-0312

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** M. Paccerelli

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 SET Veterans HUA	Industry Sector(s):	MEC (H) Information / Multi Media (51) Multimedia/Entertainment (51+) Manufacturing (33) Services (61,71,72,81,92) Priority Industry: ☒ Yes ☐ No
Counties Served:	Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
$558,900		$41,040 Jobs 1-6: 8% Job 7: 20%		$599,940

In-Kind Contribution:	50% of Total ETP Funding Required	$782,520

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	Advanced Technology	110	8-200	0	$1,476	$21.57
				Weighted Avg: 60			
2	Retrainee	Advanced Technology	40	8-200	0	$1,467	$21.57
				Weighted Avg: 60			
3	Retrainee Priority Rate SET	Advanced Technology	75	8-200	0	$1,467	$29.41
				Weighted Avg: 60			
4	Retrainee SET	Advanced Technology	35	8-200	0	$1,467	$39.21
				Weighted Avg: 60			
5	Retrainee Priority Rate SB <100	Advanced Technology	70	8-200	0	$1,467	$21.57
				Weighted Avg: 60			
6	Retrainee SET HUA	Advanced Technology	60	8-200	0	$1,467	$21.57
				Weighted Avg: 60			
7	Retrainee Veterans	Advanced Technology	15	8-200	0	$1,620	$21.57
				Weighted Avg: 60			

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

Minimum Wage by County: Job Numbers 1, 2, 5 -7: $21.73 per hour for Los Angeles County; $21.57 per hour for Orange, San Diego, Kern, Ventura, San Bernardino and Riverside Counties

Job Number 3 (SET): $29.41 per hour

Job Numbers 4 (SET/Priority Industry): $39.21 per hour

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

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

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

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Numbers 1-7		
Desktop Support		10
		15
		5
System Engineer		25

Network Administrator/Engineer		80
Network Operations Center Technician/ Engineer/Operator		20
		60
Data Engineer		8
System Administrator/System Analyst		32
PC Technician/Administrator		5
		10
		5
Shoretel Engineer		2
		2
Support Technician		20
		30
Technical Support/Engineer/Analyst		50
Supervisor (except Job Numbers 3 & 4)		6
Manager (except Job Numbers 3 & 4)		10
Owner (Job Number 5 only)		10

INTRODUCTION

Founded in 2004, Brand Consulting Group, LLC dba Brand College (Brand College) (www.brandcollege.edu) is a private training agency with primary focus in providing quality training in the area of Information Technology (IT) and related studies.

Brand College is dedicated to help IT professionals and businesses succeed in today's technology-driven environment and to facilitate the career development of highly qualified professionals trained to design, implement, and maintain information systems. Participating employers qualify as high-tech companies, software publishing, broadcasting, internet publishing, web hosting and search portals, telecommunications, healthcare, manufacturing, and companies in the service industry. The "core" group of employers represents 87% of the requested funding and the majority are in the priority industries.

Veterans Program

Brand College will train 15 Veterans in this proposal (Job Number 7). 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.

PROJECT DETAILS

This will be Brand College's ninth ETP Contract, and the fifth within the last five years. As the computer market enters into a new era of automation, business needs are being re-evaluated to take advantage of new technologies that are far more complex and sophisticated and require support personnel with advanced training and skills. Companies have become increasingly dependent on network infrastructure and data analysis. Highly-qualified individuals are needed to allow organizations to improve their overall operations. This trend coupled with the economic slowdown in recent years has created a need for more advanced skills from those who are already in the field.

Employers are seeking training in IT solutions that will streamline processes, secure valued system data, and minimize down time. The proposed training will focus on network architecture and related systems infrastructure to ensure trainees are current on the most advanced network solutions applications in the IT industry. Further, some participating employers are small and do not have a significant training budget; others are larger, more established companies that have stretched their training budgets to the limits and cannot provide the level of training they would like their employees to receive. ETP funds will augment participating employer budgets, which are used primarily for basic job skills and help these companies provide needed training to targeted IT staff.

Training Plan

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

Advanced Technology

The proposed curriculum is for Advanced Technology (AT) only. AT training will be offered to all occupations to improve technical expertise of IT professionals. This training will focus on network architecture and related system infrastructure to ensure that trainees are current in the most advanced network solutions applications in the IT industry. Due to the complex nature of course materials, the trainer-to-trainee ratio will be 1 to 10 to allow in-depth coverage and personal attention from the instructor.

Curriculum Development

Brand College provides training aligned with the requirements and expectations of the technology industry and California employers. Curriculum development entails participation by the school staff, educators, hiring managers and graduating students. Feedback is solicited during exit interviews of previous participating employers and trainees for continuous improvements to training programs.

The proposed curriculum was developed and reviewed by Brand College's Program Advisory Committee (PAC) which consists of IT professionals and employers. Utilizing their current industry knowledge and expertise, the committee evaluated each training program and recommended modifications and enhancements. Based on the PAC's recommendation, Brand College has made several adjustments in the program which resulted in overall improvements in student's academic success as well as their ability to secure and retain employment.

Impact/Outcome

Trainees may earn the following certifications: Microsoft Certified System Engineer, Linux Certified Administrator, Cisco Certified Network Administrator, Cisco Certified Network Professional, Cisco Certified Security Professional, Certified Desktop & Network Specialist, Certified Multi-Platform Network Specialist, Certified LAN & WAN Specialist, Cisco Certified Network Expert and Certified Network Technologies Expert.

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).

Brand College is eligible as a training agency based on the following:

- BPPE licensure valid until 2023
- Accreditation granted by Accrediting Commission of Career Schools and Colleges;
- Successful past performance with ETP (see Prior Project table).

Special Employment Training

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

- **SET Priority Wage Modification**

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage from $39.21 to $29.41. Brand College requests this modification for Job Number 3.

- **SET HUA Wage Modification**

The 60 trainees in Job Number 6 work in a High Unemployment Area (HUA), with unemployment exceeding the state average by 25%. Participating employers' locations in Los Angeles, Orange, Kern, Riverside, Ventura, San Bernardino and San Diego Counties qualify for HUA status under these standards are in an HUA.

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. Brand College requests wage modification from $29.41 to $21.73 for Los Angeles County and $21.57 for Kern, Riverside, Ventura, San Bernardino and San Diego Counties in Job Number 6.

Marketing and Support Costs

Through its many years of experience in providing IT training to private sector, Brand College has accumulated a database of over 500 companies across various industries. Brand College also receives a large number of business referrals from key partners such as Microsoft and Cisco. In addition, Brand College relies on valuable contact data gathered from potential clients who frequently visit the school website receiving an average of 32 leads a week online.

Brand College continuously markets its training programs in a variety of ways including personal contact, telephone calls and direct mail to recruit companies. Brand College is requesting 8% support costs to cover the recruitment of additional employers and assessing employer-specific job training requirements. Employer recruitment, including the recruitment of small businesses and assessment activities, will continue throughout the contract term. Brand College is also requesting 20% support cost for Veterans recruitment and training in Job Number 7. Staff recommends the support costs.

Commitment to Training

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

- Training Infrastructure

  The Director will oversee the implementation and administration of this project. There will be two internal staff assigned to coordinate marketing, recruitment, class scheduling, and rosters to ensure that project administration adheres to ETP requirements. They are knowledgeable of the ETP program having participated in administering Brand College's prior ETP projects.

Training will start upon contract approval and will be provided by Brand College instructors who have an average of 10 years of experience in the IT industry. They have Bachelor's and/or Master's Degrees in Computer Information Systems and are certified to teach IT/Networking courses.

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	Potential Earnings (Based on Tracked Hours) ($ %)
ET20-0336	$749,056	06/01/2020 – 05/31/2022	448	145	81	$749,056 (100%)

Based on ETP Systems, 27,408 reimbursable hours have been tracked for potential earnings of $749,056 (100% of approved amount). A final contract closeout will be submitted in June 2022.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned $ %
ET19-0210	Statewide	09/10/2018 - 09/09/2020	$948,593	$948,593 (100%)
ET17-0426	Statewide	03/20/2017- 03/19/2019	$948,986	$948,324 (99%)
ET16-0215	Statewide	11/16/2015 - 11/15/2017	$888,250	$878,914 (99%)

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:

ADVANCED TECHNOLOGY

- CompTIA A+ (PC Hardware Technician)
- Microsoft Certified System Engineer (MCSE)
- Linux+ (Linux Certified Professional)
- Cisco Certified Network Administrator (CCNA)
- Cisco Certified Network Professional (CCNP)
- Cisco Certified Security Professional (CCSP)
- Certified Desktop & Network Specialist (CDNS)
- Certified Multi-Platform Network Specialist (CMNS)
- Certified LAN & WAN Specialist (CLWS)
- Cisco Certified Network Expert (CCNE)
- Certified Network Technologies Expert (CNTE)
- VMware Certified Professional on vSphere 5 (VCP5)

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: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 1 of 14

ALPHABETIZE BY COMPANY NAME

Company: A2Z Development Center Inc. (Amazon)	Priority Industry? ☒ Yes ☐ No
Address: 1620 26th Street	
City, State, Zip: Los Angeles, CA 90404	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 8	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 850,000	
Total # of full-time company employees in California: 150,000	

Company: AAA Network Services	Priority Industry? ☒ Yes ☐ No
Address: 8401 Page Street	
City, State, Zip: Buena Park, CA 90621	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 120	
Total # of full-time company employees in California: 120	

Company: Adept Fasteners, Inc.	Priority Industry? ☒ Yes ☐ No
Address: 27949 Hancock Parkway	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 8	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 210	
Total # of full-time company employees in California: 165	

Company: All Covered	Priority Industry? ☐ Yes ☒ No
Address: 1051 E. Hillsdale Blvd., Suite 510	
City, State, Zip: Foster City, CA 94404	
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: 41	
Total # of full-time company employees in California: 41	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 2 of 14

ALPHABETIZE BY COMPANY NAME

Company: AllScripts	Priority Industry? ☒ Yes ☐ No
Address: 231 W. Orange Grove Ave.	
City, State, Zip: Burbank, CA 91502	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 10,000	
Total # of full-time company employees in California: 200	

Company: Amblin Partners	Priority Industry? ☒ Yes ☐ No
Address: 100 Universal City Plaza, Building 5121	
City, State, Zip: Universal City, CA 91608	
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: 107	
Total # of full-time company employees in California: 107	

Company: AT&T Services Inc.	Priority Industry? ☒ Yes ☐ No
Address: 3800 Via Oro Ave.	
City, State, Zip: Long Beach, CA 90810	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 264,000	
Total # of full-time company employees in California: 34,500	

Company: ATOS IT Solutions	Priority Industry? ☒ Yes ☐ No
Address: 6904 Tujunga Ave.	
City, State, Zip: N. Hollywood, CA 91605	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 120,000	
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: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 3 of 14

ALPHABETIZE BY COMPANY NAME

Company: B&A Engineering Systems Inc.	Priority Industry? ☒ Yes ☐ No
Address: 3554 Business Park Drive, Suite A1	
City, State, Zip: Costa Mesa, CA 92626	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 22	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 30	
Total # of full-time company employees in California: 30	

Company: Bluebeam, Inc.	Priority Industry? ☒ Yes ☐ No
Address: 443 S. Raymond Avenue	
City, State, Zip: Pasadena, CA 91105	
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: 414	
Total # of full-time company employees in California: 232	

Company: Boingo Wireless	Priority Industry? ☒ Yes ☐ No
Address: 10960 Wilshire Blvd., Suite 800	
City, State, Zip: Los Angeles, CA 90024	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 14	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 160	
Total # of full-time company employees in California: 145	

Company: CBS	Priority Industry? ☒ Yes ☐ No
Address: 7800 Beverly Blvd. 3	
City, State, Zip: Los Angeles, CA 90036	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 20,915	
Total # of full-time company employees in California: 7,586	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 4 of 14

ALPHABETIZE BY COMPANY NAME

Company: Charter Communications, LLC	Priority Industry? ☒ Yes ☐ No
Address: 14221 Covello Street, 1st Floor	
City, State, Zip: Van Nuys, CA 91405	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 14	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 92,000	
Total # of full-time company employees in California: 9,673	
Company: Charter Impact	Priority Industry? ☐ Yes ☒ No
Address: 8500 Balboa Blvd., Suite 140	
City, State, Zip: Northridge, CA 91325	
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: 76	
Total # of full-time company employees in California: 76	
Company: Crown Castle Fiber	Priority Industry? ☒ Yes ☐ No
Address: 624 S. Grand Ave.	
City, State, Zip: Los Angeles, CA 90017	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 5,000	
Total # of full-time company employees in California: 595	
Company: Deluxe Shared Services	Priority Industry? ☒ Yes ☐ No
Address: 2400 W. Empire Ave.	
City, State, Zip: Burbank, CA 91504	
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: 2,366	
Total # of full-time company employees in California: 2,366	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 5 of 14

ALPHABETIZE BY COMPANY NAME

Company: Digital Network Services	Priority Industry? ☒ Yes ☐ No
Address: 20382 Hermana Circle	
City, State, Zip: Lake Forest, CA 92630	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 121	
Total # of full-time company employees in California: 121	

Company: DirectTV	Priority Industry? ☒ Yes ☐ No
Address: 12800 Culver Blvd.	
City, State, Zip: Los Angeles, CA 90066	
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: 24,700	
Total # of full-time company employees in California: 10,600	

Company: East West Bank	Priority Industry? ☐ Yes ☒ No
Address: 135 N. Los Robles, 8th Floor	
City, State, Zip: Pasadena, CA 91101	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 2,864	
Total # of full-time company employees in California: 350	

Company: Engineering Employees Services	Priority Industry? ☒ Yes ☐ No
Address: 888 S. Figueroa Street	
City, State, Zip: Los Angeles, CA 90017	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 7	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 95	
Total # of full-time company employees in California: 81	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 6 of 14

ALPHABETIZE BY COMPANY NAME

Company: FM Seoul Song	Priority Industry? ☐ Yes ☒ No
Address: 4525 Wilshire Blvd., 3rd Floor	
City, State, Zip: Los Angeles, CA 90010	
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: 31	
Total # of full-time company employees in California: 31	

Company: GMTO Corporation	Priority Industry? ☐ Yes ☒ No
Address: 465 N. Halstead Street	
City, State, Zip: Pasadena, CA 91107	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 70	
Total # of full-time company employees in California: 55	

Company: Health Sources MSO Inc.	Priority Industry? ☐ Yes ☒ No
Address: 100 N. Stoneman Ave.	
City, State, Zip: Alhambra, CA 91801	
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: 45	
Total # of full-time company employees in California: 45	

Company: ICS INTELESYS	Priority Industry? ☒ Yes ☐ No
Address: 3155-B E. Sedona CT	
City, State, Zip: Ontario, CA 91764	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 25	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 7 of 14

ALPHABETIZE BY COMPANY NAME

Company: JNT TEK	Priority Industry? ☐ Yes ☒ No
Address: 6464 Sunset Blvd.	
City, State, Zip: Hollywood, CA 90028	
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: 50	
Total # of full-time company employees in California: 10	

Company: LA Networks	Priority Industry? ☒ Yes ☐ No
Address: 15301 Ventura Blvd.	
City, State, Zip: Sherman Oaks, CA 91403	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 8	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 25	

Company: Latham & Watkins	Priority Industry? ☐ Yes ☒ No
Address: 555 West 5th Street, Suite 800	
City, State, Zip: Los Angeles, CA 90013	
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: 6,000	
Total # of full-time company employees in California: 2,000	

Company: Life Care Assurance	Priority Industry? ☒ Yes ☐ No
Address: 21600 Oxnard Street, Suite 1500	
City, State, Zip: Woodland Hills, CA 91367	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 209	
Total # of full-time company employees in California: 209	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 8 of 14

ALPHABETIZE BY COMPANY NAME

Company: Mechanix Wear Inc.	Priority Industry? ☒ Yes ☐ No
Address: 28525 Witherspoon	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 135	
Total # of full-time company employees in California: 50	

Company: NBC Universal Media LLC	Priority Industry? ☒ Yes ☐ No
Address: 100 Universal City Plaza	
City, State, Zip: Universal City, CA 91608	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 9	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 62,000	
Total # of full-time company employees in California: 3,498	

Company: Niagara Bottling, LLC	Priority Industry? ☒ Yes ☐ No
Address: 1440 Bridgegate Drive	
City, State, Zip: Diamond Bar, CA 91765	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 4,000	
Total # of full-time company employees in California: 2,200	

Company: Oakwood Worldwide	Priority Industry? ☐ Yes ☒ No
Address: 2222 Corinth Ave.	
City, State, Zip: Los Angeles, CA 90064	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 3,000	
Total # of full-time company employees in California: 200	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
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ALPHABETIZE BY COMPANY NAME

Company: Partners in Care Foundation	Priority Industry? ☐ Yes ☒ No
Address: 732 Mott Street, Suite 150	
City, State, Zip: San Fernando, CA 91340	
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: 126	
Total # of full-time company employees in California: 126	

Company: Preferred Long Distance	Priority Industry? ☒ Yes ☐ No
Address: 16830 Ventura Blvd., Suite 350	
City, State, Zip: Encino, CA 91436	
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: 34	
Total # of full-time company employees in California: 34	

Company: Psychemedics Corporation	Priority Industry? ☐ Yes ☒ No
Address: 5832 Uplander Way	
City, State, Zip: Culver City, CA 90230	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 269	
Total # of full-time company employees in California: 174	

Company: Renegade Animation Inc.	Priority Industry? ☒ Yes ☐ No
Address: 111 E. Broadway	
City, State, Zip: Glendale, CA 91205	
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: 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: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 10 of 14

ALPHABETIZE BY COMPANY NAME

Company: Resource Search Company	Priority Industry? ☐ Yes ☒ No
Address: 7800 Beverly Blvd	
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? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 69	
Total # of full-time company employees in California: 5	

Company: Riot Games	Priority Industry? ☒ Yes ☐ No
Address: 12333 W. Olympic Blvd.	
City, State, Zip: Los Angeles, CA 90064	
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: 2,200	
Total # of full-time company employees in California: 1,400	

Company: SADA Systems	Priority Industry? ☒ Yes ☐ No
Address: 5250 Lankershim Blvd.	
City, State, Zip: North Hollywood, CA 91601	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 7	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 200	
Total # of full-time company employees in California: 200	

Company: Service Titan	Priority Industry? ☒ Yes ☐ No
Address: 801 N. Brand Blvd.	
City, State, Zip: Glendale, CA 91203	
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: 845	
Total # of full-time company employees in California: 713	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 11 of 14

ALPHABETIZE BY COMPANY NAME

Company: Southern California Edison Co.	Priority Industry? ☒ Yes ☐ No
Address: 2244 Walnut Grove Avenue	
City, State, Zip: Rosemead, CA 91770	
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: 13,358	
Total # of full-time company employees in California: 11,232	

Company: Syndeo dba Broadvoice	Priority Industry? ☒ Yes ☐ No
Address: 9221 Corbin Ave.	
City, State, Zip: Northridge, CA 91324	
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: 200	
Total # of full-time company employees in California: 119	

Company: Talent & Acquisition LLC dba Stand 8	Priority Industry? ☐ Yes ☒ No
Address: 100 W. Broadway. #650	
City, State, Zip: Long Beach, CA 90802	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 145	
Total # of full-time company employees in California: 145	

Company: Technicolor	Priority Industry? ☒ Yes ☐ No
Address: 4050 Lankershim	
City, State, Zip: North Hollywood, CA 91608	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 13,000	
Total # of full-time company employees in California: 1,503	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
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ALPHABETIZE BY COMPANY NAME

Company: Tech Verb	Priority Industry? ☒ Yes ☐ No
Address: 645 West 9th Street, Suite 110-377	
City, State, Zip: Los Angeles, CA 90015	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 9	
Total # of full-time company employees in California: 9	
Company: TBI Management Inc.	Priority Industry? ☐ Yes ☒ No
Address: 2627 North Hollywood Way	
City, State, Zip: Burbank, CA 91505	
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: 349	
Total # of full-time company employees in California: 349	
Company: Turn Around Communications	Priority Industry? ☒ Yes ☐ No
Address: 1325 Pico Street, Suite 101	
City, State, Zip: Corona, CA 92881	
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: 213	
Total # of full-time company employees in California: 20	
Company: Unitas	Priority Industry? ☒ Yes ☐ No
Address: 700 Flower Street	
City, State, Zip: Los Angeles, CA 90017	
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: 50	
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: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
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ALPHABETIZE BY COMPANY NAME

Company: Universal Music Group	Priority Industry? ☒ Yes ☐ No
Address: 21301 Burbank Blvd.	
City, State, Zip: Woodland Hills, CA 91367	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 8320	
Total # of full-time company employees in California: 5421	

Company: Veterinary Centers of America	Priority Industry? ☐ Yes ☒ No
Address: 12401 W. Olympic Blvd.	
City, State, Zip: Los Angeles, CA 90064	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 87	
Total # of full-time company employees in California: 87	

Company: Virgin Orbit	Priority Industry? ☒ Yes ☐ No
Address: 4022 E. Conant Street	
City, State, Zip: Long Beach, CA 90808	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 390	
Total # of full-time company employees in California: 200	

Company: Wesco Aircraft	Priority Industry? ☒ Yes ☐ No
Address: 27727 Avenue Scott	
City, State, Zip: Valencia, CA 91355	
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: 3,000	
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: Brand Consulting Group, LLC dba Brand College	CCG No.: ET22-0312
Reference No: 22-0405	Page 14 of 14

ALPHABETIZE BY COMPANY NAME

Company: Wescom Credit Union	Priority Industry? ☐ Yes ☒ No
Address: 123 S. Marengo	
City, State, Zip: Pasadena, CA 91101	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 800	
Total # of full-time company employees in California: 800	

Company: West Coast Catalog	Priority Industry? ☐ Yes ☒ No
Address: 1605 W. Olympic Blvd., Suite 600	
City, State, Zip: Los Angeles, CA 91005	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 2,279	
Total # of full-time company employees in California: 2,279	

Company: World Wide Technology	Priority Industry? ☒ Yes ☐ No
Address: 1165 W. Walnut Street	
City, State, Zip: Compton, CA 90220	
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: 4,350	
Total # of full-time company employees in California: 214	

Company: Yamaha Motor Corp USA	Priority Industry? ☒ Yes ☐ No
Address: 6555 Katella	
City, State, Zip: Cypress, CA 90630	
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: 52,664	
Total # of full-time company employees in California: 5,000	

Retrainee-Job Creation

Training Proposal for:

Emerald Sites Services, Inc.

Contract Number: ET22-0317

Panel Meeting of: May 25, 2022

ETP Regional Office: Sacramento **Analyst:** K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Veterans SB <100 Job Creation Initiative	Industry Sector(s):	Construction (C) Priority Industry: ☒Yes ☐No
Counties Served:	Sacramento	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 69	U.S.: 69	Worldwide: 69
Turnover Rate:	15%		
Managers/Supervisors: (% of total trainees)	8%		

FUNDING DETAIL

In-Kind Contribution
$101,042

Total ETP Funding
$97,750

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SB <100	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Literacy Skills, Mgmnt. Skills, OSHA 10/30	59	8-200 Weighted Avg: 45	0-30	$1,035	$21.57
2	Retrainee Priority Rate SB <100 Job Creation	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Literacy Skills, Mgmnt. Skills, OSHA 10/30	17	8-200 Weighted Avg: 70	0-30	$1,610	$17.64
3	Retrainee Priority Rate SB <100 Veterans	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Literacy Skills, Mgmnt. Skills, OSHA 10/30	9	8-200 Weighted Avg: 45	0-30	$1,035	$21.57

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

Minimum Wage by County: Job Numbers 1 & 3: $21.57 per hour for Sacramento County
Job Number 2 (Job Creation): $17.64 for Sacramento County

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

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

Up to $2.50 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 & 3; and up to $1.64 for Job Number 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 (Retrainee)		
Administrative Staff		2
		3
Consultant		2
		1
		1

Field Crew		21
		1
		1
Field Manager		7
		7
		5
Management		5
Shop Staff		1
		2
Job Number 2 (Job Creation)		
Administrative Staff		1
Consultant		1
Field Crew		10
		2
Field Manager		1
Management		1
Shop Staff		1
Job Number 3 (Veterans)		
Consultant		1
Field Crew		4
		1
Field Manager		1
Management		1
Shop Staff		1

INTRODUCTION

Founded in 2011 and located in Sacramento, Emerald Site Services, Inc. (ESS) (www.emeraldss.com) provides erosion control installation services and consulting services to land developers, general contractors and home developers throughout Northern and Central California. Training will be for its only location in Sacramento. This will be ESS' first ETP project.

Veterans Program

ESS actively recruits Veterans by word of mouth and will train nine Veterans (Job Number 3) under this proposal.

PROJECT DETAILS

To remain competitive as the housing market grows, ESS is implementing strategic corporate training initiatives. The Company has developed an onsite certification program on erosion control and hydro seeding to ensure safety standards are met. Training will focus on specialized

equipment including hydroseed sprayers, heavy sweepers and tanker trucks. Training will allow the Company to expand its training efforts to improve performance while remaining competitive.

ESS is also implementing a standardized system through its Enterprise Resource Planning software, Sage 100. This will allow the Company to organize work orders, track job costs and inventory control. Training will improve production operations and improve efficiencies.

Retrainee - Job Creation

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

With the current housing market, ESS is experiencing an increase in demand and will hire 17 new employees (Job Number 2) to meet these demands. The Company also anticipates acquiring two new companies within the next 2 years which will require training newly acquired employees on all processes. 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/Videoconferencing and Computer-Based Training (CBT) by in-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations and focus on improving customer service. Training topics include Customer Service, Interpersonal Communications and Creative Marketing.

Commercial Skills: Training will be offered to all occupations except Administrative Staff and focus on equipment operation. Training topics include Estimating, Hydroseeding and Storm Management.

Computer Skills: Training will be offered to all occupations and focus on the newly implemented standardized systems. Training topics include Sage 100 Contractor, Bluebeam and Projections.

Continuous Improvement: Training will be offered to all occupations and focus on improving workflow processes. Training topics include Change Management, Process Improvement and Systems Failure Analysis.

Hazardous Materials: Training will be offered to all occupations except Administrative Staff and will focus on handling hazardous materials. Training topics include Asbestos Removal and Hazardous Waste Cleaning.

Literacy Skills: Training will be offered to all occupations and focus on improving literacy skills. Training topics include Vocational English as a Second Language and Basic Math.

Management Skills: Training will be offered to Management and focus on improving leadership skills. Training topics include Decision Making, Effective Meetings for Leaders and Motivation.

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.

Computer-Based Training

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-30 hours of CBT.

Commitment to Training

ESS invests $50k annually on training efforts for its Sacramento location which includes orientation and basic 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 Safety Director and Director of Finance and Administration will be responsible for overseeing all training aspects of this project including scheduling training, tracking hours and roster collection. Additionally, the Company has hired a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

DEVELOPMENT SERVICES

Carrazco LLP, Innovative Tax Solutions in Sacramento assisted with development of this proposal for a flat fee of $9,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- 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
- Develop Employee Accountability
- Employee Coaching
- Employee Engagement
- Essential Skills for New Supervisor
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- 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

- Bonds
- Blueprint Reading
- Building Systems
- Change Order Negotiations
- Concrete Forming
- Confined Space
- Construction Contract Administration
- Construction Cost Awareness and Production
- Construction Job Site Logistics/Sequencing
- Construction Management

- Construction Methodologies (LEAN)
- Construction Quality Management (CQM)
- Construction Team Support
- Contract Documents and Construction Law
- Contractual Risk Transfer
- Crisis Management
- Engineering Theory/Planning/Design
- Environment Impact Planning
- Erosion Control
- Estimating
- Foreman's Advantage
- Forklift/Scissor Lift
- How to Complete a Work Authorization
- Hydroseeding
- Insurance
- Lien Law and Remedies
- Lock Out/Tag Out
- Managing Subcontractors
- Personal Protection Equipment
- Planning and Scheduling
- Product Knowledge
- Project Management
- Rigging and Signaling
- Sediment Control
- Site Maintenance
- Storm Management
- Street Sweeping
- Tank Construction
- Tract Acceptance
- Traffic Control
- Unit Cost Tracking
- Work Order Processing

COMPUTER SKILLS

- Adobe Creative Software
- Bluebeam
- Drone GPS
- Intermediate and Advanced Microsoft Office
- Projections
- Sage 100 Contractor
- Social – Linked in
- Timesheet Software
- Website Maintenance

CONTINUOUS IMPROVEMENT

- Change Management
- Coaching Procedures
- Communication Skills
- Creating a Quality Organization
- Cross Training

- Decision Making
- Effective Meetings for Leaders
- How to Coach and Mentor
- Leadership
- Meeting Management
- Process Improvement
- Production Operations/Workflow
- Production Scheduling
- Project Management
- Supervisor Skills
- Systems Failure Analysis
- Team Building
- Time Management
- Visual Controls

HAZARDOUS MATERIALS

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

LITERACY SKILLS

- Vocational English as a Second Language:
- Vocational English
- Basic Math

MANAGEMENT SKILLS (Managers Only)

- Administration
- Coaching Procedures
- Decision Making
- Effective Meetings for Leaders
- Finance for Technical Managers
- Leadership
- Motivation
- Supervisor Skills
- Teambuilding

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)

CBT Hours

0-30 Trainees may receive any of the following:

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 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)

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

Training Proposal for:

Gnomon

Contract Number: ET22-0306

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** L. Vuong

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100	Industry Sector(s):	MEC (H) Multimedia/Entertainment (51+) Priority Industry: ☒ Yes ☐ No
Counties Served:	Statewide	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
$303,600		$21,000 8%		$324,600

In-Kind Contribution:	50% of Total ETP Funding Required	$814,200

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	Computer Skills	600	8-200	0	$541	$22.00
				Weighted Avg: 22			

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

Minimum Wage by County: $23.53 per hour for Alameda, Marin, San Mateo, Santa Clara and San Francisco counties; $23.30 per hour for Contra Costa County; $21.73 per hour for Los Angeles County; and $21.57 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 $1.53 per hour meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Motion Pictures Artist & Technician		75
		390
Motion Pictures Support Staff		10
		45
Manager & Supervisor		80

INTRODUCTION

Founded in 1997 and headquartered in Hollywood, Gnomon, (www.gnomon.edu), is an accredited training institution that specializes in artistic and technical training for careers in the visual effects, animation and games industries. Courses focus on advanced technology 3D design, modeling and animation, visual effects, graphics, games engineering, compositing, and software skills training for the film, television, animation, video games and themed entertainment industries. Employers participating in training include video game production studios and developers, film and television productions studios, post-production and compositing facilities, visual effects companies, pre-visualization companies, themed entertainment design firms, film and television marketing and promotion companies and animation studios.

