

PANEL PACKET

September 2022



Employment Training Panel



PANEL NOTICE/AGENDA

MEETING TIME/PLACE

Friday, September 30, 2022 at 9:30 a.m.
California Environmental Protection Agency, 1001 I Street
Coastal Room, Second Floor
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/84042706493>

Webinar ID: 840 4270 6493

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

Janice Roberts

- Roll Call
- Action to Approve September Panel Meeting Agenda
- Action to Approve August Panel Meeting Minutes

Executive Report

Reg Javier
Peter Cooper
Tara Armstrong
Michael Cable
Jaime Gutierrez

- Legislative/Budget/Other
- Budget Update and Action on Allocations
- Request Motion to Adopt Consent
Calendar Projects/Action

Panel Date: September 30, 2022

Presentation regarding the Apprenticeship Program

Heather Miguel
Willie Atkinson

CivicMakers Update

Judi Brown
Brittany Henry

Review, *Public Comment and Action on Proposals

Ryan Swier
Kellen Hernandez
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, September 26, 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

Bumble Bee Foods, LLC-----	\$498,318
California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36-----	\$174,521
Cell-Crete Corporation -----	\$253,460
Free Energy Savings Company, LLC -----	\$449,075
Hydro-Aire Aerospace Corp -----	\$429,640
Kern County Electrical Journeyman and Apprentice Training Trust-----	\$171,247
Laborers Training and Re-Training Trust Fund for Southern California -----	\$499,720
Local - 250 Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry -----	\$494,479
Los Angeles County Electrical Educational and Training Trust Fund-----	\$499,931
N.E.C.A./I.B.E.W. Inland Training Fund -----	\$499,740
One Week Bath, Inc.-----	\$115,460
San Luis Obispo County Electrical Joint Apprenticeship & Training Trust-----	\$82,843
Santa Barbara County Electrical Joint Apprenticeship Training Committee-----	\$101,173
Schilling Paradise Corp. (Amendment) -----	\$0
Southern California Elevator Constructors Apprenticeship Training Committee-----	\$492,768
Southern California Field Ironworkers Apprenticeship Training and Journeyman Retraining Trust -----	\$471,144
Southern California Plastering Institute Apprenticeship Trust -----	\$164,193
Southern California Sheet Metal Joint Apprenticeship & Training Committee-----	\$493,848

North Hollywood Regional Office (continued)

Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust -----	\$342,987
Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee -----	\$129,090
Ventura County Electrical Joint Apprenticeship and Training Trust Fund-----	\$78,788

San Diego Regional Office

Associated General Contractors of America, San Diego Chapter, Inc. Apprenticeship and Training Trust Fund -----	\$333,645
Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund -----	\$396,952
Orange County Electrical Joint Apprenticeship and Training Trust-----	\$499,522
San Diego Chapter ABC Training Trust Fund-----	\$476,496
San Diego Electrical Training Trust -----	\$499,990
Sheet Metal & Air Conditioning Apprenticeship & Journeyman Training Fund-----	\$210,230
Southern California Surveyors Joint Apprenticeship Trust-----	\$499,750

San Francisco Regional Office

Alameda County Electrical Industry Apprentice and Training Trust-----	\$367,012
Associated Builders and Contractors Northern California Chapter Training Trust Fund-----	\$283,896
Bricklayers and Allied Crafts Local No. 3 Apprentice Training Trust -----	\$168,510
Laborers Health and Welfare Trust Fund for Northern California-----	\$499,930
Musco Olive Products, Inc.-----	\$160,655
Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund-----	\$244,080
Northern California Tile Industry Apprenticeship and Training Trust Fund-----	\$104,085
Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties -----	\$499,962

San Francisco Regional Office (continued)

Pipe Trades Apprenticeship and Journeymen Trust Fund for San Mateo County -----	\$452,361
San Francisco Electrical Industry Apprenticeship and Training Trust-----	\$499,876
San Mateo County Electrical Apprenticeship and Training Trust---	\$499,886
Santa Clara County Electrical Industry Apprenticeship and Training Trust-----	\$499,746
Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund -----	\$499,935
Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund-----	\$336,250
The Jon Renau Collection Inc. -----	\$85,100

Sacramento Regional Office

Central Valley Electrical Industry Training & Educational Trust ----	\$204,116
Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund-----	\$271,230
Local 228 - Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund -----	\$26,225
Local 246 Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund -----	\$216,567
Local 442 - Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund-----	\$128,880
Marin, Sonoma, Lake and Mendocino Counties Electrical Joint Apprenticeship and Training Trust Fund -----	\$208,531
Northern CA Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund -----	\$473,678
Glaziers Architectural Metal & Glass Workers Finishing Trade Institute J.A.T.C. -----	\$499,149
Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust-----	\$490,020
San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust -----	\$151,886
State Building and Construction Trades Council of California -----	\$499,373
Western Electrical Contractors Association Apprenticeship and Training Trust-----	\$499,600
Yosemite Community College District, Colombia College -----	\$259,760

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 08/16/22 – 09/19/22

≤ \$75,000	Approved Date	Approved Amount
<u>North Hollywood Regional Office</u>		
Ender Technology Corporation dba Endertech	09/07/22	\$19,320
Hansen Engineering Co.	09/13/22	\$48,714
Method Technologies Inc.	08/23/22	\$50,370
<u>San Diego Regional Office</u>		
Inspec Testing, Inc.	08/23/22	\$38,870
Oceanside Glasstile Company	09/15/22	\$23,000
<u>San Francisco Regional Office</u>		
Pathway Humanity Personnel, SPC	09/16/22	\$51,405



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

From: Reg Javier
Executive Director

Subject: **Directions Meeting Sites**

Date September 30, 2022

The Employment Training Panel will meet on **Friday, September 30, 2022 at 9:30 a.m.**

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

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

Directions to the California Environmental Protection Agency

From Sacramento International Airport:

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

From San Francisco

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



M e m o r a n d u m

To: Panel Members

Date September 30, 2022

From: Reg Javier
Director

Subject: **Future Meeting Sites**

<i>September Panel September 30, 2022</i>	CalEPA 1001 I St, Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM
<i>October Panel October 28, 2022</i>	<i>Virtual – Via Zoom</i>
<i>November Panel</i>	<i>No Panel Meeting</i>
<i>December Panel December 16, 2022</i>	<i>Virtual – Via Zoom</i>



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Teleconferenced Zoom Meeting
Friday, August 26, 2022

Panel Members

Janice Roberts
Acting Chairperson

Gloria Bell
Member

Dee Dee Myers
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

Jaime Gutierrez
Chief Deputy Director

Tara Armstrong
Deputy Director of
Technical Branch/CIO

STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
Teleconferenced Zoom Meeting
Friday, August 26, 2022

I. PUBLIC PANEL MEETING CALL TO ORDER

Acting Chairperson Janice Roberts called the meeting to order at 9:23 a.m.

II. ROLL CALL

Present

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

Executive Staff

Reg Javier, Executive Director
Peter Cooper, Assistant Director
Jaime Gutierrez, Chief Deputy Director
Tara Armstrong, Deputy Director of Technical Branch/CIO

Absent

Ernesto Morales

III. AGENDA

July agenda was reviewed

ACTION: Mr. Smiles moved and Ms. Bell seconded approval of the Agenda. All Panel Members present voted in the affirmative for approval of the Meeting Agenda.

Motion carried, 7 to 0.

IV. MINUTES

No changes to July Meeting Minutes

ACTION: Ms. Newsom moved and Mr. Smiles seconded the approval of the Meeting Minutes. All Panel Members present voted in the affirmative for approval of the Meeting Minutes from the last panel meeting.

Motion carried, 7 to 0.

V. REPORT OF DIRECTOR

Today's agenda is just over \$7.4 million in 29 proposals, including four delegation orders. Our September Panel Meeting will be in person in Sacramento. We are trying to set the date for the next panel meeting, either late September or early October. The date will be posted on the website and notifications will go out.

VI. REPORT OF THE ASSISTANT DIRECTOR

A new series of educational presentations will be starting with stories from programs with our community college partners, or other multiple employer contractors; SEED awardees etc. September panel meeting will be an apprenticeship program educational presentation with one union, one non-union proposal. Guidelines for both the health care and literacy funds are being developed with stakeholder input. The Guidelines will be brought to the October Panel meeting for consideration, if approved ETP can start accepting applications in December.

VII. UPDATE ON CAL-E-FORCE

Migration is complete, we now have one system with seven years of contract data. Our Kelly grant system is up and running. We have two more state grants that are going to be released in the application stage in September, for a total of nine grants in the Kelly grant system. Security documentation required by the California Department of Technology has been submitted for validation to make sure ETP is secure.

VIII. REPORT FROM STAFF ATTORNEY

We are still tracking pertinent bills in this legislative session and nothing too significant to report at this time as the bills continue to make their way through committee and amendments. The legislative calendar last day for fiscal committees to meet passed on August 12th. The last day to amend bills on the floor was August 25. Wednesday, August 31 is the last day for each House to pass bills and the legislature begins its final recess at that time. At that point, September 30, which is the date of our next panel meeting is also the last day for the governor to sign or veto bills that have passed the legislature. Lastly, we will be conducting a few basic training sessions for panel members, managers and staff, which will include topics as the Bagley Keene Open Meeting act, Robert's Rules of Order, an overview of conflicts of interest and review of some of ETP's more compelling enabling legislation and regulations.

IX. REPORT OF THE CHIEF DEPUTY DIRECTOR

We currently have a backlog of invoices, which are being processed and paid as quickly as possible. The backlog is due in part because of the annual end of state fiscal year reconciliation and they EDD CalJOBS system which was down done for approximately a month between June and July. The Fiscal team is diligently working long hours, including overtime to help reduce the backlog of invoices.

Regarding Funding

Today's Panel Meeting is for approximately \$7.4 million, which does not include four approved Delegation Orders for a total of \$142,025. Delegation Orders are Proposals capped at \$75K and

approved under delegated authority by the Director on a continuous flow basis. If all proposals scheduled for this Panel Meeting are funded today, the Panel will be approving 29 projects

After today's panel meeting the Employment Training Panel will have approximately \$80 million left in contracting capacity for the fiscal year 2023.

Regarding Demand and Allocations:

There are 246 applications currently in demand and 134 applications are in process. With 33 applications under review with the Regional Offices and 79 pending review. The estimated value of the 246 applications is \$53.3million (\$21 million for single employers, \$2.3 million for multiple employer contracts, \$8.2 million for small businesses and \$748,086 for Critical Proposals. There is \$21.1 million in demand for Apprenticeships). We are well within our allocations for this fiscal year.

X. CONSENT CALENDAR

Tabs requested to be pulled from the Consent Calendar were 4, 6, 7, 9, 10, 11 & 12.

ACTION: Ms. Bell moved and Mr. Smiles seconded the approval of the Consent Calendar tabs no pulled. All Panel Members present voted in the affirmative for approval of the Consent Calendar tabs not pulled.

Motion carried, 7 to 0.

XI. REVIEW AND ACTION OF CONSENT CALENDAR

An explanation was given regarding productive lab to avoid concern and confusion. Productive lab is not in the laboratory it is when you are actually producing goods for sale on pieces of machinery that cannot be replicated in a classroom, webcast or computer or even simulated with a prototype machine of some sort. Most of the productive lab has to do with machinery, robotics and things that cannot be moved from place to place. Decisions are made on case by case basis for approval to be given on productive lab and the contract cannot be all productive lab. Some of the projects have anywhere from 85-110% of the dollars being spent are productive lab which is over the intent of productive lab.

Tab No. 4: EastWestProto, Inc. dba Lifeline Ambulance

The question was raised that the amount is significant for the consent calendar and how soon can the Emergency Medical Technicians move from the \$18 to \$20 per hour to the \$20-\$25 an hour and why the decrease in full time employment hours from 35 to 30 is this medical benefits or is 30 hours per week considered full time.

Response of Max Gorin they are looking to increase wages in the next 6 mos. working with the county, city and state of California to increase MediCal reimbursements we have retention bonuses are scholarship programs. Health insurance benefits are at 30 hours per week with an alternative workweek of 14 hours ships per week and over 10 hours overtime.

ACTION: Ms. Newsom moved and Ms. Bell seconded the approval of EastWestProto, Inc. dba Lifeline Ambulance in the amount of \$498,525. All Panel Members present voted in the affirmative for approve as moved.

Motion carried, 7 to 0.

Tab No. 6: Field Fresh Foods Incorporated

Request was made to change the Job 2 wages to be the same as Job 1 and to reduce the productive labs hours to 20 hours and a one to one training ratio.

ACTION: Mr. Smiles moved and Ms. Newsom seconded the approval of Field Fresh Food Incorporated in the amount of \$192,280, with the amendment of making the Job 2 wage the same as Job 1 and to reduce the productive lab hours to 20 hours with a one to one training ratio. All Panel Members present voted in the affirmative for approve as moved with the amendment making the Job 2 wage the same as Job 1 and to reduce the productive lab hours to 20 hours with a one to one training ratio.

Motion carried, 7 to 0.

Tab No. 7: Ghiradelli Chocolate Company

Priority Industry. Repeat contractor. Baker's confectionery, tobacco workers and grain millers International Union, local 125 a support letter has been received. Correction to the PL courses the first four included were in error for a total of \$110,400 requested.

Concern made since there is a 113% productive lab. Request was made to reduce the productive labs hours to 20 hours.

Michelle Rychener, TFP (Subcontractor) agreed with reduction to 20 hours.

ACTION: Mr. Smiles moved and Ms. Newsom seconded the approval of Ghiradelli Chocolate Company in the amount of \$110,400, with the amendment to reduce the productive lab hours to 20 hours. All Panel Members present voted in the affirmative for approve as moved with the amendment to reduce the productive lab hours to 20 hours

Motion carried, 7 to 0.

Tab No. 9: J.R. Putman, Inc.

Correction to wage range by occupation table for Job number three, plumbing technician so the max wages are consistent with those in Job number 1 and 2.

Request was made to reduce the productive labs hours to 20 hours and a one to one training ratio.

Jill Meeuwseen, Consultant, Synergy Management Consultants responded that the average productive lab might be 20 or 25 hours but it is the flexibility to go up to 50 or 60 that they would like especially for new hire since there is a lot of variables in the field and it helps to solidify application from theory.

It was pointed out that the contract does not say 60 hours for new employees or specify Jobs numbers but says 60 hours across the board which is different.

The response from Jill Meeuwseen was that the 60 hours would be for the 35 employees in Job number 2 and Job number 3.

The question came up as to whether J.R. Putnam coordinated training with any apprenticeship programs.

The answer from Jill Meeuwseen was that they do coordinate baseline training with PHCC, they are a member.

ACTION: Ms. Hull moved and Ms. Bell seconded the approval of Field Fresh Food Incorporated in the amount of \$140,940, with the amendment of 60 hours productive lab for Job number 2 and Job number 3. All Panel Members present voted in the affirmative for approve of 60 hours productive lab for Job number 2 and Job number 3.

Motion carried, 7 to 0.

Tab No. 10: James Caccia Plumbing, Inc.

Priority Industry. First time coming to ETP. Total funding requested \$133,975.

Clarification was requested regarding the certifications and the question of productive lab hours came up, however since there are quite a few outside vendors to support some of the training the 50% productive lab training overall met all the criteria

Gino Caccia, CEO responded that certifications include the act of joining the materials together to certifying how to troubleshoot and perform diagnostics on equipment like pump water heaters and tank less water heaters. Both from classes given by manufacturers and actual time in front of the machines.

ACTION: Mr. Smiles moved and Ms. Bell seconded the approval of James Caccia Plumbing, Inc. in the amount of \$133,975. All Panel Members present voted in the affirmative for approve the proposal as moved.

Motion carried, 7 to 0.

Tab No. 11: La Tapatia Tortilleria, Inc.

Priority Industry. First time coming to ETP. Total funding requested \$133,975.

Elaboration was requested on how soon trainees receiving the training can see a wage increase, since \$15 is now the minimum.

Carla Monis, Director of Human Resources responded that team members start at \$15 in our HUA area for entry level positions. There are opportunities at annual review and we promote within where they can move up .We have competitive benefits programs, which includes health care, dental, vision, 401K, vacation and is available after the 90 days probationary period.

ACTION: Mr. Tracy moved and Mr. Smiles seconded the approval of La Tapatia Tortilleria, Inc. in the amount of \$174,915. All Panel Members present voted in the affirmative for approve the proposal as moved.