Veterans Program

Although there will be no Veterans training component in this proposal, participating employers actively hire Veterans and are included in the trainee population.

PROJECT DETAILS

This will be Gnomon's third ETP Contract, and the second within the last five years. In recent years, the entertainment industry had to adjust business practices due to the COVID-19 pandemic. Today, the entertainment industry is continually facing technological changes. The present state now involves more streaming-oriented short productions (episodic dramas, comedies, animation) and ever-changing innovations of production delivery. Most productions are created by companies such as HBO, Showtime, Netflix, Amazon, Hulu and Google. These companies are more compact, flexible and offer web streaming to attract more audiences. Many of these companies are web-based and include the use of internet and mobile media delivery systems to provide consumer content. As such, most productions now have shorter production times and are often developed, shot and assembled at multiple locations.

Video games are also becoming more cinematic and complex; some with virtual reality technology (also referred to as immersive media). These new technologies are becoming an increasingly important source of entertainment, bringing new standards and complexities to production. Video game developers are also in fierce competition to deliver new games quickly for an ever-evolving industry hinging on the latest graphics and technology and the pace to thrive in an extremely competitive industry.

To remain competitive, participating employers must update employee skills to keep up with new technology and establish new ways to operate. ETP-funded training will help provide participating employers the opportunity to sustain their competitiveness, upgrade the skills of their workforce, create new job opportunities, increase wages and job security, remain current with rapidly changing technology, and adapt to the new business environment resulting from the COVID-19 pandemic. Training will equip workers with the most marketable skills available in a highly competitive and technically sophisticated industry. Gnomon recently invested approximately $150,000 in new computer-based software and hardware equipment. Gnomon's focus is providing opportunities to companies that do not have the resources to provide needed training to their employees to bring innovative processes and new technology to its workforce.

Employer Demand

The core group of participating employers consist of 11 large and 19 small businesses, which represents 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. Gnomon anticipates 80% of training will be conducted at its facility in Hollywood, and the remainder 20% will be at participating employer locations.

Gnomon relies on comprehensive training needs assessment with each participating employer to identify critical needs and ensure training is consistent with each employer's strategic plan and goals. Gnomon conducted surveys and interviews with a number of entertainment industry companies to determine both short and long-term training needs of their workforce. Meetings with eligible employers and assessments of software upgrades, emerging and advancing technologies, and individual project needs contributed to the curriculum development for advanced digital arts and highly advanced visual effects training. Gnomon will assess the effectiveness of the training by using course evaluations completed by each trainee and feedback from participating employers to ensure that the training met their training goals.

Training Plan

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

Computer Skills: Training will be offered to all occupations. Gnomon will train employees in various occupations of video game production, animation, computer graphics, digital television, feature film production, visual effects and post-production focusing specifically on digital art and technology as it relates to games creation, themed entertainment, character design and animation, motion capture, green/bluescreen technology, VR/AR emerging technology, digital storyboarding, lighting, graphics, and special effects. The completion of this highly technical, specialized, and customized training will increase trainee skills and make them more employable in the entertainment industry.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

Retention Modification

Under standard Panel retention requirements, trainees must be employed with one employer at least 35 hours a week for at least 90 days. However, these are employees in the entertainment industry hired for short-term jobs; therefore, retention may also be satisfied by employment of at least 500 hours within a six-month period, with more than one employer.

Commitment to Training

Most of the participating employers lack the resources and funding to conduct formal and structured training, especially small companies. ETP funds will not displace the existing financial commitment to training of participating employers. Mandatory sexual harassment prevention will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

Training will begin upon Panel approval. The Outreach and Development Manager and nine internal staff will oversee all training and administrative responsibilities including marketing, recruitment, assessment, scheduling training, recording and tracking, verifying training and retention completion, Learning Management System (LMS) tracking and ensuring compliance with all ETP requirements.

Marketing and Support Costs

Gnomon markets its training to employers via informational meetings and seminars, onsite special events and open houses, conferences, trade magazine advertising, posters, and mailing brochures, as well as the internet and e-mail. Gnomon requests, and staff supports, 8% support for employer recruitment and needs assessment activities that will continue throughout the contract term.

Trainer Qualifications

Training will be delivered by in-house experts with a minimum of three years direct industry experience in production. Trainers possess various software certifications. Gnomon hires faculty instructors for all courses.

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). Gnomon is eligible as a BPPE licensure valid until May 1, 2023.

Tuition Reimbursement

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

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned $ %
ET20-0150	Statewide	11/04/2019 – 11/03/2021	$206,500	$206,500 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

Trainees may receive any of the following:

COMPUTER SKILLS

- 3D Modeling
- Character Design and Development
- Compositing and Visual Effects
- Computer Animation
- Digital Drawing and Illustration
- Environment Design
- Game Design
- Postproduction
- Production Design
- Story Development
- Virtual Production and Visualization

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

RETRAINEE-JOB CREATION

Training Proposal for:

Key Code Media, Inc.

Contract Number: ET22-0308

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** J. Romero

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate	Industry Sector(s):	MEC (H) Multimedia/Entertainment (51+) Priority Industry: ☒ Yes ☐ No
Counties Served:	Los Angeles, Orange, San Francisco	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
$94,300		$6,480 8%		$100,780

In-Kind Contribution:	50% of Total ETP Funding Required	$158,758

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	200	8.200	0	$467	$21.57
				Weighted Avg: 19			
2	Retrainee Job Creation Initiative	Computer Skills	30	8-200	0	$246	$17.81
				Weighted Avg: 10			

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

Minimum Wage by County: Job Number 1: $23.53 per hour in San Francisco County; $21.73 per hour in Los Angeles County; and $21.57 per hour in Orange County
Job Number 2: $19.61 per hour in San Francisco County; $18.11 per hour in Los Angeles County; and $17.81 per hour in Orange County

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

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

Participating employers may use up to $2.50 per hour in (Job 1); and up to $0.61 per hour in (Job 2) in health benefits to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Editor		16
		17
Engineer		15
		18
Audio Technician		13
		20
Post Production Staff		10
		23
Storage Technician		15
		18
Effects Artist		17
		18
Job Number 2		
Editor		2
		3

Engineer		2
		3
Audio Technician		2
		3
Post Production Staff		2
		3
Storage Technician		2
		3
Effects Artist		2
		3

INTRODUCTION

Founded in 2001, Key Code Media, Inc. (KCM) (www.keycodemedia.com) designs, integrates, trains, and supports broadcast, post production, and media automation solutions. Its customer base is nationwide which includes entertainment, sports, government, education, reality television, pro audio, and a majority of the U.S. Fortune 100 corporations. KCM specializes in advanced storage, visual effects, color, editing computer systems, and digital cameras.

Headquartered in Burbank, KCM has offices in Irvine, San Francisco, Chicago, Seattle, Detroit, and New York. In 2016, KCM opened its training facilities in Burbank, San Francisco, and Irvine engineered to merge the latest advances in digital projection and sound design with the latest hardware and software technology. For over a decade, KCM has been providing educational presentations to the Producers Guild of America, Motion Editor Pictures Guild, Visual FX Society, and local high schools and colleges such as Glendale High School and Loyola Marymount University.

Veterans Program

Although there will be no Veterans training component in this proposal, participating employers actively hire Veterans and Veterans are included in the trainee population.

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). KCM is eligible as a training agency based on BPPE licensure valid from March 14, 2018 until March 14, 2023.

PROJECT DETAILS

KCM aims to shape entertainment professionals by fostering an educational experience rooted in collaboration and innovation in line with the trend of the Film and Television industry's move from traditional broadcast delivery to streaming while also virtualizing computer environments and transitioning to cloud-based workflows. KCM seeks to inspire students in a project-oriented learning environment designed to allow individuals to bring creative ideas to be realized under the mentorship of industry professionals.

KCM allows entertainment professionals to embrace the rapidly changing technological landscape that shapes the future of entertainment by equipping them with the latest training in

technology to solve problems and deliver ideas with integrity using available social and digital platforms.

In the previous ETP Contract, KCM provided training to major companies such as ABC, Sony and Viacom for their employees who are just starting out in the industry and needed training to move up in their respective companies. Furthermore, their seasoned professionals also availed classes at KCM to stay relevant with new programs and hardware. The proposed training will allow participating employers to remain current with software, hardware, and workflow changes while also facilitating the ability to cross-train employees.

Core Group

Inclusive in KCM's Core Group of employers are small businesses and large businesses in the multimedia/entertainment industry. KCM seeks to increase Small Business visibility within key industry sectors that could benefit from ETP funding for customized Computer Skills training to Small Businesses and their employees. To better connect with this segment of the business community, KCM is increasing Small Business engagement, support, and outreach through workforce organizations across the state to provide solutions for the workforce challenges they face. Approximately 68% of KCM's core group of participating employers comprise of small businesses and will take up to 64% of training of the total funding.

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.

KCM will train 30 new employees (Job Number 2), newly hired by their participating employers. 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. These trainees need advanced skills to get ahead of the technology curve in an intensely competitive marketplace. Participating employers must have a technical workforce skilled to manage its platform and develop the best solutions and experiences for its users. Industry programs like Avid, Adobe, and Blackmagic publishes constant updates to their software and hardware and many positions require certification. KCE provides up-to-date courseware and job-specific training and certification for these occupations.

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

  KCM's Chief Academic Officer will oversee the implementation and administration of this project together with KCM's Education Manager and will be assisted by two internal staff assigned to coordinate marketing, recruitment, class scheduling, and rosters to ensure that project administration adheres to ETP requirements.

Approximately 15% of training will be conducted at participating employers' worksites statewide and KCM instructors will collect and forward all training documentation to its corporate headquarters in Burbank. Approximately 85% of training will be center-based at KCM facilities in Burbank, Irvine, and San Francisco.

Marketing and Support Costs

With years of experience in the entertainment industry, KCM has accumulated a large client database which they use to market their training program. KCM also receives referrals by word-of-mouth as well as from its website, social media, events, seminars, and conventions. As an Avid Certified Learning Partner Center, KCM receives business referrals from key partners. KCM is requesting 8% support costs to cover the cost of recruiting additional employers and assessing employer-specific job training requirements. Employer recruitment and assessment activities will continue throughout the contract term.

Trainer Qualifications

Training will be provided by KCM faculty who have advanced educational degrees and/or are certified to teach the software/systems outlined in the curriculum. These instructors have an average of 10 years of experience in the entertainment industry.

Tuition Reimbursement

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

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 $ %
ET20-0122	Burbank	09/03/19 – 09/02/21	$199,136	$100,227 (50%)

Due to the effects of the COVID19 pandemic which occurred within the term of the Contract, the project only achieved 50% performance. The film industry went through almost a full stop in production during the pandemic which resulted in massive company lay-offs. With the recent ease of restrictions, the film industry has steadily engaged back to normal operation and production resulting in rehiring employees and refreshing the skills of incumbent workers. For this Contract, KCM will offer various courses from its propriety classes built by industry professionals, to vendor-certified training curriculum created for job-specific programs that will allow employees to upgrade their skills faster and effectively.

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:

Computer Skills

- MC100 Avid Media Composer Principles
- MC101 Avid Media Composer Fundamentals I
- MC110 Avid Media Composer Fundamentals II
- MC201 Avid Media Composer Professional Editing I
- MC210 Avid Media Composer Professional Editing II
- AC101 Adobe Character Animator I
- AD202 Adobe Video and Motion Dynamics
- AE100 Adobe After Effects Principles
- AE101 Adobe After Effects I
- AE101 Adobe After Effects II
- AE101 Adobe After Effects III
- PR101 Adobe Premiere Pro I
- PR201 Adobe Premiere Pro II
- PR250 Adobe Premiere Pro for Experienced Editors
- PS101 Adobe Photoshop I
- PS201 Adobe Photoshop II
- PS301 Adobe Photoshop III
- FC101 Final Cut Pro X Fundamentals I
- PT101 Pro Tools Fundamentals I
- PT110 Pro Tools Fundamentals II
- PT301 Pro Tools S6 Mixing Technique Essentials
- PT100 ACSR Pro Tools System Support Certification
- ED201M Assistant Editor Essentials
- ED201P, ED201R Adobe Premiere and Da Vinci Resolve
- ED320 Shortform Editorial Essentials
- ED323 Documentary Essentials
- ED325 Conforming Essentials
- ED327 Audio For Promos in Avid Media Composer
- MC400 ACSR Avid Media Composer System Support Certification
- MC410 ACSR Avid Media Composer System Support Recertification
- NX423 ACSR Avid ISIS/NEXIS System Support Certification
- NX440 ACSR Avid ISIS/NEXIS Support Recertification
- DR101 DaVinci Resolve Essentials
- DR201 DaVinci Resolve Editing and Finishing
- DR210 DaVinci Resolve Advanced Color Grading
- DR220 DaVinci Resolve Fairlight Audio
- DR230 DaVinci Resolve Advanced Color Grading
- SM101 Social Media Marketing: An Intro to Video-Based Content
- PC101 Post Coordinator Essentials
- AS101 Aesthetics: Intro to Storytelling
- AS201 Aesthetics: Advanced Storytelling
- FA400 Facilis TerraBlock System Support Certification

- AD400 Adobe Engineering and Advanced Operations
- DR400 Blackmagic DaVinci Resolve Engineering and Advanced Operations
- SN400 SNS System Support Certification
- AD400 Advanced Technology
- AU101 Audio Recording Fundamentals
- AU102 Songwriting and Music Production Fundamentals
- AU103 Podcast Production Fundamentals
- AU104 Commercial Audio Production Fundamentals
- AD200 Advanced Technology Fundamentals
- AD300 Advanced Technology Fundamentals II
- AD400 Advanced Technology Solutions

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: Key Code Media, Inc.	CCG No.: ET22-0308
Reference No: 22-0420	Page 1 of 7

ALPHABETIZE BY COMPANY NAME

Company: ADVANCED DIGITAL SERVICES	Priority Industry? ☒ Yes ☐ No
Address: 3575 CAHUENGA	
City, State, Zip: LOS ANGELES, CA 90068	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 150	
Total # of full-time company employees in California: 80	

Company: AMERICAN BROADCASTING COMPANIES INC DBA DISNEY/ABC	Priority Industry? ☒ Yes ☐ No
Address: 4151 PROSPECT AVE.	
City, State, Zip: LOS ANGELES CA 90027	
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: 100,000+	
Total # of full-time company employees in California: 200	

Company: AMERICAN FILM INSTITUTE DBA AFI	Priority Industry? ☒ Yes ☐ No
Address: 202 N WESTERN AVE.	
City, State, Zip: LOS ANGELES, CA 91506	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 7	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 200	
Total # of full-time company employees in California: 150	

Company: ATLAS DIGITAL	Priority Industry? ☒ Yes ☐ No
Address: 170 FLOWER ST.	
City, State, Zip: BURBANK, CA 91502	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 14	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 44	
Total # of full-time company employees in California: 44	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Key Code Media, Inc. | CCG No.: ET22-0308

Company: BIG PICTURE ENTERTAINMENT LLC	Priority Industry? ☒ Yes ☐ No
Address: 1880 CENTURY PARK E, STE 1600	
City, State, Zip: LOS ANGELES, CA 90067	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 7	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	

Company: BLUE PRINT POST	Priority Industry? ☒ Yes ☐ No
Address: 4146 LANKERSHIM BLVD., STE 300	
City, State, Zip: TOLUCA LAKE, CA 91602	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 9	
Total # of full-time company employees in California: 9	

Company: CAST & CREW PRODUCTIONS LLC PEO VIACOM	Priority Industry? ☒ Yes ☐ No
Address: 1575 N. GOWER ST.	
City, State, Zip: LOS ANGELES, CA 91423	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 300	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 15,000	
Total # of full-time company employees in California: 8,000	

Company: CATALYST POST SERVICES	Priority Industry? ☒ Yes ☐ No
Address: 3029 W BURBANK BLVD.	
City, State, Zip: BURBANK, CA 91505	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 20	

ALPHABETIZE BY COMPANY NAME

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Key Code Media, Inc. | CCG No.: ET22-0308

Company: CORDAY PRODUCTIONS	Priority Industry? ☒ Yes ☐ No
Address: 3400 OLIVE ST., STE. 170	
City, State, Zip: BURBANK, CA 91505	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 130	
Total # of full-time company employees in California: 102	

Company: DIGITAL FILM TREE	Priority Industry? ☒ Yes ☐ No
Address: 3475 CAHUENGA BLVD.	
City, State, Zip: LOS ANGELES, CA 90068	
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: 38	
Total # of full-time company employees in California: 38	

Company: FORMOSA GROUP LLC DBA PICTURE HEAD LLC	Priority Industry? ☒ Yes ☐ No
Address: 1132 VINE ST.	
City, State, Zip: HOLLYWOOD, CA 90038	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 200	
Total # of full-time company employees in California: 200	

Company: HECHO STUDIOS LLC	Priority Industry? ☒ Yes ☐ No
Address: 12105 W BLUFF CREEK DR.	
City, State, Zip: PLAYA VISTA, CA 90094	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 49	
Total # of full-time company employees in California: 47	

ALPHABETIZE BY COMPANY NAME

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Key Code Media, Inc.	CCG No.: ET22-0308
Reference No: 22-0420	Page 4 of 7

Company: HISPANIC MINISTRY CENTER AND KIDWORKS	Priority Industry? ☒ Yes ☐ No
Address: 2321 E 4TH ST. STE. C 607	
City, State, Zip: SANTA ANA, CA 92705	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 20	

Company: HULA MEDIA SERVICES	Priority Industry? ☒ Yes ☐ No
Address: 1111 S VICTORY BLVD.	
City, State, Zip: BURBANK, CA 91502	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 35	
Total # of full-time company employees in California: 35	

Company: IGNITION CREATIVE LLC	Priority Industry? ☒ Yes ☐ No
Address: 1201 W 5TH ST., STE. T1100	
City, State, Zip: LOS ANGELES, CA 90017	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 30	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 130	
Total # of full-time company employees in California: 90	

Company: KEY CODE MEDIA, INC	Priority Industry? ☒ Yes ☐ No
Address: 270 FLOWER ST.	
City, State, Zip: BURBANK, CA 91502	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 200	
Total # of full-time company employees in California: 80	

ALPHABETIZE BY COMPANY NAME

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Key Code Media, Inc.	CCG No.: ET22-0308
Reference No: 22-0420	Page 5 of 7

Company: LEGENDARY ENTERTAINMENT	Priority Industry? ☒ Yes ☐ No
Address: 2900 W. ALAMEDA AVE.	
City, State, Zip: BURBANK, CA 91505	
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: 394	
Total # of full-time company employees in California: 230	

Company: MANGO NEW EDIT	Priority Industry? ☒ Yes ☐ No
Address: 1641 MARIA ST.	
City, State, Zip: BURBANK, CA 91504	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 10	
Total # of full-time company employees in California: 10	

Company: MAX POST	Priority Industry? ☒ Yes ☐ No
Address: 308 W VERDUGO AVE.	
City, State, Zip: BURBANK, CA 91502	
Collective Bargaining Agreement(s): NO	
Estimated # of employees to be retrained under this Contract: 10	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 30	
Total # of full-time company employees in California: 30	

Company: MTI FILM	Priority Industry? ☒ Yes ☐ No
Address: 1016 SYCAMORE AVE.	
City, State, Zip: LOS ANGELES, CA 90038	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 59	
Total # of full-time company employees in California: 59	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Key Code Media, Inc.	CCG No.: ET22-0308
Reference No: 22-0420	Page 6 of 7

ALPHABETIZE BY COMPANY NAME

Company: NEW WAVE ENTERTAINMENT INC	Priority Industry? ☒ Yes ☐ No
Address: 2660 W. OLIVE BLVD.	
City, State, Zip: BURBANK, CA 91505	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 30	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 131	
Total # of full-time company employees in California: 131	

Company: PACIFIC POST RENTALS INC	Priority Industry? ☒ Yes ☐ No
Address: 4142 LANKERSHIM BLVD.	
City, State, Zip: NORTH HOLLYWOOD, CA 91602	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 10	
Total # of full-time company employees in California: 10	

Company: PENSKE MEDIA CORP	Priority Industry? ☒ Yes ☐ No
Address: 11175 SANTA MONICA BLVD.	
City, State, Zip: LOS ANGELES, CA 90025	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 387	
Total # of full-time company employees in California: 385	

Company: PIVOTAL POST	Priority Industry? ☒ Yes ☐ No
Address: 1721 VICTORY BLVD.	
City, State, Zip: GLENDALE, CA 91201	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 12	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 29	
Total # of full-time company employees in California: 25	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Key Code Media, Inc.	CCG No.: ET22-0308
Reference No: 22-0420	Page 7 of 7

ALPHABETIZE BY COMPANY NAME

Company: ROUNDABOUT ENTERTAINMENT	Priority Industry? ☒ Yes ☐ No
Address: 217 S LAKE ST.	
City, State, Zip: BURBANK, CA 91502	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 136	
Total # of full-time company employees in California: 135	

Company: SHED MEDIA US INC	Priority Industry? ☒ Yes ☐ No
Address: 3800 BARHAM BLVD.	
City, State, Zip: LOS ANGELES, CA 90068	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 9	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 75	
Total # of full-time company employees in California: 68	

Company: SONY STUDIO PAYROLL SERVICES INC	Priority Industry? ☒ Yes ☐ No
Address: 600 CORPORATE POINTE STE. 3638	
City, State, Zip: CULVER CITY, CA 90230	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 20	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 8,245	
Total # of full-time company employees in California: 8,655	

Company: THE AFRICA CHANNEL INC	Priority Industry? ☒ Yes ☐ No
Address: 5200 LANKERSHIM BLVD. STE. 750	
City, State, Zip: NORTH HOLLYWOOD, CA 91601	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 21	
Total # of full-time company employees in California: 21	

Retrainee-Job Creation

Training Proposal for:

Lund Construction Co.

Contract Number: ET22-0311

Panel Meeting of: May 25, 2022

ETP Regional Office: Sacramento **Analyst:** J. Dongallo

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative Veterans	Industry Sector(s):	Construction (C) Priority Industry: ☒Yes ☐No
Counties Served:	Sacramento	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☒ Yes ☐ No Operating Engineers Local Union No. 3; Laborers' Training and Retraining Trust Fund for Northern California		

Number of Employees in:	CA: 139	U.S.: 139	Worldwide: 139
Turnover Rate:	10%		
Managers/Supervisors: (% of total trainees)	4%		

FUNDING DETAIL

In-Kind Contribution
$258,192

Total ETP Funding
$123,280

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 Improvement, Hazardous Materials, OSHA 10/30, PL - Commercial Skills	107	8-200	0	$920	$21.57
				Weighted Avg: 40			
2	Retrainee Priority Rate Job Creation Initiative	Business Skills, Computer Skills, Commercial Skills, Continuous Improvement, Hazardous Materials, OSHA 10/30, PL - Commercial Skills	20	8-200	0	$920	$18.00
				Weighted Avg: 40			
3	Retrainee Priority Rate Veterans	Business Skills, Computer Skills, Commercial Skills, Continuous Improvement, Hazardous Materials, OSHA 10/30, PL - Commercial Skills	7	8-200	0	$920	$25.01
				Weighted Avg: 40			

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

Minimum Wage by County: Job Numbers 1 and 3 (Retrainee and Veterans): $21.57 per hour for Sacramento County; **Job Number 2 (Job Creation):** $17.64 per hour for Sacramento County

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

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

Up to $2.07 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		2
		1
		3

Operations		10
Journeyman Laborers		38
Journeyman Operators		32
Foreman		12
Equipment		2
		1
		2
Estimators		4
Job Number 2 – Job Creation		
Administrative Staff		1
Operations		2
Journeyman Laborers		3
		4
Journeyman Operators		5
Foreman		3
Equipment		1
Estimators		1
Job Number 3 – Retrainee/Veterans		
Administrative Staff		1
Operations		1
Journeyman Laborers		1
Journeyman Operators		2
Foreman		1
Estimators		1

INTRODUCTION

Founded in 1958 and headquartered in Sacramento, Lund Construction Co. (Lund Construction) (https://www.lundconst.com/) is a construction company that specializes in pre-construction services, earthwork, underground utilities and maintenance and emergency repairs throughout Northern California. The Company provides its services to home developers and public agencies. Training will be delivered at Lund Construction's location in Sacramento. This will be Lund Construction's first ETP Contract.

Veterans Program

Lund Construction actively recruits and hires Veterans. Under this training proposal, the Company will train seven Veteran trainees (Job Number 3).

Union Support

Journeyman Laborers, Journeyman Operators and Foreman are represented by Operating Engineers Local Union No. 3 and Laborers' Training and Retraining Trust Fund for Northern California. Union letters of support are on file.

PROJECT DETAILS

As a result of a growing construction industry in the past couple years, Lund Construction has been receiving public works contracts in addition to consistent private subdivision residential agreements. The Company plans to deal with the increased workload by training 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 to ensure its clients will receive the highest quality service. Training in Compliance with Customer Safety Programs, Directional Drilling, Excavating, Joint Fusions and Equipment Maintenance/Repair will allow Lund Construction to increase staff's knowledge, project efficiency and work quality. All field employees must learn these processes, systems and equipment to allow for market growth, as well as, exceed customer expectations.

In addition, the Company uses numerous software systems, such as, Equipment 360 Heavy Construction System Specialists (HCSS), Financial Management System, Heavy Job HCSS and Telematics (GPS). These systems include a construction management platform, an estimating software, and an accounting software. Training in these software systems will ensure staff has the tools to complete the ongoing workload related to internal and external business processes.

Additionally, Lund Construction remains committed to creating promotional growth opportunities for its labor force and has created various structured training plans focused on increasing skill sets and creating a positive working environment to encourage retention and promotion. Training in Communication Styles, Customer Relationship Management, Financial Analysis and Project Management and Methodology will give trainees transferable skills while promoting the Company's culture.

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.

Lund Construction has grown at a rapid pace and is expanding their services into new markets, such as public works. Primarily the Company worked with home developers, but with this expansion to the public sector, they have been receiving more bids and contracts in the local area. As a result, the Company will hire 20 new employees (Job Number 2). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Training Plan

Training will be delivered via Class/Lab, E-Learning, Video Conferencing and Productive Lab by in-house experts and vendors as needed in the following:

Business Skills: Training will be provided to all occupations in administrative efficiency and will provide staff with the skills to operate the business effectively. Training topics include Business Fundamentals, Cost Control, Financial Analysis, Leadership, and Project Management and Methodology.

Computer Skills: Training will be provided to all occupations and will focus on all software and upgraded systems. Training will improve overall processes and productivity. Training topics include Crystal Reports, Equipment 360 HCSS, SQL Server (Management Studio) and GPS.

Commercial Skills: Training will be offered to all staff, except Administrative Staff, to increase knowledge of construction related practices. Training topics include Asphalt Grinding, Directional Drilling, Estimating, Forklift, Paving, Joint Fusions (Heat Iron Butt, Saddle, Socket), Trenching and Work Order Processing.

Continuous Improvement Training will be offered to all staff. Training will cover all aspects of quality improvement and customer relations. Topics include Change Management, Communication Skills, Decision Making, Production Scheduling, Process Improvement, Root Cause Analysis and Quality Measurement Systems.

Hazardous Materials Skills: Training will be provided to all occupations. Staff will receive the skills necessary to ensure a safe work environment while working with dangerous materials. Training topics include Asbestos Removal and Hazardous Materials Handling.

Certified Safety Training

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

Productive Laboratory (PL)

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

Lund Construction will train Journeyman Laborers, Journeyman Operators and Foreman in PL-Commercial Skills. PL will allow trainees to perform their duties while being able to safely develop their skills. Trainees will receive hands-on training specific to PG&E's new Operator Qualifications protocols such as Install Pipe in Bore, Installation of pipe, backfill, and compacting, various types of Heat Iron Socket Fusion, various types of Heat Iron Saddle Fusion, various types of Heat Iron Butt Fusion, various types of Electrofusion, and various types of Mechanical Fitting. In addition to the protocols, the Company is adding more equipment, such as, a larger paver, more hydrovacuums and skid steers that will require hands on specific training. PL training will supplement the courses listed in class/lab training.

Training will be under constant supervision with a 1:1 trainer-to-trainee ratio. Production is expected to be lower as during PL as the trainer will coach and mentor the trainees. This will be done to ensure the highest quality of work is done. PL will be capped at 100 hours per trainee.

Commitment to Training

Lund Construction's annual training budget is approximately $80,000 per facility for safety and employee improvement. The Company is committed to improving performance and knowledge for all employees. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

Lund Construction has a structured training plan in place and is ready to start training upon project approval. The Controller will oversee project administration along with another Controller and

Resource Manager, who will handle training rosters and tracking performance. A third party administrator will assist with the implementation, compliance, reporting and reimbursements for the contract. Training will be provided by in-house experts and vendors as needed.

Alternative Recordkeeping

The Company will use an ETP approved alternative recordkeeping process for this project.

DEVELOPMENT SERVICES

Carrazco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of $12,300.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning/Video Conferencing Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

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

COMPUTER SKILLS

- Crystal Reports
- Equipment 360 Heavy Construction Systems Specialists (HCSS)
- Financial Management System (Vista by Viewpoint)
- Heavy Bid HCSS
- Heavy Job HCSS
- SQL Server (Management Studio)
- Telematics (GPS)

COMMERCIAL SKILLS

- Asphalt Grinding
- Change Order Management
- Compliance with Customer Safety Programs
- Compliance with Underground Service Alert (USA) Requirements
- Confined Space Work Requirements
- Directional Drilling
- Equipment Maintenance/Repair
- Estimating
- Excavating
- Forklift
- How to Deal With Public (Public relations)
- Joint Fusions (Heat Iron Butt, Saddle, Socket)
- Obtaining and Processing Permits
- Offsite Spoils Disposal
- Onsite Spoils Management
- Paving
- Potholing Operations
- Power Tools
- Production Reporting
- Project Documentation
- Proper Rigging of Equipment (Transportation)
- Purchasing Procedures
- Resource Scheduling
- Traffic Control and Flagging Operations
- Trenching
- USA Ticket Management
- Work Order Processing
- Work Orders

CONTINUOUS IMPROVEMENT

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

- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Time Management
- Visual Controls

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

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

Safety Training is capped at 10% of a trainee's total training hours
(This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER)

Productive Lab Hours
0-100

COMMERCIAL SKILLS (1:1 trainer-to-trainee ratio)
- Asphalt Grinding
- Directional Drilling
- Equipment Maintenance/Repair
- Excavating
- Forklift
- Hand Tools
- Joint Fusions (Heat Iron Butt, Saddle, Socket)
- Offsite Spoils Disposal
- Onsite Spoils Management
- Paving
- Power Tools
- Proper Rigging of Equipment (Transportation)
- Potholing Operations
- Traffic Control and Flagging Operations
- Trenching
- Work Orders

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

OPERATING ENGINEERS LOCAL UNION NO. 3

3920 LENNANE DRIVE, SACRAMENTO, CA 95834 • (916) 993-2055 • FAX (916) 419-3491

Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands

September 27, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Lund Construction Co. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 60 Current Employees and potentially up to 95 new hires (over the next 2 years) in Journeyman Operators and Foreman

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,

John Rector

District Representative – D80 Sacramento

Laborers' Training and Retraining Trust Fund for Northern California
1001 Westside Drive, San Ramon, CA 94583-4098 • Telephone: (925) 828-2513

September 23, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Lund Construction Co. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 79 Current Employees and potentially up to 109 new hires (over the next 2 years) in Journeyman Laborers and Foreman

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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

Retrainee-Job Creation

Training Proposal for:

Martin Brothers Construction

Contract Number: ET22-0319

Panel Meeting of: May 25, 2022

ETP Regional Office: Sacramento **Analyst:** A. Reyes

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative SB <100	Industry Sector(s):	Construction (C) Priority Industry: ☒Yes ☐No
Counties Served:	Sacramento	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☒ Yes ☐ No Operating Engineers Local Union No. 3; Laborers' Training and Retraining Trust Fund for Northern California		

Number of Employees in:	CA: 79	U.S.: 80	Worldwide: 80
Turnover Rate:	15%		
Managers/Supervisors: (% of total trainees)	8%		

FUNDING DETAIL

In-Kind Contribution
$185,616

Total ETP Funding
$96,370

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 Priority Rate	Business Skills, Commercial Skills, Computer Skills, Continuous Improvement Skills, Hazardous Materials Skills, Hazwoper, OSHA 10/30, PL-Commercial Skills	71	8-200 Weighted Avg: 40	0	$920	$21.57
2	Retrainee Job Creation SB<100 Priority Rate	Business Skills, Commercial Skills, Computer Skills, Continuous Improvement Skills, Hazardous Materials Skills, Hazwoper, OSHA 10/30, PL-Commercial Skills	30	8-200 Weighted Avg: 45	0	$1,035	$18.00

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

Minimum Wage by County: Job Number 1 (Retrainee): $21.57 per hour in Sacramento County; **Job Number 2 (Job Creation)**: $17.64 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 $2.47 per hour may be used to meet the Post-Retention Wage for trainees for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 (Retrainee)		
Estimators		2
Foreman		8
Journeyman Laborers		15
Journeyman Operators		18
Office Staff		1
		8
Project Engineer/Project Manager		2
		8

Shop Staff		2
		7
Job Number 2 (Job Creation)		
Estimators		1
Foreman		3
Journeyman Laborers		11
Journeyman Operators		9
Office Staff		1
		1
Project Engineer/Project Manager		1
		1
Shop Staff		1
		1

INTRODUCTION

Founded In 1996 and headquartered in Sacramento, Martin Brothers Construction (Martin Bros.) (www.martinbrothers.net) is a general contractor company that provides a broad spectrum of services for major commercial, industrial, and residential developments in the Greater Sacramento area. Services include Design Build Heavy Civil Construction, Roadway Construction and Maintenance, General Construction, and Facilities and Maintenance Services. Training will be delivered at its location in Sacramento. This will be Martin Bros.' first ETP Contract.

Veterans Program

Although there is no Veteran component to this project, the Company seeks ways to proactively hire veterans.

Union Support

Foreman, Journeyman Laborers, and Journeyman Operators are represented by Operating Engineers Local Union No. 3, and Laborers' Training and Retraining Trust Fund for Northern California. The unions have submitted letters of support for this training project.

PROJECT DETAILS

In this proposal, Martin Bros. will focus training on improving the skills of its current and newly hired staff. Currently the Company is in the midst of a labor shortage and noticed that many of the new employees have skill gaps or are unskilled. Martin Bros must provide training in order to ensure these employees are able to meet the high quality standards the Company expects. This will include training on new software and equipment installed earlier this year. These include GPS modeling, a robotic surveying machine, and HCSS system software.

In addition, the Company is planning to hire a significant number of new employees due to the tremendous amount of growth in California's construction industry. To ensure these new trainees are able to create high quality projects, the Company will train them to succeed at their new career. Training for new trainees will consist of filling gaps in skills as well as train them on new technology that the Company uses.

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.

Currently, the Company has more demand than they can supply. Due to the aforementioned labor shortage, Martin Bro's plans to hire new staff in order to combat this. The Company will hire 30 new employees (Job Number 2). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Training Plan

Training will be delivered via Class/Lab and Productive Lab. Training will be delivered by in-house experts and vendors as needed in the following:

Business Skills: Training will be provided to all occupations in administrative efficiency and will provide staff with the skills to operate the business effectively. Training Topics include Business Communications, Leadership, and Project Management and Methodology.

Commercial Skills: Training will be delivered to Estimators, Foreman, Journeyman Laborers, Journeyman Operators, Project Managers/Engineers, and Shop Staff. Training will focus on processes necessary to complete projects. Training will consist of Demolition, Excavating, Job Hazard Analysis, and Trenching.

Computer Skills: Training will be delivered to all occupations. Training will focus on utilizing computer programs for bidding/estimating and project management. Training Topics include Autodesk/AutoCAD, Financial Management System (Vista by Viewpoint), and Safety by HCSS.

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

Hazardous Materials Skills: Training will be delivered to Foreman, Journeyman Laborers, and Journeyman Operators. Training will focus on learning skills to ensure a safe work environment while working with dangerous materials. Training topics include Asbestos Removal, Hazardous Materials Handling, and Hazardous Chemical Cleaning/Handling.

Certified Safety Training

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

2. Hazardous 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.

Productive Laboratory (PL)

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

Martin Bros. will train Journeyman Laborers and Journeyman Operators in PL-Commercial Skills. PL will allow trainees to perform their duties while being able to safely develop their skills. Trainees will receive hands-on training specific to PG&E's new operator qualifications protocols, including Pipe Installation, Backfill, and Compacting. In addition, trainees will receive training on various heavy equipment such as Graders, Scrapers, Bulldozers, Skid Steers, and other equipment.

Training will be under constant supervision with a 1:3 trainer-to-trainee ratio. Production is expected to be lower during PL as the trainer will coach and mentor the trainees. This will be done to ensure the highest quality of work is done. PL will be capped at 100 hours per trainee.

Commitment to Training

Martin Bros. annual training budget is approximately $60,000 per facility for safety and employee improvement. The Company is committed to improving performance and knowledge for all employees. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

Training will be provided by qualified in-house trainers. The Company had designated the Project Administrator to oversee the ETP Contract along with the assistance from the Office Manager. The Company has also retained the services of a third-part administrator with extensive ETP experience to assist with administration.

DEVELOPMENT SERVICES

Carrazco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of $9,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab Hours
8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Communication
- Business Fundamentals
- Behavior Style Strategies
- Conflict Resolution
- Customer Relationship Management
- Customer Service
- Communication Styles
- Cost Control
- Develop Employee Accountability
- Employee Coaching
- Essential Skills for New Supervisor
- Financial Analysis
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Relationship Building
- Strategic Planning
- Time Management

COMMERCIAL SKILLS

- Asphalt Grinding
- Backfill
- Change Order Management
- Compacting
- Compliance with Customer Safety Programs
- Compliance with Underground Service Alert Requirements
- Confined Space Work Requirements
- Directional Drilling
- Electrofusion
- Equipment Maintenance/Repair
- Estimating
- Excavating
- Forklift
- Ground Penetrating Radar
- Hand Tools
- Heat Iron Butt Fusion
- Heat Iron Saddle Fusion

- Heat Iron Socket Fusion
- Heavy Equipment Operation
- How to Deal with Public (public relations/homeowners)
- Mechanical Fitting
- Obtaining and Processing Permits
- Offsite Spoils Disposal
- Onsite Spoils Management
- Paving
- Pipe Installation
- Potholing Operations
- Power Tools
- Production Reporting
- Project Documentation
- Proper Rigging of Equipment (transportation)
- Purchasing Procedures
- Resource Scheduling
- Traffic Control and Flagging Operations
- Trenching
- USA Ticket Management
- Work Orders

COMPUTER SKILLS

- Autodesk/AutoCAD
- Building Information Management
- Crystal Reports
- Dispatcher by Heavy Construction Systems Specialists
- Docuware
- Equipment 360 HCSS
- Financial Management System (Vista by Viewpoint)
- HeavyBid HCSS
- HeavyJob HCSS
- Nicetouch Extra Work Bills
- Safety by HCSS
- SQL Server (Management Studio)
- TEAMS by Viewpoint
- Telematics (GPS)
- Topcon
- Trimble
- Work Max

CONTINUOUS IMPROVEMENT SKILLS

- Cross Training
- Communication Skills
- Creating a Quality Organization
- Change Management
- How to Coach and Mentor
- Leadership
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Project Management

- Quality Measurement Systems
- Root Cause Analysis
- Team Building
- Time Management

HAZARDOUS MATERIALS SKILLS
- Asbestos Removal
- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling

HAZWOPER
- HazWoper 40

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

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

Productive Lab Hours
0-100

COMMERCIAL SKILLS (1:3 trainer-to-trainee ratio)
- Asphalt Grinding
- Backfill
- Backhoe
- Bulldozers
- Change Order Management
- Compacting
- Directional Drilling
- Electrofusion
- Equipment Maintenance/Repair
- Estimating
- Excavating
- Forklift
- Graders
- Ground Penetrating Radar
- Hand Tools
- Heat Iron Butt Fusion
- Heat Iron Saddle Fusion
- Heat Iron Socket Fusion
- Heavy Equipment Operation
- Mechanical Fitting
- Offsite Spoils Disposal
- Onsite Spoils Management
- Paving
- Pipe Installation

- Potholing Operations
- Power Tools
- Project Documentation
- Proper Rigging of Equipment (transportation)
- Scrapers
- Skid Steers
- Trade Tools
- Traffic Control and Flagging Operations
- Trenching
- Trenchers
- Work Orders

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

OPERATING ENGINEERS LOCAL UNION NO. 3

3920 LENNANE DRIVE, SACRAMENTO, CA 95834 • (916) 993-2055 • FAX (916) 419-3491

Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands

09/22/21

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Martin Brothers Construction is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 23 Current Employees and potentially up to 22 new hires (over the next 2 years) in Journeyman Operators and Foreman.

(Exhibit language must be included in the Union letter of support)

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,

John Rector

District Representative – D-80 Sacramento

Laborers' Training and Retraining Trust Fund for Northern California
1001 Westside Drive, San Ramon, CA 94583-4098 • Telephone: (925) 828-2513

09/22/21

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Martin Brothers Construction is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 21 Current Employees and potentially up to 22 new hires (over the next 2 years) in Journeyman Laborers and Foreman.

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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

Training Proposal for:

NTMA Training Centers of Southern California

Contract Number: ET22-0307

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** L. Vuong

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100	Industry Sector(s):	MEC (H) Manufacturing (33) Priority Industry: ☒ Yes ☐ No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
$558,900		$38,700 8%		$597,600

In-Kind Contribution:	50% of Total ETP Funding Required	$1,047,976

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, Manufacturing Skills	300	8-200	0	$1,992	$21.57
				Weighted Avg: 81			

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

Minimum Wage by County: $21.73 per hour for Los Angeles County, $21.57 per hour for Orange, 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 health benefits of up to $2.50 per hour to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
CNC Machine Operator		40
		40
		20
Design Engineer		40
		40
		30
Machinist Inspection		40
		40
Manager/Supervisor		10

INTRODUCTION

Founded in 1968 and headquartered in Santa Fe Springs, NTMA Training Centers of Southern California (NTMA) (www.ntmamcc.org), is an approved school by the Bureau for Private Postsecondary Education and accredited by Accrediting Commission of Career Schools and Colleges, which is recognized by the U.S Department of Education as an accrediting agency. NTMA serves the tooling, machining and manufacturing industries in Southern California, preparing and upgrading employees' skills for small- and medium-sized companies for life-long careers. NTMA's customers are machine shop employers that design and manufacture special tools, machines, dies, jigs, fixtures, gauges and precision-machined parts. This is NTMA's fifth ETP Contract, and the fifth in the last five years.

Veterans Program

Although there is not a veteran's component, NTMA's participating employers actively recruit veterans for training.

Union Support

Although none of the core group of employers are union signatories, should NTMA recruit a signatory employer for any trainees covered by a collective bargaining agreement, the employer will be required to obtain a letter of support before the employer can start training.

PROJECT DETAILS

Small- and medium-sized companies are facing increasing challenges in a globally competitive environment. As a result, employers are seeking training to upgrade the skills of their employees to remain competitive due to continuing advanced technological changes in the metal industry. Additionally, the sustained growth of manufacturing in California coupled with the advanced technological changes in the metal trades has created an ongoing shortage of trained machine and tooling workers. NTMA reports that training is necessary to support employers who are seeing a significant number of workers retiring from the industry, further depleting the pool of trained machinists. Participating employers need higher skilled workers to maintain employment levels and compete for ongoing and additional businesses. In order to operate complex machinery efficiently, trainees need intensive hours of both theoretical and practical training. As such, NTMA recently invested approximately $200,000 in an upgraded computer system, Mastercam program and CNC machinery equipment.

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. NTMA focuses on providing opportunities to companies that do not have the resources available to provide needed training to their employees and help them bring innovative processes and new technology to the workforce.

Training Plan/Employer Demand

The core group of employers consist of 30 large companies and 58 businesses, which represents at least 85% of requested funding for this proposal, and have made firm commitments to participate upon Panel approval. The proposed training will be offered to employers in Los Angeles, Orange, Riverside and San Bernardino Counties. NTMA anticipates 98% of the proposed training will be conducted at NTMA's training facility located in Santa Fe Springs; the remainder 2% will be at employer worksites.

NTMA's proposed curriculum is derived from national industry standards, with additional input from its trustees, local chapter members, local shop owners and instructional staff. Participating employers review curriculum content prior to training. In addition, NTMA host two Advisory Board meetings yearly to discuss and review training needs, while considering improving the quality, technique and progressive methods to meet industry demands. NTMA uses this feedback to gauge the effectiveness and capture different training ideas, how to help the industry to overcome hurdles and burdens that require immediate attention.

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

Computer Skills: This training will be offered to all occupations. Training will allow all trainees to effectively use software applications that run and support business operations to keep up with current technology and be more efficient in all functions.

Manufacturing Skills: This training will be offered all occupations. Training is designed to upgrade production skills, improve product quality and enhance manufacturing processes.

Commitment to Training

The targeted participating employers generally do not provide formal training to their production employees. Instead, training is typically limited to informal, on-the-job training. Some workers who will participate in the proposed training have attended brief seminars for limited Computer and Manufacturing skills. However, the proposed Curriculum will provide workers in-depth training in the most proficient use of computerized machine tools and manufacturing equipment.

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

- Training Infrastructure

Training is scheduled to begin upon Panel approval. NTMA has designated the Executive Director and five Administrative Staff members to oversee ETP training and administrative responsibilities including marketing, recruitment, assessment, scheduling, enrollment, recording and tracking, securing rosters, verifying training and retention completion and ensuring compliance with all ETP requirements. NTMA's staff has administered NTMA's prior ETP Contracts and are knowledgeable of ETP's administrative processes.

Impact/Outcome

NTMA offers certificate programs such as Certificates in Inspection, Computer Numerical Control (CNC) Machining, Advanced CNC Machining, Mastercam, and Advanced Mastercam. Upon completion of training, trainees will receive NTMA's certificate, which often lead to new job opportunities, increase wages and career advancement.

Marketing and Support Costs

NTMA is requesting and staff recommends 8% support costs for program marketing and training-related activities including the recruitment of participating employers and assessment of employer-specific job requirements for retrainees. Support activities include the recruitment of participants, intake assessments, job readiness development, and job search/placement assistance.

Trainer Qualifications

NTMA has ten in-house training experts with a minimum of ten years direct experience in machinery and manufacturing production. In-house trainers are competent in the subject matter and have completed all classes that requires proficiency in each topic of training prior to delivery of training on that topic.

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).

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

- BPPE licensure valid until January 21, 2020 (BPPE's responses on April 14, 2022, "Provided that a complete renewal application is received by the Bureau prior to the expiration of the approval, a valid approval to operate shall continue until the Bureau has

acted upon the renewal application");
- Approval for WIOA funding under the I-TRAIN program; and
- Successful past performance with ETP (see Prior Project table)

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) ($ %)
ET20-0335	$748,279	06/01/2020 – 05/31/2022	212	214	TBD	$708,258 (94%)

ET20-0335: Based on ETP Systems, 28,791 reimbursable hours have been tracked for potential earnings of $708,258 (94% of approved amount). The Contractor projects final earnings of 100% based on training completed through 03/01/22.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned $ %
ET19-0305	Statewide	11/03/2018 – 01/31/2021	$1,799,244	$1,799,244 (100%)
ET17-0451	Statewide	03/25/2017– 03/24/2019	$949,605	$862,631 (91%)
ET16-0110	Statewide	08/01/2015- 07/31/2017	$1,199,168	$1,194,737 (99%)

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:

COMPUTER SKILLS

- MasterCAM
  - Mathematical Principles and Applications
  - CNC Programming System
  - 2D Wire Frame Construction
  - Basic 2-D Programming
  - Defining Tool Paths
  - Introduction to 3D Programming
  - Models and Tooling
  - Basics of Surface Construction
  - Surface Shading and Dialogs
  - Multi-Surface Machining

- MasterCAM Advanced
  - Review of Basic Programming
  - 3D Tool Paths
  - Multi-Axis Machining
  - 3D Toolpath Editing
  - 3D Toolpath Planning
  - Engraving Artworks
  - Creating Part Geometry for Lathes
  - Lathe Programming
  - Mill-Turn Toolpaths
  - File Conversion
  - Post Processor Customization

MANUFACTURING SKILLS

- CNC Machining
  - Types of Equipment
  - Mathematical Principles and Applications
  - Lathes
  - Mills
  - Specifications
  - Cutting Tools
  - Programming
  - Setup and Operation
  - Tool Paths
  - Meeting Tolerances
  - Meeting Quality Standards
  - Shop Practice

- CNC Machining Advanced
  - CNC Programming System
  - Types of Machines
  - Setup Procedures
  - Defining Tool Paths

- Models and Tooling
- Basics of Surface Construction
- Surface Shading and Dialogs
- Multi-Surface Machining
- Solid Construction
- Application of Tool Paths to Solid Models
- Tool Paths in Solid Machining

- Inspection
  - Coordinate Measuring Equipment
  - Mathematics for Inspection
  - Blueprints
  - Geometric Dimension and Tolerancing
  - Datums and Datum Surfaces
  - Coordinate Measuring Machine Setup and Operation
  - Inspection Records and Requirements
  - Parts, Assemblies and Setup Techniques Required using CMM Inspection Methods

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: NTMA Training Centers of Southern California	CCG No.: ET22-0307
Reference No: 22-0447	Page 1 of 22

ALPHABETIZE BY COMPANY NAME

Company: A & V ENGINEERING INC	Priority Industry? ☒ Yes ☐ No
Address: 1155 W MAHALO PL	
City, State, Zip: RANCHO DOMINGUEZ, CA 90220	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 10	
Total # of full-time company employees in California: 10	

Company: AAE AEROSPACE	Priority Industry? ☒ Yes ☐ No
Address: 5382 ARGOSY AVE	
City, State, Zip: HUNTINGTON BEACH, CA 92649	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 170	
Total # of full-time company employees in California: 170	

Company: ABACORP CNC	Priority Industry? ☒ Yes ☐ No
Address: 9165 INDEPENDENCE AVE	
City, State, Zip: CHATSWORTH, CA 91311	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 27	
Total # of full-time company employees in California: 27	

Company: ADAMS RITE AEROSPACE	Priority Industry? ☒ Yes ☐ No
Address: 4141 N PALM ST	
City, State, Zip: FULLERTON, CA 92835	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 135	
Total # of full-time company employees in California: 135	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: NTMA Training Centers of Southern California	CCG No.: ET22-0307
Reference No: 22-0447	Page 2 of 22

ALPHABETIZE BY COMPANY NAME

Company: AERODYNE PRECISION MACHINING I	Priority Industry? ☒ Yes ☐ No
Address: 5471 ARGOSY AVE	
City, State, Zip: HUNTINGTON BEACH, CA 92649	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 37	
Total # of full-time company employees in California: 37	

Company: AEROFIT LLC	Priority Industry? ☒ Yes ☐ No
Address: 1425 S ACACIA AVE	
City, State, Zip: FULLERTON, CA 92831	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 135	
Total # of full-time company employees in California: 135	

Company: AEROSPARES FABRICATION LLC	Priority Industry? ☒ Yes ☐ No
Address: 15534 MINNESOTA AVE	
City, State, Zip: PARAMOUNT, CA 90723	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 15	
Total # of full-time company employees in California: 15	

Company: AEROTECH PRECISION MACHINING, INC.	Priority Industry? ☒ Yes ☐ No
Address: 42541 6TH ST E STE 17	
City, State, Zip: LANCASTER, CA 93535	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 16	
Total # of full-time company employees in California: 16	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: NTMA Training Centers of Southern California	CCG No.: ET22-0307
Reference No: 22-0447	Page 3 of 22

ALPHABETIZE BY COMPANY NAME

Company: ALEJANDRO GRANADOS DBA AAA MACHINING	Priority Industry? ☒ Yes ☐ No
Address: 9880 INDIANA AVE UNIT #7	
City, State, Zip: RIVERSIDE, CA 92503	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 4	
Total # of full-time company employees in California: 4	
Company: ALPHA MACHINERY & TECHNOLOGY	Priority Industry? ☒ Yes ☐ No
Address: 3233 N SAN FERNANDO RD UNIT 6	
City, State, Zip: LOS ANGELES, CA 90065	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 16	
Total # of full-time company employees in California: 16	
Company: ALUMINUM DIE CASTING CO INC	Priority Industry? ☒ Yes ☐ No
Address: 10775 SAN SEVAINE WAY	
City, State, Zip: MIRA LOMA, CA 91752	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 41	
Total # of full-time company employees in California: 41	
Company: AMADA AMERICA INC	Priority Industry? ☒ Yes ☐ No
Address: 7025 FIRESTONE BLVD	
City, State, Zip: BUENA PARK, CA 90621	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 800	
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

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ALPHABETIZE BY COMPANY NAME

Company: AQUAMOR LLC	Priority Industry? ☒ Yes ☐ No
Address: 42188 RIO NEDO	
City, State, Zip: TEMECULA, CA 92590	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 80	
Total # of full-time company employees in California: 80	

Company: AVATAR MACHINE LLC	Priority Industry? ☒ Yes ☐ No
Address: 18100 MT WASHINGTON ST	
City, State, Zip: FOUNTAIN VALLEY, CA 92708	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 23	
Total # of full-time company employees in California: 23	

Company: B & E MANUFACTURING CO INC	Priority Industry? ☒ Yes ☐ No
Address: 12151 MONARCH STREET	
City, State, Zip: GARDEN GROVE, CA 92841	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 120	
Total # of full-time company employees in California: 120	

Company: BBE SOUND INC	Priority Industry? ☒ Yes ☐ No
Address: 2548 E FENDER AVE	
City, State, Zip: FULLERTON, CA 92831	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 30	
Total # of full-time company employees in California: 30	

Participating Employers in Retrainee
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Self-reported listing of potential employers participating in the contract

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ALPHABETIZE BY COMPANY NAME

Company: BEDARD MACHINE INC	Priority Industry? ☒ Yes ☐ No
Address: 141 VIKING AVE	
City, State, Zip: BREA, CA 92821	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 12	
Total # of full-time company employees in California: 12	

Company: BELL FOUNDRY CO	Priority Industry? ☒ Yes ☐ No
Address: 5310 SOTHERN AVE	
City, State, Zip: SOUTH GATE, CA 90280	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 22	
Total # of full-time company employees in California: 22	

Company: BENTLEY MILLS INC	Priority Industry? ☒ Yes ☐ No
Address: 14641 E DON JULIAN	
City, State, Zip: INDUSTRY, CA 91746	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 348	
Total # of full-time company employees in California: 270	

Company: BLACKHAWK GRP DBA 80 PERCENT	Priority Industry? ☒ Yes ☐ No
Address: 12282 MONARCH ST	
City, State, Zip: GARDEN GROVE, CA 92841	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 70	
Total # of full-time company employees in California: 70	

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ALPHABETIZE BY COMPANY NAME

Company: BLUE-WHITE INDUSTRIES	Priority Industry? ☒ Yes ☐ No
Address: 5300 BUSINESS DR	
City, State, Zip: HUNTINGTON BEACH, CA 92649	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 110	
Total # of full-time company employees in California: 106	

Company: BOUDREAUX PRECISION MACHINING	Priority Industry? ☒ Yes ☐ No
Address: 11762 WESTERN AVE STE G	
City, State, Zip: STANTON, CA 90680	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 4	
Total # of full-time company employees in California: 4	

Company: BUDDY BAR CASTING CORP	Priority Industry? ☒ Yes ☐ No
Address: 10801 SESSLER ST	
City, State, Zip: SOUTH GATE, CA 90280	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 156	
Total # of full-time company employees in California: 156	

Company: BURLINGAME MFG	Priority Industry? ☒ Yes ☐ No
Address: 3546 N RIVERSIDE AVE	
City, State, Zip: RIALTO, CA 92377	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 334	
Total # of full-time company employees in California: 334	

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ALPHABETIZE BY COMPANY NAME

Company: CAMBURG ENGINEER	Priority Industry? ☒ Yes ☐ No
Address: 7409 SLATER AVE	
City, State, Zip: HUNTINGTON BEACH, CA 92647	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 26	
Total # of full-time company employees in California: 26	
Company: CAPRICE ENGINEERING COMPANY, INC.	Priority Industry? ☒ Yes ☐ No
Address: 509 HINDRY AVE	
City, State, Zip: INGLEWOOD, CA 90301	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 4	
Total # of full-time company employees in California: 4	
Company: CARLISLE INTERCONNECT TECHNOLOGIES, INC.	Priority Industry? ☒ Yes ☐ No
Address: 12900 ALONDRA BLVD	
City, State, Zip: CERRITOS, CA 90703	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 250	
Total # of full-time company employees in California: 250	
Company: CARLI SUSPENSION INC	Priority Industry? ☒ Yes ☐ No
Address: 596 CRANE ST	
City, State, Zip: LAKE ELSINORE, CA 92530	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 43	
Total # of full-time company employees in California: 43	

Participating Employers in Retrainee
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Self-reported listing of potential employers participating in the contract

Contractor's Name: NTMA Training Centers of Southern California | CCG No.: ET22-0307

ALPHABETIZE BY COMPANY NAME

Company: CASA HERRERA INC	Priority Industry? ☒ Yes ☐ No
Address: 2655 N PINE ST	
City, State, Zip: POMONA, CA 91767	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 82	
Total # of full-time company employees in California: 82	

Company: CAVALLO & CAVALLO DBA PEM	Priority Industry? ☒ Yes ☐ No
Address: 14955 HILTON DR E	
City, State, Zip: FONTANA, CA 92336	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 25	

Company: CENTURY SPRING	Priority Industry? ☒ Yes ☐ No
Address: 5959 TRIUMPH ST	
City, State, Zip: COMMERCE, CA 90040	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 3475	
Total # of full-time company employees in California: 300	

Company: CHARLES MEISNER INC	Priority Industry? ☒ Yes ☐ No
Address: 201-A S SIERRA PL	
City, State, Zip: UPLAND, CA 91786	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 32	
Total # of full-time company employees in California: 32	

Participating Employers in Retrainee Multiple Employer Contracts

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ALPHABETIZE BY COMPANY NAME

Company: CHROME HEARTS LLC	Priority Industry? ☒ Yes ☐ No
Address: 915 N MANSFIELD AVE	
City, State, Zip: HOLLYWOOD, CA 90038	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 683	
Total # of full-time company employees in California: 504	
Company: CLEAN AMERICA DBA EDM PERFORM	Priority Industry? ☒ Yes ☐ No
Address: 1400 PIONEER ST	
City, State, Zip: BREA, CA 92821	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 25	
Company: CHARLES MEISNER, INC	Priority Industry? ☒ Yes ☐ No
Address: 201-A S SIERRA PL	
City, State, Zip: UPLAND, CA 91786	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 32	
Total # of full-time company employees in California: 32	
Company: CR LAURENCE	Priority Industry? ☒ Yes ☐ No
Address: 2200 3 55TH ST	
City, State, Zip: VERNON, CA 90058	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 889	
Total # of full-time company employees in California: 889	

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ALPHABETIZE BY COMPANY NAME

Company: CUSTOM MACHINING SERVICE, INC.	Priority Industry? ☒ Yes ☐ No
Address: 23641 RIDGE ROUT DR STE C	
City, State, Zip: LAGUNA HILLS, CA 92653	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 23	
Total # of full-time company employees in California: 23	
Company: CUSTOM MFG LLC	Priority Industry? ☒ Yes ☐ No
Address: 12946 LOS NIETOS RD	
City, State, Zip: SANTA FE SPRINGS, CA 90670	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 2	
Total # of full-time company employees in California: 2	
Company: DECUIR MACHINE	Priority Industry? ☒ Yes ☐ No
Address: 25520 FRAMPTON AVE	
City, State, Zip: HARBOR CITY, CA 90710	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 39	
Total # of full-time company employees in California: 39	
Company: DICKSON TESTING CO., INC.	Priority Industry? ☒ Yes ☐ No
Address: 11126 PALMER AVE	
City, State, Zip: SOUTH GATE, CA 90280	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 93	
Total # of full-time company employees in California: 93	

Participating Employers in Retrainee
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ALPHABETIZE BY COMPANY NAME

Company: D M F INC	Priority Industry? ☒ Yes ☐ No
Address: 1118 E 223RD ST, UNIT 1	
City, State, Zip: CARSON, CA 90745	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 112	
Total # of full-time company employees in California: 95	

Company: DUCOMMUN	Priority Industry? ☒ Yes ☐ No
Address: 23301 WILMINGTON AVE	
City, State, Zip: CARSON, CA 90745	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 2473	
Total # of full-time company employees in California: 600	

Company: DUNWEIZER MACHINE INC	Priority Industry? ☒ Yes ☐ No
Address: 8338 ALLPORT AVE	
City, State, Zip: SANTA FE SPRINGS, CA 90670	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 11	
Total # of full-time company employees in California: 11	

Company: EAA PACIFIC INC.	Priority Industry? ☒ Yes ☐ No
Address: 4721 E AIRPORT DR	
City, State, Zip: ONTARIO, CA 91761	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 3	
Total # of full-time company employees in California: 3	