Motion carried, 7 to 0.

Tab No. 12: Northrup Grumman Systems Corporation

Priority Industry. First time coming to ETP. Total funding requested \$133,975.

Concern was raised regarding productive lab and that Northrup Grumman is willing to eliminate all productive lab however in the past you have used it on your projects in the proposal it is 30% of your dollars so the recommendation would be either to go ahead and eliminate it or drop it down to just your new employees.

Michelle Rychener, Consultant responded that productive lab was in past projects but was not used. We will be able to earn all the money without productive lab. Total number in the production people in the project is 595 people.

ACTION: Ms. Bell moved and Mr. Smiles seconded the approval of Northrup Grumman Systems Corporation in the amount of \$496,800 without production lab. All Panel Members present voted in the affirmative for approve the proposal as moved.

Motion carried, 7 to 0.

XII. REVIEW AND ACTION OF PROPOSALS

SINGLE EMPLOYER CONTRACTS

Tab No. 17: Ducommun Aerostructures, Inc.

Repeat contractor. Funding requested \$321,494 to train 480 retrainees, located in LA and Orange County. A union support letter has been received.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the proposal submitted by Ducommun Aerostructures, Inc. in the amount of \$321,494. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 7 to 0.

Tab No. 18: Scaled Composites, LLC

Repeat contractor. Funding requested \$437,760 to train 277 retrainees and 40 job creation located in Kern County.

Clarification was asked for regarding the productive lab has 175 titles, including cleaning restrooms and cleaning floors so it looks like everything is going to be productive lab. When you talk about AutoCAD software, Excel, Intel Mac insight, those are all software programs, those are things that can be done, in a classroom or on the computer, not productive lab, which should be for very specific types of training mostly around heavy equipment. Also your last contract was probably for under \$22,000, now you are at almost the maximum of \$437, 000 this is a big jump.

Barry Menzel, Consultant responded that an email was sent to Ryan because we made so errors and reduced the productive lab significantly. The first contract was to start out small and be successful, production has been increased so there is a need for more training.

Ryan stated that the email was asking for productive lab for manufacturing, engineering, quality assurance, CNC, machine shop and flight to Ops, so they will work with them to narrow those down to machinery topics.

Since it was not available it was suggested that the productive lab be reduced to 20 hours with a one to one training ratio as well as reducing the types of curriculum that's under the productive lab training.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the proposal by Scaled Composites, LLC in the amount of \$437,460 with the amendment that the productive lab be reduced to 20 hours with a one to one training ratio as well as reducing the types of curriculum that's under the productive lab training.. All Panel Members present voted in the affirmative to approve the proposal with the amendment that the productive lab be reduced to 20 hours with a one to one training ratio as well as reducing the types of curriculum that's under the productive lab training as moved.

Motion carried, 7 to 0.

Tab No. 19: TTM Technologies North America, LLC

Repeat contractor, third ETP contract in last five years. Few corrections to the proposal ETP funding requested should be \$499,928. The estimated number of trainees is 479 Job number 1 and 256 trainees for Job number 2. The health benefit value is up to \$2.50 per hour to meet the post retention way for Job number 1 and up to \$1 per hour for Job number 2 in the wage range by occupation tale. The amount of production staff/operators in Job number 1 is 69 trainees and the lowest base wage is \$19.07. In Job number 2 is 96 trainees, the lowest base wage is \$16.81.

Question was why all the wage ranges dropped and why they are using the health benefit to meet the ETP minimum wages.

It was requested that the wages from Job number 2 should be increased to the same base wage as Job number 1. (Job number 2 should be the same as Job number 1) and to bring the training ratio down to one to one on the productive lab training.

ACTION: Ms. Newsom moved and Mr. Smiles seconded table the proposal submitted by TTM Technologies North America, LLC in the amount of \$499,928 with the amendment to move the base wages from Job number 2 to match those of Job number 1 and to change the productive lab to a one to one training ratio. All Panel Members present voted in the affirmative to approve the proposal as amended to move the base wages from Job number 2 to match those of Job number 1 and to change the productive lab to a one to one training ratio as moved.

Motion carried, 7 to 0.

Tab No. 20: Bay Ship & Yacht Co.

Priority Industry and repeat contractor, sixth ETP contract in last five years. Funding requested \$322,000 for an estimated 300 trainees under job one and 50 under Job 2 delivered at the Alameda and Richmond facilities.

Comment was made that productive lab is in line with what it should be about 20% of requested dollars.

Request was made to move the wages for Job number 2 for the 15 workers that are being proposed to be paid at \$18 to \$20 an hour up to the same wage range as Job number 1 \$21.03 to \$25.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the proposal submitted by Bay Ship & Yacht in the amount of \$322,000 with the amendment of moving the Job 2 wages up to the same wage range as Job number 1. All Panel Members present voted in the affirmative to approve the proposal with the amendment of moving the Job 2 wages up to the same wage range as Job number 1 as moved.

Motion carried, 7 to 0.

Tab No. 21: Ernest Ongaro & Sons, Inc.

Priority industry and Repeat contractor, second ETP contract in the last five years. Funding requested \$297,804 to train estimated 100 Job 1, retrainees, 71 for Job 2, job creation and under Job 3, veterans at the company locations in San Anselmo, Santa Rosa and two locations in Petaluma.

Request for applicant to match the wage rate for veterans to the same wages as Job number one and Job number 2 and lower the productive lab to a one to one ratio.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the proposal submitted by Ernest Ongaro & Sons, Inc. in the amount of \$297,804 with the amendment to match the wage rate for veterans to the same wages as Job number one and Job number 2

and lower the productive lab to a one to one ratio. All Panel Members present voted in the affirmative to approve the proposal with the amendment to match the wage rate for veterans to the same wages as Job number one and Job number 2 and lower the productive lab to a one to one ratio as moved.

Motion carried, 7 to 0.

Tab No. 22: Herman Weissker Power, Inc.

Priority industry. Repeat contractor, second ETP contract in five years. Funding requested should be \$499,675 for an estimated 95 trainees in Job one; 130 retrainees in Job 2 and five under Job tree for veteran trainees delivered at the Anaheim and Long Beach facilities. The union involved is the International Brotherhood of Electrical Workers IBEW Local 47.

Comment was made that productive lab is at 16% which is acceptable. 40% of productive lab would be at a one to three training ratio and then 60% at a one to one ratio because they are safety related.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the proposal by Herman Weissker Power, Inc. in the amount of \$499,675 with the amendment that 40% of productive lab would be at a one to three training ratio and then 60% at a one to one ratio because they are safety related. All Panel Members present voted in the affirmative to approve the proposal with the amendment that 40% of productive lab would be at a one to three training ratio and then 60% at a one to one ratio because they are safety related.as moved.

Motion carried, 7 to 0.

Tab 23 was withdrawn

Tab No. 24: Crystal Creamery, Inc.

First time contractor. Funding requested \$285,200. Total number of 310 workers including 10 veterans training to be delivered at their 23 facilities throughout California.

Comment was given that 205 out of the 310 employees were requesting productive lab up to 55 hours with a one to three training ratio, which is 91% of the dollars requested.

Recommendation given was to lower the productive lab hours to 25 with a one to one training ratio.

ACTION: Mr. Smiles moved and Ms. Hull seconded approval of the proposal submitted by Crystal Creamery, Inc. in the amount of \$285,200 with the amendment that productive lab hours be reduce to 25 with a one to one training ratio. All Panel Members present voted in the affirmative to approve the proposal with the amendment that productive lab hours be reduce to 25 with a one to one training ratio as moved.

Motion carried, 7 to 0.

Tab No. 25: Mag Instrument, Inc.

First time contactor. Funding requested \$225,400. To train 196 workers to be delivered at their facility in San Bernardino County.

Recommendation was given that productive lab be lowered to 25 hours.

The question was raised that a human resource manager is overseeing the whole project and they are notorious for staying a few years and then leaving, are they going to remain in place?

Response was given by Barry Menzel, Consultant that a manufacturing manager would be handling the documentation and scheduling and organizing all the training, assisted by the HR manager.

ACTION: Mr. Smiles moved and Ms. Bell seconded approval of the proposal submitted by Mag Instrument, Inc. in the amount of \$225,400 with the amendment that the productive lab be lowered to 25 hours. All Panel Members present voted in the affirmative to approve the proposal with the amendment that the productive lab be lowered to 25 hours as moved.

Motion carried, 7 to 0.

XIII. MEETING ADJOURNMENT

Acting Chairperson Roberts adjourned the meeting at 11:51 a.m.

Single Employer Contractor

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

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

These features apply to core program funding.

Multiple Employer Contractor

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

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

Retraining

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

New Hire Training

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

These features apply to core program funding.

Delegation Order Process

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



MEMORANDUM

To: Panel Members Date: As of 09/22/2022

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**

- **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.

- **AB-1106 Employment Training Panel: pilot program: employment training needs.**
Summary: This bill, upon appropriation by the Legislature, would require the Employment Training Panel to establish a pilot program to serve the employment training needs of small businesses. The bill would require the program to leverage the capacity of the existing statewide network of community college contract education centers operating with multiple employer contracts. The bill would require the Employment Training Panel to develop the pilot program to achieve specified purposes, including strengthening the linkages between higher education institutions and employers. This bill would require the Employment Training Panel, in developing the program, to work with key workforce and economic development partners, including the Chancellor's Office of the California Community Colleges, the Governor's Office of Business and Economic Development, the Labor and Workforce Development Agency, and the California Workforce Development Board. The bill would also authorize the Employment Training Panel to establish one or more ad hoc advisory groups of stakeholders. The bill would require all data collected from the pilot program to be inputted into the Employment Training Panel's data tracking system. The bill would require the Employment Training Panel to submit 2 reports to the appropriate legislative committees on the implementation of the program and program activities, as specified. This bill would repeal these provisions on January 1, 2026.

Status: On 08/11/2022: In committee: Held under submission.

- **(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-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 08/29/2022: Ordered to inactive file at the request of Senator Becker.

- **(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-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 08/31/2022: Enrolled and presented to the Governor at 4 p.m.

- **(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.

- **(CHAPTER 313) 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 09/13/2022: Chaptered by Secretary of State - Chapter 313, Statutes of 2022.

- **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.

- **(CHAPTER 202) 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 08/29/2022: Chaptered by Secretary of State - Chapter 202, Statutes of 2022.

- **AB-1651 Worker rights: Workplace Technology Accountability Act.**

Summary: This bill would require state agencies to periodically update their telecommuting plans to respond to changing technology and its impact on worker well-being. This bill would impose various duties on employers and their vendors regarding the ability to collect and use worker data, as defined. Specifically, the bill would confer the right to workers to know, review, correct, and secure data collected from them by their employer and would limit the ability of an employer to use that data beyond specified purposes. The bill would impose various limitations on the collection and use of data via electronic monitoring, would impose limitations on the purpose and effect of using Automatic Decision Systems, as defined, and would require employers to prepare and publish impact assessments for the use of various technology. This bill would require the Labor and Workforce Development Agency in coordination with its various departments and the Department of Fair Employment and Housing to enforce the worker data protections created by this bill.

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: California Business Investment Services Program: Supply Chain Senior Advisor.**

Summary: This bill would require the director to appoint a Supply Chain Senior Advisor within the office to be the principal advocate in the state for the interests of business and industry related to supply chain development and operation and to advise the director on legislation, administrative regulations, and other issues affecting the state's supply chain. The bill would also authorize the senior advisor, in consultation with the director, to establish and convene one or more advisory groups consisting of stakeholders in the state's supply chain. The bill would require the senior advisor to, among other things, collaborate with state agencies with similar duties and functions or that otherwise support or impact supply chains in the state and oversee and support the work of any advisory group established and convened pursuant to the bill's provisions. The bill would also require each state agency to furnish to the senior advisor reports, documents, and information that are public records and that the senior advisor deems necessary to carry out the advisor's duties and functions.

Status: On 05/19/2022: In committee: Held under submission.

- **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-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.

- **(CHAPTER 112) 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 07/19/2022: Chaptered by Secretary of State - Chapter 112, Statutes of 2022.

- **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 09/12/2022: Enrolled and presented to the Governor at 4 p.m.

- **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 05/19/2022: In committee: Held under submission.

- **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 05/19/2022: In committee: Held under submission.

- **AB-2132 California Medical School Tuition for Medical Service Pilot Program.**
Summary: This bill would establish the California Medical School Tuition for Medical Service Pilot Program under the administration of the Student Aid Commission. The bill would provide financial aid to certain students to support their undergraduate, medical school, and graduate medical educations. The bill would require these students to commit to practicing for a specified period of time in primary care or a high-needs specialty in California in medically underserved populations and areas. The bill would require the commission to begin implementing the pilot program during the 2023–24 academic year, including by developing program eligibility, outreach, and monitoring criteria. The bill would, among other things, require the commission to develop eligibility criteria, including by prioritizing students who are underrepresented in medicine based on race, ethnicity, and language.

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

- **(CHAPTER 348) AB-2204 Clean energy: Labor and Workforce Development Agency: Deputy Secretary for Climate.**
Summary: This bill, upon appropriation by the Legislature, would establish the position of Deputy Secretary for Climate within the Labor and Workforce Development Agency, to be appointed by the Governor and subject to confirmation by the Senate, for the purpose of assisting in the oversight of California's workforce transition to a sustainable and equitable carbon neutral economy. This bill would require the deputy secretary to coordinate with relevant state agencies to track the progress of the state moving toward 100% clean energy, as defined, and create or coordinate programs with other state agencies to retrain and upskill workers for clean energy jobs and jobs in related fields. The bill would make the operation of the act contingent upon an appropriation by the Legislature in the annual Budget Act or another statute for its purposes. The bill would repeal these provisions on January 1, 2046.

Status: On 09/16/2022: Chaptered by Secretary of State - Chapter 348, Statutes of 2022.

- **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 05/19/2022: In committee: Held under submission.

- **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 08/30/2022: Enrolled and presented to the Governor at 4 p.m.

- **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 06/14/2022: In committee: Set, first hearing. Hearing canceled at the request of author.

- **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 06/13/2022: In committee: Hearing postponed by committee.

- **(CHAPTER 352) 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 09/16/2022: Chaptered by Secretary of State - Chapter 352, Statutes of 2022.

- **AB-2465 Pupil instruction: third-grade literacy: literacy grant program.**

Summary: This bill would create the Family and Community Literacy: Supporting Literacy and Biliteracy in Schools, Families, and Communities Grant Program for the purpose of supporting the goal of all of California's pupils reading at grade level by third grade and engaging families at every stage of that process. The bill would require the department to award competitive grants from the California Family Literacy Innovation Project to local educational agencies, as provided. This bill would establish the California Family Literacy Innovation Project, under the administration of the department, in order to support community literacy and educational enrichment by supporting local educational agencies to engage families to improve literacy and biliteracy outcomes. The bill would require the department to award grants of up to \$1,900,000 each to at least 25 local educational agencies that conduct a needs assessment and analysis, and design an evidence-based Family Literacy and Biliteracy Innovation Plan, as provided. The bill would require grant recipients to provide annual progress reports to the department, and would require the department to contract with an external evaluator to develop a final report and evaluate program effectiveness, as provided.

Status: On 08/11/2022: In committee: Held under submission.

- **AB-2522 Public Health Workforce Loan Repayment Program.**

Summary: This bill would require the department to develop and administer the Public Health Workforce Loan Repayment Program to provide loan assistance payments to qualifying public health workforce staff. The bill would require the department to commence providing loan assistance payments to individuals as of July 1, 2024. The bill would require the department, in administering the program, to establish various things, including an application process for applicants and eligibility criteria, as specified. The bill would require the department, on or before April 4 each year, to post a report on the program, as specified. The bill would authorize the department to implement, interpret, or make specific those provisions by means of policy letters, provider bulletins, or other similar instructions, without taking regulatory action. This bill would appropriate \$90,000,000 from the General Fund to the department to administer and implement those provisions, in accordance with a specified schedule.

Status: On 08/11/2022: In committee: Held under submission.

- **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 05/19/2022: In committee: Held under submission.

- **(CHAPTER 333) 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 09/15/2022: Chaptered by Secretary of State - Chapter 333, Statutes of 2022.

- **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: 05/19/2022: In committee: Held under submission.

- **AB-2696 Electricity: transmission facilities: study.**

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, 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 08/11/2022: In committee: Held under submission.

- **AB-2807 Transportation funding programs: eligibility: commercial harbor craft: public transportation ferries.**

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 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 commercial harbor craft and alternative and renewable fuels and programs and projects to retrofit fleets of commercial harbor craft with technologies that create higher fuel efficiencies. This bill would expand the programs that are eligible to receive funding under the Air Quality Improvement Program to include incentives for commercial harbor craft, including low- or zero-emission commercial harbor craft. This bill would specifically provide that expenditures related to the purchase of zero-emission public transportation ferries are an eligible expenditure under the program if the expenditure would result in new or expanded waterborne transit.

Status: On 08/11/2022: In committee: Held under submission.

- **AB-2849 The Promote Ownership by Workers for Economic Recovery Act.**
Summary: This bill would require the Secretary of Labor and Workforce Development (secretary) to organize, and members to maintain, a corporation under the Nonprofit Mutual Benefit Corporation Law named the “Association of Cooperative Labor Contractors” (association) or a substantially similar name. The bill would require the association to function as a membership organization for cooperative labor contractors, establish or grant membership to cooperative labor contractors, as defined, in specific industries, provide management and other business services to its members, and improve business conditions for member cooperative labor contractors. The bill would require the initial board of directors to be appointed by the Governor, Speaker of the Assembly, and President pro Tempore of the Senate. This bill would provide that the association is a nonpublic entity, does not constitute a public agency or state employer for any purpose, and that once the secretary organizes the association as a nonprofit mutual benefit corporation and the Governor, Speaker of the Assembly, and President pro Tempore of the Senate appoint the first initial board of directors, there shall be no further control of the operation of the association by any governmental entity. This bill would require the association to establish or grant membership to cooperative labor contractors and imbue the association with the power to suspend or expel those member cooperative labor contractors, as provided. The bill would require the member cooperative labor contractors to have and maintain democratic worker control and have certain elements in its governing documents. The bill would also set certain minimum labor standards. The bill would also provide, among other things, that the association and member cooperative labor contractors are not labor contractors.

Status: On 09/13/2022: Enrolled and presented to the Governor at 4 p.m..

- **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 05/19/2022: In committee: Held under submission.

- **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 05/19/2022: In committee: Held under submission.

II. **SENATE BILLS**

- **(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.

- **(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.

- **SB-700 State Contract Act: High Road Employment Program.**
Summary: This bill would require each bidder for a contract with the state, as a condition of eligibility for such a contract, to submit a High Road Employment Plan to the Department of General Services that includes certification, under penalty of perjury, that all workers are properly classified, as specified, and that includes certain job information, including the number of jobs created, and wage and benefit amounts by job classification for nonsupervisory workers. By expanding the scope of the crime of perjury, the bill would impose a state-mandated local program. The bill would also require each plan to demonstrate job quality standards and employment practices that include specified provisions, including, among others, offering a stable employment schedule and compliance with high road standards, as prescribed. The bill would further require the Labor and Workforce Development Agency, the Government Operations Agency, including the Department of General Services, and the Governor's Office of Business and Economic Development to establish, and be referred to as the Interagency High Road Team, and to be collectively responsible for oversight and decisionmaking related to creating High Road Employment Plan evaluation metrics and advancing other objectives relating to high road procurement. The bill would require the team to compile specified information related to high road employment requirements reported by state agencies and to report this information to the Legislature on or before January 1, 2024.

Status: On 08/11/2022: August 11 hearing: Held in committee and under submission.

- **(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 09/06/2022: Enrolled and presented to the Governor at 3:30 p.m.

- **(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 08/11/2022: August 11 hearing: Held in committee and under submission.

- **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 08/26/2022: Enrolled and presented to the Governor at 2 p.m.

- **(CHAPTER 372) AB-1251 Governor’s Office of Business and Economic Development: Office of the Zero-Emission Vehicle Equity Advocate.**

Summary: This bill would establish the Office of the Zero-Emission Vehicle Equity Advocate (office) within GO-Biz 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 develop and adopt 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 09/16/2022: Chaptered by Secretary of State. Chapter 372, Statutes of 2022.

- **SB-1258 Energy Commission: electric vehicle charging infrastructure: assessment.**
Summary: This bill would require the assessment's examination of existing and future infrastructure needs throughout California to also include emerging electric vehicle use cases such as electric autonomous vehicle fleets.

Status: On 08/11/2022: August 11 hearing: Held in committee and under submission.

- **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 08/11/2022: August 11 hearing: Held in committee and under submission.

III. **BUDGET BILLS**

- **AB-154 Budget Act of 2022.**
Summary: This bill would make appropriations for the support of state government for the 2022–23 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 08/15/2022: Ordered to inactive file at the request of Senator Skinner.

- **(CHAPTER 45) AB-178 Budget Act of 2022.**
Summary: The Budget Act of 2022 made appropriations for the support of state government for the 2022–23 fiscal year. This bill would amend the Budget Act of 2022 by amending, adding, and repealing items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 06/30/2022: Chaptered by Secretary of State - Chapter 45, Statutes of 2022.

- **(CHAPTER 43) SB-154 Budget Act of 2022.**
Summary: This bill would make appropriations for the support of state government for the 2022–23 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 06/27/2022: Chaptered by Secretary of State. Chapter 43, Statutes of 2022.

- **SB-178 Budget Act of 2022.**

Summary: The Budget Act of 2022 made appropriations for the support of state government for the 2022–23 fiscal year. This bill would amend the Budget Act of 2022 by amending, adding, and repealing items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 06/30/2022: Re-referred to Com. on BUDGET pursuant to Assembly Rule 97.

- **(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.

- **AB-189 State Government.**

Summary: Budget trailer bill.

Status: On 08/01/2022: Re-referred to Com. on B. & F.R.

- **(CHAPTER 48) SB-189 State Government.**

Summary: Budget trailer bill. Section 20: This bill, until July 1, 2023, would authorize, subject to specified notice and accessibility requirements, a state body to hold public meetings through teleconferencing and to make public meetings accessible telephonically, or otherwise electronically, to all members of the public seeking to observe and to address the state body. With respect to a state body holding a public meeting pursuant to these provisions, the bill would suspend certain requirements of existing law, including the requirements that each teleconference location be accessible to the public and that members of the public be able to address the state body at each teleconference location. Under the bill, a state body that holds a meeting through teleconferencing and allows members of the public to observe and address the meeting telephonically or otherwise electronically would satisfy any requirement that the state body allow members of the public to attend the meeting and offer public comment. The bill would require that each state body that holds a meeting through teleconferencing provide notice of the meeting, and post the agenda, as provided. The bill would urge state bodies utilizing these teleconferencing procedures to use sound discretion and to make reasonable efforts to adhere as closely as reasonably possible to otherwise applicable provisions, as provided. This bill would repeal those provisions as of July 1, 2023.

Status: On 06/30/2022: Chaptered by Secretary of State. Chapter 48, Statutes of 2022.

EMPLOYMENT TRAINING PANEL

Apprenticeship Program

Presenters: Heather Miguel, Manager, Program Projects Unit &
Willie Atkinson, Manager, Assessment & Program Division



Projected Number
of Projects

70+

Fiscal Year
22/23

Total Funding
\$23M





FY 22/23 Updates

Annual Application Period

Funding Based on Demand and Total Allocation

Revised Proposal Template

What's Next for ETP?

Further refine the proposal and implement a renewal process



Continue to work with DAS to complement efforts on Apprenticeships



Solicit External Stakeholder Input

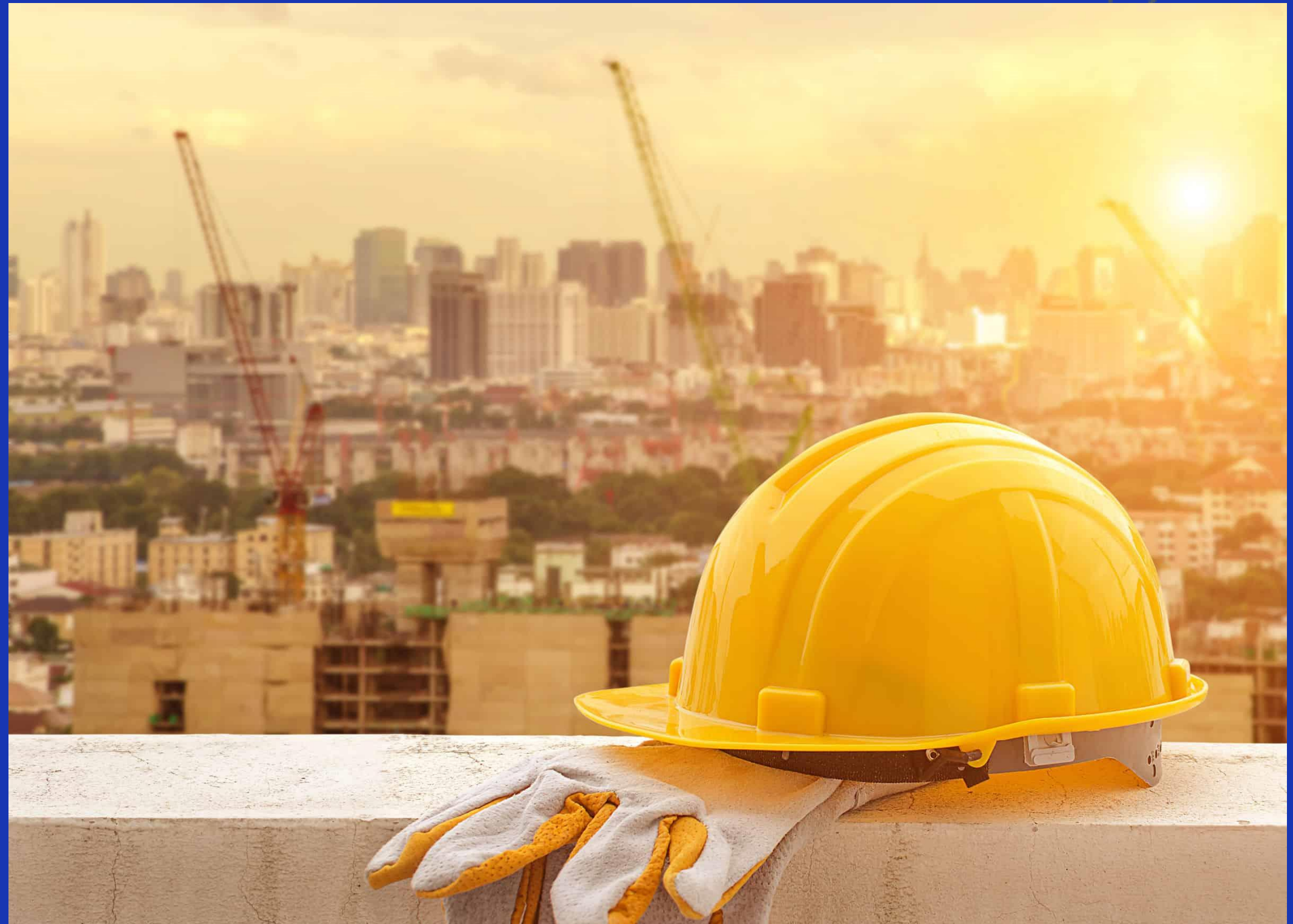


Support Nontraditional Apprenticeships



Set parameters for repeat Apprenticeship contractors

Apprentice Spotlight





Questions?



Training Proposal for:
**Bricklayers and Allied Craftworkers Local No. 3 Apprentice
 Training Trust**

Contract Number: ET23-0950

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Joaquin	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworker Local Union No. 3		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; text-align: center;">\$157,670</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; text-align: center;">\$10,840.00 8%</div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; text-align: center;">\$168,510</div>
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Commercial Skills, OSHA 10/30	30	8–200	0	\$1,057	\$32.85
				Weighted Avg: 43			
2	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	97	8–210	0	\$1,368	\$29.41
				Weighted Avg: 80			
3	Veterans Apprentice Retrainee Priority Rate	Commercial Skills, OSHA 10/30	3	8–210	0	\$1,368	\$29.41
				Weighted Avg: 80			

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

Minimum Wage by County: Job Numbers 1–3 (SET/Priority Industry wage modification): \$29.41 per hour statewide.

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

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

Up to \$6.52 per hour for Job Numbers 2 & 3 may be used to meet the Post-Retention Wage. This amount has been verified in the CBA wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Bricklayer, Marble Mason, Marble Finisher, Pointer-Cleaner-Caulker, Terrazzo Finisher, Terrazzo Mechanic		30
Job Number 2		
Apprentice - Bricklayer, Pointer-Cleaner-Caulker, Marble Mason, Marble Finisher, Terrazzo Finisher, Terrazzo Mechanic		40
		57
Job Number 3		
Veteran Apprentice - Bricklayer, Pointer-Cleaner-Caulker, Marble Mason, Marble Finisher, Terrazzo Finisher, Terrazzo Mechanic		2
		1

INTRODUCTION

Founded in 1973, the Mason Development Center with the support of Bricklayers and Allied Craftworkers Local No. 3 Apprentice Training Trust (BAC Local 3) (<https://www.bac3-ca.org/>) and its 200 signatories have been training Apprentices throughout Northern California. Trainees of BAC Local 3 serve employers throughout 46 Northern California counties. The mission of the BAC Local 3 is to ensure that workers have the technical, professional, and safety skills necessary to build and service commercial and residential buildings. All training for BAC Local 3 takes place at the Mason Development Center training site located in Tracy.

This is BAC Local 3's second ETP Contract, and it's second in the last five years. BAC Local 3 trains a diverse group of workers. The occupations trained in this proposal will be Bricklayers, Pointer-Cleaner-Caulker (PCC), Marble Finishers, Marble Masons, Terrazzo Finishers and, Terrazzo Mechanics. Bricklayers are skilled crafts persons, who properly position masonry units and create efficient buildings and other structures. The PCC's work ranges from cleaning and replacing mortar, caulking, applying sealants, injecting epoxy, and patching mortar. Marble Masons perform various work processes including cutting, tooling, and setting marble slabs in floors and walls of buildings. Marble Finishers perform a variety of tasks to assist the Marble Mason. Trained Terrazzo workers install glass, ceramic, and stone tile. Terrazzo Finishers do material set up and the before and after clean up.

Veterans Program

In this proposal, BAC Local 3 is committed to train five Veteran Apprentices (Job Number 3). BAC Local 3 recruits through programs like Helmets to Hardhats, and it is also an approved GI Bill site. Veterans in the apprenticeship program are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance. As an incentive to join the program, BAC Local 3 waives initiation fees and provides streamlined admissions processes for veteran applicants.

The Veteran Apprentice training curriculum in this proposal will be the same as Apprentice training. These trainees are in a separate Job Number to better track performance toward ETP's goal of improved outreach for veterans.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the following applies: the Terrazzo Finishers and Marble Finishers are two years and six months; Marble Masons and Terrazzo Mechanics are three years; and, Pointer-Cleaner-Caulkers and Bricklayers are three years and six months. The curriculum is developed with input from DAS and a designated Local Educational Agency in this case Hayward Unified School District.

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab or E-Learning hour.

PROJECT DETAILS

ETP funding will allow BAC Local 3 to meet the challenges of staying competitive by giving workers the skills needed to stay employed in the building trades industry. Trainees will receive training in updated building standards and green business practices necessary to meet commercial interest and demand to develop and retrofit buildings with greener materials. Equipment and materials not used correctly can lead to expensive re-work and delays in schedules. Trainees will learn to work more efficiently with the materials, thus reducing scrap and re-work. The commercial training will help unionized contractors manage their costs by sending well-prepared workers out on jobs.

Population and business growth, coupled with the increasing popularity of tile and marble are the major sources of demand for Terrazzo and Marble Finishers. Tile and natural stone are used heavily in shopping malls, hospitals, schools, restaurants, and commercial and government buildings. Particularly in new and remodeled homes, tiles are also becoming more popular including those made of glass, mosaic, and other high-end tiles and marble.

ETP funding will expand and upgrade BAC Local 3's program. BAC Local 3 reports that the following projects are driving employer demand under this proposal: Sky River Casino in Elk Grove; the new Sacramento County Courthouse; San Quentin Boiler Replacement project at San Quentin penitentiary; South San Francisco Library, Parks, and Rec Center Community Campus; Mission Rock Parcel "A" San Francisco; Modesto Courthouse; and, the new terminal at the Fresno Airport.

Training Plan

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

Commercial Skills: This training will be offered to all occupations to be prepared for upcoming BAC Local 3 projects. Journeyworkers will receive training in Forklift and Mobile Elevated Work Platform. For Apprentices, courses include Blueprint Reading, Green Construction LEED Certification, Building Codes, Waterproofing, and Construction Sequence.