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ALPHABETIZE BY COMPANY NAME

Company: EDELBROCK LLC	Priority Industry? ☒ Yes ☐ No
Address: 2700 CALIFORNIA ST	
City, State, Zip: TORRANCE, CA 90503	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 473	
Total # of full-time company employees in California: 473	

Company: EDRO ENGINEERING, INC.	Priority Industry? ☒ Yes ☐ No
Address: 20500 CARREY RD	
City, State, Zip: WALNUT, CA 91789	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 100	
Total # of full-time company employees in California: 100	

Company: ENGINEERED MACHINING SOLUTIONS	Priority Industry? ☒ Yes ☐ No
Address: 200 W GROVE AVE	
City, State, Zip: ORANGE, CA 92883	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 28	
Total # of full-time company employees in California: 28	

Company: ENPRO ASSOCIATES, LLC	Priority Industry? ☒ Yes ☐ No
Address: 19520 RANCHO WAY 206	
City, State, Zip: RANCHO DOMINGUEZ, CA 90220	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 510	
Total # of full-time company employees in California: 4	

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ALPHABETIZE BY COMPANY NAME

Company: EXTREME PRECISION	Priority Industry? ☒ Yes ☐ No
Address: 23266 ARROYO VISTA	
City, State, Zip: RANCHO SANTA MARGARITA, CA 92688	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 19	
Total # of full-time company employees in California: 19	

Company: FENDER MUSICAL INSTRUMENTS	Priority Industry? ☒ Yes ☐ No
Address: 311 CESSNA CIR	
City, State, Zip: CORONA, CA 92880	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 3178	
Total # of full-time company employees in California: 1012	

Company: FLATHERS PRECISION INC	Priority Industry? ☒ Yes ☐ No
Address: 1311-D E SAINT GERTRUDE PL	
City, State, Zip: SANTA ANA, CA 92705	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 17	
Total # of full-time company employees in California: 16	

Company: G&I ISLAS IND	Priority Industry? ☒ Yes ☐ No
Address: 12860 SCHABARUM AVE	
City, State, Zip: IRWINDALE, CA 91706	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 45	
Total # of full-time company employees in California: 45	

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ALPHABETIZE BY COMPANY NAME

Company: G&S PRECISION TOOL	Priority Industry? ☒ Yes ☐ No
Address: 5912 CLARA ST	
City, State, Zip: BELL GARDENS, CA 90201	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 18	
Total # of full-time company employees in California: 18	

Company: GLAS WERK INC	Priority Industry? ☒ Yes ☐ No
Address: 29710 AVENIDA DE LAS BANDERAS	
City, State, Zip: RANCHO SANTA MARGARITA, CA 92688	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 21	
Total # of full-time company employees in California: 21	

Company: GOLDEN STATE ENGINEERING	Priority Industry? ☒ Yes ☐ No
Address: 15338 S GARFIELD AVE	
City, State, Zip: PARAMOUNT, CA 90723	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 200	
Total # of full-time company employees in California: 200	

Company: GOODRICH DBA COLLINS AEROSPACE	Priority Industry? ☒ Yes ☐ No
Address: 11120 S NORWALK BLVD	
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? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 452	
Total # of full-time company employees in California: 452	

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ALPHABETIZE BY COMPANY NAME

Company: HANMAR LLC	Priority Industry? ☒ Yes ☐ No
Address: 11441 BRADLEY AVE	
City, State, Zip: PACOIMA, CA 91331	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 84	
Total # of full-time company employees in California: 84	

Company: HELIOS ENGINEERING	Priority Industry? ☒ Yes ☐ No
Address: 4617 W JEFFERSON BLVD	
City, State, Zip: LOS ANGELES, CA 90016	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 8	
Total # of full-time company employees in California: 8	

Company: HOWMET FASTENING SYSTEMS	Priority Industry? ☒ Yes ☐ No
Address: 801 S PLACENTIA AVE	
City, State, Zip: FULLERTON, CA 92831	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 7186	
Total # of full-time company employees in California: 3333	

Company: HOWMET FASTENING SYSTEMS (TORRANCE)	Priority Industry? ☒ Yes ☐ No
Address: 3000 W LOMITA BLVD	
City, State, Zip: TORRANCE, CA 90505	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 7186	
Total # of full-time company employees in California: 3333	

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ALPHABETIZE BY COMPANY NAME

Company: HYDRAFLOW	Priority Industry? ☒ Yes ☐ No
Address: 1881 W MALVERN AVE	
City, State, Zip: FULLERTON, CA 92833	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 245	
Total # of full-time company employees in California: 245	

Company: HYDRO FITTING MFG CORP	Priority Industry? ☒ Yes ☐ No
Address: 733 E EDNA PL	
City, State, Zip: COVINA, CA 91723	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 40	
Total # of full-time company employees in California: 40	

Company: HYDRONAMIC ENGINEERING CORP	Priority Industry? ☒ Yes ☐ No
Address: 186 VIKING AVE	
City, State, Zip: BREA, CA 92821	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 6	
Total # of full-time company employees in California: 6	

Company: INTERNATIONAL POLYMER SOLUTION	Priority Industry? ☒ Yes ☐ No
Address: 5 STUDEBAKER	
City, State, Zip: IRVINE, CA 92618	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 37	
Total # of full-time company employees in California: 37	

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ALPHABETIZE BY COMPANY NAME

Company: INTERNATIONAL PRECISION INC	Priority Industry? ☒ Yes ☐ No
Address: 9526 VASSAR AVE	
City, State, Zip: CHATSWORTH, CA 91311	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 23	
Total # of full-time company employees in California: 23	

Company: JACO ENGINEERING	Priority Industry? ☒ Yes ☐ No
Address: 879 S EAST STREET	
City, State, Zip: ANAHEIM, CA 92805	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 25	

Company: JC FORD	Priority Industry? ☒ Yes ☐ No
Address: 901 LESLIE	
City, State, Zip: LA HABRA, CA 90631	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 175	
Total # of full-time company employees in California: 171	

Company: JERGENS INC	Priority Industry? ☒ Yes ☐ No
Address: 2043 N GLASSELL ST	
City, State, Zip: ORANGE, CA 92865	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 249	
Total # of full-time company employees in California: 11	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: NTMA Training Centers of Southern California	CCG No.: ET22-0307
Reference No: 22-0447	Page 18 of 22

ALPHABETIZE BY COMPANY NAME

Company: JOHNSON PRECISION PRODUCTS INC	Priority Industry? ☒ Yes ☐ No
Address: 1308 E WAKEHAM AVE	
City, State, Zip: SANTA ANA, CA 92705	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 43	
Total # of full-time company employees in California: 43	

Company: KL COATINGS, INC	Priority Industry? ☒ Yes ☐ No
Address: 16463 PHOEBE AVE	
City, State, Zip: LA MIRADA, CA 90638	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 15	
Total # of full-time company employees in California: 15	

Company: LASER TECH	Priority Industry? ☒ Yes ☐ No
Address: 7400 JURUPA AVE	
City, State, Zip: RIVERSIDE, CA 92504	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 68	
Total # of full-time company employees in California: 68	

Company: MD ENGINEERING INC	Priority Industry? ☒ Yes ☐ No
Address: 1550 CONSUMER CIR	
City, State, Zip: CORONA, CA 92880	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 44	
Total # of full-time company employees in California: 44	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: NTMA Training Centers of Southern California	CCG No.: ET22-0307
Reference No: 22-0447	Page 19 of 22

ALPHABETIZE BY COMPANY NAME

Company: MICRO COOLING CONCEPTS INC	Priority Industry? ☒ Yes ☐ No
Address: 7522 SLATER AVE #122	
City, State, Zip: HUNTINGTON BEACH, CA 92647	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 6	
Total # of full-time company employees in California: 6	

Company: OFFENHAUSER SALES CORP	Priority Industry? ☒ Yes ☐ No
Address: 5300 ALHAMBRA AVE	
City, State, Zip: LOS ANGELES, CA 90032	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 64	
Total # of full-time company employees in California: 64	

Company: PANKL AEROSPACE SYSTEMS	Priority Industry? ☒ Yes ☐ No
Address: 16615 EDWARDS RD	
City, State, Zip: CERRITOS, CA 90703	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 64	
Total # of full-time company employees in California: 64	

Company: PRECISION FORGING DIES INC	Priority Industry? ☒ Yes ☐ No
Address: 10710 SESSLER ST	
City, State, Zip: SOUTH GATE, CA 90280	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 36	
Total # of full-time company employees in California: 36	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: NTMA Training Centers of Southern California	CCG No.: ET22-0307
Reference No: 22-0447	Page 20 of 22

ALPHABETIZE BY COMPANY NAME

Company: PRO-TECH KNIVES LLC	Priority Industry? ☒ Yes ☐ No
Address: 11037 S MELROSE STREET	
City, State, Zip: PLACENTIA, CA 92870	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 21	
Total # of full-time company employees in California: 21	

Company: RBH AEROSPACE, INC.	Priority Industry? ☒ Yes ☐ No
Address: 2708 SEABOARD LN	
City, State, Zip: LONG BEACH, CA 90805	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 43	
Total # of full-time company employees in California: 43	

Company: RUBICON GEAR	Priority Industry? ☒ Yes ☐ No
Address: 225 CITATION CIRCLE	
City, State, Zip: CORONA, CA 92880	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 60	
Total # of full-time company employees in California: 60	

Company: SCOTIA ENGINEERING, INC.	Priority Industry☒ Yes ☐ No
Address: 8440 SECURA WAY	
City, State, Zip: SANTA FE SPRINGS, CA 90670	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 7	
Total # of full-time company employees in California: 7	

Participating Employers in Retrainee
Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: NTMA Training Centers of Southern California	CCG No.: ET22-0307
Reference No: 22-0447	Page 21 of 22

ALPHABETIZE BY COMPANY NAME

Company: SPACE EXPLORATION TECHNOLOGIES	Priority Industry? ☒ Yes ☐ No
Address: 1 ROCKET RD	
City, State, Zip: HAWTHORNE, CA 90250	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 7000	
Total # of full-time company employees in California: 5500	

Company: STAAR SURGICAL	Priority Industry? ☒ Yes ☐ No
Address: 1911 WALKER AVE	
City, State, Zip: MONROVIA, CA 91016	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 580	
Total # of full-time company employees in California: 342	

Company: TFC MANUFACTURING	Priority Industry? ☒ Yes ☐ No
Address: 4001 WATSON PLAZA DRIVE	
City, State, Zip: LAKEWOOD, CA 90712	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 220	
Total # of full-time company employees in California: 220	

Company: UREMET CORPORATION	Priority Industry? ☒ Yes ☐ No
Address: 7012 BELGRAVE AVE	
City, State, Zip: GARDEN GROVE, CA 92841	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 2	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 47	
Total # of full-time company employees in California: 47	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: NTMA Training Centers of Southern California	CCG No.: ET22-0307
Reference No: 22-0447	Page 22 of 22

ALPHABETIZE BY COMPANY NAME

Company: VACCO INDUSTRIES INC	Priority Industry? ☒ Yes ☐ No
Address: 10350 VACCO STREET	
City, State, Zip: S EL MONTE, CA 91733	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 441	
Total # of full-time company employees in California: 437	

Company: VIRGIN ORBIT LLC	Priority Industry? ☒ Yes ☐ No
Address: 4022 E CONANT	
City, State, Zip: LONG BEACH, CA 90808	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 4	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 660	
Total # of full-time company employees in California: 645	

Company: VOTAW PRECISION TECHNOLOGIES	Priority Industry? ☒ Yes ☐ No
Address: 13153 LAKELAND RD	
City, State, Zip: SANTA FE SPRINGS, CA 90670	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 3	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 135	
Total # of full-time company employees in California: 135	

Company: WILCOX MACHINE CO	Priority Industry? ☒ Yes ☐ No
Address: 7180 SCOUT AVE	
City, State, Zip: BELL GARDENS, CA 90201	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 1	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 70	
Total # of full-time company employees in California:70	

Training Proposal for:

Riviera, Inc. dba The Enterprise U

Contract Number: ET22-0303

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** D. Tran

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100	Industry Sector(s):	MEC (H) Manufacturing (33) Professional, Scientific, Technology (54) Multimedia/Entertainment (51+) Priority Industry: ☒ Yes ☒ No
Counties Served:	Statewide	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
$559,600		$38,900 8%		$598,500

In-Kind Contribution:	50% of Total ETP Funding Required	$992,665

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, HazMat, Literacy Skills, Manufacturing Skills, OSHA 10/30, HazWoper	440	8-200 Weighted Avg: 50	0	$1,230	$21.57
2	Retrainee	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, HazMat, Literacy Skills, Manufacturing Skills, OSHA 10/30, HazWoper	30	8-200 Weighted Avg: 51	0	$1,090	$21.57
3	Retrainee SB < 100	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, HazMat, Literacy Skills, Manufacturing Skills, OSHA 10/30, HazWoper	20	8-200 Weighted Avg: 50		$1,230	$21.57

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

Minimum Wage by County: Job Numbers 1 - 3: $23.53 for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; $23.30 for Contra Costa County; $21.73 for Los Angeles County; and $21.57 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 in Job Numbers 1-3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Accounting/Finance		2
		28
Administration/Operations		10
		35
		110
IT/Engineering		5
		45

Managers		50
Marketing/Sales		10
		40
Production		15
		45
		95

INTRODUCTION

Founded in 2001, Riviera, Inc. dba The Enterprise U (The Enterprise U) assists companies, governments, and individuals in developing the necessary skills to sustain a competitive advantage through learning and training. The Enterprise U provides training services, consulting, coaching and software solutions to clients in the industries of manufacturing, entertainment, technology, logistics, and biotechnology companies.

This will be The Enterprise U's twelfth contract, and fifth within the last five years. Enterprise U's active contract (ET21-0189) does not end until October 2022 however the company is seeking new funding as the Company has already trained and tracked over 100% of training for the core group of participating employers.

Veterans Program

The Enterprise U does not have a formal veteran's outreach program however the participating employers do actively recruit and hire veterans.

PROJECT DETAILS

Participating employers recognize the need to increase employee development through staff training to remain competitive within their respective industries. The core group of participating employers has changed almost every business process over the last few years due to the COVID 19 pandemic. In order to support and facilitate these changes, companies are committed to an extensive overhaul of their training needs. As the pandemic winds down, employers have a greater need for training in innovation in order to thrive in a changing global economy. Employee training must also have a renewed focus on new workplace norms, including effective communication and collaboration, leading with empathy and accountability and empowerment.

To minimize the growing trend of the "great resignation," employers are targeting their training initiatives on teambuilding and developing both technical and non-technical skills to reduce turnover and fill skill gaps in their respective workforce. To achieve this goal, companies are investing in upgrades and new automated systems and software packages to increase productivity, efficiency, and accuracy. All of which will require extensive training.

The core group of participating employers represents over 100% of employer demand for training to account for the changes in each employer's business. Some participating employers have participated in previous contracts however course content and training topics have been updated and no trainees will receive duplicative training.

Training Plan

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

Business Skills: Training will be offered to all occupations and will focus on customer service, communications, strategic thinking, negotiation techniques, and presentation skills.

Commercial Skills: Training will be offered primarily to Engineering, Production, Operations, and Managers. This training will focus on facilities management, environmental management skills, and emergency response.

Computer Skills: Training will be offered to all occupations. This training will focus on becoming proficient on various Microsoft office programs, graphics and interpretations, project applications and planning, and computer trouble-shooting.

Continuous Improvement: Training will be offered to all occupations. Training will be focused on providing employers the skills needed to thoroughly implement new strategies and techniques and improve productivity through efficiency, teambuilding, and cross unit functionality.

Literacy Skills: Training will be offered primarily to Administration, Production, and Operations. Training will focus on giving employees the verbal and written skills to communicate professionally in the workplace.

Manufacturing Skills: Training will be offered primarily to Production, Operations, and Managers. Training will focus on improving production efficiencies, reducing waste, and increasing safety and end product outcome.

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 engineering, production, and operations and 30 hours for frontline managers. 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, managers, operations, and production staff will receive up to 6 hours of training.

Commitment to Training

The core group of participating employers have fully committed to training under this new training proposal. With industry changes that were brought on by the COVID 19 pandemic, employers recognize and have conveyed their need for extensive training and upskilling of their workforce to remain competitive. Smaller participating employers have limited training resources and this ETP funding will allow them to offer formal, on-site training to their employees. For larger employers,

training currently provided generally covers basic training such as new hire orientation, basic skills, human resource basics and general computer skills. Training delivered by The Enterprise U will build upon those skills and enhance the development of their 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 Enterprise U's Executive Director will oversee the implementation and administration of this project with two internal staff members. The Enterprise U's staff has participated in previous ETP contracts and are very familiar with the processes of documenting and tracking training in the ETP systems. Training will be delivered by The Enterprise U's internal staff who are industry subject-matter experts.

Marketing and Support Costs

The Enterprise U's marketing and recruitment efforts include networking with human resource professionals and various training and development entities such as Professionals in Human Resources Association, American Society of Training and Development, and the Society for Human Resources Association. The Enterprise U's outreach activities consist of newsletters, e-mail/online marketing campaigns, and direct contact via telephone. The outreach activities help keep its program aligned with the needs of its employer community in order to develop and provide the best training program available.

The Enterprise U provides resources to perform needs assessments, curriculum customization, and return on investment analysis. The Enterprise U is requesting and staff supports 8% support costs to fund extensive marketing efforts and the on-going recruitment and outreach to participating employers.

Tuition Reimbursement

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

Training Agency Certification

The Enterprise U is eligible as a training agency based on the following:

- Certification by the Bureau for Private Postsecondary education.

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	Potential Earnings (Based on Tracked Hours) ($ %)
*ET21-0189	$599,923	10/26/2020 – 10/25/2022	621	0	0	$599,923 (100%)

*As of the development of this proposal, Enterprise U has tracked the equivalent of 100% of potential earnings. The final close-out will be submitted for final earnings.

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 $ %
ET20-0158	Statewide	10/01/2019–09/30/2021	$749,630	$749,630 (100%)
ET19-0256	Statewide	10/08/2018–10/07/2020	$949,655	$943,579 (99%)
ET18-0109	Statewide	07/01/2017–06/30/2019	$848,252	$843,914 (99%)

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

- Customer Service Skills
- Accountability, Empowerment, & Delegating
- Effective Meeting Skills
- Dynamic Presentation Skills
- Effective Communication Skills
- Negotiation Techniques
- Maximizing Interpersonal Skills
- Time Management & Managing Productivity
- Sales & Marketing Performance
- Relationship Building
- Strategic Thinking & Planning
- Creative Thinking & Problem Solving
- Effective Decision Making
- Financial Fundamentals
- Effective Goal-Setting
- Competitive Product, Market, or Technology Knowledge
- Project Management
- Managing Change
- Performance Management
- Organizational Development
- Knowledge Management
- Focusing, Executing, & Getting Things Done
- Success in the Workplace
- Creating a Continuous Learning Culture
- Creating a Culture of Innovation
- Business Analysis & Critical Thinking
- Appreciating Our Differences
- Emotional Intelligence
- Succession Planning
- Business Processes
- Employee Engagement
- Developing Yourself & Others

COMMERCIAL SKILLS

- Facilities Management
- Environmental Management
- Emergency Response

COMPUTER SKILLS

- Office Productivity Applications – (Intermediate and Advanced topics in the Microsoft Office suite, Lotus Notes, and Google)
- Computer Graphics
- Operating Systems
- Project Applications
- System, Web, & Mobile Tools
- Working in the Cloud
- Accounting Theory
- Accounting Applications
- Accounting Practices
- Electronics Theory
- Understanding Devices & Multiple Platforms
- Diagnosing Problems
- Maintaining & Servicing Your Equipment
- Programming in Visual Basic
- Programming in C
- Programming in C++
- Programming in C# and .NET
- Programming in Java
- Programming in SQL
- Software Lifecycle Methodologies
- Oracle Databases
- SQL Databases
- DB2 Databases
- Oracle/PeopleSoft Software Platform
- SAP Software Platform
- IBM/Lotus Software Platform
- Reporting and Analyzing Data Using Statistics and Metrics
- Scorecarding with Key Performance Indicators and Strategic Objectives
- HTML
- Ruby and Ruby on Rails
- Dreamweaver
- Flash
- JavaScript
- CSS
- SharePoint
- XML/XSLT
- Service Oriented Architecture, REST APIs
- Python / Django
- PHP
- ASP.NET
- Animation Techniques
- Physics and Art Topics
- Adobe (Photoshop, Illustrator, InDesign)
- Computer-Aided Drafting/Manufacturing/Engineering
- Revit

- SketchUp
- SolidWorks
- Electronics Overview
- Microsoft Technology in Networking
- Cisco Technology in Networking
- Windows Operating System in the Network
- Novell Operating System in the Network
- UNIX Operating System in the Network
- Network Security Essentials, Key Principles and Concepts
- Risk Assessment and Auditing
- Security Incident Handling
- Securing Business Applications
- Web Security

CONTINUOUS IMPROVEMENT

- Levels of Performance
- Performance Management
- Change Management
- Process Management
- Total Quality Management
- Process Mapping
- Quality Assurance
- Six Sigma Concepts
- Lean Concepts
- Statistical Process Engineering
- Team Building, Dynamics, & Leadership
- Leadership Skills
- Employee Engagement
- Motivating Others
- Recognizing Performance
- Coaching and Counseling
- Setting Expectations & Giving Feedback
- Building Successful Teams
- Talent Development Lifecycle

HAZARDOUS MATERIALS

- Hazardous Materials Handling & Cleaning

LITERACY SKILLS

- Reading and Writing Business Documents
- Business English
- Business Math

Literacy Training cannot exceed 45% of total training hours per-trainee

MANUFACTURING SKILLS

- Fluid Mechanics
- Machine Shop Basics
- Motor Controls
- Power Transmission
- Inventory Control
- Warehousing & Distribution Centers
- Blueprint Reading
- Equipment Operations & Maintenance

OSHA 10/30 (OSHA-certified instructor)

- OSHA 10/30 (OSHA certified instructor)

HAZWOPER

- HAZWOPER

HAZARDOUS MATERIALS

- HAZMAT

Safety Training cannot exceed 10% of total training hour's 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: Riviera Inc. dba The Enterprise U	CCG No.: ET22-0303
Reference No: 22-0505	Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: 180LA	Priority Industry? ☐ Yes ☒ No
Address: 5353 Grosvenor Blvd	
City, State, Zip: Los Angeles, CA 90066	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 20	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 26	
Total # of full-time company employees in California: 26	

Company: BlackLine Systems	Priority Industry? ☒ Yes ☐ No
Address: 21300 Victory Blvd, 12th Fl	
City, State, Zip: Woodland Hills, CA 91367	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 45	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 1190	
Total # of full-time company employees in California: 690	

Company: Earnin	Priority Industry? ☐ Yes ☒ No
Address: 260 Sheridan Ave, Suite 300	
City, State, Zip: Palo Alto, CA 94306	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 45	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 256	
Total # of full-time company employees in California: 210	

Company: Harness	Priority Industry? ☒ Yes ☐ No
Address: 116 New Montgomery St, Suite 200	
City, State, Zip: San Francisco, CA 94105	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 45	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 532	
Total # of full-time company employees in California: 112	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Riviera Inc. dba The Enterprise U	CCG No.: ET22-0303
Reference No: 22-0505	Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: NBCUniversal	Priority Industry? ☒ Yes ☐ No
Address: 100 Universal City Plaza	
City, State, Zip: Universal City, CA 91608	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 45	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 5,000	
Total # of full-time company employees in California: 3,500	

Company: NDS	Priority Industry? ☒ Yes ☐ No
Address: 21820 Burbank Blvd, Suite 200	
City, State, Zip: Woodland Hills, CA 91367	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 45	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 378	
Total # of full-time company employees in California: 324	

Company: PeerStreet	Priority Industry? ☐ Yes ☒ No
Address: 2121 Park Place, Suite 250	
City, State, Zip: El Segundo, CA 90245	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 45	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 190	
Total # of full-time company employees in California: 127	

Company: Studio Distribution Services LLC	Priority Industry? ☒ Yes ☐ No
Address: 100 Universal City Plaza, Bldg. 1440, 7th Fl.	
City, State, Zip: Universal City, CA 91608	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 45	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 140	
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: Riviera Inc. dba The Enterprise U	CCG No.: ET22-0303
Reference No: 22-0505	Page 3 of 3

ALPHABETIZE BY COMPANY NAME

Company: TBWA\Chiat\Day	Priority Industry? ☐ Yes ☒ No
Address: 5353 Grosvenor Blvd	
City, State, Zip: Los Angeles, CA 90066	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 45	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 11,100	
Total # of full-time company employees in California: 250	

Company: Verisk 3E	Priority Industry? ☒ Yes ☐ No
Address: 3207 Grey Hawk Ct	
City, State, Zip: Carlsbad, CA 92010	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 45	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 458	
Total # of full-time company employees in California: 115	

Company: World Oil Recycling	Priority Industry? ☒ Yes ☐ No
Address: 9302 Garfield Ave	
City, State, Zip: South Gate, CA 90280	
Collective Bargaining Agreement(s): None	
Estimated # of employees to be retrained under this Contract: 20	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 108	
Total # of full-time company employees in California: 108	

Retrainee-Job Creation

Training Proposal for:

Tri-Square Construction Company, Inc.

Contract Number: ET22-0318

Panel Meeting of: May 25, 2022

ETP Regional Office: Sacramento **Analyst:** A. Reyes

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative SB <100	Industry Sector(s):	Construction (C) Priority Industry: ☒Yes ☐No
Counties Served:	El Dorado	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 60	U.S.: 60	Worldwide: 60
Turnover Rate:	10%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
$175,000

Total ETP Funding
$140,070

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SB <100	Business Skills, Commercial Skills, Computer Skills	55	8-200	0	$1,610	$21.57
				Weighted Avg: 70			
2	Retrainee Priority Rate Job Creation Initiative SB<100	Business Skills, Commercial Skills, Computer Skills	28	8-200	0	$1,840	$19.07
				Weighted Avg: 80			

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

Minimum Wage by County: Job Number 1 (Retrainee): $21.57 per hour in El Dorado County;
Job Number 2 (Job Creation): $17.64 per hour in El Dorado 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 (Retrainee)		
Foremen		10
Ground Hand		2
		6
		2
Support Staff		8
Team Leads		7
Tower Hand		2
		6
		2
Tower Lead		4
		6
Job Number 2 (Job Creation)		
Foremen		6
Ground Hand		2
		2
		2
Support Staff		2
Team Leads		2

Tower Hand		2
		2
		2
Tower Lead		3
		3

INTRODUCTION

Founded in 2003 and headquartered in El Dorado Hills, Tri-Square Construction Company, Inc. (Tri-Square) (www.tri-square.com) is a wireless infrastructure service provider that constructs, maintains, and assists with design solutions for wireless communication sites. Customers include major wireless carriers including Verizon, AT&T, T-Mobile, and Sprint. Training will take place at its location in El Dorado Hills. This is Tri-Square's second ETP Contract and the second in the last five years.

Veterans Program

Tri-Square does not currently have a specific Veterans recruitment program in place; however, they do employ Veterans. Tri-Square requests to not include a Veteran job number at this time.

PROJECT DETAILS

Tri-Square's previous contract focused on ensuring that the Company was up-to-date with wireless industry and safety requirements. This project will continue to build on this training as wireless technologies and tower requirements change frequently and vary with each wireless carrier. As new advancements in wireless communication are released, the requirements for contractors to work on them have become increasingly more difficult as each year passes. Tri-Square will deliver this training through a National Wireless Safety Alliance (NWSA) program required by the majority of wireless carriers. Trainees will receive training in classes such as Climbing Skills and Radio Frequency Awareness and Safety. After successful completion of the program, trainees will become NWSA certified.

Tri-Square is one of the only NWSA-Approved training facilities in Northern California which has brought the Company more opportunities and increased demand for services. To help meet demands, Tri-Square is currently building a new facility in El Dorado Hills. Construction on this facility has been a year in the making and will be utilized as a training area, job staging, and prep area.

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.

Tri-Square is currently building a new facility in order to create extra space and allow for controlled environment testing. This new facility will help increase revenue and increase the quality of work. With this expansion, the Company will hire 28 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 Class/Lab and E-Learning 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. Training topics include Communication Skills, Customer Service, and Project Management.

Commercial Skills: Training will delivered to all occupations except Support Staff and will focus on processes necessary to complete projects. Training topics include Hoisting/Rigging, Welding Technique, and Electrical Arc Flash.

Computer Skills: Training will be delivered to all occupations and will focus on software used in projects. Training topics include Avetta, V Source Verizon Supplier Bid Portal, and Quickbooks.

Commitment to Training

Tri-Square's annual training budget is approximately $250,000 per facility for safety and employee improvement. The Company is committed to improving performance and knowledge for all employees. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

Training will be provided by qualified in-house trainers. The Company had designated the Project Administrator to oversee the ETP Contract along with the assistance from the Office Manager. The company has also retained the services of a third-part administrator with extensive ETP experience to assist with administration.

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 $ %
ET20-0297	Sacramento	4/6/2020-4/5/2022	$92,690	$0 (0%)

*A Closeout invoice has been submitted for this contract, but has not been approved at this time. Potential earnings is expected to be $92,690 (100%).

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development of this proposal for a flat fee of $5,000.

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
- Customer Service
- Employee Responsibility
- Financial Reporting
- Project Management
- Sales Technique

COMMERCIAL SKILLS

- American National Standards Institute (ANSI) Standards Updates
- Boom Truck Safety
- Certified Hot Work Crown
- Certified Hot Work Verizon
- Confined Space Training
- Driving with a Trailer
- Electrical Arc Flash
- Excavation Safety - Utilities
- Fall Protection
- Fire Safety and Prevention
- Hoisting / Rigging
- Ladders
- National Wireless Safety Alliance (NWSA) Climbing Skills
- Power Plant Breaker Safety
- Proper Personal Protective Equipment (PPE)
- Proper Tie-Off
- Radio Frequency (RF) Awareness and Safety
- Rotary Hammer Drill
- Sandblasting
- Team Lifting Safety
- Welding Technique
- Work at Night Safety

COMPUTER SKILLS

- Adobe
- Ariba
- Avetta
- Box (Data Structure and Algorithm (DSA) Jobs)
- Crown Castile Inc. (CCI) Sites
- Dropbox
- Fleetmatics
- MS Office (Intermediate/Advanced)
- Photoshop
- Quickbooks

- Salesforce
- Sprint Siterra
- V Source Verizon Supplier Bid Portal
- Verizon Ryder
- WordPress

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

Retrainee-Job Creation

Training Proposal for:

Tricida, Inc.