Certified Safety Training

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

Marketing and Support Costs

Through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website, BAC Local 3 will disseminate class information throughout the year to all apprentice setter and finishers within the local's jurisdictions as well as to the contractors who employ them. Application announcements for the apprentice program will be sent to local, state and federal agencies as well as to local high schools, community colleges, and community-based organizations. There are two staff people that will assist with the marketing, recruitment, needs assessments, and scheduling of training. BAC Local 3 requests and staff recommends 8%

support costs for all Job Numbers. Many participating employers have already been recruited, but more recruitment and assessment activities are needed.

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

BAC Local 3's Training and Apprenticeship Coordinator (dedicated administrator) will oversee the project, and its administrative staff will schedule classes and provide training coordination. Three (in-house) trainers will conduct the training who are subject-matter experts in the trade. Additionally, a third-party subcontractor- Strategy Workplace Communications was retained to provide ETP administration.

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) (\$ %)
ET22-0942 (Expansion)	\$131,134	11/22/21 – 11/21/23	74	74	0	\$57,114 (44%)

Based on the Cal-E-Force system, 3,173 reimbursable hours have been tracked for potential earnings of \$57,114 (44% of approved amount). An additional 1,316 hours have been already delivered, which will be uploaded once further enrollment information is attained. The Contractor projects final earnings of 100% based on training currently committed to by the JATC and in progress through December 2022.

PRIOR PROJECTS

The following table summarizes Contractor's performance by BAC Local 3 under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0949	Tracy	9/8/20 – 9/7/22	\$101,668	\$101,668 (100%)

DEVELOPMENT SERVICES

BAC Local 3 retained Strategy Workplace Communications in Alameda and California Labor Federation in Sacramento to assist with development of this proposal for no fee.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications was also retained to perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Journeyworker

Commercial Skills

- Fork Lift
- Mobile Elevated Work Platform

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Apprentice

COMMERCIAL SKILLS

Terrazzo Finisher/Mechanic

- Blueprint Reading
- Building Codes
- Cleaning and Sealing Terrazzo
- Construction Sequence
- Cutting Control Joints
- Design Layout
- First Aid/CPR
- Floor Layout and Installation
- Green Construction, Design, Materials, Methods and Techniques, LEED Certification
- Grouting and Caulking
- Hand Tool and Equipment, Proper Use and Safety
- Materials, Identification, Characteristics and Estimating
- Membranes and Underlayments
- Mixing Mortar and Bonding Materials
- Repair and Renovation of Terrazzo
- Scaffold Safety Training
- Substrates, Mixing and Bonding Materials
- Terrazzo Materials, Handling
- Trade Math

Bricklayers

- Blueprint Reading
- Building Arches
- Building Codes
- Building Radius Walls
- Construction Sequence
- Cutting and Welding Steel

- Bricklayers Local No. 3 Training Trust
- Drawing and Sketching Techniques
- First Aid/CPR
- Green Construction, Design, Materials, Methods and Techniques, LEED Certification
- Hand Tool and Equipment, Proper Use and Safety
- History of Masonry
- Insulated Concrete Forms
- Interlocking Paving
- Laying Corner Leads
- Laying Headers, Soldiers and Rolo's
- Laying Piers
- Laying Pilasters
- Laying to the Line
- Lintel Beam Construction
- Materials, Identification, Characteristics and Estimating
- Metrics
- Mixing Mortar
- Pattern Bonds
- Paving
- Proto II Walls
- Read a Rule
- Rebar Identification and Installation
- Scaffold Safety Training
- Segmental Retaining Walls
- Trade Math
- Transit Familiarization
- Waterproofing

Marble Mason/Finisher, Pointer, Cleaner and Caulker Workers

- Basic Bricklaying Fundamentals
- Blueprint Reading
- Building Codes
- Caulking
- Cleaning and Polishing Marble
- Cleaning Masonry
- Construction Sequence
- Cutting and Welding Steel
- Deck Coatings
- Drawing and Sketching Techniques
- Drilling and Cutting Marble to Specific Dimensions
- Epoxy Injection
- First Aid/CPR
- Fundamentals of Marble Setting
- Green Construction, Design, Materials, Methods and Techniques, LEED Certification
- Grouting and Caulking Slabs
- Hand Tool and Equipment

- Hand-Set Techniques
- Laying and Cutting Building Units
- Laying and Setting on Footings and Foundations
- Materials, Identification, Characteristics and Estimating
- Mechanical Anchoring
- Metrics
- Mixing Mortar and Epoxy
- Move and Store, Rig and Hoist Materials
- Patching Marble and Related Materials
- Pinning
- Pointing, Caulking and Cleaning
- Prepare Marble for Setting, Including Anchoring and Plugging
- Rigging
- Scaffold Erection and Safety Training
- Substructure Preparation
- Trade Math
- Tuckpointing
- Waterproofing

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:

California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36

Contract Number: ET23-0904

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: M. Niquet

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC (H) Construction (C) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Multi Counties	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Tradeshow and Exhibit Installers Local 831 (Southern California) and Local 510 (Northern California)		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$163,290		\$11,231 8%		\$174,521
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm'l Skills, OSHA 10/30	31	8-200	0	\$639	\$39.38
				Weighted Avg: 26			
2	Retrainee Priority Rate Apprentice	Comm'l Skills, OSHA 10/30	83	8-210	0	\$1,864	\$29.41
				Weighted Avg: 109			

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

Minimum Wage by County: SET/Priority Industry \$29.41 per hour.

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

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

Up to \$2.64 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker -Trade Show Installer		31
Job Number 2		
Apprentice - Trade Show Installer		83

INTRODUCTION

Established in 2008, the California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36 (CA Tradeshow) (www.local831.org) serves workers in two local unions. Local 831 of the Tradeshow and Exhibit Installers serves Southern California and Local 510 serves Northern California. CA Tradeshow provides up-to-date industry skills training and secure high-quality job opportunities for its members. The trust serves 300 Apprentices and 1,500 Journeymen.

Workers trained are employed by companies that build and install exhibits for trade shows, major convention centers, hotels and other conference and exhibit venues. Tasks for trainees include tradeshow, convention, special event, material preparation, storing, hauling, loading, unloading, construction, uncrating, re-crating, layout, installation, dismantling, and maintenance. Tasks also include computer, mechanical, and lifting equipment operation for installations.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

This is CA Tradeshow's third ETP Contract and the second within the last five years. There has recently been an increase in trade show business and the need for skilled workers due to the pandemic causing the tradeshow industry to shut down for a year and a half. In the fall of 2021, the industry began to slowly start up again. Workers must now adapt to new materials and tools, including new types of floor coverings, structural materials, coating and modular systems. Training in the project will help promote the development of skills for the above mentioned changes.

Upcoming projects that trainees will work on include:

- National Association of Music Merchants
- Solar
- Natural Products
- Medical Design and Manufacturing
- Anime
- Environmental Systems Research Institute
- LA Car Show
- Comic Con

Training Plan

Training will be delivered by qualified in-house Journeymen with extensive practical and training experience. CA Tradeshow will also use the Los Angeles Unified School District and the Anaheim Convention and Visitors Bureau for specialized training.

Commercial Skills: Training will be provided to all trainees and will include tradeshow basics, custom booth, graphics/custom booth, graphics/custom booth 2, power tools, and rigging for Apprentices. Journeyman training will also include boom lift, custom exhibits, scissor lift, plan reading and scaffolding. These classes are needed for the latest processes, procedures and industry methodologies. These skills will keep the trainees more employable in the trade show industry.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Employers will continue to contribute to the training trust for every hour worked by Apprentices and Journeyworkers. In addition, CA Tradeshow anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing commitment to training by employers participating in this project. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Training will be overseen by CA Tradeshow’s joint committee and LAUSD representatives. Four staff members will work part time to coordinate scheduling and ensure all hours are entered correctly in the system. Rosters will be forwarded to LAUSD to ensure accuracy. Steve Duscha Advisories will also assist with administration.

Marketing and Support Costs

Although many of the signatory employers have already been recruited, additional recruitment is needed to complete the project and replace those whose training needs have changed since the project planning process began. Additionally, support will be needed for specific job requirement assessments, which will all take place during the term of the contract. CA Tradeshow is therefore requesting 8% of support costs to aid them in completing these tasks. Staff recommends the 8% in support costs.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

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

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET20-0915	Multi Counties	08/1/2019-07/31/2021	\$482,440	\$131,702 (27%)
ET18-0919	Multi Counties	12/18/2017-12/17/2019	\$297,240	\$297,240 (100%)

*Due to the pandemic and the nature of tradeshow, all tradeshow were cancelled for a period of time that include a large portion of this ETP Contract's term. This year, work has significantly picked up and the organization is preparing for a number of very large tradeshow coming up and two that will result in a lot of work for the trainees of this contract. As a result, things have picked up similar to before the pandemic and CA Tradeshow can confidently say that they are aiming for over 100% performance for this ETP Contract.

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

Betat Advisories in Auburn will perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Commercial Skills**Apprentice Training**

- Tradeshow Basics
- Custom Booth
- Graphics/Custom Booth
- Power Tools
- Graphics/Custom Booth 2
- Rigging

Commercial Skills**Journeyworker Training**

- Boom Lift
- Custom Exhibits
- Extruded Metals
- Fall Protection for Trade Show Riggers
- Forklift Operation and Safety
- Genie Lift
- Power Tools
- Trade Show Scaffolding
- Scissor Lift
- Show Site Graphics
- Trade Show Basics
- Portable Exhibits
- Plan Reading
- Pallet Jack Operation and Safety
- Scaffolding
- Communications for Trade Show Workers
- From Work Order to Completion
- Using Shop Tools and Equipment
- Reading Blueprints and Shop Drawings
- Building Cabinets, Risers, and Headers
- Building a Custom Exhibit

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Cell-Crete Corporation
Contract Number: ET23-0110

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Construction (C) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, San Diego, Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Cement Masons Local 500; Laborers International Union of North America Local 1309		
Number of Employees in:	CA: 325	U.S.: 400	Worldwide: 400
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	5%		

FUNDING DETAIL

In-Kind Contribution
\$315,265

Total ETP Funding
\$253,460

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, Comm'l. Skills, Cont. Imp., OSHA 10/30	290	8-200	0	\$874	\$21.57
				Weighted Avg: 38			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job 1: \$23.53/Alameda County, \$21.57/ San Diego County, \$21.73/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.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Cement Mason		20
		84
Engineer		26
Engineer Project Manager		26
Foreman		10
Laborers		40
		40
		40
Superintendent		4

INTRODUCTION

Founded in 1965, and headquartered in Monrovia, Cell-Crete Corporation (Cell-Crete) is a family run business and provides services in cement manufacturing and installation. Cell-Crete specializes in poured or pumped lightweight cellular concrete and other underlayments for new and renovation construction projects. Cell-Crete along with two participating affiliates, Sound-Crete headquartered in Hayward, and Crown City Rentals headquartered in Monrovia will be participating under this training proposal.

The Company specializes in products including Elastizell, Sound Acoustic floors, Hardrock Concrete, and structural Light-weight concrete over metal and wood decks. The company is experiencing growth and is focused on training its current workforce on newly adopted technologies, new equipment, and industry best practices to remain competitive. This will be Cell-Crete's second ETP Contract, and second within the last five years.

Veterans Program

The Company does not have a specific Veteran's outreach program at this time, however several Veterans are currently employed at the company.

Union Support

Laborers are represented by Laborers International Union of North America Local 1309, and Cement Masons are represented by Cement Masons Local 500. The unions have each submitted letters of support for this training project.

PROJECT DETAILS

Cell-Crete and its participating affiliates have experienced continued growth over the past several years, including new product lines. To handle this increase in business demand, the companies are hiring new employees, implementing new processes, streamlining operating procedures, upgrading equipment, and installing new software technologies. This will require extensive training across the entire company to ensure all employees are adequately trained to use all equipment and technologies.

The company must train, or re-train employees to support the operations of each project. The training is specific to Cell-Crete and its affiliate companies, the equipment that the company uses, and the structure of the program. Its training program is designed to provide advancement, upward mobility, and extend cross training across all departments throughout the Company.

The Company has recently invested \$80,000 in new software technology such as CRM, Enterprise Resource Planning, along with new equipment. This recent investment is driving the need for training across the entire company so that all employees are knowledgeable on the new platforms and can work and deploy assets efficiently. Lastly, the Company is also incorporating training around the COVID 19 pandemic. Employee safety and cleanliness is an important focus to make sure all employees are safe while working in the field.

Commitment to Training

The Company spends \$50,000 annually on training. This training typically covers basic onboarding, safety training, and other federally mandated training. This proposed project will allow the company to implement new in depth training curriculum related to new processes and procedures for changing construction practices and evolving new technologies. This proposal will also focus on cross-training all departments.

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 Risk Manager will administer the program. The General Manager and Special Projects Manager will manage both the distribution and collection of rosters, provide enrollment information, and tracking training. The rosters once collected, will be sent to their third party subcontractor who is assisting with administrative functions. In addition, each site will have a dedicated person who will oversee the training program.

Training Plan

Business Skills: Training will be offered to all occupations to improve business and customer service skills. Training in areas such as leadership, performance management, and Lean processes will create a high performing team across all units.

Commercial Skills: Training will be offered primarily to laborers, masons, superintendents, and foremen. Training in industry best practices, new application and development techniques, and underpayment processes will create a knowledgeable workforce that can efficiently complete a job to specifications.

Computer Skills: Training will be offered to all occupations. Training in topics such as the Company's new ERP management system, new field workforce applications and technologies, and CRM will enhance workforce productivity across all units.

Continuous Improvement: Training will be offered to all occupations. This training is designed to improve workflow processes across all units and develop a new cross-functional training initiative. This will allow all employees to gain a thorough understanding of each unit and how to effectively and efficiently communicate with each other to build a more cohesive team environment.

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.

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 \$ %
ET20-0246	Los Angeles	05/30/20 – 05/29/22	172,960	\$172,960 (100%)

DEVELOPMENT SERVICES

The Company retained Training Refund Group in Anaheim to assist with development of this proposal for a flat fee of \$8,000.

ADMINISTRATIVE SERVICES

Refund 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: Curriculum**Class/Lab/E-Learning**

Trainees may receive any of the following:

Business Skills

- Teamwork- Accountability & Delegation
- Performance Management
- Accounting Best Practices
- Contract Laws & Regulations
- Legal Compliance Update
- Leadership Development Training
- Business And Customer Etiquette Training
- Basics Of Supervision-Leadership & Supervision
- Human Resource Best Practices
- Owner Controlled Insurance Program

Commercial Skills

- Equipment Repair Best Practices Training
- Mechanical Troubleshooting Best Practices Training
- Workplace Awareness
- Pre-Task Plan Jobsite Orientation
- Construction Safety Tailgate Training
- Operator/Pump Operation Training
- PPE Safety Best Practices Training
- CSR Training - Field Fundamentals
- Silica Awareness Training
- Hazard Communication Training
- Hazard Chemical Awareness Training
- Fall Protection Training
- Arial Rigging And Hand Signaling
- Traffic Control And Awareness
- Heat Illness Causes And Prevention Training
- Accident Investigation
- Disaster And Emergency
- Forklift
- Confined Space
- Osha 10 And Osha 30 Training
- First aid/CPR Training
- Best Practices

Computer Skills

- Paypro System
- ERP System
- Electronic Log Device
- Ease System

Continuous Improvement Skills

- Safety Development Practices
- Construction Best Practices
- Process Improvements Best Practices

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30



**SOUTHERN CALIFORNIA
CEMENT MASONS
NEGOTIATING COMMITTEE**



JACK ALVARADO, *Vice-Chairman*

Tel: (714) 554-0730

Fax: (714) 265-0780

FITZGERALD JACOBS, *Chairman*

5811 E. Florence Avenue

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DAVID YOUNG, *Secretary*

Tel: (714) 554-0730

Fax: (714) 265-0780

July 21, 2022

Application Unit
Employment Training Panel
1100 J Street., Suite 400
Sacramento, CA 95814

Re: Cell-Crete Corporation

Dear Sir/Madame:

This letter will affirm that the Southern California Cement Masons Locals 500 & 600 are in full support of ETP funding for Cell-Crete Corporation. As the construction industry changes and evolve with new materials, work processes and equipment, employers must also continue training their workforce to remain safe and effective. As an industry partner that employs over seventy (70) Cement Masons, we know that our members will benefit and continue to keep Cell-Crete Corporation a successful leader in the construction industry.