Contract Number: ET22-0315

Panel Meeting of: May 25, 2022

ETP Regional Office: San Francisco Bay Area **Analyst:** A. Salinas

PROJECT PROFILE

Contract Attributes:	Priority Rate SB <100 Retrainee Job Creation Initiative	Industry Sector(s):	Services (G) Professional, Scientific Technology (54) Biotechnology and Life Sciences (54+) Priority Industry: ☒Yes ☐No
Counties Served:	San Mateo	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 49	U.S.: 54	Worldwide: 54
Turnover Rate:	20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
$590,000

Total ETP Funding
$104,650

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SB <100	Business Skills, Mgmnt. Skills	45	8–200 Weighted Avg: 65	0	$1,495	$50.00
2	Priority Rate SB <100 Job Creation Initiative	Business Skills, Mgmnt. Skills	25	8–200 Weighted Avg: 65	0	$1,495	$50.00

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

Minimum Wage by County: Job Number 1: $23.53 per hour for San Mateo County
Job Number 2 (Job Creation): $19.61 per hour for San Mateo 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		1
Executives		6
Managers		15
Professional Staff		10
Technical Staff		13
Job Number 2: Job Creation		
Administrative Staff		2
Managers		5
Professional Staff		8
Technical Staff		10

INTRODUCTION

Founded in 2014 and headquartered in South San Francisco, Tricida, Inc. (Tricida) (www.tricida.com) is a pharmaceutical company focused on the development and commercialization of its investigational drug candidate - Veverimer (also known as TRC101) which is a non-absorbed, orally-administered polymer designed to treat metabolic acidosis in patients with chronic kidney disease (CKD). Metabolic acidosis is a chronic condition commonly

caused by CKD that is believed to accelerate the progression of CKD, increase the risk of muscle wasting, and cause the loss of bone density. According to the Centers for Disease Control more than 37 million people in the United States are afflicted with CKD, representing an overall prevalence in the adult population of approximately 15%.

Since 2020, Tricida has re-focused its business on this primary therapy target-kidney disease, and all staff require a full learning curriculum to help accelerate the pipelining of its drug candidates into commercialization. ETP training will be delivered at the Company's headquarters in South San Francisco.

Veterans Program

Although there is not a separate Veteran's Job Number in this proposal, Tricida is committed to Veteran inclusion and encourages Veterans to apply for positions. The Company actively posts hiring notices to job boards around San Mateo County.

Retrainee - Job Creation

In this proposal, the Company will hire 25 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, Tricida expects business expansion, increased customer base, and an expanded product line which requires additional hires.

PROJECT DETAILS

Training Plan

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

Business Skills: Training will be offered to all occupations and include Collaboration, Project Management and Increasing Resiliency.

Management Skills: Training will be offered to Executives and Managers and include Managing Others, Coaching and Advanced Leadership.

Commitment to Training

Tricida's training budget in California is $150,000 annually and includes Management Fundamentals, Performance Management, MS Office Intermediate Plus and Project Management. ETP funds will not displace the existing financial commitment to training.

- Training Infrastructure

The Executive Director, Human Resources (dedicated administrator) and its HR Coordinator will oversee project administration, with oversight from its HR leaders. ETP training will be delivered by in-house experts and vendors as needed. The Executive Director will also be involved in reviewing the necessary processes and procedures. A third-party subcontractor has been retained to assist with overall project administration.

Impact/Outcome

ETP training will help develop staff's critical leadership, management and business capabilities. This will help the company increase the size of the organization and expedite staff abilities to serve the Company's targeted patient population, as well as meet the needs of its further expanded customer base. Tricida intends to continue to advance its product pipeline into more drug candidates and later-stage development toward commercialization. This will cause an increase in revenue-generating capabilities, while creating new employment opportunities in California.

DEVELOPMENT SERVICES

Hands On, LLC in New York, New York assisted with proposal development for a flat fee of $5,000.

ADMINISTRATIVE SERVICES

Hands On, LLC will also perform administrative services for a flat fee of 10% which will 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

- Drug Discovery and Development 101
- Patient Centricity
- Strategic Planning
- Budget and Resource Planning
- Project Management
- Profit and Loss Management
- Creating Vision and Strategy and Scaling the Organization
- Collaboration
- Hybrid Teaming, and Influencing and Stakeholder Management
- Increasing Resiliency
- Change Management
- Agile and Design Thinking
- Ideation and Innovation
- Leading Strategic Change
- Continuous Improvement
- Emotional Intelligence
- Effective Communication
- Storytelling
- Presentation Skills
- Giving and Receiving Feedback
- Navigating Difficult Conversations
- Conversational Intelligence

MANAGEMENT SKILLS (Managers/Supervisors Only)

- Managing Others
- Coaching
- Advanced Leadership
- Enhancing a Culture of Inclusion

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

Training Proposal for:

University of California Riverside-Extension

Contract Number: ET22-0299

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** M. Niquet

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100	Industry Sector(s):	MEC (H) Manufacturing (33) Services (61,71,72,81,92) Transportation and Warehousing (48-49) Construction (23) Healthcare (62) Priority Industry: ☒ Yes ☐ No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, San Diego, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
$250,510		$17,170 8%		$267,680

In-Kind Contribution:	50% of Total ETP Funding Required	$447,500

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., Literacy Skills, Mfg. Skills, Mgmnt. Skills, OSHA 10/30	225	8-200 Weighted Avg: 38	0	$934	$21.57
2	Retrainee	Business Skills, Computer Skills, Cont. Imp., Literacy Skills, Mfg. Skills, Mgmnt. Skills, OSHA 10/30	30	8-200 Weighted Avg: 20	0	$427	$21.57
3	Retrainee SB<100	Business Skills, Computer Skills, Cont. Imp., Literacy Skills, Mfg. Skills, Mgmnt. Skills, OSHA 10/30	65	8-200 Weighted Avg: 28	0	$688	$21.57

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

Minimum Wage by County: $21.73 per hour for Los Angeles County and $21.57 per hour for Orange, San Diego, 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 $2.50 per hour of health benefits to meet the Post-Retention Wage for Job Numbers 1-3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Numbers 1-3		
Administrative Staff		11 74
Project Coordinator/Engineer		10 60
Production Staff		75
Supervisor/Manager		60 20 10

INTRODUCTION

Founded in 1954 and located in Riverside, the University of California, Riverside – Extension (UCR-Extension) (www.extension.ucr.edu) is the community-facing arm of the University of California, Riverside (UCR or University). UCR-Extension provides skills-related professional training in a variety of disciplines as well as education opportunities that include workshops, courses, or certificate programs through in-person or online classroom setting options. The program focuses on customized training and skills necessary for companies to invest in their employees, and remain competitive within their industry. Additionally, through self-funded training, UCR-Extension has had the opportunity to provide training and work with various Chambers of Commerce, government agencies, non-profit agencies, local businesses, and corporate partners.

UCR-Extension is accredited by the Western Association of Schools and Colleges and has provided past ETP-funded training as a training provider in over 20 ETP Multiple Employer Contracts including Murrieta Chamber of Commerce, Riverside County Economic Development Agency and Southeast Los Angeles County Workforce Development Board. Through these partnerships, UCR-Extension has provided ETP-eligible training to manufacturing, distribution, logistics, healthcare and construction companies in the Los Angeles, Orange, San Diego, Ventura, Riverside and San Bernardino areas. This is UCR-Extension's second ETP Contract, the second in the last five years. UCR-Extension confirms that no trainees will receive duplicative training in any subject matter.

Veterans Program

Although UCR-Extension does not have a specific Veterans recruitment program, UCR-Extension does works directly with Veterans Affairs to promote training opportunities and support students through enrollment and program completion and as well as working with participating employers in training its Veteran population.

Core Group of Employers

UCR-Extension's core group of participating employers represents more than 100% of the requested funding. Employer demand currently exceeds the funding amount for this proposal. The core group of employers consists of four small and three large business employers. The core group of employers consists of two small and six large business employers.

PROJECT DETAILS

UCR-Extension serves communities challenged with a shortage of unqualified workers requiring employers to hire from outside of their communities. Employers are experiencing a workforce with too many jobs and not enough skilled workers to fill them. The lack of skilled workers to hire from these communities calls for these companies to hire and train new talent, as well as upskill incumbent workers. Employers are also challenged with keeping pace with advances in technology within their industry, as well as the need to evolve its business practices including lean practices. Additionally, companies are facing difficulties working with diverse workforce populations, particularly in the lack of communication for employees in customer service and administrative support within their organizations.

Developing a robust training program allows employers to invest in their employees by upskilling and providing custom programming tailored to their needs and the economic challenges. The results of a customized training enhances employee morale, furthering their investment and retention within that company and the field. As companies expand in the future and add to their workforce, they will turn to their team to fill opportunities. Through ETP-funded training, employers

are able to stay competitive, increase productivity, and keep the cost of employee turnover low, while reducing costs and the needs to continuously hire industry experts from outside the company.

Through UCR-Extension's customized training programs, companies will be able to increase employee motivation, innovation, productivity and skills by providing a best practice approach to employee development tailored to their exact needs and facilitate the companies' capabilities they require to remain competitive.

Training Plan

Training will be delivered via Class/lab and E-learning at a participating employer worksites (70%) and at UCR-Extension's campus in Riverside (30%) in the following:

Business Skills: Training will be offered to all occupations with an emphasis on skills to improve communication, customer service and Project Management. Trainees will learn successful techniques to handle customers, projects, and problems more effectively.

Computer Skills: Training will be offered to all occupations to become more proficient in the use of productivity software, inventory and project management tools.

Continuous Improvement: Training will be offered to all occupations. This training is designed to improve daily business processes and allow for more efficient operating processes that reduces errors and operating costs.

Literacy Skills: Training will be offered to Administrative Staff, Project Coordinators/Engineers and Production Staff. This training will help employees with limited English skills improve their workplace communication, and comprehension.

Management Skills: Training will provide Supervisors/Managers with the leadership and supervisory skills necessary to implement changes and become more effective leaders in high performance workplaces.

Manufacturing Skills: Training will provide Engineers, Production Staff and Project Coordinators/Engineer with enhanced logistical and purchasing skills for manufacturing and assembly and added knowledge in lean manufacturing concepts.

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 a job order. 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. The trainer-to-trainee ratio is 1:40.

Trainer Qualifications

UCR-Extension's instructors are industry professionals who have excelled in their respective fields. Trainers undergo a rigorous vetting process which includes review by the UCR Faculty Academic Senate to ensure they meet the same high-caliber as the ladder-rank faculty. The

trainers will be the UCR-Extension's employees and will have, at minimum, bachelor's degrees from accredited colleges, as well as experience in their area of expertise.

Curriculum Development

UCR-Extension met with each of the participating employers and discussed the training plans for the proposed project. In each case the employer assessed skilled worker's needs and commitment to train in courses such as project and construction management, process improvement, rick management, literacy skills and lean manufacturing. At the end of each training program, UCR-Extension will use direct feedback from participating employers to enhance and update the curriculum and assess the overall effectiveness of the training program.

Marketing and Support Costs

UCR-Extension recruits participating employers by using marketing campaigns which include email, social media, website landing pages, event flyers, phone calls, and in-person connections. There are five marketing team members who create printed and digital marketing campaign materials, as well as assist in the marketing of the ETP program.

UCR-Extension requests, and staff supports, 8% support costs to market to existing and additional employers; assist participating employers in identifying and customizing training needs; and manage recordkeeping and administrative processes for each employer.

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 in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

UCR-Extension has a dedicated Corporate Education and Custom Programs team of five. The Custom Programs Manager will have project oversight with the assistance of a Manager, Coordinator, Intern and Student Worker. The Team will have shared ETP project administration and marketing/recruitment duties which include needs assessment, scheduling training, tracking of hours, enrolling trainees, and submitting invoices. As a repeat Contractor, these staff members have experience with ETP's administration and recordkeeping requirements.

Alternative Recordkeeping

UCR-Extension 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

Tuition Reimbursement

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

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned $ %
ET20-0188	Statewide	11/11/2019-11/10/2021	$321,604	$28,096 (9%)

Based on ETP Systems, 10,934 reimbursable hours have been tracked for potential earnings of $268,976 (84% of approved amount). The final closeout has been submitted and is currently getting processed by ETP Fiscal.

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
- Project Management
- Construction Management
- Business Writing
- Communication Skills
- Supervision and Leadership Skills
- Customer Services Practices and Processes
- Human Resource
- Organizational Behavior
- Accounting Skills
- Finance for Nonfinancial People
- Effective Sales
- Entrepreneurship

COMPUTER SKILLS
- Windows (Intermediate/Advanced)
- Microsoft Office Suite
- Microsoft Project
- Google Platform

CONTINUOUS IMPROVEMENT
- Agile Project Management
- Lean Six Sigma
- Process Improvement
- Quality Control
- Internal Auditing
- Risk Management
- Project Scheduling
- New Product Development
- Facilities Management and Operations

LITERACY SKILLS*
- English as a Second Language in the Workplace
- Conversational English as a Second Language
- Communication Skills

MANAGEMENT SKILLS (Supervisors/Managers Only)
- First Time/New Supervisor Training
- Understanding your Role as a Supervisor
- Leadership Skills for Managers
- Crucial Conversations
- Crucial Accountability
- Servant Leadership
- Coaching & Mentoring Skills
- Managing Change
- Managing Differences
- Conflict Management

- Problem Solving & Critical Reasoning
- Team Building
- Time Management
- Delegation Skills

MANUFACTURING SKILLS

- Logistics Skills
- Purchasing Skills
- Supply Chain Management
- Manufacturing Processes
- Lean Manufacturing Concepts

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

*Literacy Training cannot exceed 45% of total training hours, per trainee.
Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply OSHA 10/30).

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: University of California Riverside-Extension	CCG No.: ET22-0299
Reference No: 22-0493	Page 1 of 2

ALPHABETIZE BY COMPANY NAME

Company: Fender Musical Instruments	Priority Industry? ☐ Yes ☒ No
Address: 311 Cessna Circle	
City, State, Zip: Corona, CA 92880	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 25	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 2,341	
Total # of full-time company employees in California: 900	

Company: Fisher & Paykel Healthcare, Inc.	Priority Industry? ☒ Yes ☐ No
Address: 173 Technology Dr., Suite 100	
City, State, Zip: Irvine, CA 92618	
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: 4,500	
Total # of full-time company employees in California: 128	

Company: Fullmer Construction	Priority Industry? ☒ Yes ☐ No
Address: 1725 S. Grove Ave.	
City, State, Zip: Ontario, CA 91761	
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: 133	
Total # of full-time company employees in California: 133	

Company: International EZ Up	Priority Industry? ☒ Yes ☐ No
Address: 1900 Second Street	
City, State, Zip: Norco, CA 92860	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 50	Small Business? ☐ Yes ☒ No
Total # of full-time company employees worldwide: 118	
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: University of California Riverside-Extension	CCG No.: ET22-0299
Reference No: 22-0493	Page 2 of 2

ALPHABETIZE BY COMPANY NAME

Company: Okuma Fishing	Priority Industry? ☒ Yes ☐ No
Address: 2310 Locust Ct.	
City, State, Zip: Ontario, CA 91761	
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: 45	
Total # of full-time company employees in California: 45	
Company: Power Pro Plus, Inc.	Priority Industry? ☒ Yes ☐ No
Address: 1375 N. Fitzgerald Ave.	
City, State, Zip: Rialto, CA 92376	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? ☒ Yes ☐ No
Total # of full-time company employees worldwide: 42	
Total # of full-time company employees in California: 42	
Company: Rolenn Manufacturing, Inc.	Priority Industry? ☒ Yes ☐ No
Address: 1549 Marlborough Ave.	
City, State, Zip: Riverside, CA 92509	
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: 40	
Total # of full-time company employees in California: 40	
Company: Stronghold Engineering	Priority Industry? ☒ Yes ☐ No
Address: 150 W. Walnut Ave.	
City, State, Zip: Perris, CA 92571	
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: 168	
Total # of full-time company employees in California: 168	

Training Proposal for:

Webasto Charging Systems, Inc.

Contract Number: ET22-0300

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** D. Tran

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing (E) Professional, Scientific Technology (54) Priority Industry: ☒Yes ☐No
Counties Served:	Los Angeles	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 150	U.S.: 3,400	Worldwide: 15,000
Turnover Rate:	9%		
Managers/Supervisors: (% of total trainees)	6%		

FUNDING DETAIL

In-Kind Contribution
$412,500

Total ETP Funding
$172,500

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; Continuous Impr; Computer Skills; Manufacturing Skills;	150	8-200	0-100	$1,150	$21.73
				Weighted Avg: 50			

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

Minimum Wage by County: Job 1: $21.73/Hour in Los Angeles County
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No ☐ Maybe
Up to $1.73 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
Engineering Staff 1		5
Engineering Staff 2		65
Production/Technician Staff 1		5
Production/Technician Staff 2		30
Corporate Support Staff		35
Supervisor/Manager		10

INTRODUCTION

Founded in 2018, Webasto Charging Systems, Inc. is a pioneer in electric vehicle (EV) charging technology. The Company produces an evolving lineup of charging systems that enable safe, easy, and fast charging of electric vehicles, material handling, and ground support equipment. Webasto's current lineup of products are charging solutions for automakers such as Ford, BMW, Chevrolet, Volvo, Lincoln, Fiat, Kia, Mini, Mitsubishi, and many more. This is going to be Webasto's first ETP training project.

Veterans Program

Webasto currently does not have a specific veteran's outreach program in place; however the Company is interested in looking into how specific outreach to the veteran population may help in the future growth of the Company.

PROJECT DETAILS

There is a growing demand for energy-efficient commuting. Governments are supporting electric vehicles and charging infrastructure through preferential policies, subsidies, and tax rebates that have led to a growing demand for this segment along with the fact that many governments around the world have announced plans to phase out fossil fuel vehicles from the marketplace over the next two decades. To keep up with this market demand and with the frequent technological

changes in the industry, Webasto is implementing many new processes, products, and systems to remain on the forefront of electric vehicle charging technology.

Webasto is rolling out a new PEP (Product Evolution Process), as well as a product lifecycle management system. This new process is embedded within the Company's System Applications and Products (SAP) system. This enhancement effectively determines the cycle where products evolve in terms of features, functionalities, quality, and overall technology. This is necessary as the EV revolution and EV charging technology is constantly improving and becoming more efficient. This change process requires extensive training to all staff to be able to recognize the peaks and troughs of the product lifecycle.

Webasto is transitioning from a mechanical company to a mechatronic company. The Company initially manufactured automotive roof systems such as standard roofs to panoramic sunroofs which was more mechanic in nature. The Company has now transitioned to EV charging solutions which include the development and installation of PCBA (Printed Circuit Board Assembly), which moves them into mechatronics. This is very technical in nature and substantial training is necessary to ensure that all employees are aware of the inner workings of various electric vehicle charging products, electrical circuitry, and various power systems.

Lastly, Webasto is bringing its testing validation process in house, to be completed on-site in California (currently this process is being outsourced to Michigan). This is a critical step in Webasto's production cycle as it allows all employees to see firsthand the testing and validation phase of its products. Training all employees on this final step of the production cycle will provide the skills and knowledge necessary to provide support to global market partners as well as end users when technical issues arise.

Training Plan

Business Skills: Training will be offered to mostly Corporate Support Staff and Supervisors/ Managers. Training is intended to improve business relationships and operations. Courses include business acumen, purchasing skills, and communication skills.

Continuous Improvement: Training will be offered to all occupations and focused on process and operations improvement towards efficiency and high productivity. Courses include change management, leadership and coaching skills, and Lean processes/process improvements.

Manufacturing Skills: Training will be offered to Production/Technician Staff 1 and 2 and Engineering Staff 1 and 2. Training is designed to enhance production floor operating efficiency while implementing new Lean manufacturing practices.

Computer Skills: Training will be offered to all occupations. This training will focus on increasing software skills and knowledge as the transition to producing various components will require in depth computer program skills for testing and designing hardware and circuitry.

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.

Commitment to Training

Webasto spends approximately $200,000 annually on training. This training typically covers basic on-boarding, safety training, and other federally mandated training. This proposed project will allow Webasto to implement new in depth training curriculum related to new processes and procedures for emerging battery and charging technologies.

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

Webasto has identified the Human Resources Manager and the Sr. Human Resources Generalist at the Monrovia facility to manage the ETP project. These individuals will be responsible for managing the scheduling, delivery, and documentation of training for the California facilities. These individuals will work with Webasto's third party administrator.

Electronic Recordkeeping/LMS

ETP staff has reviewed and approved the use of an LMS system, Success Factors.

DEVELOPMENT SERVICES

Webasto retained Training Funding Partners in Fountain Valley to assist with development of this proposal for a flat fee of $8,625.

ADMINISTRATIVE SERVICES

Webasto also retained Training Funding Partners in Fountain Valley to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab, E-Learning Hours

8-200 Trainees may receive any of the following:

Business Skills

- Business Process/Business Acumen
- Communication/Conflict Resolutions Skills
- Electronic Vehicle Concepts and Processes
- New Product Solutions
- New and Revised SOP
- Purchasing Skills
- Train-the-Trainer

Continuous Improvement Skills

- Change Management
- Delegation Skills
- Engineering Process/Design Skills
- ISO certification Skills
- Leadership/Coaching Skills
- Lean Management/Process Improvement

Computer Skills

- Cybersecurity Skills
- Data Analytics/Database Systems
- Intermediate/advanced Microsoft Office
- Engineering System Skills
- Proprietary System Skills
- SAP System Skills

Manufacturing Skills

- Automotive/Electrical Safety
- CAD Data Management
- Cybersecurity
- Design for Manufacturing/Design of Experiments
- Equipment Operations Skills
- Equipment Troubleshooting, Diagnostics, and Repair
- EV Manufacturing and Assembly Processes
- Failure Mode and Effects Analysis
- Geometric Design and Tolerance
- High Voltage Awareness/Electronics Design and Management
- Java Skills
- Manufacturing/Assembly Process Optimization
- Power Electronics
- Product Change Management Processes and Best Practices

- Product Lifecycle Management
- Programming Skills
- Prototype Testing
- Tugger

CBT Hours

0-100

Continuous Improvement Skills

- Active Listening – 0.75 hours
- GPO – Project Management Basics – 0.25 hours
- Project Management Competence (online version PMCT) – 1.5hours
- Project Monitor (PM) – 0.5 hours
- Talent Management – Introduction Potential Identification & Talent Conference – 0.50 hours
- Time Management – 0.5 hours
- WPS Continuous Improvement Dimension Overview – 0.25 hours

Business Skills

- Appreciative Communication – 0.75 hours
- Avoided Cost – 0.25 hours
- Communication Styles – 0.75 hours
- Deviation Approval Tutorial – 0.5 hours
- DRBFM – How to Work with the Form Sheet? – 0.5 hours
- Facilitating a Training Hours – 0.5 hours
- Information Security @ Webasto (DE) – 0.5 hours
- Information Security @ Webasto (EN) – 0.5 hours
- Intercultural Communication – General Introduction – 0.5 hours
- Intercultural Communication – The Americans – 0.5 hours
- Intercultural Communication – The Germans – 0.5 hours
- Requisition & Release (SRM – EBP)- Release/Rejection – 0.5 hours
- Risk Assessment – Tutorial – 0.5 hours
- Special Characteristics part 1 – 05 hours
- Special Characteristics part 2 – 0.5 hours
- The Inner Drivers – 1 hour
- Tools for Virtual Meeting at Webasto – 0.25 hours
- Understanding Messages – 0.75 hours

Computer Skills

- 10 Hottest Tips – Outlook – 0.25 hours
- 10 Hottest Tips – SAP – 0.25 hours
- 10 Hottest Tips – SharePoint – 0.25 hours
- BOM Structure Management VPM PDM SAP – 0.5 hours
- CAD 3Dx for Kinematics Part 1 (EN) – 0.75 hours
- CAD Methods WRS – AM Failed Roof Swaps – 0.5 hours
- CAD Methods WRS – AM Introduction – 0.25 hours
- CAD Methods WRS – AM Module 1 – 1 hour

- CAD Methods WRS – AM Module 2 – 1 hour
- CAD Methods WRS – AM Module 3 Part 1 – 1 hour
- CAD Methods WRS – AM Module 3 Part 2 – 1 hour
- CAD Methods WRS – AM Module 4 – 1 hour
- CAD Methods WRS – AM Positions Sketches/Positive Quadrant/Right Hand Rule – 1 hour
- CAD Methods WRS – AM Solid Modeling Basics Part 1 – 1 hour
- CAD Methods WRS – AM Solid Modeling Basics Part 2 – 1 hour
- CAD Methods WRS – AM Updates and Improvements – 0.5 hours
- How You Best Use ONEnet! – 0.5 hours
- Important Interface Points PDM to SAP – 0.5 hours
- SAP Navigation – 0.5 hours
- Secure Passwords – 0.25 hours
- Webasto Data Protection – 0.5 hours
- What Exactly is Phishing? – 0.25 hours
- WIMS Users Training – 0.25 hours

Manufacturing Skills

- Agile Introduction – 0.25 hours
- Engineering Change Management Process – 0.5 hours
- FMEA – Basic part 1 – 0.5 hours
- FMEA – Boundary Diagram Creation – 0.5 hours
- FMEA – Communication Guideline for FMEA Data – 0.25 hours
- FMEA – Design FMEA Part 2 – 0.5 hours
- FMEA – How to Read a Form Sheet? – 0.5 hours
- FMEA – Prioritization – 0.5 hours
- FMEA – P Diagram Creation – 0.5 hours
- GD&T – Introduction Part 1 – 0.5 hours
- Global DFM Module 1: Knowledge – 0.5 hours
- Introduction to Kanban RD & PM – 0.5 hours
- Introduction to Plastic Part Design for Injection Molding – 1 hour
- Introduction to Requirement Engineering – 0.5 hours
- OESA 2021 Automotive Electrification: Opportunity, Risk, and Reality – 1.5 hours
- Production Preparation Process – Overview of This Workshop Methodology – 0.15 hours
- Q7 – 7 Basic Quality Tools – 0.25 hours
- R&D Functions – 0.5 hours
- R&D Introduction to Systems Engineering – 0.5 hours
- R&D Teem Definition & Impact Analysis – 0.5 hours
- R&D Safety Management – 0.25 hours
- WPS: Introduction to Our Webasto Production System (WPS) 2 parts – 0.25 hours

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

RESPOND

Retrainee-Job Creation

Critical Proposal for:

Consolidated Disposal Service, LLC dba Republic Services, Inc.

Contract Number: ET22-0302

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** M. Reeves

PROJECT PROFILE

Contract Attributes:	RESPOND (Core Funds) Job Creation Initiative Retrainee	Industry Sector(s):	Services (G) Waste Management (56) Priority Industry: ☐Yes ☒No
Counties Served:	Los Angeles, Orange, Fresno, Monterey, Sacramento, San Joaquin, San Francisco	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Teamsters Local Union No. 396; General Teamsters Union Local No. 431; General Teamsters Local No. 439; Warehouse Union Local 6		

Number of Employees in:	CA: 3,500	U.S.: 36,000	Worldwide: 36,000
Turnover Rate:	12%		
Managers/Supervisors: (% of total trainees)	6%		

FUNDING DETAIL

In-Kind Contribution
$1,009,934

Total ETP Funding
$599,978

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, Hazwoper, Mgmnt. Skills, OSHA 10/30	434	8-200 Weighted Avg: 29	0	$667	$21.57
2	Retrainee Job Creation	Business Skills, Comm'l. Skills, Computer Skills, Cont. Imp., HazMat, Hazwoper, Mgmnt. Skills, OSHA 10/30	300	8-200 Weighted Avg: 45	0	$1,035	$18.42

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

Minimum Wage by County: Job Number 1: $23.53 per hour for San Francisco County; $21.73 per hour for Los Angeles County; and $21.57 per hour for Fresno, Monterey, Orange, Sacramento & San Joaquin counties.

Job Number 2 (Job Creation): $19.61 per hour for San Francisco County; $18.11 per hour for Los Angeles County; $17.81 per hour for Orange County; and $17.64 for Fresno, Monterey, Sacramento & San Joaquin 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 (Job Number 1) and $1.19 per hour (Job Number 2) may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Numbers 1 and 2		
Administrative Staff		1
Customer Service Lead		3
Driver		36
		75
		124
Engineering/Environmental Compliance		12
Engineering/Environmental Management		10
Environmental Services Staff		7

Field Safety		4
Field Sales		44
Heavy Equipment Operator		22
		19
Human Resources Staff		12
Laborer		28
		8
Landfill/Transfer Station Management		31
Light Equipment Operator		16
		16
Maintenance Lead		28
Municipal Sales		22
Operations Support		45
Recycling Coordinator	*	75
Recycling Support Staff		24
Technician		3
		45
Welder		12
		12

RESPOND/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 as "Critical Proposals" with maximum flexibility and an expedited development/approval process. This proposal for Consolidated Disposal Service, LLC dba Republic Services, Inc. (Republic) is determined eligible as a RESPOND project based on the impact of the COVID-19 pandemic on the Company's solid waste collection, recycling, and disposal services in California.

INTRODUCTION

Founded in 1998 and headquartered in Phoenix, AZ, Republic (www.republicservices.com) provides solid waste collection, recycling and disposal services. The Company serves customers across the US and Puerto Rico and include residential and commercial clients including single and multi-family unit residences, small businesses, healthcare facilities, retail establishments and construction sites. The training outlined in this proposal will be provided to employees at approximately 21 California locations.

In the early stages of the COVID-19 global pandemic, the Department of Homeland Security designated the business sector 'waste workers' as an "Essential Critical Infrastructure Workforce." Governor Gavin Newsom followed by also deeming this industry sector as critical and essential during the pandemic lockdown. Under normal circumstances, proper waste collection and disposal is inherently hazardous work, and fallout from COVID-19 has made the job even more

dangerous. As an essential business during challenging times, Republic has established new procedures for drivers, onsite personnel, and third-party vendors.

In addition to implementing new safety protocols, Republic is also in the process of hiring and training new workers to meet increasing demand, and to adhere to new California organic waste regulations ushered in by SB 1383. This law mandates a statewide effort to reduce greenhouse gas emissions, and includes a strategic target of 75% reduction in organic waste by 2025.

California's Department of Resources Recycling and Recovery estimates that a united investment of approximately $40 billion over the next five years will be needed to effectively divert organics (food scraps, paper products, yard trimmings, wood, etc.) from the state's landfills. Much of that investment is expected to go towards new composting and anaerobic capacity, along with expanding the organics pre-processing infrastructure. Various cities and municipalities and their respective waste haulers are expected play a vital role in the state's goal to reduce organic waste in the coming years. Thus, a key component to Republic's hiring efforts will include bringing workers onboard to staff and maintain the Company's newly planned composting and organics pre-processing facilities.