Should you have any questions, do not hesitate to contact this office.

Best regards,

Fitzgerald Jacobs, Chairman
Cement Masons Negotiating Committee



JON P. PRECIADO
Business Manager

PETER SANTILLAN
Secretary-Treasurer

SERGIO RASCÓN
President

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**SOUTHERN CALIFORNIA
DISTRICT COUNCIL OF
LABORERS**

123 Parkview Dr., Suite 300
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LiUNA! SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS

Feel the Power

August 11, 2022

Employment Training Panel
Attn: Heather Bernard
5353 Mission Center Rd., Suite 110
San Diego, CA 92108-1306

Dear Panel Members:

The Southern California District Council of Laborers, an affiliate of Laborers International Union of North America supports Cell-Crete Corporation's application for State Training Funds.

We support the continued training that they provide our 84 plus Laborers' throughout the State of California and recognize their efforts serve in the best interest of all parties to maintain efficient operations that align with today's work environment.

Sincerely,

Peter Santillan
Secretary-Treasurer
SCDCL



Training Proposal for:
**Kern County Electrical Journeyman
 and Apprentice Training Trust**

Contract Number: ET23-0905

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: M. Niquet

PROJECT PROFILE

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

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$160,200		\$11,047 8%		\$171,247

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Business Skills, Comm'l. Skills, Computer Skills, OSHA 10/30	8	8-200	0	\$664	\$47.65
				Weighted Avg: 27			
2	Retrainee Apprentice	Business Skills, Comm'l. Skills, Computer Skills, OSHA 10/30	69	8-210	0	\$2,155	\$29.41
				Weighted Avg: 126			
3	Retrainee Apprentice Veterans	Business Skills, Comm'l. Skills, Computer Skills, OSHA 10/30	8	8-210	0	\$2,155	\$29.41
				Weighted Avg: 126			

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

Minimum Wage by County: Job Number(s) 1-3 (SET/Priority Industry wage modification): \$29.41 per hour.

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

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

Up to \$3.20 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables for Job Numbers 2 and 3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker -Electrician Inside Wireman		8
Job Number 2		
Apprentice - Electrician Inside Wireman		69
Job Number 3		
Veteran Apprentice- Electrician Inside Wireman		8

INTRODUCTION

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

Contractors Association (NECA). Kern Electrical JATC is located in Bakersfield and proposes to train Journeyworkers and Apprentice Electricians, all of whom are members of IBEW Local 428.

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

Veterans Program

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

Kern County Electrical JATC will train eight Veterans in this project (Job Number 3). The Veteran training curriculum will remain the same as the Apprentice training curriculum. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

Kern County is California's leading oil producing county with 81% of the state's oil wells and maintains many of the state's utility solar farms. As a major contributor to the state's energy and agricultural resources, this county needs trained electricians.

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

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

Training under this proposal will focus on the ongoing development of journeyworkers and apprentice Electricians as processes and procedures change. The proposed training will bring

work skills and knowledge up-to date as required by contractors and worksite property managers. Kern County Electrical JATC trains electricians who install the power, lighting, controls and other electrical equipment in commercial, industrial and residential buildings

Training Plan

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

Business Skills: This training will ensure Journeyworkers understand new national building codes and green practices, follow certification guidelines and collaborative bidding and project development practices. Training will also include leadership skills, problem solving and project management.

Commercial Skills: Energy training for Journeyworkers will be the focus due to employer demand in these new methods and technologies. Training will cover installation changes, audio distribution and Solar Photovoltaic Panels. Apprentices will learn to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial and residential establishments. They will also learn to install, connect and test electrical wiring systems for lighting, heating, air conditioning and communications for any building or structure.

Computer Skills: Training for Journeyworkers will include scheduling, planning and modeling software. AutoCAD, Job Tracking System and Scheduling & Planning Jobs Systems will provide trainees with the tools to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized control systems.

Certified Safety Training

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

Alternate Recordkeeping

Staff has reviewed and approved the Company’s request to use an alternate recordkeeping method.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

Employers will continue to contribute to the training trust for every hour worked by Apprentices and Journeyworkers. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Kern Electrical JATC's Training Director will oversee training with the assistance of two designated staff members who are responsible for all administrative duties including scheduling, securing recording and tracking training. Kern Electrical JATC has retained Strategy Workplace Communications to provide administrative services to ensure that all training records adhere to ETP requirements.

Marketing and Support Costs

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

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

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0938	\$322,462	12/20/21-12/19/23	89	0	0	0
ET21-0920	\$143,637	07/01/20-06/20/22	242	242	242	\$131,541.42 (92%)

ET22-0938- Upon the completion of ET21-0920, Kern Country Electrical JATC will upload training hours.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0917	Kern	08/05/19 – 08/04/21	\$287,490	\$287,490 (100%)
ET19-0910	Kern	08/01/18 – 07/31/20	\$278,585	\$278,585 (100%)
ET17-0925	Kern	01/27/17 – 01/26/19	\$287,600	\$287,600 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications (Strategy) in San Bernardino to assist with development at no charge.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Business Skills

Journeyworker Training:

Teambuilding Skills

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

Commercial Skills

Journeyworker Training:

National Electrical Code

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

Analog/Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire Alarm Systems and Installations

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

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

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

Programmable Logic Control (PLC)

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

Electrical Design

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

Voice, Data, and Video

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

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems
- Conduit Bending
- Confined Space Entry
- ESAMATC energy storage
- Firestop Installation
- High Voltage Cable Splicing
- Management and Monitoring of Materials
- Programmable Logic Controllers
- Proper Installation and Use of Testing and Auditing Materials and Equipment
- Green Training (new)
- ☐ Proper Equipment Set-Up
- ☐ Testing Materials and Equipment –Proper Set-Up and Use
- ☐ Understanding Changes to Industry Standards
- ☐ Understanding New Technologies and Changes to Industry Standards
- Refinery Safety Orientation

- Rigging and Lifting
- Safe Working Practices
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Work Flow and Resources
- California Advanced Lighting Control Program (CALCP)
- Advanced Lighting Control Systems
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Dimming Controls
- Occupancy Sensors
- Photosensors
- CALCP Acceptance Testing
- Electric Vehicle Infrastructure Training Program (EVITP)
- Refinery Safety Overview (RSO)
- Foreman Development Series (New)

Apprentice & Veteran/Apprentice Training:

2nd Year

- Orientation, Level II
- Test Instruments, Level I
- Codeology, Level I
- AC Theory, Level I
- Blueprints, Level I
- DocuSign Envelope ID: 373959A1-0408-45EB-9064-57A03864B8F0
- Kern County Electrical ET22-0938
- ETP 100 – MEC (10/7/2021) Exhibit B 4 of 5
- Electrical Safety-Related Work Practices, Level I
- Transformers, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections

3rd Year

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

- CPR/First Aid refresher
- COMET

4th Year

- Code Calculations
- Blueprints (& layout yard)
- Grounding and Bonding
- Motors
- Motor Control
- Lightning Protection
- Lighting Essentials
- Field Trip to Motor Repair Shop and Folsom Power House
- Motor Controls: Mag Starter & 3-Wire Control
- PLC's
- VFD's
- Motor control labs
- Code Prep

5th Year

- Code and Practices
- Code Calculations
- Motor Control
- Orientation
- Rigging
- Torque
- PV/Solar Installer
- CALCTP
- EVITP
- CPR/First Aid Refresher
- Foreman Training: Managing the Work Including NECA/IBEW Presentations
- From 2nd to 5th year
- High Voltage Cable Splicing
- ESAMATC energy storage
- Refinery Safety Orientation
- Refinery Safety Overview (RSO)

All Years

- Aerial Lift (New)
- Forklift (New)

Computer Skills

Journeyworker Training:

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

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Local 228 - Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund

Contract Number: ET23-0938

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UA Local Union 228		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$24,540		\$1,685 8%		\$26,225
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	Apprentice	Commercial Skills, OSHA 10/30	25	8-210	0	\$872	\$29.41
				Weighted Avg: 51			
2	Journeyworker	Commercial Skills, OSHA 30	5	8-200	0	\$885	\$43.00
				Weighted Avg: 36			

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

Minimum Wage by County: \$29.41 SET/Priority Industry Statewide Average

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

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

Up to \$5.76 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumber and Steamfitter		25
Job Number 2		
Journeyworker – Plumber and Steamfitter		5

INTRODUCTION

Founded in 1997 and headquartered in Marysville, Local 228 – Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund (Pipe Trades District Council No. 36 JATC) (<http://lu228.org/yuba-shasta-jatc-training/>) trains Apprentices and Journeyworkers from 13 Northern California counties in plumbing, pipefitting, welding, and Heating, Ventilation and Air Conditioning (HVAC). Committee members are jointly appointed by Local 228 and the Mechanical Contractors Council of Northern California. The JATC works with the Yuba County Office of Education as its Local Educational Agency (LEA) to deliver Related and Supplemental Instruction for each trade.

Pipe Trades District Council No. 36 JATC Apprentices and Journeyworkers install, repair, maintain, and service piping and plumbing systems and equipment used for drinking (potable) water distribution, sanitary storm water systems, and waste disposal. They also work on technical installations for medical gas, hydronic in-floor heating, heat pumps, cross-connection control and many other systems. This is mostly found in industrial commercial construction sectors, including hospitals, schools and other institutional buildings. This is Pipe Trades District Council No. 36 JATC's fifth Contract and the third in the last five years.

Veterans Program

Pipe Trades District Council No. 36 JATC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. In addition, the Veterans in Piping Program,

offered by the National UA (UA), offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave the service. The UA provides participants with additional skills training opportunities after Veterans complete the program by connecting them to established apprenticeship training programs. When they enter a local UA, Veterans are given credit for the classes they have already taken.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

Training is center-based. Training will cover plumbing and piping equipment, updated industrial commercial building standard and green business practices necessary to meet commercial interest. Training will expand workers' skills in preparation for new and ongoing projects including: Hard Rock Casino in Sacramento, Butte College Science Building, Tri Counties Juvenile Hall Building, Adventist Health, as well as, two schools located in Paradise.

Training Plan

Training will be delivered at Pipe Trades District Council No. 36 JATC's headquarters in Marysville via Class/Lab and E-Learning. Instructors have extensive technical expertise and training experience and meet standards set by the LEA.

Commercial Skills: Training will be provided to Journeyworkers and Apprentices on installation and maintenance efficiencies, sanitary systems, work safety and waste disposal. Training will include topics such as Advanced Plan Reading and Drawing, Drainage Systems, Gas Installations, Industrial Rigging 410, Oxyfuel Practices, Plumbing Code Applications, Steam Systems and Tube Bending. Training will also help apprentices gain the knowledge and skills necessary to become journey-level.

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 Journeyworker and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. ETP funds will encourage an ongoing financial commitment to both Apprentice and Journeyworker training.

Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Coordinator and an Administrative Assistant, who were directly involved in the previous ETP Contract, will be responsible for coordinating training and reviewing attendance rosters for ETP compliance. Pipe Trades District Council No. 36 JATC employs part-time trainers who will deliver all training. Pipe Trades District Council No. 36 JATC has also contracted with a third party subcontractor to assist with administrative services.

Tuition Reimbursement

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

Marketing and Support Costs

Pipe Trades District Council No. 36 JATC disseminates class information throughout the year to potential trainees within JATC jurisdictions as well as to contractors who employ them through personal contact, telephone calls, emails, and its website. The JATC is also active in the local workforce investment board and is a partner in its community workforce development work.

Pipe Trades District Council No. 36 JATC requests 8% support costs to fund its staff in recruiting and qualifying additional apprentices for this program. While many apprentices have already been recruited, additional recruitment and assessment activities are necessary.

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) (\$ %)
ET22-0954	\$141,800	03/01/2022 – 02/29/2024	58	0	0	\$0 (0%)

*Pipe Trades District Council No. 36 JATC has started training, however, no hours have been tracked in the ETP system. The Contractor is in the process of enrolling trainees and is on track to completing training.

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 \$ %
ET19-0935	Yuba City	12/31/2018-12/30/2020	\$242,399	\$182,833 (75%)
ET16-0922	Yuba City	03/01/2016-02/28/2018	\$40,468	\$40,468 (100%)

DEVELOPMENT SERVICES

Pipe Trades District Council No. 36 JATC retained California Labor Federation in Sacramento, as well as, Strategy Workplace Communication in Oakland, to assist with development at no cost.

ADMINISTRATIVE SERVICES

Pipe Trades District Council No. 36 JATC also retained Strategy Workplace Communication to perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Journey Level**

- A Guide to Service Work
- Advanced Plan Reading and Drawing
- Basic Electricity
- Confined Space Certification
- Conservation Safe Handling of Refrigerants
- Crane Signalperson Certification
- Drainage Systems
- Drawing & Blue Print Reading
- Gas Installation
- Gas Tungsten Arc Welding
- Green Awareness/Technology
- HVAC and Refrigeration Systems 1
- HVAC and Refrigeration Systems 2
- Hydronic Heating and Cooling
- Industrial Rigging 410
- Industrial Rigging Certification
- Job Safety
- Medical Gas Brazer Certification
- Medical Gas Installer Certification
- Oxyfuel Practices
- Pipe Fabrication/Layout
- Pipe Fittings Valves Fasteners
- Plumbing Code Applications
- Plumbing Fixtures and Appliances
- Plumbing Service Maintenance and Repairs
- Pumps
- Refrigeration Service/AC Mechanics
- Related Mathematics
- Related Science
- Soldering and Brazing
- Steam Systems
- Tube Bending
- Water Supply
- Welding Practices and Procedures

Commercial Skills**Apprentice**

- A Guide to Service Work
- Advanced Plan Reading and Drawing
- Basic Electricity

- Confined Space Certification
- Conservation Safe Handling of Refrigerants
- Crane Signaller Certification
- Drainage Systems
- Drawing & Blue Print Reading
- Financial Literacy for Apprentices
- Gas Installations
- Gas Tungsten Arc Welding
- Green Awareness/Technology
- Heartsaver CPR, 1st Aid, AED Training & Certification
- HVAC and Refrigeration Systems 1
- HVAC and Refrigeration Systems 2
- Hydronic Heating and Cooling
- Industrial Rigging 410
- Industrial Rigging Certification
- Job Safety
- Job Stewart/Understanding MLA
- Medical Gas Brazer Certification
- Medical Gas Installer Certification
- Oxyfuel Practices
- Pipe Fabrication/Layout
- Pipe Fitting Valves Fasteners
- Plumbing Code Applications
- Plumbing Fixtures and Appliances
- Plumbing Service Maintenance and Repairs
- Pumps
- Refrigeration Service/AC Mechanics
- Related Mathematics
- Related Science
- Soldering and Brazing
- Standards of Excellence
- Steam Systems
- Tube Bending
- Use and Care of Tools
- Water Supply
- Welding Practices and Procedures

OSHA 10 (Certified-OSHA Instructor)**Apprentice**

OSHA 10

OSHA 30 (Certified-OSHA Instructor)**Journey Level**

OSHA 30

OSHA 30 (Certified-OSHA Instructor)**Apprentice**

OSHA 30



Training Proposal for:

Local 442 - Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund

Contract Number: ET23-0941

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Veterans Apprenticeship	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alpine, Amador, Calaveras, Mariposa, Merced, San Joaquin, Stanislaus, Tuolumne	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local Union 442		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$120,560		\$8,320 8%		\$128,880
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills, Commercial Skills, OSHA 30	10	8-200	0	\$984	\$48.75
				Weighted Avg: 40			
2	Retrainee Priority Rate Apprentice	Business Skills, Commercial Skills, OSHA 10/30	40	8-210	0	\$2,480	\$29.41
				Weighted Avg: 145			
3	Retrainee Priority Rate Apprentice Veterans	Business Skills, Commercial Skills, OSHA 10/30	8	8-210	0	\$2,480	\$29.41
				Weighted Avg: 145			

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

Minimum Wage by County: \$29.41 SET/Priority Industry Statewide Average

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

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

Up to \$2.60 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 and 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworkers: Plumber, Pipefitter, Refrigeration Fitters		10
Job Number 2		
Apprentices: Plumber, Pipefitter, Refrigeration Fitters		40
Job Number 3 – Veteran Apprentices		
Veteran Apprentices: Plumber, Pipefitter, Refrigeration Fitters		8

INTRODUCTION

Founded in 1955, Local 442 - Pipe Trades District Council 36 Journeyman and Apprentice Training Trust Fund (Pipe Trades DC 36) www.lu442.com is located in Modesto. Signatory employers fund the JATC, pursuant to the collective bargaining agreement. Pipe Trades DC 36 operates in San Joaquin and Stanislaus counties, supplying employers with qualified employees in the plumbing, pipe, and refrigeration fitter industry.

Pipe Trades DC 36 is responsible for training 490 journey level and around 110 apprentice field plumber, pipe and refrigeration fitters. Its mission is to ensure union plumber, pipe, and refrigerator fitters gain the skills, knowledge, and experience necessary to build and service commercial and residential buildings. Pipe Trades DC 36 provides training, training materials, experienced instructors, and leadership to uphold union values and principles of service and professionalism.

Pipe Trades DC 36 trains Plumbers, Pipefitters and Refrigeration Fitters in these California counties: Alpine, Amador, Calaveras, Mariposa, Merced, San Joaquin, Stanislaus and Tuolumne Counties. This will be Pipe Trades DC 36 seventh ETP Contract, and fifth in the last five years.

Veterans Program

Pipe Trades DC 36 is committed to recruiting and supporting job-related training that helps Veterans transition into the California workforce. Pipe Trades DC 36 actively recruits veterans through programs such as Helmets to Hardhats and the Veterans in Piping program. Pipe Trades DC 36 is also an approved GI Bill site. All veterans in the apprenticeship program receive monthly Montgomery GI Bill benefits, such as a Monthly Housing Allowance. Pipe Trades DC 36 is requesting a Veteran Job Number (Job Number 3) and estimates eight veterans. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

Pipe Trades DC 36 has partnerships with 25 contractors in the Modesto and Stockton areas and places Pipe Trades program graduates with these contractors. Graduates work in residential, commercial, industrial, refrigeration/air conditioning services, and repair in industries that include: energy, biopharmaceutical, healthcare, education, housing, food and beverage processing, and water treatment. Pipe Trades DC 36 will support construction in the Central Valley by providing highly skilled plumber, pipe, and refrigeration fitters for projects such as The High Speed Rail, Stockton VA Hospital, and Modesto County Courthouse. Pipe Trades DC 36 has also increased its industrial work in the Region which includes work in the wine and cheese industry, as well as tomato processing plants.

Training will also allow for workers to support California's initiative to become more energy efficient, as much of the plumber, pipe fitter, and refrigeration work revolves around energy management, new and more efficient operation of building components/materials, and meeting California's water waste reduction goals. Many commercial and industrial businesses seek Leadership in Energy and Environmental Design certification and want to work with contractors who have workers who understand and support energy efficient and green initiatives. Pipe Trades DC 36 Apprentices and Journeyworkers will receive training in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings.

Training Plan

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

Journeyworker Training

Business Skills: Training will be offered to provide Journeyworkers with the skills needed to complete jobs quickly and with high quality workmanship. Class topics will include Advanced Time Management, Conflict Resolution, Creating Project Bids, Green Awareness Training and Green Certifications, Customer Service, Decision Making, Leadership, and Project Management.

Commercial Skills: Training will be offered to all Journeyworkers to increase worker skill sets in the piping and plumbing industry. Class topics will include Math & Beginning Rigging, Shielded Metal Arc Welding, AC & Refrigerants, DC Electronics, Valve Repair & Foreman's Class, Plumbing Code Application & Drainage, and Plumbing Service & Gas Installations.

Certified Safety Training

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

Apprentice Training

Commercial Skills: Training will be offered to all Apprentices/Veteran Apprentices to increase worker skill sets in the piping and plumbing industry. Class topics will include Math & Beginning Rigging, Shielded Metal Arc Welding, AC & Refrigerants, DC Electronics, Valve Repair & Foreman's Class, Plumbing Code Application & Drainage, Plumbing Service & Gas Installations, and Medical Gas/Foreman's Class.

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 Apprentices/Veteran Apprentices and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Marketing and Support Costs

Pipe Trades DC 36 markets through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. The JATC will disseminate class information throughout the year to all apprentice and journey-level plumber, pipe and refrigeration fitters within the local's jurisdictions, as well as to the contractors who employ them. Pipe Trades DC 36 is also active in the local workforce investment board and is a partner in its community workforce development work. Additionally, the JATC sends out application announcements for the apprentice program to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations. Classes for the journey-level and apprentice trainees are offered January through May and August through December. Pipe Trades DC 36 employs two administrators to conduct the marketing, recruitment, needs assessments, and scheduling of training.

Pipe Trades DC 36 is requesting 8% support costs for all Job Numbers 1-3 to fund its staff in recruiting and qualifying additional participating employers for this program. While Pipe Trades DC 36 already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATC will cover the additional expenses.

Commitment to Training

ETP funding will not displace Pipe Trades DC 36's financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers as defined in their collective bargaining agreement. General safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Coordinator is the dedicated administrator and overseer for ETP funded training. The Training Coordinator will have an Administrative Assistant that will also assist project administration. Training will take place in Modesto and staff will review and coordinate training and attendance rosters for ETP compliance. There are 12 part-time trainers who will conduct and deliver training in accordance with ETP regulations. These trainers are former or current plumber, pipe and refrigeration fitters and are experts in the areas that they teach. The training rooms for on-site training are fitted out with latest equipment and tools. Strategy Workplace Communications, will also provide administration services.

Tuition Reimbursement

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

PRIOR PROJECTS

The following table summarizes Contractor's performance by Pipe Trades DC 36 under ETP Contracts completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0901	Modesto/Stockton	7/27/2020-7/26/2022	\$196,124	\$196,124 (100%)
ET20-0903	Modesto/Stockton	7/1/2019 – 6/30/2021	\$387,330	\$387,330 (100%)
ET19-0908	Modesto/Stockton	08/6/2018-08/5/2020	\$227,799	\$227,799 (100%)
ET17-0919	Modesto/Stockton	12/26/2016-12/25/2018	\$208,820	\$196,409 (94%)

DEVELOPMENT SERVICES

Pipe Trades DC 36 retained California Labor Federation in Sacramento, and Strategy Workplace Solutions in Oakland, to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Business Skills**Journeyworker**

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

Commercial Skills**Journeyworker**

- 1st period Class; OSHA 30, Soldering, Tools & Materials
- 2nd Period Class; Math & Beginning Rigging
- 3rd Period Class; Drawing Interp. Science, Basic Electricity
- 4th Period Class; Shielded Metal Arc Welding
- 5th Period Class; Pipe Fitting & the Calculator, G-PRO Cert
- HVAC 3rd Refrigeration (Volume I & II), Customer Service
- HVAC 4th AC & Refrigerants
- HVAC 5th Electronics for MES
- HVAC 6th DC Electronics
- HVAC 7th Refer II & Pneumatics
- HVAC 8th Motor Alignment & AC
- HVAC 9th Air & Water Balance
- Pipe Fitter 6th Patterns, Pumps, Hydronic, & Steam Systems
- Pipe Fitter 7th Fitter Advanced Plan Reading, CAD & Math Chpt 6
- Pipefitter 8th Instrumentation, Tube Bending & Rigging Cert
- Pipefitter 9th Detail & Layout of Piping/Advanced Welding
- Pipe Fitter 10th Valve Repair & Foreman's Class
- Plumber 6th Plumbing Code Application & Drainage
- Plumber 7th Plumbing Service & Gas Installations
- Plumber 8th Advanced Plan Reading, CAD & Math Chpt. 6
- Plumber 9th Water Supply, Backflow Prevention & Pumps
- Plumber 10th Medical Gas/Foreman's Class

Commercial Skills**Apprentice**

- 1st period Class; OSHA 30, Soldering, Tools & Materials
- 2nd Period Class; Math & Beginning Rigging
- 3rd Period Class; Drawing Interp. Science, Basic Electricity
- 4th Period Class; Shielded Metal Arc Welding
- 5th Period Class; Pipe Fitting & the Calculator, G-PRO Cert
- HVAC 3rd Refrigeration (Volume I & II), Customer Service
- HVAC 4th AC & Refrigerants
- HVAC 5th Electronics for MES
- HVAC 6th DC Electronics
- HVAC 7th Refer II & Pneumatics
- HVAC 8th Motor Alignment & AC
- HVAC 9th Air & Water Balance
- Pipe Fitter 6th Patterns, Pumps, Hydronic, & Steam Systems
- Pipe Fitter 7th Fitter Advanced Plan Reading, CAD & Math Chpt 6
- Pipefitter 8th Instrumentation, Tube Bending & Rigging Cert
- Pipefitter 9th Detail & Layout of Piping/Advanced Welding
- Pipe Fitter 10th Valve Repair & Foreman's Class
- Plumber 6th Plumbing Code Application & Drainage
- Plumber 7th Plumbing Service & Gas Installations
- Plumber 8th Advanced Plan Reading, CAD & Math Chpt. 6
- Plumber 9th Water Supply, Backflow Prevention & Pumps
- Plumber 10th Medical Gas/Foreman's Class

OSHA 10 (Certified-OSHA Instructor)**Apprentice**

- OSHA 10

OSHA 30 (Certified-OSHA Instructor)**Journeyworker**

- OSHA 30

OSHA 30 (Certified-OSHA Instructor)**Apprentice**

- OSHA 30



Retrainee-Job Creation
Training Proposal for:
Musco Olive Products, Inc.
Contract Number: ET23-0161

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: A. Salinas

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative Veterans	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Joaquin	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 226	U.S.: 243	Worldwide: 243
<u>Turnover Rate:</u>	12%		
<u>Managers/Supervisors:</u> (% of total trainees)	13%		

FUNDING DETAIL

In-Kind Contribution
\$175,280

Total ETP Funding
\$160,655

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	Continuous Impr Manufacturing Skills Computer Skills Management Skills Business Skills OSHA 10/30	129	8–200	0-60	\$1,035	\$21.57
				Weighted Avg: 45			
2	Job Creation Initiative Priority Rate	Manufacturing Skills Computer Skills Management Skills Business Skills OSHA 10/30 HazWoper HazMat	20	8–200	0–60	\$1,265	\$18.00
				Weighted Avg: 55			
3	Veterans Job Creation Initiative Priority Rate	Manufacturing Skills OSHA 10/30 HazWoper HazMat	2	8–200	0–60	\$920	\$18.00
				Weighted Avg: 40			

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

Minimum Wage by County: Job Number 1: \$21.57 per hour for San Joaquin County.

Job Numbers 2 & 3: \$17.64 per hour for San Joaquin County.

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

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

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		
Cannery Staff		9
		12
		9
Labelling Staff		6
		5
		7
Operations Staff		9
		9
Administrative Staff		4
		3
		5

Warehouse Staff		2
		1
		7
Shipping & Receiving Staff		2
		2
Team Leads		6
		6
Managers/Supervisors		25
Job Number 2: Job Creation		
Cannery Staff		5
		3
Labelling Staff		1
		1
Storage Yard Staff		1
		1
		2
Shipping & Receiving Staff		3
		1
Managers/Supervisors		1
		1
Job Number 3 – Veterans (Job Creation)		
Farm Staff		2

INTRODUCTION

Founded in 1926 and headquartered in Tracy, Musco Olive Products Inc. (Musco) (<http://olives.com/>) is a 75-year old, 3rd generation (US-family owned) olive processing and packing company. Its primary products are brineless olives in cups for snacking and canned ripe olives, which are distributed across a vast network in the retail and consumer markets across America. Musco deals with large distribution companies such as Costco and Walmart, while working with restaurants to bring its olives to a broader market. ETP training will be delivered at the Company's headquarters' location in Tracy and at its facilities in Orland and Lindsay.

This will be Musco's second contract, and its first in the last five years. Previously, Musco had invested in new machinery and technology for improved processes to remain competitive in the industry. In this project, Musco plans to deliver new courses in Continuous Improvement, Manufacturing Skills, HAZWOPER, and OSHA 10/30 training to help meet the Company's goal of expanding its production capacity and growing its customer base by upskilling its workforce.

Veterans Program

In this proposal, the Company plans to hire and train two Veterans (Job Number 3). Musco is currently enrolled with the San Joaquin Veterans Advisory Commission (SJVC), which helps keep its recruiters aware of ongoing and future veteran job fair events.

Retrainee - Job Creation

In this proposal, the Company will hire 22 new employees (Job Numbers 2 and 3). 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, Musco is expanding existing business capacity by adding newly-hired employees to an existing function and by adding a new production shift. The Company plans to increase production and to grow its customer base by expanding its market share, which requires the hiring of new employees through the Job Creation initiative.

PROJECT DETAILS

The ETP funded training will help Musco develop and enhance its current workforce skill set to attain and attract personnel to higher level skill set positions within the organization. The Company has developed a new learning plan and development assessment for its key positions to track individuals needing skill enhancement and to place these upskilled employees into newer and beneficial job positions. The training will also help its key equipment operators to operate and troubleshoot manufacturing equipment to keep production of goods flowing.

Training Plan

The following training will be conducted using Class/Lab, E-Learning, and Computer-Based Training delivery methods:

Business Skills: Training will be offered to Team Leads, Operations Staff and Administrative Staff on courses like Communication Skills and Customer Service.

Computer Skills: Training will be offered to Operations Staff, Labeling Staff, Warehouse Staff, Shipping & Receiving Staff, and Administrative Staff on courses like Dynamics Software and Advanced Microsoft Office.

Continuous Improvement: Training will be offered to Administrative Staff on courses like Decision Making, Best Practices, and Process Capability.

Management Skills: Training will be offered to Managers/Supervisors on courses like Effective Meetings for Leaders, Leadership, and Team Building.

Manufacturing Skills: Training will be offered to Cannery Staff, Farm Staff, Labeling Staff, Warehouse Staff, and Storage Yard Staff on courses like Assembly Process Control, Lean Manufacturing, and Pneumatics/Hydraulics.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the

hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Trainees will not receive 40 hours unless they work full time onsite at the clean-up location.

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, Cannery Staff and Operations Staff will receive up to 40 hours of training. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors. In this proposal, the certification entity has not yet been determined.

Computer-Based Training (CBT)

CBT will be provided to supplement Class/Lab, which is a more convenient means of delivering basic training. Trainees will receive between 0–60 hours of CBT.

Commitment to Training

Musco’s current training budget is \$100,000 in California. The Company delivers new-hire orientation, basic-computer skills, and refresher courses on OSHA 10/30 on its own. 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

Musco’s Safety Manager (dedicated administrator), Talent Management Specialist, and Director of Human Resources will oversee the project and coordinate training. ETP training will be delivered by in-house trainers who are subject-matter experts and by outside training vendors as needed.

Impact/Outcome

ETP-funded training will result in OSHA 10/30, HAZWOPER, and HAZMAT certifications, which will allow both incumbent and newly hired employees to be certified. Additionally, Musco will upskill its workers because of ETP training. Upskilling allows it to retain and hire more employees, while offering better internal-growth opportunities to both. This upskilling effort will result in an overall improvement to its systems across manufacturing, shipping, and customer service.

Electronic Recordkeeping/LMS

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

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

Alchemy Player System in Austin, TX has been retained to provide training for a fee of \$37,500.

National Safety Council will provide OSHA 10 training for a fee of \$1,500.

Summit Training source will provide OSHA 30 training for a fee of \$3,000.

Other vendors will be identified as they are retained.