Veterans Program

While there is no separate Veterans job number in the proposal, Republic is committed to hiring veterans into its workforce. The Company engages the following organizations to recruit new workers: Military to Civilian Transitions Group, Military Officers Association, Hiring Heroes, Vets2Industry, and the USVCC-United States Veterans Chamber of Commerce. Republic also actively participates in the MSEP-Military Spouses Employment Partnership Career Fair and the Veterati-Veterans Mentor/Mentee Program.

Union Support

The following unions have submitted letters of support for various represented occupations (Drivers, Operators, Technicians, Laborers and Welders) included in this proposal: Teamsters Local Union No. 396; General Teamsters Union Local No. 431; General Teamsters Local No. 439; and Warehouse Union Local 6.

PROJECT DETAILS

This will be Republic's fourth ETP Contract, and the third in the past five years. Previous training supported the Company's rebranding strategy to become a more customer-oriented organization. In addition, training focused on the Company's ongoing fleet automation from rear-load vehicles to side and front-end loaders. The proposed training focuses on revamped safety and operational protocols, advanced waste disposal/recycling processes, new equipment operation, and training in new composting and organics pre-processing procedures. Some curriculum topics are repeated from the previous contract; however, course content has been updated and there will be no duplication of training. New areas of training will include:

- SB 1383 related items such as contamination requirements, measurements, and waste characterization.
- Composting facility operations and equipment
- Health and safety requirements, including COVID-related protocols
- Route review procedures and contact requirements for customer contamination monitoring
- New CNG truck operations
- Rise tablet technology

Retrainee - Job Creation

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

Republic has maintained a steady hiring pace over the past six-month period, averaging just over 60 new hires per month. The Company plans to bring approximately 375 new employees onboard over the next 12 months, of which 250 are expected to be added at the locations participating in this project, including an estimated 110 new workers in Orange County alone. To support rapid business growth and the ongoing challenge to meet industry regulatory demands, Republic has committed to hiring 300 new employees across various occupations (Job Number 2) during the contract term. This hiring effort will also support the Company's plan to increase business capacity by adding new composting and organics pre-processing facilities. 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 and E-Learning in the following:

Business Skills: Training will be offered to all occupations and will focus on COVID-19 safety protocols, communication skills, sales fundamentals and customer service.

Commercial Skills: Training will be offered to Drivers, Technicians, Operators, Maintenance Leads and Welders and include industry-specific waste disposal and recycling skills, vehicle/truck operation and maintenance, zero waste and organics training.

Computer Skills: Training will be offered to Customer Service Staff, Drivers, Leads, Sales Staff and Managers. Training will focus on client management systems, sales tools and Rise tablet technology.

Continuous Improvement: Training will be offered to all occupations and focus on process improvements, maintaining a safe work environment, leadership skills and COVID-19 related procedures.

Hazardous Materials: Training will be offered to Drivers, Technicians, Operators, Leads, Environmental Services and Managers. Trainees will learn how to properly handle, transport and dispose of hazardous materials and waste.

Management Skills: Training will be offered to Managers/Supervisors and focus on the leadership, coaching, decision-making and teambuilding skills necessary to become more effective leaders.

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 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. Training will be offered to Drivers, Technicians, Operators, Leads, Engineering/Environmental Staff, Maintenance Leads and Managers.

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. Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Training will be offered to Drivers, Technicians, Operators, Leads, Engineering/Environmental Staff, Maintenance Leads and Managers.

Commitment to Training

Republic spends approximately $2.5 million annually on training at its California facilities. Training includes new employee onboarding, defensive driving, regulatory topics, and annual refresher courses. Safety training is provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

  Republic's Area Director of Human Resources - West will oversee project administration. Additionally, a project committee, including department heads at each facility, will serve as a cross-functional team to handle training coordination, scheduling, and tracking/reporting across all participating locations. The Company has also retained an administrative vendor to assist with administrative duties. Training will take place at Company locations throughout the state, and will be delivered by in-house experts and vendors as needed. Republic has a training schedule in place and is prepared to commence training upon contract approval.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned $ %
ET19-0296	Various	11/05/18 – 02/02/21	$341,700	$341,700 (100%)
ET16-0454	Various	06/01/16 – 05/31/18	$454,560	$341,332 (75%)

DEVELOPMENT SERVICES

Judith's Training Services, LLC (JTS) in Los Angeles assisted with development for a flat fee of $59,998.

ADMINISTRATIVE SERVICES

JTS will also perform administrative for a fee not to exceed 11% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Customer Service: COVID Safety Process/Procedure
- Employee Database System
- Communication Skills
- Sales Fundamentals
- Priority-Based Selling

COMMERCIAL SKILLS

- Vehicle Operation: Side Loaders, Front-End Loaders, Roll-Off Vehicles
- Compost Facility Operations and Equipment
- SB 1383 Specific Requirements (such as contamination requirements, measurements, and waste characterization)
- Zero Waste Training
- Organic Line Training
- Absolute Standard Training
- Compressed Natural Gas Technology & Equipment
- Drive Trains
- Brakes & Hydraulics Systems
- Suspension & Steering
- Electrical & Electronic Systems
- Heating, Ventilation & Air Conditioning
- Welding
- General Vehicle Knowledge: Controls, Gears, Brakes, Driving, Inspection
- Air Brakes Systems
- Pre-Trip Inspection
- Confined Spaces
- Lockout/Tagout
- Field Operation Development
- Preventive Maintenance
- AB341 Guidelines and Updates – Recycling
- 18ab186 – Organic Food Recycling
- Water Storm Diversion and Testing
- Forklift Skills
- Vehicle Maintenance, Equipment & Repair

COMPUTER SKILLS

- InfoPro Database AS 400
- Rise Tablets
- Customer Relationship Management Systems
- Capture – Sales Customer Price Quote Per Yard

CONTINUOUS IMPROVEMENT
- Product Knowledge
- COVID Response Protocols
- Route Review Protocols and Contract Requirements for Customer Contamination Monitoring
- The Republic Way – One Way of Doing Things Across Divisions
- Focus 6 – Maintain Safety
- One Fleet Huddle – COVID Process Improvement
- Leadership Skills
- Employee Health and Safety Requirements

HAZARDOUS MATERIALS
- Handling Hazardous Materials
- Accident & Spill Prevention/Remedy

HAZWOPER
- HAZWOPER

MANAGEMENT SKILLS (Managers/Supervisors Only)
- Leadership Fundamentals - Teambuilding
- Coaching
- Decision Making
- Negotiating Strategy

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

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

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

Teamsters Local Union No. 396
Package and General Utility Drivers
Affiliated with the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Executive Board

Ron Herrera
Secretary Treasurer

Jay Phillips
President

Javier Bonales
Vice President

David Castro
Recording Secretary

Rafael Camacho
Trustee

Juan Gutierrez
Trustee

John Rogers
Trustee

January 3, 2022

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the Consolidated Disposal Service, LLC dba Republic Services Inc is requesting ETP funding. The proposed training plan for the specified members has our support. There will be approximate 300 trainees from the following occupations will be participating in this project:

Drivers, Helpers, Scout Drivers, Mechanic, Operator, Technician, Welder, Laborer, Sorter

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,

Ron Herrera

Ron Herrera
Secretary-Treasurer
Teamsters Local Union No. 396

880 Oak Park Road • Suite 200 • Covina, California 91724
Phone (626) 915-3636 • (877) 785-8396 • Fax (626) 915-3635 • E-mail: teamsters@local396.net

GENERAL TEAMSTERS UNION
LOCAL NO. 431

Packinghouse Employees, Warehousemen, Drivers and Helpers, Dried Fruit and Nut Packers and Dehydrators;
Fresno and Madera Counties, California
Affiliated with the International Brotherhood of Teamsters

President, Peter Núñez • Secretary-Treasurer, Lennie Wells • Vice-President, Fred Willshaw

Recording-Secretary, Chris Garlick • Trustees, Cliff Amende, Rod Hollett & Steve Sharp

March 12, 2022

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that Consolidated Disposal Services, DBA Republic Services Incorporated, is requesting ETP funding. The proposed training plan for 424 employees has our support. The 70 trainees from the following occupations will be participating in this project: (Mechanics, drivers)

Exhibit E

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

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

Sincerely,

Steve Sharp
Secretary-Treasurer
General Teamsters Union Local No. 431

1140 W. OLIVE • FRESNO, CALIFORNIA 93728-2815 • (559) 486-5410 • FAX (559) 441-1743
Email: teamsters431@sbcglobal.net

GENERAL TEAMSTERS LOCAL No. 439

(San Joaquin, Calaveras, Tuolumne, Amador and Alpine Counties)
Affiliated with the International Brotherhood of Teamsters

Sal Lomeli
Principal Officer

Kenneth Gonzales
President

Officers

Carroll Thompson
Vice President

Mike Blewett
Recording Secretary

David Bazuldua
Trustee

Alex Carrillo
Trustee

Brian Sloan
Trustee

February 1, 2022

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that an opportunity is available for Republic Services to receive ETP funding to train local union 439. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 40 - Drivers

As a Business Representative of Union Local 439 I know Republic Services has been a good partner and worked with the Local Union to provide a good work environment through good contracts, fair wages pension and health.
Republic is a good employer and I support the ETP program, and the opportunity Republic has to receive this funding to train its employees.
Please accept this letter as Local Union 439's support and endorsement for Republic Services application to receive funding from ETP to train Republic Services Employees. 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,

Gilbert Gomez
Union Representative
Date 2-1-2022

Warehouse Union Local 6
INTERNATIONAL LONGSHORE & WAREHOUSE UNION
99 HEGENBERGER ROAD, OAKLAND, CA 94621-1485 • (510) 602-2001 • FAX: (510) 638-3297

March 1, 2022

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that Consolidated Disposal Services, DBA Republic Services Incorporated, is requesting ETP funding. The proposed training plan for 424 employees has our support. The approximate number of trainees from the following occupations will be participating in this project: (Mechanics, operators, PM Technicians, Scale, Laborers Sorters, Clerical, Litterers)

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,

Warehouse Union Local 6, ILWU

Jose A. Nunez
Jose A. Nunez, Secretary Treasurer

Retrainee-Job Creation

Training Proposal for:

Virgin Orbit, LLC

Contract Number: ET22-0301

Panel Meeting of: May 25, 2022

ETP Regional Office: North Hollywood **Analyst:** M. Reeves

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Veterans Priority Rate	Industry Sector(s):	Manufacturing (E) Priority Industry: ☒Yes ☐No
Counties Served:	Los Angeles, Kern	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 649	U.S.: 658	Worldwide: 658
Turnover Rate:	10%		
Managers/Supervisors: (% of total trainees)	10%		

FUNDING DETAIL

In-Kind Contribution
$528,000

Total ETP Funding
$404,800

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, Continuous Imp., HazMat, Mfg. Skills, PL-Mfg. Skills	500	8-200 Weighted Avg: 30	0	$690	$21.57
2	Retrainee Veterans Priority Rate	Business Skills, Computer Skills, Continuous Imp., HazMat, Mfg. Skills, PL-Mfg. Skills	20	8-200 Weighted Avg: 30	0	$690	$21.57
3	Retrainee Job Creation Initiative Priority Rate	Business Skills, Computer Skills, Continuous Imp., HazMat, Mfg. Skills, PL-Mfg. Skills	50	8-200 Weighted Avg: 40	0	$920	$20.00

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

Minimum Wage by County: Job Numbers 1 & 2: $21.73 per hour for Los Angeles County; and $21.57 per hour for Kern County.
Job Number 3 (Job Creation): $18.11 per hour for Los Angeles County; and $17.64 per hour for Kern 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 $1.73 per hour (Job Numbers 1 & 2) may be used to meet the Post-Retention Wage

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Numbers 1 - 3		
Administration Staff		2
		18
Engineer		3
		234
Operator		3
		74
Sales Staff		1
		10

Service Staff		2
		32
Supervisor/Manager		55
Technician		4
		132

INTRODUCTION

Founded in 2017, Virgin Orbit, LLC (Virgin Orbit) (www.Virginorbit.com) is a space vehicle manufacturing company that designs, builds and launches rockets. As one of Virgin Group's standalone spinoff companies, Virgin Orbit's focus is launch services for small satellites. The Company's customers include satellite operators and clients seeking technical advice regarding rocket launches. Virgin Orbit is headquartered in Long Beach and has an additional facility in Mojave. The proposed training will include employees from both locations. This will be the Company's second ETP Contract, and the second in the past five years.

Veterans Program

Virgin Orbit actively recruits Veterans for various employment opportunities within its organization, and has utilized the Veterans Administration as a valuable recruitment resource. In this proposal, Virgin Orbit will train approximately 20 incumbent Veterans (Job Number 2).

PROJECT DETAILS

As the aerospace industry continues to evolve, Virgin Orbit also continues to grow and mature as one of the few proven small satellite launch providers. Although still a relatively young organization, the Company has already successfully launched three rockets into space and delivered satellite payloads for NASA, the Department of Defense, and various commercial partners.

The Company is moving into the scaling phase of operation and continues to expand its global reach. Virgin Orbit expects to add approximately 100 new employees over the next 12 months, with projected growth in the Company's manufacturing, engineering, and business support areas. By leveraging its existing launch capabilities and established record as a systems integrator, Virgin Orbit is also looking to expand into broader space solutions that provide end-to-end value-added services for commercial and government customers.

The proposed training enables Virgin Orbit to remain steadfast in its commitment to investing in technical skills development in the areas of additive manufacturing technologies, advanced knowledge in core manufacturing and engineering subdisciplines, cross-training and rotational programs to support teammate advancement and retention.

Virgin Orbit's previous ETP project focused on training to help workers develop the knowledge and skills to operate equipment properly and safely, as well as implement process improvements designed to maximize efficiency. At that time, Virgin Orbit was a startup company in its first year of operation and was ramping up for its first rocket launch.

This proposal includes a newly developed training plan designed help propel the Company forward as it continues to grow with innovative technology, process improvements, new products/services, and an expanding customer base. Some curriculum topics are repeated from the previous contract; however, technology advancements and business improvements dictate

that the subject matter be updated regularly. Accordingly, there will be no duplication of training for any trainees who may have participated in the previous ETP Contract.

Retrainee - Job Creation

With demand rising steadily from both domestic and international small satellite operators, Virgin Orbit must maintain its ability to be flexible and responsive to customer needs. The Company is scaling up and expanding its business capacity to support a growing list of active contracts and planned product/service enhancements. Virgin Orbit has committed to hiring 50 new employees (Job Number 3) across all 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

Training will be delivered via Class/Lab, E-Learning, and Productive Lab (PL) as outlined below:

Business Skills: Training will be offered to all occupations. Training will focus on customer service and support, communication, marketing and sales, product knowledge, and conflict resolution.

Computer Skills: Training will be offered to all occupations. Training will help workers become more proficient with software solutions in the areas of resource planning, business administration, logistics, and web applications. Training for Engineers, Operators, and Technicians will also cover leading technologies in spacecraft manufacturing and rocket science including aerospace analysis, design, and advanced engineering.

Continuous Improvement: Training will be offered to all occupations. This training will focus on process improvements and problem solving methodologies that enhance productivity through lean manufacturing principles, problem solving, project management, and teambuilding.

Hazardous Materials: Training will be offered to Operators, Technicians, Engineers, and Supervisors/Managers. This training will provide hazard communication skills to frontline workers and lead personnel. Trainees will also learn proper handling of hazardous materials specific to Virgin Orbit's manufacturing processes.

Manufacturing Skills: Training will be offered to Operators, Technicians, Engineers, Service Staff, and Supervisors/Managers. Training will focus on aircraft structures and systems, engineering tolerances, production equipment/tools, flight hardware, satellite concepts, supply chain management, and preventive maintenance.

Productive Laboratory

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

PL training is the most effective way for Virgin Orbit's employees to fully comprehend the unique rocket/spacecraft production process and complex manufacturing equipment. PL training will be provided to approximately 250 Technicians, Engineers, Operators, and Service Staff trainees. This training will focus on production skills and equipment operation, and will help workers achieve the technical competencies needed to perform tasks with the highest level of safety and efficiency. Training will be provided by qualified instructors with industry knowledge and expertise in Virgin Orbit's manufacturing processes. Trainees will receive approximately 60 PL hours per trainee with a trainer-to-trainee ratio of 1:1.

Commitment to Training

Virgin Orbit spends approximately $150,000 on training at its California facilities. Company-funded training includes employee onboarding, career development, and leadership readiness. Safety training is provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

Virgin Orbit's Director of People Development & Culture will oversee project administration, and the Manager of Learning & Technology will be the project coordinator. The Company's 20-member People Team and additional support staff at each location will assist with training coordination, tracking, and documentation. Virgin Orbit has also retained an outside administrative consultant to ensure that all training adheres to ETP requirements. Training will be delivered by in-house subject matter experts and vendors as needed. Training will take place at Virgin Orbit facilities in Long Beach and Mojave. The Company has a training schedule in place and is prepared to commence training upon contract approval.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned $ %
ET19-0123	Long Beach, Mojave	07/01/18 – 06/30/20	$595,400	$407,864 (69%)*

*Virgin Orbit representatives report that performance was negatively impacted due to several unforeseeable factors as a startup company in its first year or two of operation. The Company's initial training projections were made during the research and development phase of the business, and as things transitioned to a production environment the initial training plan had to be recalibrated to address the challenges of delivering and documenting training properly in a manufacturing setting.

The Company has since built a robust learning infrastructure and now has formal training plans in place for departments that will participate in the proposed training. The Company is now in a stable growth position with training initiatives that: 1) reflect current business needs, 2) are adaptable to changes in demand for skills development, and 3) are supported by a solid training delivery, documentation and administration system. With these measures in place, the Company is committed to achieving greater success on its next project. Lastly, the proposed Contract has been right sized to an amount comparable to prior earnings.

DEVELOPMENT SERVICES

Training Funding Source in Seal Beach assisted with development for a flat fee of $9,500.

ADMINISTRATIVE SERVICES

Training Funding Source 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

- Accountability & Influence
- Branding & Design
- Communication Skills
- Conflict Resolution
- Customer Service & Support
- Effective Meeting Management
- Finance/Accounting Skills
- Goal-Setting & Motivation
- Industry knowledge
- Leadership
- Managing Performance
- Marketing & Sales Skills
- Presentation Skills
- Product/Service knowledge
- Scheduling Skills
- Standard Operating Procedures
- Train-the-Trainer Workshop
- Teambuilding Skills
- Understanding Our Business

COMPUTER SKILLS

- Advanced Aerospace & Aircraft Design
- Advanced Design Project Management & Processes
- Advanced Engineering Concepts
- Advanced IT Systems & Configuration
- Advanced Rocket Concepts
- Advanced Software & Systems
- Advanced Technology Systems Training
- Composites Fabrication
- Configuration Management
- Cryogenic Engineering & Safety
- Data Acquisition & Management
- Design Review
- Engineering Methods & Processes
- Enterprise Resource Planning (ERP) System Design & Implementation
- Modeling & Postprocessing Software & Application
- Mechanical Design
- Non-destructive Testing
- Software Design & Programming
- Software Testing & Automation
- Digital Literacy Skills
- Enterprise Systems

- Software & Systems
- Web Application Skills

CONTINUOUS IMPROVEMENT SKILLS

- Agile Project Management
- Decision-Making & Problem-Solving
- Design of Experiments
- Engineering Change
- Kanban Skills
- Lean Manufacturing Skills
- Program Management
- Process & Quality Improvement Skills
- Root Cause Analysis
- Six Sigma
- Teambuilding Workshop
- Time Management

HAZARDOUS MATERIALS SKILLS

- Hazard Communication/GHS
- Hazardous Materials Management

MANUFACTURING SKILLS

- Aerospace Manufacturing Skills
- Aircraft Structures, Operation & Assembly
- Aircraft Systems Integration
- Confined Spaces
- Console Operations
- CNC Machine Programming & Operation
- Cross-Functional Equipment & Production Skills
- Cryogenics
- Data System Operations
- Electrical procedures
- Equipment operations and Maintenance
- Emergency Operations/Firefighting
- Engineering, Technician, Workgroup Fundamentals
- Explosives Awareness
- Flight Hardware
- Ground Support Systems Engineering
- Gauges & Calibration
- Geometric Dimension and Tolerances (GD&T)
- Inventory, Logistics & Supply Chain Management
- Inspection/Integration
- LASER Operations
- Manufacturing Best Practices
- Oxygen Systems
- Production Equipment and Tools
- Preventative Maintenance
- Pressurized systems
- Radiation/X-Ray
- Rocket Propellant Systems

- Satellite Concepts
- Shop procedures
- Test Site Operations
- Technician Operations
- Welding /Hot Work

Productive Lab (PL) Hours
0-60

PL MANUFACTURING SKILLS (1:1 RATIO)

- Equipment Operations
- Good Manufacturing Practices
- HACCP (Hazard Analysis & Critical Control Point)
- Inventory Management
- Inspection Techniques
- Manufacturing Processes & Procedures
- Production Equipment/Tools (Preventative Maintenance)
- Shop Floor Control
- Standard Operating Procedures
- Shop floor data collection
- Tooling
- Troubleshooting
- Work Procedures

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

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

Retrainee-Job Creation

Training Proposal for:

Lee's Accu-Tech Service, Inc.

Contract Number: ET22-0304

Panel Meeting of: May 25, 2022

ETP Regional Office: San Diego **Analyst:** S. Phillips

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative SET HUA	Industry Sector(s):	Construction (C) Priority Industry: ☒Yes ☐No
Counties Served:	Placer, Fresno, Madera, Tulare and Yolo	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 120	U.S.:120	Worldwide: 120
Turnover Rate:	4%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
$350,000

Total ETP Funding
$272,320

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SET	Business Skills, Computer Skills, Comm'l. Skills, OSHA 10/30, HazMat	27	8-200	0	$1,380	$29.41
				Weighted Avg: 60			
2	Retrainee Priority Rate HUA SET	Business Skills, Computer Skills, Comm'l. Skills, OSHA 10/30, HazMat	81	8-200	0	$1,380	$16.17
				Weighted Avg: 60			
3	Retrainee Job Creation Initiative SET	Business Skills, Computer Skills, Comm'l. Skills, OSHA 10/30, HazMat	67	8-200	0	$1,840	$17.64
				Weighted Avg: 80			

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

Minimum Wage by County: Job Number 1 (SET/Priority): $29.41 per hour
Job Number 2 (HUA): $16.17 per hour for Fresno, Madera, Placer, Tulare and Yolo counties
Job Number 3 (Job Creation): $17.64 per hour for Fresno, Madera, Placer, Tulare and Yolo 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 in Job Number 1; up to $0.17 per hour in Job Number 2; and up to $1.64 per hour in Job Number 3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 (Retrainee)		
Administration Staff 3		2
HVAC Installers 3		3
HVAC Service Techs 3		4
Plumbers 3		2
Sales		5
Supervisors		11

Job Number 2 (Retrainee – HUA)		
Administration Staff 1		18
Administration Staff 2		2
HVAC Installers 1		20
HVAC Installers 2		3
HVAC Service Tech 1		17
HVAC Service Tech 2		4
Plumbers 1		10
Plumbers 2		3
Warehouse Staff		4
Job Number 3 (Retrainee – Job Creation)		
Administration Staff 1		8
Administration Staff 2		2
HVAC Installers 1		7
HVAC Installers 2		3
HVAC Service Techs 1		10
HVAC Service Techs 2		5
Plumbers 1		18
Plumbers 2		3
Plumbers 3		4
Sales		2
Supervisors		3
Warehouse Staff		2

INTRODUCTION

Founded in 1981 and headquartered in Fresno, Lee's Accu-Tech Service, Inc. (Lee's Accu-Tech) (www.leesair.com) provides air conditioning, heating, ventilation, electrical, plumbing installation, maintenance and repair diagnostic services to residential, business, government and military facilities. Lee's Accu-Tech training will take place at several locations across the state: Woodland, Loomis, Madera, Fresno and Visalia, California. This is will be the Company's second ETP Contract in five years.

Veterans Program

Although there is no Veteran's component in this project, Lee's Accu-Tech recruits and hires Veterans using resources, such as, Monster, CalJobs and the Office of Federal Contract Compliance 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.

Over the prior two years, the Company hired 26 additional staff to increase company volume. Lee's Accu-Tech has recently expanded its business capacity further by opening several new locations across the State of California due to the Company's wide range of residential, business, and government electrical and plumbing services. As such, the Company has committed to hiring 67 (Job Number 2) new employees to sustain these new locations as well as meet customer needs. The addition of these trainees will enable the Company to sustain consistency with scheduling of appointments during their peak season and handle the demand from new customers. 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 prior project, the Company leveraged ETP's training funds to expand its training program, which allowed Lee's Accu-Tech to open additional sites. The prior project also assisted in implementing tracking and documentation procedures, which are currently being utilized and will continue to do so under this proposal.

California Title 24 has mandated energy efficiency levels whereby placing emphasis on creating energy efficient HVAC systems. This is achieved utilizing newer technologies and components within heating and air-cooling systems, ventilation, and duct work. Lee's Accu-Tech's staff must be properly trained to diagnose, install and repair these modernized systems, along with requisite tooling and materials ancillary to their job. ETP funded training will focus on continual updated and mandated requirements for CA Title 24 and job service changes that have taken place within the company.

Training for HVAC Installers, Plumbers and Service Techs will focus on plumbing equipment and code changes including mini-splits, inverter systems/compressors, plumbing fixtures and circuits. Sales Staff trainees will also receive training on sales procedures, presentation and negotiation skills. Due to the changes in technology, staff will need a higher level of business skills to improve customer interaction and the transaction process.

In addition, the company has grown their geographic footprint adding several locations and will hire the aforementioned additional staff over a two year period to fully staff these locations as well as meet continual customer demand.

The proposed higher level of ETP funding under the new training plan will allow Lee's Accu-Tech to provide current and new workers with the knowledge and skills creating a career ladder offering expertise within the HVAC industry while supporting customer demand and overall business growth.

Training Plan

Class/Lab training will be provided by in-house experts in the following:

Business Skills: Training will be provided to all occupations in the following: Accounting Techniques, Communication Skills, Customer Service Skills, Financial Management, Leadership Skills, LEAN Management, Problem Solving & Decision Making, Product Knowledge, Sales Techniques and Team Building. Training will provide staff with the skills to operate the business effectively.

Commercial Skills: Training will be delivered to HVAC Installers, HVAC Service Technicians, Plumbers, Sales and Warehouse occupations. Training will focus on technology and methodology regarding the changes pursuant to CA Title 24 and competencies required for electrical and solar tasks. Training topics include Blueprint Interpretation, Building Regulations, Equipment Operations, Home Performance Techniques, HVAC Installation, HVAC Maintenance, Plumbing Techniques, Repiping Training, Quality Control, Tankless Water Heater Installation, Tankless Water Heater Maintenance, Iwave-R Treatment Installation, Iwave-R Treatment Maintenance, Toll Operations, Water Heater Installation and Water Heater Maintenance. This training is not duplicative of any DAS approved apprenticeship training.

Computer Skills: Training will be delivered to all occupations. Training will be offered to improve internal processes and increase employee's proficiency in the use of various business software solutions. Training topics include: Auto Attendant Phone System, Digital Marketing Platforms, HVAC Solutions, Intermediate/Advanced Microsoft Office, Paylocity, QuickBooks Online, Service Titan, Business Importer Software, Box.com Software, and Social Media Platforms.

Certified Safety Training

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

2. Hazardous Materials (HAZMAT)**.** This training is a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from "first responder" to "incident commander." It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. In this proposal, HVAC Technicians, Plumbers, and Installers 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.

Special Employment Training

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

- Wage Modification

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage from $39.21 to $29.41. The Company requests this modification for Job Number 1.

High Unemployment Area

Trainees (in Job Number 2) work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. The Company's HUA locations are in Fresno County.

- 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. Lee's Accu-Tech is requesting a wage modification from $29.41 per hour to $16.17 per hour for Job Number 2 (Retrainee).

Commitment to Training

Lee's Accu-Tech's annual training budget of approximately $325,000 and includes state-mandated safety training, equipment maintenance and installation, food safety and security, and sales training. Moving forward, Lee's Accu-Tech intends to significantly increase the number of subject matter experts specializing with equipment upgrades to deliver more training.

ETP funds will not displace the existing financial commitment to training. ETP funds will support the Company's ongoing financial commitment to training. At the completion of the ETP training, Lee's Accu-Tech will continue to provide its workforce the skillsets they need to develop and grow within the Company. Safety training is, and will continue to be provided, in accordance with all pertinent requirements under state and federal law.

- **Training Infrastructure**

The Controller will be responsible for program oversight and communication with ETP; oversee all administrative responsibilities, including enrollment, recording, tracking, scheduling training, securing ETP rosters, verify training and retention completion and ensure compliance with all ETP requirements. Additionally, the Controller and the Human Resources (HR) Manager will track training reports and collect rosters; four additional staff personnel from the Finance and HR units that will also assist in contract data collection. The Company assessed their training plan and reduced the weighted avg. per trainee to support a more successful training program.

An administrative third party will assist with the implementation, compliance, reporting and reimbursements for the contract.

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 $ %
ET20-0283	Fresno	3/10/2020-3/09/2022	$129,168	$0 (0%)

The Company has logged 6,320.67 valid training hours, with potential earnings of $129,168 (100%). The company anticipates earning 100% of funds.

DEVELOPMENT SERVICES

Propel Consulting Group (PCG) in El Dorado Hills assisted with development for a flat fee of $5,000.

ADMINISTRATIVE SERVICES

PCG 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
- Communications Skills
- Customer Service Skills
- Financial Management
- Leadership Skills
- LEAN Management
- Problem Solving & Decision Making
- Product Knowledge
- Sales Techniques
- Team Building

COMPUTER SKILLS

- Auto Attendant Phone System
- Digital Marketing Platforms
- HVAC Learning Solutions
- Microsoft Office (Intermediate/ Advanced)
- Paylocity
- QuickBooks Online
- Service Titan
- Business Importer Software
- Social Media Platforms
- Box.com Software

COMMERCIAL SKILLS

- Blueprint Interpretation
- Building Regulations
- Equipment Operations
- Homer Performance Techniques
- HVAC Installation
- HVAC Maintenance
- Plumbing Techniques
- Repiping Training
- Quality Control
- Tankless Water Heater Installation
- Tankless Water Heater Maintenance
- Iwave-R Treatment Installation
- Iwave-R Treatment Maintenance
- Toll Operations
- Water Heater Installation
- Water Heater Maintenance

HAZMAT

- Disposal of Hazardous Materials (HAZMAT)
- Handling of Hazardous Materials (HAZMAT)

OSHA10/30

- OSHA 10
- OSHA 30

Safety Training cannot exceed 10% of total training hours per-trainee; this cap does not apply to Hazmat or OSHA 10/30.

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

Retrainee – Job Creation
Training Proposal for:

Outback Contractors, Inc.

Contract Number: ET22-0309

Panel Meeting of: May 25, 2022

ETP Regional Office: San Diego **Analyst:** S. Phillips

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative SET	Industry Sector(s):	Construction (C) Priority Industry: ☒Yes ☐No
Counties Served:	Tehama	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☒ Yes ☐ No IBEW Electrical Workers Local No. 1245		

Number of Employees in:	CA: 237	U.S.: 237	Worldwide: 237
Turnover Rate:	15%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
$435,000

Total ETP Funding
$244,720

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee SET Priority Rate	Business Skills, Computer Skills, Comm'l. Skills, Cont. Imp., HazMat, OSHA 10/30, PL-Comm'l. Skills	221	8-200 Weighted Avg: 40	0-15	$920	$29.41
2	Retrainee Job Creation Initiative SET Priority Rate	Business Skills, Computer Skills, Comm'l. Skills, Cont. Imp., HazMat, OSHA 10/30, PL-Comm'l. Skills	45	8-200 Weighted Avg: 40	0-15	$920	$20.00

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

Minimum Wage by County: Job Number 1 (SET/Priority Industry): $29.41 per hour
Job Number 2 (SET/Job Creation): $17.64 per hour for Tehama 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 $2.41 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		
Administrative Staff 1		15
Field Workers		137
Operators		46
Maintenance 1		20
Operations		3
Job Number 2		
Administrative Staff 1		1
Administrative Staff 2		2
Field Workers		17
Maintenance 1		2
Maintenance 2		6
Operators		16
Operations		1

INTRODUCTION

Founded in 2008 and located in Red Bluff, Outback Contractors, Inc. (Outback) (https://outback-inc.com/), a woman owned business, is a general engineering construction company with more than 70 years of experience. The Company specializes in laying groundwork for: substations, right-of-ways, transmission/distribution pole sets, general building construction, tower foundations, paving & concrete and gas construction. Major clients include, PG&E, Native American Reservations and will soon include other gas and electric companies.

The Company has one location where training will occur and this is Outback's first ETP Contract. This Company is closely affiliated with another project currently on May's Panel Agenda, Basin Enterprises, Inc., as both companies are owned by the same owners. Basin Enterprises, Inc. is also seeking funds from this month's panel.

Veterans Program

Although there is no Veteran's component in this project, Outback is open to recruiting and hiring Veterans in the future.

Union Support

Field workers – Maintenance Staff, Operations Staff and Operators are represented by IBEW Local No. 1245**.** The union has submitted both a notice of intent and letter of support for this training project.

PROJECT DETAILS

Outback has been tasked by the Utilities Commission by way of PG&E to implement wildfire mitigation techniques to prevent the future spread of wildfires. The Company is responsible for the underground trenching and drilling necessary to bury utility lines. A combination of qualified foreman, experienced project managers and skilled equipment operators assures that all the jobs the Company takes on runs safely and efficiently.

Further, by staying ahead of technology, the Outback is able to provide clients with the safest and most cost effective site solutions on any project; which all requires training. The Company was responsible for restoring power to the devastated areas by relaying damaged and destroyed utility lines in response to the Tubbs fire disaster, the Camp fire and the Kindcaid fire,. The ever present danger of wildfires has increased demand for the company's services. This has necessitated increasing company volume (i.e. staff) whilst increasing skill to maintain industry standards. And the Company is committed to hiring works, regardless of skill, which necessitates the need for extensive training when onboarding.

Outback employees must know how to install gas for PG&E, be certified for underground utilities, and know how to install telephone poles and foundations, and how to work on substations.

The Company must also meet and maintain industry safety standards (Occupational Qualifications). As standards are constantly changing with the evolution of technology, so too must the training. The training proposed in this project will assist Outback to maintain both its Gold Shovel Standards Certification and its ISNetworld Certification. This will ensure that Field Staff maintain and understand all safety protocols whilst in the field. As such, the Company will provide safety training from certified trainers necessary to meet the safety standards currently in place.

California has at least 4,693 native species of plants, of which 250 species are listed as endangered. Outback Contractors will therefore provide training necessary to assist field staff to identify plant life in the field to avoid further environmental damage and impact.

The impact of training under this project is to improve internal efficiencies, maintain industry safety standards whilst in the field and expand its business to reach clients across the state affected by wildfires.

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 natural disasters across the state, Outback has had an increase in demand for its services. To meet this demand, the Company has committed to hiring 45 (Job Number 2) new employees. The addition of staff will enable the Company to respond appropriately when necessary and handle the needs of new customers when emergencies arise. 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 Class/Lab, Productive Lab (PL) and Computer-Based Training (CBT) by in-house experts and vendors as needed in the following:

Business Skills: Training will be provided to all occupations and include Business Communication, Fundamentals, Conflict Resolution and Customer Relationship Management. Training will provide staff with the skills to operate the business effectively.

Commercial Skills: Training will be delivered to Field Workers and include Asphalt Grinding, Backfill, Change Order Management and Climbing & Rigging, Commercial Driving.

Computer Skills: Training will be delivered to all occupations and include Adobe Pro, Autodesk/ AutoCAD, Canvas, Cyber Information Security, Microsoft Office (Intermediate/Advanced Skills), QuickBooks, Telematics (GPS) and Vista by Viewpoint.

Continuous Improvement: Training will be provided to all occupations and include Cross Training, Creating Quality Organization, Change Management and How to Coach & Mentor.

Certified Safety Training

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

2. Hazardous 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, Field Crew – Groundsman, Field Crew – Lineman and Foremen 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 has not yet been determined.

Productive Laboratory – Commercial 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.

Due to the highly technical nature of some of the skills required for the job, PL-Commercial Skills training will be delivered with a trainer-to-trainee ratio of 1:3 for approximately 60 hours per trainee. Training will be delivered to Field Workers and include Asphalt Grinding, Backfill, Change Order Management, and Climbing & Rigging. For Field Worker crews, the addition of new software programs will cause a change in procedures. Training delivered via hands-on cannot be done within the classroom. Goals for each training session will be in written form and saved to employee files for access and review. Both a trainee and trainer form are to be completed by both parties so everyone can learn and grow from experience and receive feedback. These forms ensure trainers are appropriately training and that our trainees are learning.

Computer-Based Training

CBT will be provided to supplement class/lab which is a more efficient means of delivering basic training. Trainees will receive up to 15 hours of CBT in both Hazardous Materials and Commercial Skills training.

Special Employment Training

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

- **Wage and Retention Modifications**

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from $39.21 to $29.41). The Company requests this modification for Job Number 1.

Commitment to Training

The Company's current training budget is $180,000 annually and includes safety training, commercial and business skills. 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 Compliance Manager will oversee all aspects of the project once approved. This includes the collection of rosters from trainers and sending the documents once verified for quality to the administrative subcontractor. An ETP Project Manager will also assist in administration and report to the Compliance Manager. In addition, the Company has retained Carrazco LLP, Innovative Tax Solutions to assist with project administration.

Impact/Outcome

ETP funds will enable Outback to design additional curriculum and training that has been identified as critical to keep current employees up-to-date on industry standards as well as train new employees hired to keep up with client demand. This will improve team performance and allow for continued growth.

DEVELOPMENT SERVICES

Carrazco LLP, Innovative Tax Solutions in Sacramento assisted with development for a flat fee of $14,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Communication
- Business Fundamentals
- Behavior Style Strategies
- Conflict Resolution
- Customer Relationship Management
- Customer Service Skills
- Communication Styles
- Company Culture Development
- Cost Control
- Develop Employee Accountability
- Employee Coaching
- Essential Skills for New Supervisors
- Financial Analysis
- Leadership Skills
- Marketing/Sales Techniques & Strategies
- Negotiating Skills
- Operational Skills
- Planning & Organization
- Product Knowledge
- Project Management & Methodology
- Project Requirements Analysis & Specifications
- Property and Resource Management Skills
- Relationship Building
- Strategic Planning
- Time Management

COMPUTER SKILLS

- Adobe Pro
- Autodesk/AutoCAD
- Canvas
- Cyber Information Security
- Microsoft Office (Intermediate/ Advanced Skills)
- QuickBooks
- Telematics (GPS)
- Vista by Viewpoint

COMMERCIAL SKILLS

- Asphalt Grinding
- Backfill
- Change Order Management
- Climbing & Rigging
- Commercial Driving
- Compacting

- Compliance with Customer Safety Programs
- Compliance with Underground Service (USA) Requirements
- Confined Space Work Requirements
- Directional Drilling
- Electrofusion
- Environmental Hazards
- Equipment Maintenance/Repair
- Estimating
- Excavating
- Fall Prevention
- Forklift Skills
- Ground Penetrating Radar
- Habitat Awareness
- Heavy Equipment Operation
- Helicopter Procedures
- Public Relations
- ISNetworld Changes/Procedures
- Line Clearance
- Mechanical Fitting
- Obtaining and Processing Permits
- Offsite Spoils Disposal
- Onsite Spoils Management
- Operational Procedures
- Paving
- PG&E Occupational Qualifications
- Pipe Installation
- Potholing Operations
- Power Tools
- Production Reporting
- Project Documentation
- Proper Rigging of Equipment (Transportation)
- Purchasing Procedures
- Resource Scheduling
- Safety Awareness
- Scaffolds
- Traffic Control and Flagging Operations
- Trenching
- USA Ticket Management
- Welding, Cutting, Hot Work
- Wildfire Smoke
- Wildlife Awareness
- Work Orders
- Working at Heights

CONTINUOUS IMPROVEMENT

- Cross Training
- Creating Quality Organization
- Change Management
- How to Coach and Mentor
- Production Scheduling

- Production Operations/Workflow
- Process Improvement
- Project Management
- Quality Measurement Systems
- Root Cause Analysis
- Team Building

HAZARDOUS MATERIALS SKILLS

- Asbestos
- Bloodborne Pathogens
- Benzene Awareness
- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling
- Hydrogen Sulfide
- Lead Awareness
- Silica Exposure Control

OSHA10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30

Productive Lab (Limited Ratio 1:3)

0-60 Trainees may receive any of the following:

COMMERCIAL SKILLS

- Asphalt Grinding
- Backfill
- Change Order Management
- Climbing & Rigging
- Commercial Driving
- Compacting
- Compliance with Customer Safety Programs
- Compliance with Underground Service (USA) Requirements
- Confined Space Work Requirements
- Directional Drilling
- Electrofusion
- Environmental Hazards
- Equipment Maintenance/Repair
- Estimating
- Excavating
- Fall Prevention
- Forklift Skills
- Ground Penetrating Radar
- Habitat Awareness
- Heavy Equipment Operation
- Helicopter Procedures
- Public Relations
- ISNetworld Changes/Procedures
- Line Clearance

- Mechanical Fitting
- Obtaining and Processing Permits
- Offsite Spoils Disposal
- Onsite Spoils Management
- Operational Procedures
- Paving
- PG&E Occupational Qualifications
- Pipe Installation
- Potholing Operations
- Power Tools
- Production Reporting
- Project Documentation
- Proper Rigging of Equipment (Transportation)
- Purchasing Procedures
- Resource Scheduling
- Safety Awareness
- Scaffolds
- Traffic Control and Flagging Operations
- Trenching
- USA Ticket Management
- Welding, Cutting, Hot Work
- Wildfire Smoke
- Wildlife Awareness
- Work Orders
- Working at Heights

Computer-Based Training

0-15

HAZARDOUS MATERIALS

- Hazardous Materials & Waste Awareness (1hr)
- Dielectric Fluid (PCB) Spill Response (40 mins)

COMMERICAL SKILLS

- Corporate Contractor Safety Orientation (40 mins)
- Electric Contractor Intake Form (30 mins)
- United States Forest Service Master ((30 mins)
- Avian Protection Plan Comprehensive (45 mins)
- Avian Protection Plan for Vegetation (30 mins)
- VELB Environmental Awareness (1hr)
- VELB Qualified Individual (45 mins)
- Rural Driving Safety (30 mins)
- Utilizing the O&M Manual (30 mins)
- Desert Tortoise Training (30 mins)
- Field Design Change (30 mins)
- Habitat Conservation (7 mins)
- Line-of-Fire Hazards: Eye Safety Awareness (30 mins)
- OSHA Regulatory Safety Training: Activity Hazards (20 mins)
- Patrolling in the Utility Environment (1hr)
- Safe Excavation and Dig-In Reduction (2.5hrs)

- Fire Danger Precautions (30 mins)
- Electric Operations Safety Foundation (30 mins)
- Basic Helicopter Safety (2.5hrs)
- Annual Review of Vegetation Management (30 mins)

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.

IBEW Local Union 1245
30 Orange Tree Circle
Vacaville, CA 95687
Telephone: (707) 452-2700
Fax: (707) 452-2701
www.ibew1245.com

IBEW 1245
THE POWER IS IN OUR HANDS

BOB DEAN, BUSINESS MANAGER
CECELIA DE LA TORRE, PRESIDENT

July 28, 2021

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Outback Contractors, Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 191 Current Employees and potentially up to 55 new hires (over the next 2 years) in General Foreman, Foreman, Line Equipment Man, Groundman, Fab Tech, Fab Tech Trainee, Sup. Foreman Mechanic, Sup. Equipment Mechanic, Sup. Tech. Mechanic, Sup. Field Mechanic.

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,

Bob Dean,
Business Manager, IBEW 1245

Training Proposal for:

Cognizant Technology Solutions U.S. Corporation

Contract Number: ET22-0316

Panel Meeting of: May 25, 2022

ETP Regional Office: San Francisco Bay Area **Analyst:** R. Jackson

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Services (G) Professional, Scientific Technology (54) Priority Industry: ☒Yes ☐No
Counties Served:	San Francisco, Alameda, San Diego	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 2,900	U.S.: 40,900	Worldwide: 330,600
Turnover Rate:	9%		
Managers/Supervisors: (% of total trainees)	0%		

FUNDING DETAIL

In-Kind Contribution
$654,375

Total ETP Funding
$458,850

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	950	8–200 Weighted Avg: 21	0–200	$483	$25.00

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

Minimum Wage by County: $23.53 per hour for San Francisco and Alameda counties; $21.57 per hour 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

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
Business Operations Staff		300
IT Staff		300
Computer Programmer		350

INTRODUCTION

Founded in 1994 and headquartered in Teaneck, NJ, Cognizant Technology Solutions U.S. Corporation (Cognizant) (www.cognizant.com/us/en) is a publicly-held multi-national professional services company offering a variety of consulting services and engineering/software solutions with California (CA) facilities in San Francisco, Pleasanton, and Oceanside. Cognizant helps companies modernize technology, reimagine processes and transform experiences so they stay ahead in a fast-changing world. Training will be delivered at Cognizant's facilities in San Francisco, Pleasanton, and Oceanside.

A wide range of industries comprise Cognizant's customer base including healthcare, manufacturing, life sciences, education, banking, and insurance. Cognizant's software helps customers launch strategic initiatives such as software development, data-business analytics, machine learning and artificial intelligence (AI), and internet of things (IoT).

This will be Cognizant's first ETP Contract. The Company is reporting a shortage of qualified talent with advanced skills in digital engineering, AI, and data analytics to keep pace with increased customer demands and increased investment its customers are reportedly making in digital-transformation services. The demands stem from clients seeking to remain competitive in digital-business environments such as IoT, AI, software engineering, and cloud. This proposal will train incumbents with an emphasis on new procedures and specific skill-upgrade training objectives related to the delivery of software products and services.

Veterans Program

Although a Veteran's component is not included in this project, Cognizant has assembled a marketing campaign, Cognizant Veterans Network, which gives preference to and attracts veterans. Cognizant will also partner with the Employment Development Department (EDD) to serve veterans. EDD has a statewide veteran's program via its Workforce Services Branch that can refer eligible trainees to Cognizant.

PROJECT DETAILS

Cognizant's proposal focuses primarily on upgrading skills for IT, computer programming, and business operations. The training is needed to expand design-architectural skills and related business procedures that apply across an array of services and products offered by Cognizant.

Training Plan

Training will be conducted using Class/Lab, E-Learning, and Computer-Based Training delivery methods in the following:

Business Skills: Training will be offered to all occupations on topics that include business analysis, coaching technical professionals, giving effective presentations to customers, writing to customers, positioning products in the market, developing clients, and project management. The skills outlined will allow trainees to better support and communicate with customers and peers, provide customer service to help expand sales, and manage projects efficiently.

Computer Skills: Training will be offered to all occupations to aid in designing new customized products and applications resulting from new product line and service expansions including Application Modernization, Application Development, and Software Product Engineering. Training will focus on design applications for IT Staff as well as training all Computer Programmers on all aspects of software tools to increase proficiency and productivity. Business Operations Staff will receive training relevant to new job functions and new client-management procedures such as Agile methodologies and requirements gathering.

Computer-Based Training (CBT)

CBT will be provided to supplement Class/Lab and E-Learning which is a more convenient means of delivering basic training. Trainees will receive between 0–200 hours of CBT.

Commitment to Training

Cognizant's annual budget for training in CA is approximately $1,500,000 which includes new hire orientation, Ethics & Compliance Training, Acceptable Use, Preventing Harassment, and other fundamental job skills. 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

Cognizant's Assistant Vice President, Workforce Strategy and Operations (dedicated administrator) will oversee the project, while having a Manager to assist in administering the ETP-funded program at each participating site. The majority of ETP training will be delivered by in-house subject-matter experts from its Cognizant Academy. Outside training vendors may also be utilized. The Company has also hired a third-party subcontractor that will assist with ETP staff, systems, and administration.

Recordkeeping

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

Impact/Outcome

The proposed training helps Cognizant reach upgrade-skill objectives to keep pace with growing customer demands in the IT arena including but not limited to digital engineering and AI analytics. IT related certifications expected to result from the training include Amazon Web Services, Microsoft Azure, Google Cloud, and Scrum Master.

Additionally, ETP training assists Cognizant in attaining goals related to increased upward mobility within the Company for trainees (post training). Continuing to scale its digital capabilities (such as software engineering, AI, and analytics is at the heart of the Company's strategy in growing digital-business practice). Amidst unprecedented competition for talent, reflective of the industry-wide demand supply and balance in key digital skills, Cognizant needs to expand its training initiatives to train and maintain a highly skilled, deeply knowledgeable IT workforce.

DEVELOPMENT SERVICES

Cognizant retained California Manufacturing Technical Association (CMTA) in Sacramento to assist with development of this proposal for a flat fee of $0.

ADMINISTRATIVE SERVICES

CMTA 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

- Agile Project Management
- Business Analysis
- Business Development
- Program/Project Management
- Project Execution and Control
- Scrum Master
- Sales Operations
- Delivery Management
- Requirements Management
- Build Collaborative Relations
- Change Leadership
- Client Focused Leadership
- Execution Excellence
- Leadership Development
- Managing Teams
- People Leadership
- People Management (not HR hiring/firing related)
- Operational Leadership
- Organizational Change Management

COMPUTER SKILLS

- Agile Frameworks
- Agile Development Testing
- Amazon Web Services
- Amazon S3
- ASP.Net
- Azure Cloud
- Cloud Computing
- Machine Learning
- DevOps Concepts
- Core Java
- Spring Boot
- Python
- React
- Angular 2 - 8
- Claims Processing
- Big Data
- Data Management
- Data Warehousing Solutions
- Automation
- Automation Anywhere
- Selenium

CBT Hours
0–200

BUSINESS SKILLS

- Business Analysis Fundamental (8 hours)
- Agile Business Analysis (1.5 hours)
- Conscious Business: Collaborative and Engaged Teams (1 hr)
- Better Business Writing Skills (3 hours)
- Mastering Agile Project Management (6 hours)
- Lean Project Management (2 hours)
- Requirements Traceability (1 hr)
- Business Communication Skills (8 hours)
- Sales Skills Training: Consultative Selling (5 hours)
- Client Development (1 hr)
- Client Transformations (1 hr)
- Program Management (1 hr)
- Leadership: Practical Leadership skills (2 hours)

COMPUTER SKILLS

- Java Course (19.3 hours)
- Ultimate AWS Certified Cloud Practitioner – 2022 (14.5 hours)
- AWS Essentials (3.3 hours)
- AWS Certified Cloud Practitioner 2022 (16.2 hours)
- Ultimate AWS Certified Solutions Architect Associate 2022 (25.5 hours)
- Ultimate AWS Certified Solutions Architect Professional 2022 (13 hours)
- Informatica PowerCenter - to Expert Level (19.5 hours)
- Ultimate AWS Certified Cloud Practitioner – 2022 (13.2 hours)
- Agile Crash Course (2.5 hours)
- Agile Delivery
- Apache Spark 3 - Spark Programming in Python (6.5 hours)
- Azure DevOps Fundamentals (3.4 hours)
- MongoDB The Complete Developer's Guide 2022 (16 hours)
- Python- Code Challenge [101-BASICS] (15 hours)
- Business Analyst: Software Testing Processes & Technique (3.1 hours)
- Salesforce Certified Administrator Training (Jan 2022) (17.5 hours)
- Building Microservices (2.5 hours)
- Microservices Architecture (2.4 hours)
- Testing React with Jest and Testing Library (7 hours)
- Engineering Best Practices – React (2 hours)
- Machine Learning for BI (2 hours)
- Angular Styling and Animations (7 hours)
- SQL for Beginners: MySQL and Database Design (7 hours)
- Software Masterclass (7 hours)

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.

RESPOND

Retrainee-Job Creation

Critical Proposal for:

Mountain F. Enterprises, Inc.

Contract Number: ET22-0320

Panel Meeting of: May 25, 2022

ETP Regional Office: Sacramento **Analyst:** K. Mam

PROJECT PROFILE

Contract Attributes:	RESPOND (Core Funds) SET Retrainee Job Creation Initiative	Industry Sector(s):	Other (J) Waste Management (56) Priority Industry: ☐Yes ☒No
Counties Served:	Placer, Sacramento, Nevada, Butte, El Dorado, Sonoma, Santa Clara	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers, Local Union 1245		

Number of Employees in:	CA: 1,200	U.S.: 1,200	Worldwide: 1,200
Turnover Rate:	18%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

All funding is from the "core" Employment Training Fund as authorized for the RESPOND program.

In-Kind Contribution
$636,843

Total ETP Funding
$504,252

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee SET	Business Skills, Commercial Skills, Computer Skills, PL-Commercial Skills, OSHA 10/30	74	8-200 Weighted Avg: 87	0	$2,001	$25.68
2	Retrainee SET Job Creation Initiative	Business Skills, Commercial Skills, Computer Skills, PL-Commercial Skills, OSHA 10/30	178	8-200 Weighted Avg: 87	0	$2,001	$22.01

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

Minimum Wage by County: Job Number 1 (Retrainee/RESPOND): $25.68 per hour (Collective Bargaining Agreement)
Job Number 2 (Job Creation/RESPOND): $22.01 per hour (Collective Bargaining Agreement)
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)		
Tree Trimmer Trainee		27
Specialized Tree Equipment Operator		12
Foreperson with CDL		35
Job Number 2 (Job Creation)		
Tree Trimmer Trainee		108
Ground Person		70

RESPOND

Under its Rapid Employment Strategies Pilot on Natural Disasters (RESPOND) pilot program, the Panel funds training for economic recovery from natural disasters, such as wildfire. Wildfire is impacting several key industry sectors (e.g. agriculture) and could lead to loss of jobs. Mountain F. Enterprises, Inc. (MFE) will be training workers on clearing trees and debris during the fire season.

INTRODUCTION

Founded in 1984 and headquartered in Folsom, Mountain F. Enterprises Inc. (MFE) (www.mtfent.com) provides utility vegetation management services including tree trimming, hazard tree removal, site clearing, and grubbing to utility and commercial tree management industries such as Pacific Gas and Electric and SMUD. Training under this proposal will be for the Company's nine locations in Placer, Sacramento, Nevada, Butte, El Dorado, Sonoma, and Santa Clara counties. This is MFE's second ETP Contract, and the second in the last five years.

Veterans Program

Although MFE does not have a Veterans component under this proposal, the Company periodically recruits and hires Veterans through online and offline job postings.

Union Support

Tree Trimmers Trainees, Specialized Tree Equipment Operators, Foreperson with CDL, and Ground Person are represented by International Brotherhood of Electrical Workers Local Union 1245. A union letter of support for this training project has been received.

PROJECT DETAILS

In the previous proposal, MFE focused training on standardizing a statewide training program for California on utility line clearance and addressing the labor workforce shortage. In this proposal, MFE will continue its effort to accelerate line clearance by constantly evaluating and improving its training plan. With evolving vegetation management requirements and utility line clearance protocols, MFE must continuously train staff on job execution and safety protocols. Training will allow the Company to recruit and train staff in order to meet the demand for vegetation management and utility line clearance.

MFE has also implemented Certified Tree Safety Professional and Certified Crew Leader training for crew leaders/forepersons who will be supervising newly hired staff since the last project. These certifications will allow qualified staff members to become subject-matter expert trainers and transition into supervisor roles. Training under this proposal will allow the Company to support growth trajectory and industry demand and respond to increasing frequency and severity of wildland fires.

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.

MFE will be continuing its effort in addressing the labor workforce shortage for utility line clearance arborists. In the previous proposal, the Company hired and trained over 300+ new employees and anticipates hiring an additional 178 Grounds Person and Tree Trimmer Trainees (Job Number 2) under this contract. 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/Videoconferencing and Productive Lab by in-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations. Training will focus on customer service and increasing communication skills. Training topics include Customer Relations and Communication, Managing Priorities and Project Management.

Commercial Skills: Training will be offered to all occupations. Training will focus on power line clearance. Training topics include Tree Identification, Aerial Equipment Operations, and Climber Bucket Operations.

Computer Skills: Training will be offered to all occupations. Training will focus on the Company's proprietary software. Training topics include Company Specific Data Systems and Field (GPS) Tablet Training (Dataresource/Tree Inventory Management).

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.

Productive Laboratory (PL)

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

MFE will train all occupations on line clearance and tree trimming. Since equipment cannot be reproduced in a classroom setting, PL training is necessary to ensure safety standards are met. This training will be provided at a much slower pace than regular production with significantly higher defects as trainees gain proficiency. A subject matter expert will conduct training. The trainer will demonstrate how to use the equipment, then supervise trainees' use of the equipment. A department supervisor will certify trainee competency once training is completed. Training will be under constant supervision.

MFE's 18-month utility line clearance arborist certification-training program consists of 2,880 total hours of training. This represents a substantial portion of training and requires an extensive amount of hands-on training due to safety protocols. MFE is requesting a trainer-to-trainee ratio of 1:3 as trainees typically work in groups of three to ensure safety precautions are met and trainees may receive up to 200 hours of PL.

Commitment to Training

MFE invests over $1.3 million annually for training for all its California facilities, which includes Cal OSHA Title 8 and utility safety requirements. 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

MFE's Safety Director with the assistant of three staff members will be responsible for coordinating all training efforts including roster collection and scheduling classes. Additionally, the Company has hired a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

Special Employment Training

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

Under RESPOND guidelines, these trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage.

Alternative Recordkeeping

MFE will be utilizing electronic tablets in the field to conduct and document training. Forms are uploaded, completed and digitally signed using an application designed by www.doforms.com. The use of predefined drop-down menus for curriculum topics reduces errors. This system reliably captures training on-site in real time. Rosters can be immediately transmitted (via email) to staff, for immediate processing. Staff has approved this form of recordkeeping.

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 $ %
ET20-0286	Northern California	3/10/20 – 3/9/22	$749,800	$444,314 (59%)

Based on ETP Systems, 32,822 reimbursable hours have been tracked for potential earnings of $749,800 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed. MFE is currently in the process of submitting their final invoice and closing their contract.

DEVELOPMENT SERVICES

Butte College in Chico assisted with development of this proposal for a flat fee of $6,500.

ADMINISTRATIVE SERVICES

Butte College 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/Videoconferencing Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Conflict Management
- Customer Relations and Communication
- Human Performance
- Job Instruction
- Job Relations
- Leadership
- Leading Change
- Managing Difficult Behaviors and Conversation
- Managing Priorities
- Multi-Tasking for Excellence
- Project Management
- Supervisor Series
- Team Leader and Supervisor Readiness
- Understanding Personalities
- Working Productively with Challenging People

COMPUTER SKILLS

- Company Specific Data Systems
- Field (GPS) Tablet Training (Dataresource/Tree Inventory Management)
- Microsoft Excel (Intermediate/Advanced)
- Microsoft Office Suite (Intermediate/Advanced)

COMMERCIAL SKILLS

- Aerial Equipment Operations
- Aerial Rescue Operations & Techniques
- Aerial Specialist Training
- ANSI Z133 American National Standard of Arboriculture Operations
- Certified Arborist Training
- 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
- Flagger Certification
- Ground Operations
- Hand Tools, Ropes, Wedges, Throwlines
- Heavy Equipment Operations
- Introduction to Arborist Operations
- ISA Certification
- Job Briefing
- Job Instruction
- Job Site Set-Up
- Knots

- Limbing and Bucking Operations
- Maintenance Inspection and Storage
- Minimum Approach Distance (MAD) and Drop Zone
- Mobile Equipment
- Operations
- OSHA 10
- OSHA 30
- Portable Hand Tools
- Portable Power Hand Equipment
- Pruning Principles
- Safety Tailgates
- Tree Biology
- Tree Climbing
- Tree Felling (Drop Zone)
- 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

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

Productive Lab Hours (1:3 Ratio)

0-200

COMMERCIAL SKILLS
- Aerial Equipment Operations
- Aerial Operations
- Aerial Rescue Operations & Techniques
- Aerial Specialist
- ANSI for Arboricultural Operations
- Certified Arborist
- Chainsaw Operations
- Chipper Truck Operations
- Chipper Mobile Equipment Operations
- Chipper Operation
- Climber Bucket Operations
- Climber Operation
- Crew Leader
- Electrical Hazard Awareness Program (EHAP)
- Fire Safety and Prevention
- Ground Operations
- Hand Tools, Ropes, Wedges, Throwlines
- Heavy Equipment Operations
- Introduction to Arborist Operations
- Job Site Set-Up
- Knots

- Limbing and Bucking Operations
- Line Clearance Pruning Principles
- Maintenance Inspection and Storage
- Minimum Approach Distance (MAD) and Drop Zone
- Mobile Equipment
- Operations
- Portable Power Hand Equipment
- Pruning Principles
- Safety Tailgates
- Tree Climbing
- Tree Felling (Drop Zone)
- Tree Felling Operation
- Tree Hazard Identification
- Tree Identification
- Tree Pruning Operations
- Tree Risk Assessment
- Tree Risk Management

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.