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

Trainees may receive any of the following:

Business Skills

- Communication Skills
- Customer Service

Computer Skills

- Advanced Microsoft Office Classes
 - Excel
 - PowerPoint
 - Word
 - Project
 - Teams
- Dynamics Software

Continuous Improvement Skills

- Time Management
- Problem Solving
- Decision Making
- Root Cause Analysis
- Best Practices
- Lean Procedures Practices
- Statistical Process Control
- Process Capability
- Quality Measurement Systems
- Systems Failure Analysis
- Process Improvement

Hazardous Materials Skills

- Spill Prevention Counter Control Measures
- GHS/SDS Training
- Chemical Handling, Usage, Storage
- Food Grade vs Non Food Grade Materials

HazWoper

- Hazardous Material Handling
- Spill Prevention Countermeasure Controls
- Department of Transportation Training
- Water System Emergency Prevention

Management Skills (Managers/Supervisors/Leads Only)

- Effective Meetings for Leaders
- Finance for Technical Managers
- Leadership and Team Building
- Safety and the Supervisor

Manufacturing Skills

- Good Manufacturing Practices
- Materials Process and Equipment
- Changeover Procedures
- Adjustments and Settings
- Assembly Process Control
- Setup and Testing
- Power Industrial Equipment
- Lean Manufacturing
- Pneumatics/Hydraulics
- Electrical and Electronics
- Troubleshooting
- Boilers, Cookers, and Can Assembly Equipment
- Safety Skills
- Cyber Security Prevention
- Bloodborne Pathogens
- Power Industrial Equipment
- Hazard / Risk Assessments
- Confined Space Certification
- Energy Control Systems and Process
- Standard Operating Procedures
- Hot Works Permit Review
- Hearing Conservation

Computer-Based Training

Trainees may receive any of the following:

Manufacturing Skills

- Good Manufacturing Processes (0.5)
- Safety Skills (0.5)
- Cyber Security Prevention (0.5)
- Electrical Arc Flash (3)
- Electrical General Safety (3)
- Hot Works (1)
- Confined Space (2)
- Risk Assessment (1)
- Hazard Identification (1)
- Power Industrial Equipment (3)
- Fire Prevention (0.5)
- Emergency Preparedness (0.5)
- Safety Culture Development and Leadership (1)
- Safety Behavior Based Program Analysis (1)
- Injury Illness Prevention Risk Assessments (1)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10 (10 hours)

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30 (30 hours)



Training Proposal for:
Northern California Tile Industry Apprenticeship and Training Trust Fund

Contract Number: ET23-0935

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: A. Salinas

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworkers Local Union No. 3 CA		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$97,340		\$6,745 8%		\$104,085

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills, OSHA 30	25	8–200	0	\$492	\$29.41
				Weighted Avg: 20			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	145	8–210	0	\$633	\$29.41
				Weighted Avg: 37			

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

Minimum Wage by County: Job Numbers 1–2 (SET/Priority Industry wage modification):
\$29.41 per hour statewide

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

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

Up to \$2.41 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Up to \$6.72 per hour may be used to meet the Post-Retention Wage for Job Number 2.

These amounts have been verified in the CBA's wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Tile Layers and Tile Finishers		25
Job Number 2		
Apprentice - Tile Layers and Tile Finishers		35
		110

INTRODUCTION

Since 1917, Northern California Tile Industry Apprenticeship and Training Trust Fund (NorCal Tile) has been training apprentices from 46 Northern California counties in the tile finisher and tile layer trades. Tile Finishers work with the Tile Layers on the installation of ceramic, glass, or stone tile. Both occupations work in residential housing, large commercial projects, malls, schools or hospitals. ETP-funded training will be provided at a training center located in Livermore.

This will be NorCal Tile's fifth ETP Contract, and its fourth in the last five years. The proposed training will prepare both occupations on work that includes the laying, cutting, or setting of all tile used for floors, walls, ceilings, walks, promenade roofs, exterior veneers, and many other applications. Trainees in these occupations also prepare and set all concrete, cement, brickwork, or other foundations or material that may be required to properly set and complete the work.

Veterans Program

While this proposal does not include a Veterans' component, NorCal Tile works to recruit veterans into its apprenticeship program and works with Helmets to Hardhats. Application announcements for the apprenticeship program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab or E-Learning hour.

First-Year Apprentices

NorCal Tile would like to request an exception to permit the first-year Apprentices to participate as permitted under existing ETP Apprenticeship Training program's guidelines for a two-year program. Under these guidelines, an exception may be made for trainees who have advanced to Year 1, Period 2 when the apprenticeship program is less than or equal to 24 months. It is requesting this exemption for the Tile Finisher program, which is 24-months long. Allowing this will ensure it can train as many Apprentices as possible. This will not apply to the Tile Layers.

Employer Demand

Employers offer informal (on-the-job) training, but it is the responsibility of NorCal Tile to train the tile workers. The proposed training program will help unionized employers meet the challenges of staying competitive by giving workers the skills to stay employed in the industry as construction projects get funded. With the proposed classes, the tile setters and finishers will learn to build and retrofit buildings using safe and energy-efficient products. ETP funding will expand and upgrade NorCal Tile's program.

NorCal Tile reports that the following projects are driving employer demand under this proposal:

- Sky River Ranch Casino (Elk Grove)
- Oroville Hospital (Oroville)
- Tasman @ North First (San Jose)

PROJECT DETAILS

Participating employers and union representatives have identified the following reasons for what is driving the need for ETP training: the state's greenhouse gas emission-reduction goals require

workers to use new materials and skills; more aggressive non-union and out-of-state bidding requires unionized contractors to show a track record of meeting (not exceeding) labor and materials costs; and, customers have higher quality standards while also wanting projects to stay on budget and on time.

Training Plan

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

Commercial Skills: This training will be offered to all occupations on course topics such as ACT Membranes, ACT Mud Floors, ACT Grouts, Technical Aspect of Tile Installations, Trim Shaped and Materials, Types of Tiles, Lath & Scratch, Layouts, Math for Tile, and Mixing Mortar, Epoxy, Resins and Cement.

Certified Safety Training

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

Commitment to Training

The employers will continue to provide federal and state mandated training, company orientation, and job-site orientation training. Employers will continue to make contributions to the training trust fund for every hour worked by apprentices and journey-level workers. 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

NorCal Tile’s Training Director (dedicated administrator) will oversee the project with support from three administrative staff who will assist with marketing, recruitment, assessments, and scheduling of training. Training will be conducted by one full-time trainer and by the Training Director. These in-house trainers are former or current Tile Finishers or Tile Layers who are subject-matter experts in the areas they teach. Additionally, a third-party subcontractor was retained to assist with ETP administration.

Marketing and Support Costs

Marketing is conducted through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. It will disseminate class information throughout the year to all apprentice tile finishers and layers within the local’s jurisdictions as well as to the contractors who employ them. Thus, NorCal Tile requests and staff recommends 8% in support costs for both Job Numbers in recruiting and qualifying additional participating employers for this program.

Tuition Reimbursement

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

Alternate Recordkeeping

Staff has reviewed and approved NorCal Tile's request to use an alternate recordkeeping method.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0934* (Expansion)	\$114,053	1/31/22 – 1/30/24	68	0	0	\$0.00 (0%)
ET21-0950	\$114,053	11/2/20 – 11/1/22	68	153	153	\$114,053 (100%)

*ET22-0934: once ETP's Fiscal Unit processes the previous contract's (ET21-0950) invoices, NorCal Tile will be able to upload the ET22-0934 hours.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0934	Livermore	10/7/19 – 10/6/21	\$224,701	\$ 224,701 (100%)

DEVELOPMENT SERVICES

NorCal Tile retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

COMMERCIAL SKILLS

Journeyworker

- Advance Certification for Tile Installers (ACT)
- ACT Grouts
- ACT Gauged Porcelain Tile
- ACT Membranes
- ACT Mud Walls
- ACT Mud Floors
- ACT Shower Receptor
- ACT Large Format Tile
- Foreman Training Certification
- Membranes & Substrate Prep
- Membranes & Mud Ben Requirements
- Gauged Porcelain Tile/Panel Training
- Forklift
- Aerial Work Platforms
- ACT Orientation
- TCNA and ANSI Workshop
- Grouts A118.3, A118.6, A118.7, Single Component & Caulking
- COVID Safety Training

Apprentice

- Architectural Drawing
- Blueprint Reading
- Caulking
- Cleaning, Polishing and Sealing
- Commercial Room Layout #1 and #2
- Codes and Repairs
- Walls & Base
- Manipulative Skills Test
- Shower Floor
- Cased Window Ceiling
- Circular Column
- Dome
- Gothic Arch
- Semi-Circular Arch
- Radius Stairs
- Straight Stairs
- Tub Splash
- Tub/Shower Combination
- Elliptical or Gothic Arch
- Buttress Walls and Jamb
- Tub/Shower Niche
- "L" Shaped Countertop and Backsplash

- Two Drain Floor
- Float Large Walls - Using String Lines to Set Strips
- Grouting
- Hawk and Trowel
- Holding String Lines and Chalk Lines
- Laser and Transit Use
- Lath & Scratch
- Layouts
- Math for Tile
- Mixing Mortar, Epoxy, Resins and Cement
- Mud Mixing and Bonding Materials
- Set Screeds on Large Floor and Float
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Special Equipment: Scaffolds and Lifts
- Square Footages & Room Setup
- Square Shower Walls and Curb
- String Lines and Screeds for Slope
- Technical Aspect of Tile Installations
- Trim Shaped and Materials
- Types of Tiles
- Use of a Tile Rack
- Water Level Rooms for Wall Layout and Floor Elevations
- Waterproofing
- ACT
- ACT Grouts
- ACT Gauged Porcelain Tile
- ACT Membranes
- ACT Mud Walls
- ACT Mud Floors
- ACT Shower Receptor
- ACT Large Format Tile
- Foreman Training Certification
- Membranes & Substrate Prep
- Membranes & Mud Ben Requirements
- Gauged Porcelain Tile/Panel Training
- Forklift
- Aerial Work Platforms
- ACT Orientation
- TCNA and ANSI Workshop
- Grouts A118.3, A118.6, A118.7, Single Component & Caulking's
- COVID Safety Training

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Retrainee-Job Creation

Training Proposal for:

One Week Bath, Inc.

Contract Number: ET23-0158

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Job Creation Initiative Priority Rate Retrainee SB <100 SET	Industry Sector(s):	Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 73	U.S.: 73	Worldwide: 73
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$175,900

Total ETP Funding
\$115,460

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SET SB < 100	Business Skills; HazMat Skills; Comm Skills; Comp Skills; Cont Impr Skills; PL: Comm Skills; OSHA 10/30	73	8-200	0	\$920	\$29.41
				Weighted Avg: 40			
2	Job Creation Initiative Priority Rate SET SB < 100	Business Skills; HazMat Skills; Comm Skills; Comp Skills; Cont Impr Skills; PL: Comm Skills; OSHA 10/30	35	8-200	0	\$1,380	\$18.11
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job 1 (Retrainee): \$29.41 Per Hour Statewide SET Modified
Job 2 (Job Creation): \$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 1.

Wage Range by Occupation – Job Number 1		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Administrative		7
Installer		64
Manager		1
Owner	N/A	1
Wage Range by Occupation – Job Number 2		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Installer		5
		30

INTRODUCTION

Founded in 2000, located and headquartered in Van Nuys, One Week Bath, Inc. (One Week Bath) is an independent residential bathroom remodeling company. The company provides services to residential customers throughout Southern California. One Week Bath offers a full service, all-inclusive design and build process focusing on high quality full bathroom remodels within one week. This will be One Week Bath's second ETP Contract within the last five years.

Veterans Program

The Company does not have a specific Veteran's outreach program at this time however One Week Bath recruits Veterans and several Veterans are currently employed at the Company.

PROJECT DETAILS

One Week Bath is continuing to grow its business market share and customer base. The Company has experienced a significant increase in business demand from customers who want to remodel their homes. The increased in business demand necessitates the need to hire new employees to keep up and provide full service to its customers in a timely manner and maintain professional, and high quality outcomes on completed projects. The Company is planning to open a second location in Orange County which will initiate as a materials warehouse and home base for crews serving clients throughout the Orange County and San Diego region.

The construction industry has seen a significant shift in the workplace and it is becoming increasingly difficult to find talented, highly trained individuals with comprehensive construction skills. Typically, construction employees specialize in one or a few limited areas, but cannot complete a typical remodel project without the need to outsource or re-assign certain tasks to others who are adequately trained.

To address this, the Company created an in-house training center which will provide mock-ups of traditional bathroom remodels where staff will do hands-on training on all aspects of a bathroom remodel. This training center creation will provide a solution to the shift in the construction industry and the difficulty to find well trained employees. Training will allow the Company to hire new employees with little to no experience in the construction industry and train these new individuals from the ground up.

This business strategy benefits the company by creating a skilled workforce, enabling the company to be more flexible by sending out less employees per job and allows the job to be completed by one multi-skilled person who can complete every aspect of the remodel. This enhances quality and workmanship throughout the project, and results in less call backs for customer service or repair issues.

The Company's training focus will be that each unit will understand the construction process workflow: from proposals, to inspections, to job site preparation, all the way through completion. This start-to-end workflow model will allow all employees to understand the various stages involved and will allow each employee to provide the highest level of customer service when communicating with their clients. Although course topics and curriculum are similar to our previous contract, this project will focus on enhancing and further developing skills learned from the prior contract. No trainees will receive duplicative training under this proposal. In addition, this training is custom tailored to the internal processes, workflows, tools and techniques used by the Company. Training will not duplicate any apprenticeship training programs.

Retrainee - Job Creation

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

The Company will hire 35 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 Company is continuing to grow due to business demand and this is driving their need to hire 35 new employees. These employees often times will have varied construction backgrounds or little to no experience. This will provide One Week Bath the opportunity to provide full in-depth training to all employees from the ground up to ensure that business practices, techniques, and skills are fully developed and ready to deploy and complete field jobs independently.

Trainees who start in the lower wage band (\$18.11 - \$20.00) are trainees with no experience however once they are adequately trained, they move quickly into the higher wage band (\$20.01 - \$25.00). During its previous contract, One Week Bath hired 29 new individuals. The Company has recently invested in overhead and hired a recruiter focused on hiring new installers. Over the past two years, the Company has hired at a pace of approximately 2-3 individuals per month. With the plans to open a second location; One Week Bath is confident it will hire at least 35 new employees in this new training proposal.

Training Plan

Business Skills: this training will be offered to all occupations to improve employee communication, customer service, and management skills. Topics include new construction methodology, techniques, and tools expertise to increase efficiency and productivity.

Commercial Skills: this training will be offered to Installers. This training will focus on key skills that need to be mastered by all employees who are doing the work. Training topics include equipment operations, job site procedures, and job site logistics.

Computer Skills: this training will be offered to all occupations. This training will focus on enhancing skills of all employees to better their proficiency using technology and computers. Technology is becoming increasingly more common throughout the construction process and employees will need to learn these skills. Topics include job site tracking, productivity and planning, and process implementation.

Continuous Improvement: this training will be offered to all occupations. This training will focus on quality control, efficient techniques, and process improvement. This will allow for high quality completion of jobs and remodels and will result in less call backs. Topics include process improvement and quality control.

Hazardous Materials Skills: this training will be offered to Installers. This training will ensure that all installers and managers are adequately trained on how to manage and work with various chemicals and substances to ensure their safety. Topics include hazardous toxins and substances and safety prevention.

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 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.

Productive Laboratory

Installer trainees may produce goods for profit as part of the Productive Lab (PL) training in the courses identified under the Curriculum. The instructor will be fully dedicated and present at training delivery during all hours of productive lab training and will be solely focused on delivering instruction to trainees. Trainees in Job Number 1 and 2 may receive up to 20 hours of PL-Commercial Skills training.

PL training in conjunction with the training center is designed to assist, and confirm the skill development of our employees. One Week Bath is requesting PL so that trainees will be able to

demonstrate their ability to perform and master the skills they've learned. This will be completed and verified on various job sites where the instructor will monitor and ensure that employees are utilizing the proper techniques and methods in areas such as tiling, framing, drywall installation, painting and electrical work.

PL training will be provided in a 1:1 ratio and will take place on job sites where the instructor can observe, and verify that the task was done properly and up to code so that there is no customer call back for additional service or repairs.

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

One Week Bath spends approximately \$100,000 annually on training and includes basic onboarding, safety training, and other federally mandated training. This proposed project will allow the Company to implement new in depth training curriculum, related to new processes and procedures in the construction industry and will keep all employees up to date on the latest trends in design as well as any changing regulations for safety standards and constructions codes.

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

➤ Training Infrastructure

The training program will be administered by the Job Project Manager along with the Program and Training Coordinator who were both involved on the previous contract. The Company has also retained the services of a third party subcontractor who will assist with the administration of this project.

Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

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 \$ %
ET19-0122	Van Nuys	07/01/18 – 06/30/20	\$58,760	\$58,760 (100%)

DEVELOPMENT SERVICES

Training Funding Source in Seal Beach assisted with development of this proposal for a flat fee of \$1,900.