IBEW Local Union 1245
30 Orange Tree Circle
Vacaville, CA 95687
Telephone: (707) 452-2700
Fax: (707) 452-2701
www.ibew1245.com

IBEW 1245
THE POWER IS IN OUR HANDS

BOB DEAN, BUSINESS MANAGER
CECELIA DE LA TORRE, PRESIDENT

March 23, 2022

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the Mountain F. Enterprise is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees is 507 from the following occupations will be participating in this project: Grounds Person, Tree Trimmer Trainees, Journeyman Tree Trimmer, Foreperson with CDL, Foreperson without CDL, Specialized Tree Equipment Operator

(Exhibit language must be included in the Union letter of support)

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,

Retrainee-Job Creation

Training Proposal for:

Valdez Painting, Incorporated

Contract Number: ET22-0313

Panel Meeting of: May 25, 2022

ETP Regional Office: Sacramento **Analyst:** J. Dongallo

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SET Job Creation Initiative	Industry Sector(s):	Construction (C) Priority Industry: ☒Yes ☐No
Counties Served:	Sacramento, San Francisco, Yolo	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☒ Yes ☐ No District Council 16 Northern California Journeyman Apprentice Training Trust Fund; Carpenters 46 Northern California Counties Conference Board; Plasterers' and Shophands' Local 66		

Number of Employees in:	CA: 272	U.S.: 272	Worldwide: 272
Turnover Rate:	5%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
$429,481

Total ETP Funding
$249,090

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SET	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, HazMat, OSHA 10/30, Literacy Skills, PL-Commercial Skills	247	8-200 Weighted Avg: 40	0	$920	$29.41
2	Retrainee Priority Rate SET Job Creation Initiative	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, HazMat, OSHA 10/30, Literacy Skills, PL-Commercial Skills	19	8-200 Weighted Avg: 50	0	$1,150	$17.64

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

Minimum Wage by County: Job Number 1:(SET/Priority Industry): $29.41 per hour
Job Number 2 (SET/Job Creation): $17.64 per hour for Sacramento and Yolo Counties; $19.61 per hour for San Francisco 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 $2.41 per hour may be used to meet the Post-Retention Wage for Job Numbers 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1: Retrainee		
Administrative Staff		6
Painter Journeyman		168
Foreman		28
Superintendent		8
Carpenter Journeyman		11
Plaster Journeyman		10
Operations		15
Warehouse		1
Job Number 2: Job Creation		
Administrative Staff		4
Painter Journeyman		5
Foreman		2

Carpenter Journeyman		1
Plaster Journeyman		1
Operations		4
Warehouse		1
		1

INTRODUCTION

Founded in 2014 and headquartered in Sacramento, Valdez Painting, Incorporated (Valdez Painting) (www.VPI.net) is a family-owned business that provides painting and plastering services to commercial businesses and residential homeowners in Northern California. Customers include commercial, industrial and private businesses, as well as, homeowners and tenants. Training will take place at the Sacramento, San Francisco and Yolo County locations. This will be Valdez Painting's first ETP contract.

Valdez Painting will serve as the lead employer in this proposal with its single affiliate: Valdez Plastering, Inc.

Veterans Program

Valdez Painting actively recruits Veterans through online resources like Employment Development Department and Veteran job fairs for all open occupations. However, the Company did not specifically include a Veteran component in this project.

Union Support

Painter Journeyman, Foreman, Superintendent, Carpenter Journeyman and Plaster Journeyman are represented by District Council 16 Northern California Journeyman Apprentice Training Trust Fund, Carpenters 46 Northern California Counties Conference Board, and Plasterers' and Shophands' Local 66. Union letters of support are on file.

PROJECT DETAILS

Valdez Painting's commercial and residential projects has increased as a result of a growing construction industry. The Company plans to respond to the increased workload by training on-and-off field operations to ensure the delivery of services are made safely and on-time. This training plan will address any deficiencies and allow the Company to standardize its processes and training to ensure that clients will receive the highest quality service. Training in Blue Print Reading, Confined Space, Construction Job Site Logistics/Sequencing, Contractual Risk Transfer, Estimating, Painting Cleaning, Paint Mixing and Unit Cost Tracking allows Valdez Painting to increase knowledge, project efficiency and work quality. All employees must also learn new processes, new systems and new equipment which will allow the Company to expand its market, as well as exceed customer expectations.

Additionally, Valdez Painting is expanding its service areas to more Southern locations. With this expansion, the Company must train to maintain service consistency. Courses in Communication Skills, Decision Making, Leadership, Process Improvement, Project Management, Supervisor Skills, Team Building and Time Management will allow the Company to exhibit consistent practices and meet customer satisfaction.

Valdez Painting remains committed to creating promotional growth opportunities for its labor force and have created various structured training plans focused on increasing skill sets and creating a

positive working environment to encourage retention and promotion. Training in Business Writing, Cost Control, Employee Engagement, Product Knowledge and Project Requirements Analysis and Specifications will give trainees transferable skills while promoting the Company's culture.

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.

Valdez Painting has grown at a rapid pace within the past year and projects a revenue growth of 30% over the next couple years due to its southern expansion from the growing demand of construction projects in California. Valdez Painting will hire 19 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 Class/Lab, E-Learning and Productive Lab in the following:

Business Skills: Training will be provided to all occupations in administrative efficiency and will provide staff with the skills to operate the business effectively. Training topics include Business Communication, Develop Employee Accountability, Financial Analysis, Product Knowledge and Project Management and Methodology.

Commercial Skills: Training will be provided to all occupations and focus on processes necessary to complete projects. Training topics include Blue Print Reading, Change Order Negotiations, Construction Cost Awareness and Production, Crisis Management, Estimating, Insurance 101, Power Tools, Traffic Control and Word Order Processing.

Computer Skills: Training will be provided to all occupations and focus on new software and upgraded systems. Training will improve overall processes and productivity. Training topics include Advanced Excel, Plangrid, Extracker, Rhumbix and ConstructConnect.

Continuous Improvement: Training will be offered to all occupations. Training will cover all aspects of quality improvement and customer relations. Topics include Cross Training, Communication Skills, Decision Making, Meeting Management, Process Improvement, Root Cause Analysis, Systems Failure Analysis and Visual Controls.

Hazardous Materials Skills: Training will be provided to all occupations. Staff will receive the skills necessary to ensure a safe work environment while working with dangerous materials. Training topics include Asbestos Removal, Hazardous Materials Handling, Hazardous Waste Cleaning and Lead Abatement and Removal.

Literacy Skills: Training will be provided to all occupations. Training will cover all aspects of literacy pertaining to customer relations. Training topics include Vocational English as a Second Language, Vocational English and Basic Math.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands

employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Productive Laboratory (PL)

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

Valdez Painting will train Painter Journeyman, Carpenter Journeyman and Plaster Journeyman in PL in Commercial Skills. PL will allow trainees to perform their duties while being able to safely develop their skills. Trainees will receive hands-on training specific to the entire painting process that begins with proper equipment preparations (i.e. – scaffold setups, protective tarps, ventilation machines, etc.) and navigating strategies for the complicated areas, such as atriums, HVAC ducts and extra high ceilings. PL training will supplement courses delivered in class/lab training.

Training will be under constant supervision with a 1:1 trainer-to-trainee ratio. Production is expected to be lower during PL as trainers will coach and mentor trainees to ensure the highest quality of work is done. PL will be capped at 100 hours per trainee.

Commitment to Training

Valdez Painting's annual training budget is approximately $150,000 per facility for safety and employee improvement. The Company is committed to improving performance and knowledge for all employees. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

The Company has a structured training plan in place and is ready to start training upon project approval. The Chief Operating Officer will oversee project administration along with Office Managers, who will handle training rosters and tracking performance. A third party administrator will assist with the implementation, compliance, reporting and reimbursements for the contract. Training will be provided by in-house experts and vendors as needed.

Alternative Recordkeeping

Valdez Painting will use an approved alternative recordkeeping for E-Learning training sessions.

DEVELOPMENT SERVICES

The Company retained Carrazco LLP, Innovative Tax Solutions in Sacramento to assist with development for a flat fee of $19,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Communication
- Business Writing
- Communication Styles
- Cost Control
- Develop Employee Accountability
- Employee Engagement
- Financial Analysis
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Time Management

COMMERCIAL SKILLS

- Blue Print Reading
- Bonds
- Boom Lift/Spider Lifts
- Building Systems
- Change Order Negotiations
- Concrete Forming
- Confined Space
- Construction Contract Administration
- Construction Cost Awareness and Production
- Construction Job Site Logistics/Sequencing
- Construction Management
- Construction Quality Management (CQM)
- Construction Team Support
- Contract Documents and Construction Law
- Contractual Risk Transfer
- Crisis Management
- Engineering Theory/Planning/Design
- Equipment Operation
- Estimating
- Forklift/Scissor Lift
- How to Complete A Work Authorization
- Insurance 101
- Lien Law and Remedies
- Lock Out/Tag Out
- Paint Cleaning
- Paint Mixing
- Painting
- Personal Protection Equipment
- Planning and Scheduling
- Power Tools

- Product Knowledge
- Project Management
- Public/Private Lien Laws, Stop Pay and Mechanic's Liens
- Traffic Control
- Unit Cost Tracking
- Work Order Processing

COMPUTER SKILLS

- Advanced Excel
- Bluebeam
- BuildingConnect
- ConstructConnect
- Extracker
- Intermediate and Advanced Microsoft Office
- Plangrid
- Rhumbix
- Smarthsheets
- Viewpoint/Spectrum
- Website Maintenance

CONTINUOUS IMPROVEMENT

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

HAZARDOUS MATERIALS

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

- Hazardous Waste Cleaning
- Lead Abatement and Removal

LITERACY SKILLS

- Basic Math
- Vocational English
- Vocational English as a Second Language

OSHA 10 /30 (OSHA certified instructor)

- OSHA 10
- OSHA 30

Literacy Training cannot exceed 45% of total training hours per-trainee

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

Productive Lab Hours

0-100

COMMERCIAL SKILLS (1:1 trainer-to-trainee ratio)

- Blue Print Reading
- Boom Lift /Spider Lifts
- Building Systems
- Concrete Forming
- Construction Job Site Logistics/Sequencing
- Equipment Operation
- Forklift/Scissor Lift
- How to Complete A Work Authorization
- Paint Cleaning
- Paint Mixing
- Painting
- Power Tools
- Traffic Control
- Work Order Processing

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

District Council 16 Northern California Journeyman Apprentice Training Trust Fund

Painters - Drywall Finishers - Floor Coverers - Glaziers

2020 Williams St. Suite A
San Leandro, CA 94577
Telephone (510) 785-8467 Fax (866) 884-4856

September 22, 2021

District Council 16 Training Trust Fund
2020 Williams Street, Suite A
San Leandro, CA 94577

Dear Panel Members,

We understand Valdez Painting, Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 180 Current Employees and potentially up to 100 new hires (over the next 2 years) in Journeyman Painter, Foreman and Superintendent.

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,

CARPENTERS
46 Northern California Counties Conference Board

CHRIS PEDROZA
Executive Director

September 27, 2021

Tammy Mikus
Valdez Plastering Inc.
2400 Alhambra Blvd.
Sacramento, CA 95817

RE: Employment Training Panel (ETP) Funding

Dear Ms. Mikus:

I am writing to you in reference to the Valdez Plastering, Inc.'s (VPI) request for support of the Employment Training Panel Program, State Funded by the California Labor and Workforce Development that Valdez Plastering, Inc. (VPI) wants to administer in their facility. The approximate number of trainees from the following occupations will be participating in this project: 20 Current Employees and potentially up to 15 new hires (over the next 2 years) in Carpenter Journeyman.

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.

Please be advised that the Carpenters 46 Northern California Counties Conference Board is in full support of such request based on 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:jm

Plasterers' and Shophands'
Local 66
O.P.C.M.I.A.
220 S Spruce Ave, Ste. 107, South San Francisco., CA 94080
TELEPHONE: (650) 872-8922 FAX: (650) 872-8911

EAST BAY OFFICE:
100 Hegenberger Road, Suite 150, Oakland, CA 94621
TELEPHONE: (510) 632-0406 FAX: (510) 632-5481

Robert Noto
Business Manager
Financial Secretary
Treasurer

Israel Vargas
Business Agent
President

September 22, 2021

Plasterers' and Shophands Local No. 66
220 South Spruce Ave., Suite 107
South San Francisco, CA 94080

Dear Panel Members,

We understand Valdez Plastering, Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 35 Current Employees and potentially up to 15 new hires (over the next 2 years) in Plaster Journeyman.

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,

Robert J Noto
Business Manager/ Financial Secretary Treasurer

DELEGATION ORDER

Training Proposal for:

John Muir Charter Schools

Contract Number: ET22-0298

Panel Meeting of: May 25, 2022

Approval Date: May 11, 2022

ETP Regional Office: San Francisco Bay Area **Analyst:** R. Jackson

PROJECT PROFILE

Contract Attributes:	New Hire SET HUA Ex-Offender At-Risk Youth Multiple Barriers	Industry Sector(s):	MEC (H) Construction (23) Agriculture (11) Services (61,71,72,81,92) Priority Industry: ☒ Yes ☐ No
Counties Served:	Monterey	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:		≤20%	
Managers/Supervisors: (% of total trainees)		N/A	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
$48,300		$4,635 12%		$52,935

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 SET Ex-Offender At-Risk Youth	Business Skills, Commercial Skills, Job Readiness Skills	15	8-260	0	$3,529	$15.00
				Weighted Avg: 140			

***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: $15.00 per hour for Monterey County (including HUA Waiver).

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
Food Service Worker		10
Construction Worker (Entry Level)		3
Food Processing Operator/Mechanic		2

INTRODUCTION

Headquartered in Nevada City, John Muir Charter Schools (JMCS) (www.johnmuircs.com) provides educational programs designed to meet the needs of the youth of the California Conservation Corps, Local Conservation Corps, YouthBuild, and Workforce Innovation and Opportunity Act programs. JMCS serves about 1,000 students annually between 35 sites across the state, but only one site in Monterey is participating in this project. ETP-funded training will be delivered at Rancho Cielo's facility in Monterey.

This will be JMCS's second ETP Contract, and it's second in the last five years. JMCS will partner with a nonprofit training vendor, Rancho Cielo, Inc. (Rancho Cielo) of Monterey, to deliver vocational skills' training under ETP's Ex-Offender/At-Risk Youth (New Hire) program. Rancho Cielo has been serving the ex-offender/at-risk youth population since 2004. Rancho Cielo also has experience providing job training and supportive services such as job placement and life skills' counseling for these populations and it will assist JMCS in satisfying ETP's job-placement requirements. While the proposed topics are similar to the last project, no New Hires previously trained are receiving the same courses as the majority of this cohort of trainees is new and different.

PROJECT DETAILS

Need For Training

Many businesses in the Monterey region actively hire graduates from Rancho Cielo's unique reintegration (vocational) programs and provide input on program development. Participating employers include private-industry partners from the food service, food processing/agriculture, and construction industries.

The skill-based training programs were selected and developed based on the three most available and growing jobs in Monterey County. EDD's Labor Market Information for Monterey County estimates 3,271 annual openings in food preparation and serving related occupations, 793 annual openings in construction occupations, and 734 opening in installation, maintenance and repair occupations. Rancho Cielo's training programs include:

- Agricultural Mechanics and Electrical Program offers training on refrigeration systems, electrical systems, and salad-line mechanics that are in demand in the bagged-salad businesses. This is a major part of local farming, which is the largest industry in Monterey County. Trainees are geared for food-processing jobs to maintain, repair and operate equipment in salad plants and other agricultural-processing plants. This training leads participants to be certified as an Assistant Refrigeration Operator (Food Processor).

- Culinary Academy offers training delivered by an Executive Chef and prepares students to work in restaurant kitchens. The 10-month program includes a Safe Food Handlers Certification (ServSafe) administered through the National Restaurant Association and a culinary certificate issued by Rancho Cielo. Reportedly, restaurant and resorts are the second largest industries in Monterey County.

- Construction Academy offers training to help students get ready for construction jobs. Students construct tiny houses and install photovoltaic panels for solar energy, while learning marketable construction skills. Many of the graduates have gone on to jobs in rapidly growing solar-panel businesses.

New Hire (Multiple Barriers) trainees require an average of 140 hours of training to prepare them for entry-level jobs within the food services, food processing/agriculture, and construction industries.

Training Plan

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

Business Skills: This training will be offered to all occupations in topics such as Communications and Documenting.

Commercial Skills: This training will be offered to all occupations in culinary, construction, and agriculture. Topics include Basic Electricity, Concrete, Hand Tools, Salad Equipment, Vegetables, and Refrigeration.

Job Readiness Skills: this training will be offered to all occupations in Career Planning, Resume Building and Online Applications. In conjunction with vocational skills' training (Commercial Skills), other basic types of training designed to support Multiple Barrier populations in successfully obtaining employment may consist of up to 50% of the trainee's hours.

Special Employment Training (SET)/Multiple Barriers (New Hire)

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period. However, these trainees are subject to the ETP New Hire Minimum Wage rather than the Statewide Average Hourly Wage. Trainees may also receive a higher portion of Job Readiness Skills (up to 50% of total training hours per trainee).

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 also demonstrate that training will help trainees address the identified barriers.

Ex-Offender/At-Risk Youth

Training is funded under SET/Multiple Barriers under the Ex-Offender/At-Risk Youth Guidelines. JMCS will document the eligibility criteria for this program.

- 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 one or more employers. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 180 days with one or more employers.

- Wage Modification

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

  JMCS requests a post-retention wage modification for these trainees at below the ETP New Higher Minimum Wage ($17.64), which would lower the post-retention wage to $15.00. This modification is permissible under the At-Risk Youth Project Guidelines for good cause.

  Wage progression is evident in the proposed occupations, and Monterey County is presently a High Unemployment Area (HUA). Per Ex-Offender/At-Risk Youth Guidelines, a secure job with known wage progression and/or employment in a HUA is deemed good cause.

- Incidental Placement

  Incidental placement with public and non-profit entities is permissible for the trainees in Job Number 1, not to exceed 25% of the total number of trainees retained in employment.

Trainer-to-Trainee Waiver (New Hire)

JMCS requests a waiver to ETP's (New Hire) trainer-to-trainee ratio of 1:15. JMCS and Rancho Cielo have had many years of experience delivering New Hire training using up to a 1:20 trainer-to-trainee ratio. Both organizations routinely deliver and have had success training individuals with barriers to employment in small groups of 10 to 20 trainees to one instructor with outstanding trainee participation in class, class completion, and learning outcomes. Because of the effectiveness of classes with up to 20 trainees, JMCS is requesting a 1:20 trainer-to-trainee ratio.

Impact/Outcome

JMCS will deliver training under ETP's Ex-Offender/At-Risk Youth with Multiple Barriers program to gain vocational and life skills to successfully reintegrate them as productive members of society and further assist in lowering recidivism in Monterey County. The following certifications will be attained upon completion of the ETP-funded training:

- Drummond Culinary Academy certification is an internally developed certificate awarded by Rancho Cielo, and it will be attained by an estimated 5 trainees. This certification is desired by local employers; therefore, certifications increases applicants chances to gain work in the field as commercial-kitchen workers in restaurants.

- ServSafe Food Handlers Certificate will be attained by an estimated 5 trainees. ServSafe is a food and beverage safety training and certificate program administered by the National Restaurant Association. The program is accredited by Conference for Food Protection. Reportedly, this certification is needed to work in most restaurant jobs.

- Certificates for Assistant Refrigeration Operator will be attained by an estimated 5 trainees, which is authorized by the Refrigeration Engineers and Technicians Association. Certifications reportedly increase the desirability of job-seeking applicants in obtaining work as it is considered an experiential reference in this industry.

Marketing and Support Costs

The Case Manager, Coordinator, Director, Deputy Director, and Analyst conduct targeted outreach and recruiting for its training programs. Marketing and outreach efforts include advertising within community and non-profit partners, sharing program opportunities with government agencies such as the local Workforce Investment Boards and human-service agencies.

Through Rancho Cielo, JMCS works closely with community-based and nonprofit-based organizations throughout California. For example, JCMS has developed partnerships to support local program delivery with groups like Rancho Cielo represented in this proposal. Rancho Cielo distributes brochures and fliers to schools and agencies that interface with ex-offenders/at-risk youth, outlining Rancho Cielo programs and announcing starting dates and application procedures. Many of JCMS's students are referred by agencies and by people familiar with its programs.

Rancho Cielo will recruit employers in cooperation with JMCS. Rancho Cielo makes direct contact with employers referred through its partners, and it recruits through employer associations and web sites. JCMS 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.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. JMCS is eligible as a training agency based on the following:

- Certification by Western Association of Schools and Colleges

Commitment to Training

ETP funds will not displace the existing financial commitment to training from the participating employers or other funding sources.

- Training Infrastructure

  JMCS's Fiscal Analyst (dedicated administrator) and a Program Analyst will oversee the project and administration. JMCS hired a third-party administrator to assist with ETP's administrative tasks. ETP training will be provided by five in-house subject-matter experts within Rancho Cielo. Support services are also provided by Rancho Cielo and with assistance from JMCS as needed.

Trainer Qualifications

Trainers are industry professionals and subject-matter experts from the relevant fields of instruction. Rancho Cielo is the sole third-party vendor and will deliver 100% of the proposed training. The training is subject to input from JMCS and Rancho Cielo's advisory members and participating employers. Furthermore, post-graduation assessment interviews include input from graduates and advisors to learn how the programs could be further improved.

Tuition Reimbursement

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

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned $ %
ET20-0177	Monterey	11/4/19 – 11/3/21	$268,451	$20,823* (8%)

*Cal-E-Force (CEF) reflects $20,823 as payment earned and CEF reflects 9,628 hours or $242,307 (90%) were delivered. Contractor has been issued $49,344 in invoices and represents all invoices have been submitted to ETP for processing. The lower than anticipated performance is attributed to slowdowns in hiring inside an HUA (Monterey County) that prevented the placement within the retention period allowable due to the COVID-19 pandemic. It should be noted that an estimated 90% of the training hours originally proposed were delivered. This new round is a new cohort of trainees, and it has been rightsized to improve performance by setting lower goals overall as the economy continues to fluctuate.

DEVELOPMENT SERVICES

JMCS retained Steve Duscha Advisories in Sacramento to assist with development of this proposal for a flat fee of $1,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

Rancho Cielo, Inc. of Monterey County will provide Commercial and Job Readiness Skills' training for a fee to be determined. 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:

BUSINESS SKILLS

- Documenting
- Reporting
- Communications

COMMERCIAL SKILLS

- Agricultural Processing and Mechanics
  - Preventing Contamination
  - Traceability
  - Maintaining Freshness
  - Basic Electricity
  - Intermediate Electricity
  - Troubleshooting
  - Safe Working Conditions
  - Industrial Refrigeration
  - Agricultural Mechanics
  - Cold Storage Facilities
  - Salad Processing Equipment
  - Use of Tools
  - Use of Hand Tools
  - Use of Power Tools
  - Understanding Blueprints
  - Cooling Post-Harvest Fruit and Vegetables
  - Compressors
  - Evaporators
  - Programmable Logic Controllers

- Construction
  - Ceiling Joists
  - Concrete
  - Construction Industry Structure
  - Doors
  - Drywall
  - Electrical
  - Energy Efficiency
  - Finish Work: Tile, Paint, Finish Carpentry
  - Formwork
  - Framing
  - Green Building Processes and Systems
  - Hand Tools
  - Hazardous Materials
  - Interior Finishes Rotations
  - Layout
  - Metal Studs
  - Photovoltaic
  - Power Tools
  - Promoting Teamwork

  - Rafters
  - Rebar
  - Rigging
  - Roofing Materials
  - Scaffolding
  - Windows
  - Construction Math
  - Construction Drawings
  - Communicating on a Job Site

- Culinary
  - Kitchen / Food Safety
  - Contamination Sources and Prevention
  - Food Handling
  - Refrigeration
  - Kitchen Math
  - Cooking methods
  - Sauces
  - Stocks
  - Soup
  - Starches
  - Vegetables
  - Proteins
  - Pantry
  - Baking and Pastry
  - Food Science

JOB READINESS SKILLS

- Career Planning & Assessment
- Job Expectations
- Networking
- On-line Applications
- Presentation / Appearance
- Resume Building
- Winning a Job Offer
- Basic Computer Use
- Personal Financial Records & Planning
- Food History Vocational
- Construction Industry History
- Workplace Math

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

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

RETRAINEE-JOB CREATION
Training Proposal for:

Solarponics, Inc.

Delegation ≤ $75,000 Single Employer

Contract Number: ET22-0297

Approval Date: April 20, 2022

Panel Meeting of: May 25, 2022

ETP Regional Office: Sacramento **Analyst:** J. Dongallo

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative SB <100 SET	Industry Sector(s):	Construction (C) Priority Industry: ☒Yes ☐No
Counties Served:	San Luis Obispo	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 51	U.S.: 51	Worldwide: 51
Turnover Rate:	3%		
Managers/Supervisors: (% of total trainees)	N/A		

In-Kind Contribution	Total ETP Funding
$57,000	$28,497

Small Business Only:	Owner ☐ Yes ☒ No Contract Term ☐ One Year ☒ Two Year
Occupations to be Trained:	Administration, Construction, Service

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Priority Retrainee SB<100 SET	Business Skills Computer Skills Comm Skills Continuous Impr. HazMat	22	8-200	0	$966	$29.41
				Weighted Avg: 42			
2	Priority Retrainee Job Creation SB<100 SET	Business Skills Computer Skills Comm Skills Continuous Impr. HazMat	7	8-200	0	$1,035	$17.64
				Weighted Avg: 45			

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

Minimum Wage by County: Job Number 1 (SET/Priority Industry): $29.41 per hour for San Luis Obispo County
Job Number 2 (Job Creation): $17.64 per hour for San Luis Obispo County
Health Benefits: Used to meet the Post-Retention Wage?: ☒ Yes ☐ No
Up to $2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1 and 2.

OVERVIEW

Year Company Founded:	1975	***Company Headquarters:*** ☒ *Single location* San Luis Obispo County
Facility location(s) where training will occur		• Atascadero City (San Luis Obispo County)

Nature of Business:	• Solarponics, Inc. (SPI) (www.solarponics.com) is a solar electric and heating contractor that provides alternative energy systems, installation, service and repair to its residential and commercial customers.

Customer Base:	• Single-family homes • Property managers • General contractors

Business / Industry Needs / Changes	• The solar panel industry continues to grow as people attempt to offset the high cost of utilities, and utilize alternative energy systems that promote a clean environment. As the industry advances, SPI must train its staff and upgrade equipment and techniques in order to meet industry needs. • The Company anticipates 30% growth over the next two years due to the expansion of its geographical service areas. • The industry has continued to evolve and develop new battery inverter systems. SPI will need to provide training to new and existing staff on these new systems.

Training Plan:

Need for Training:	• All Construction and Service staff will receive cross training in multiple areas. Training on Solar System Installation and Repair, Plumbing Best Practices, EV Charging Station Installation and Repair and Electrical Control Installation Repair and Safety will provide the trainees with in-depth knowledge of the Company processes to ensure continued company growth. • All Construction and Service staff have basic skills in plumbing and electrical systems. Each solar energy system has a control center that must be configured and programmed to the performance and scheduling needs of the system. SPI must train Construction and Service Technicians in skills to be proficient. This training will set the standard for the skill levels required and standardize the knowledge base. • Additionally, SPI is constantly researching and developing new processes on methods to best improve energy efficiency for single family homes and commercial property. The Company has invested $35k in solar equipment improvements that will allow staff to provide better solar and plumbing services to its customers.

Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab ☒ E-Learning

Business Skills	**Commercial Skills**	**Computer Skills**
Continuous Improvement Skills	**Hazardous Materials**	

Job Creation Justification	☒ Expanding existing business capacity by adding newly-hired employees to an existing function

Training Hours

☒ Weighted Average Hours over 45	45 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 Veterans in the past and plan to begin working with them whenever the opportunity presents itself.

Apprenticeship Program

The Company does not have an apprenticeship program available in its immediate area of Atascadero. However SPI is taking steps to have state certified trainers to ensure that all trainees become state certified at journey-level.

Training Infrastructure & Administrative Plan

- **Project Oversight:**

SPI's training budget is approximately $30,000 annually. Training includes state-mandated training, legal compliance training and new-hire orientation.

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

➢ Training Infrastructure

The Company has a structured training plan in place. The Owner and Office Manager will oversee project administration and work with HR Generalists and Service Managers to track performance. A third party administrator will assist with administrative duties. Training will be delivered by in-house experts and vendors as needed.

- **Trainers:**
  - ☒ In-house – Types of Training: Business Skills, Commercial Skills, Computer Skills
  - ☒ Vendor – Types of Training by vendor: To Be Determined

- **Administration:**

Strategic Business Solutions, of Visalia, will also perform administrative services for a fee not to exceed 13% of payment earned.

- ☒ In-house
- ☒ Subcontractor

Repeat Contract

• **Number Of Contracts in last 5 years:**	This will be the Company's second contract in the last five years.
• **Training provided / focus in last Contract:**	• Increase productivity and efficiency within staff interaction related to handling orders, gathering information and meeting with customers. • Software training for internal systems like, TACO (Tahycoe) software and SolarEdge Software, was provided to help troubleshoot site-specific issues. • Training on plumbing and electrical skills for both incumbent and newly hired workers to ensure skills have been standardized to Company requirements.
• **Difference in Training Plan:**	Although some of the training goals related to production and efficiency may be similar, the overall training plan for this contract will address recent regulation changes and requirements within the industry. In addition, improved equipment/products related to their services will require training to enhance staff product knowledge.

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 $ %
ET19-0329	Atascadero	12/04/18 – 03/03/21	$26,780	$26,780 (100%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Strategic Business Solutions	Visalia	$1,994
Administrative	Strategic Business Solutions	Visalia	Not to exceed 13% of payment earned
Training Vendors	To Be Determined	To Be Determined	To Be Determined

Exhibit B: Menu Curriculum

Class/Lab/E-Learning/Video Conferencing Hours

8-200 Trainees may receive any of the following:

BUSINESS SKILLS
- Account Development
- Customer Service Training
- Effective Communications
- Proposals and Contracts
- Purchasing Best Practices (APICS)

COMPUTER SKILLS
- FleetMatics Software Training
- ISN Software Training
- MicroSoft 360 Applications (Intermediate/Advanced)
- Procore Software Training
- Sage 100 Contractors Software Training
- SSO Software Training

COMMERCIAL SKILLS
- Electrical Control Installation Repair and Safety
- EV Charging Station Installation and Repair
- Plumbing Best Practices
- Solar Battery Storage Systems Installation and Repair
- Solar Pool Heating Systems Installation and Repair
- Solar Systems Installation and Repair

CONTINUOUS IMPROVEMENT SKILLS
- Leadership
- LEAN Processes
- Teambuilding

HAZARDOUS MATERIALS
- Hazardous Materials Proper Identification, Storage and Handling

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

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