ADMINISTRATIVE SERVICES

Training Funding Source in Seal Beach 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: Curriculum**Class/Lab/E-Learning**

Trainees may receive any of the following:

Business Skills

- Budget
- Coaching Skills
- Communication
- Conflict Management
- Customer Service
- Developing New Opportunities
- Performance Management Planning
- Product Knowledge
- Risk Management
- Schedule Coordination
- Product Presentation Skills

Commercial Skills

- Drywall Installation
- Demolition
- Electrical
- Equipment and Operations
- Framing
- Job Cost
- Materials Handling and Storage
- Painting and Staining
- Plumbing
- Power Tool Use and Guarding
- Prepping/Protecting Property
- Respiratory Protection
- Site Logistics
- Tile Installation

Computer Skills

- Customer Relationship Management (CRM) Software
- GPS Software
- Microsoft Office - Intermediate
- QuickBooks
- RMS Software
- Estimation Tracking Software

Continuous Improvement Skills

- Process Improvement
- Problem Solving/Decision Making
- Productivity Improvement

- Quality Systems and Procedures
- Team Building

Hazardous Materials Skills

- Hazard Communication
- Material Safety Data Sheet
- Toxic Substances

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Productive Lab (Trainer-to-Trainee Ratio 1:1)

Trainees may receive any of the following:

Commercial Skills

- Equipment Operations
- Drywall Installation
- Demolition
- Electrical
- Framing
- Job Cost
- Painting & Staining
- Plumbing
- Prepping/Protecting Property
- Tile Installation



Retrainee-Job Creation
Training Proposal for:
The Jon Renau Collection Inc.
Contract Number: ET23-0159

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: A. Salinas

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100 Job Creation Initiative	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 62	U.S.: 62	Worldwide: 62
<u>Turnover Rate:</u>	9%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$105,650

Total ETP Funding
\$85,100

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 SB <100	Business Skills, Cont. Imp., Computer Skills, HazMat, Mfg. Skills, PL-Mfg. Skills	62	8–200	0	\$1,150	\$21.57
				Weighted Avg: 50			
2	Job Creation Initiative Priority Rate SB <100	Mfg. Skills, HazMat, PL- Mfg. Skills	10	8–200	0	\$1,380	\$17.64
				Weighted Avg: 60			

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

Minimum Wage by County: Job Number 1: \$21.57 per hour for San Diego County
Job Number 2(Job Creation): \$17.64 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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1

Up to \$2.25 per hour may be used to meet the Post-Retention Wage for Job Number 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 – Retrainee		
Administrative Staff		2
		2
		3
Production Staff		24
		18
		8
Supervisors/Managers		1
		4
Job Number 2 – Job Creation Initiative		
Production Staff		8
		2

INTRODUCTION

Founded in 1984 in Carlsbad, The Jon Renau Collection Inc. (Jon Renau) (<https://jonrenau.com/>) is an international manufacturer of alternative hair accessories. Its products deliver natural fiber options with comfort and style in mind for the wearer. The Company's catalog features over 1,500 different wig styles, hair extensions, hair additions, hairpieces, headwear, and hair-care products. Jon Renau partners with 2,000 plus local boutiques, oncology centers, hospitals, large retailers, and e-commerce sites across the US and internationally. ETP training will be delivered at its Carlsbad facility.

This is will be the Company's first ETP Contract.

Veterans Program

Although there is not a separate Veterans' Job Number in this proposal, Jon Renau is committed to veteran inclusion and encourages veterans to apply for positions within the Company.

Retrainee - Job Creation

In this proposal, the Company will hire ten 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, Jon Renau expects consumer demand to increase 15-20% per year and will need to increase its staff to produce more goods. The Company's continued expansion of its customer base requires an increase in production capacity. These ten new employees will learn the skills necessary to facilitate this effort, in conjunction with the tutelage from experienced incumbent workers.

Temporary to Permanent Hiring

The Company will train ten workers under Panel guidelines for the Temporary-to-Permanent program (Job Number 2). The Company has retained these employees on a temporary basis, with the intention of hiring them into full-time, permanent positions after training. The average time for "converting" temporary workers into full-time permanent employment is one month. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums while on temporary status, and upon hire into full-time permanent employment.

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

PROJECT DETAILS

Jon Renau has determined that customer preferences for wigs, toppers, hair pieces, extensions, hair replacement, and care and styling products are constantly changing. The Company's customers are also demanding a higher level of customer-service care and quality standards. Its employees need more job-skill knowledge to produce these products with greater quality and more efficiency. The training included will also enable trainees to operate new equipment and software needed to meet these changes.

Training Plan

The following training will be conducted using Class/Lab, E-Learning, and Productive Lab delivery methods:

Business Skills: Training will be offered to Administrative Staff and Supervisors/Managers on course topics like Inventory Control, Product Knowledge, and Project Management.

Computer Skills: Training will be offered to Administrative Staff and Supervisors/Managers on course topics like Enterprise Resource Planning (ERP), Material Requirement Planning, Network & Server Management, and Microsoft Office Suite Software (Intermediate/Advanced).

Continuous Improvement: Training will be offered to Administrative Staff and Supervisors/Managers on course topics like Good Manufacturing Practices (GMPs), Lead Time Reduction, and Lean Manufacturing Skills.

Manufacturing Skills: Training will be offered to Production Staff on course topics like Standard Operating Procedures (SOP), Chemical and Microbiological Analysis, and Hazard Analysis and Critical Control Point (HACCP).

Productive Laboratory (PL- Manufacturing Skills)

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

PL- Manufacturing Skills' training is requested for 60 Production Staff (ten of which are Job Creation Retraitees) to receive hands-on experience with the manufacturing equipment. A maximum of 30 hours of PL training is being requested which is necessary for safe and efficient operation. The PL training will take place live on the factory floor with each trainee under the instruction and supervision of an experienced senior-team member. Additionally, a 1:1 trainer-to-trainee PL ratio is being requested.

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 Staff will receive up to 40 hours of training. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors. In this proposal, the certification entity has not yet been determined.

Commitment to Training

Jon Renau's current training budget is \$86,000 in California. The Company provides new-hire orientation, sexual harassment prevention, fire extinguisher operation, CPR, basic-computer skills, workplace violence prevention, and basic HR-related training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ **Training Infrastructure**

The Company's Director of People (dedicated administrator) will be in charge of administration, scheduling and documenting training efforts. ETP training will be delivered by in-house trainers who are subject-matter experts, and outside training vendors may be used as needed. A third-party administrative subcontractor has been retained to assist with ETP staff and administration.

Impact/Outcome

ETP funded training will help employees learn critical job skills in courses including Manufacturing Skills to improve product quality and increase production efficiency. As a result of ETP training, HazMat certification will allow safer management of materials and production of goods.

Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

DEVELOPMENT SERVICES

Jon Renau retained Training Funding Source (TFS) in Seal Beach to assist with development of this proposal for a flat fee of \$1,900.

ADMINISTRATIVE SERVICES

The Company also retained TFS 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: Curriculum**Class/Lab/E-Learning**

Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting
- Coaching/Communication
- Credit & Collection Skills
- Customer Relations
- Goal Setting
- Inventory Control
- Product Knowledge
- Project Management
- Selling Tactics
- Time Management
- Business Writing
- Design/Merchandising

COMPUTER SKILLS

- Enterprise Resource Planning (ERP)
- Material Requirement Planning
- Network & Server Management
- Microsoft Office Suite Software (Intermediate/Advanced)
- Wrike Software Tool for Work Management
- Production Scheduling
- Shop Floor Data Collection
- Workcenter Routing

CONTINUOUS IMPROVEMENT

- Good Manufacturing Practices (GMPs)
- Lead Time Reduction
- Lean Manufacturing Skills
- Process Flowchart
- Process Improvement
- Root Cause Analysis
- SMART Goals
- Total Quality Management

HAZARDOUS MATERIALS (HazMat) 1:40 Ratio

- HazMat Handling
- Material Safety Data Sheets

MANUFACTURING SKILLS

- Chemical and Microbiological Analysis
- Equipment Operations
- Hazard Analysis and Critical Control Point (HACCP)

- Laboratory Procedures
- Material Handling Equipment
- Preventive Maintenance
- Production Equipment/Tools
- Product Formulation and Development
- Sanitation
- Setup Time Reduction
- Standard Operating Procedures (SOP)
- Troubleshooting
- Validation

Productive Lab (Trainer-to-Trainee Ratio 1:1)

PL- MANUFACTURING SKILLS

- Equipment Operations
- Material Handling Equipment
- Preventive Maintenance
- Production Equipment/Tools
- Sanitation
- Troubleshooting



**Training Proposal for:
Tri-Counties Sheet Metal Workers Joint
Apprenticeship Committee**

Contract Number: ET23-0910

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No The International Association of Sheet Metal, Air, Rail and Transportation Workers, Sheet Metal Workers' Local Union No. 104		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$120,728</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$8,362 8%</div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$129,090</div>
In-Kind Contribution:	50% of Total ETP Funding Required		Inherent	

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm'l. Skills, Computer Skills, OSHA 10/30	7	8-200	0	\$590	\$41.47
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice Veterans	Comm'l. Skills, Computer Skills, OSHA 10/30	7	8-210	0	\$2,840	\$29.41
				Weighted Avg: 166			
3	Retrainee Priority Rate Apprentice	Comm'l. Skills, Computer Skills, OSHA 10/30	37	8-210	0	\$2,840	\$29.41
				Weighted Avg: 166			

*Post Retention Wage is the Contractual wage

Minimum Wage by County: SET/Priority Industry Wage Modification: \$29.41

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 \$2.44 per hour may be used to meet the Post-Retention Wage in Job Numbers 2 & 3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Sheet Metal Worker		7
Job Number 2		
Veteran Apprentice - Sheet Metal Worker		7
Job Number 3		
Apprentice – Sheet Metal Worker		37

INTRODUCTION

Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee (www.tcjatic.org) (Tri-County JAC) was founded jointly by the Sheet Metal Workers' International Local 104 and the Sheet Metal and Air Conditioning Contractors National Association in 1941.

Tri-County JAC provides up-to-date industry skills training and secure high-quality job opportunities for its members. The Tri-County-JAC provides training to the Apprentices and Journeyworkers within the Local 104 membership. The JAC is dedicated to developing and improving work skills that lead to secure and well-paid job opportunities in the sheet metal construction industry, in turn helping associated large and small employers maintain their business within California.

For over 10 years, its contractors have worked on over 100,000 new homes and schools, libraries and other public buildings. Tri-Counties JAC has provided industry skills training to Apprentice and Journeyworker Sheet Metal Workers employed by Sheet Metal/Air Conditioning and General Contractors. The counties served are Tulare, Kings and Kern Counties. Because of the school's recent growth, The JAC now operates in its newly acquired training facility in Ventura. This will be Tri-County JAC's fourth ETP Contract, and the fourth within the last five years.

Veterans Program

Tri-County-JAC is committed to supporting job-related training that helps Veterans transition into the California workforce. The JAC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. The JAC also does outreaching to veteran-specific job fairs directly targeted to veterans. Upon a veteran's acceptance into the program, they are enrolled into an earn-and-learn apprenticeship program and will be employed while they are in classes and learn both the hard and soft skills needed by employers.

The Veteran population participating in this project may include transitioning active duty Veterans who are within one year of their anticipated separation date from service.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

The Training Center is a partnership between Sheet Metal Workers Local 104 and their unionized contractors. With input from both labor and management, Tri-County JAC has developed and customized their curriculum to address the local needs of its members, participating employers and the industry. Potential trainees take an entrance test to gain entry into the apprenticeship program. If accepted into the program, they follow the school's DAS-approved curriculum.

Participating employers and union representatives have identified the following additional reasons for training:

- An increase in out-of-state competition,
- State energy efficiency regulations to be met,
- Contractors must implement cost reduction measures, and
- Customers have higher quality standards, but want projects to stay on-budget and on-time.

According to Tri-County JAC, sheet metal employers must improve worker job skills so that they can perform new techniques, including energy efficiency practices and technologies; respond to the increase in demand for sheet metal workers with business and computer skills such as 3-D virtual building modeling and welding; and develop skills in waste reduction of expensive materials, causes of re-work and job delays.

Without the proposed training proposed, the Tri-County JAC will not be able to help its employers meet the quickly changing needs of this highly competitive construction industry. The program will train to the needs of the employers, thus improving job security and reducing periods of unemployment for Local 104 members.

Tri-County-JAC will provide a source of well-trained Sheet Metal Workers so that employers have a reliable source of workers to fill new work projects for:

- Channel Islands High School
- Todd Road Jail
- Amazon transfer station
- Oxnard High School
- UC San Luis Obispo
- Thomas Aquinas College

Training Plan

The sheet metal trade is one of the only trades that designs, manufactures and installs its own products. Sheet Metal Workers take ordinary pieces of flat metal and make them into specialized products such as duct systems and solar panels.

Commercial Skills: Training will be offered to all occupations and include pattern development used to draw, fabricate and install anything out of a piece of flat metal. They will learn to read plan specifications to ensure that they are able to fabricate and install products correctly. Classes will also include Architectural & General Sheet Metal, Duct Cleaning, and Introduction to Welding among others.

Computer Skills: Training will be offered to all occupations and include 3-Dimensional (3-D) virtual construction software and AutoCAD training. This additional training in software applications will provide trainees the ability to schedule, plan, and track jobs; meet lean construction project requirements; and install and adjust automated systems.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Director will oversee the project administration. The Trust has assigned an 8 staff committee dedicated to this ETP Contract, (2 staff for ETP administration, 2 staff for needs assessment, 2 staff for recruitment and 2 staff for scheduling training). Tri-County-JAC trainers are former or current members of the trade who bring first-rate credentials and vast field experience and are experts in the training topics and the skills needed on the worksite. The trainers will also help the apprentices understand the real challenges the apprentices will meet on the job and how to overcome them.

The JAC also retained Strategy Workplace Communications to provide administrative services that includes assisting in maintaining ETP requirements in all paperwork, consults and advises the JAC in filing rosters, enrollments and invoices.

Marketing and Support Costs

Marketing is provided through Tri-Counties JAC's website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Tri-Counties JAC also promotes this training program at labor-management meetings and industry assemblies.

Application announcements for the apprentice program are sent to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations. The JAC also give presentations at local high schools, community colleges, community-based organizations and community events.

Tri-Counties JAC requests, and staff supports, 8% support costs for Job Numbers 1-3 to fund recruitment and assessment of additional participants. While many participants have already been recruited, additional recruitment and assessment activities with employers and the JAC must occur to support apprenticeship training.

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) (\$ %)
ET22-0926	\$212,572	10/04/21-10/03/23	62	0	0	\$47,239 (22%)

Based on ETP Systems, 2,454 reimbursable hours have been tracked for 18 enrollees out of 68 estimated trainees with potential earnings of \$47,239 (22% of approved amount for ET22-0926. The Contractor projects final earnings of 100% based on training currently committed.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0935	Ventura	08/24/20 – 08/23/22	\$114,871	\$114,871 (100%)
ET20-0913	Ventura	08/01/19 – 07/31/21	\$226,830	\$222,896 (98%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Journeyworker**

- AB841 (Energy efficiency in public schools)
- Architectural & General Sheet Metal
- Beginning HVAC
- Duct Cleaning
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Technician certification
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Service & Start-Up
- Sheet Metal/HVAC Detailing
- Stick Welding (SMAW)
- TAB Certification
- TIG Welding (GTAW)
- Title 24 MATT Level 1 -- (Mechanical Acceptance Test Technician)
- Trimble GPS Training

Commercial Skills**Apprentice**

- AB841 (Energy efficiency in public schools) NEW
- Architectural Installation
- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation
- Architectural & General Sheet Metal
- AutoCAD (Introduction, Intermediate, Advanced)
- Beginning HVAC
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Core 1 (Safety/Tools)
- Communication
- Emergency Procedures
- Field Safety

- Geometric Construction
- Hand Tools
- Hazard Communication
- Hoisting and Rigging
- Lines and Lettering
- Safety in Field Installation
- Shop Safety
- Core II (Beginning Layout)
- Freehand Sketching
- Introduction to Parallel Lines
- Pictorial Drawings
- Sheet Metal and Metal Products
- Core III (Advanced Layout)
- Change Ogee Offsets
- Duct Change Elbows
- Duct S Offsets
- Introduction to Triangulation
- Y Branches
- Core IV (Architectural Principles)
- Additional Architectural Sheet Metal Work
- Architectural Sheet Metal Practices
- Flashings
- Introduction to Architectural Sheet Metal
- Roof Drainage Systems
- Waterproofing Roof Edges & Walls
- Duct Cleaning
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Foreman and Project Management Training
- Foreman Training
- Human Relations
- Introduction to Supervision
- Personnel Records
- Planning and Organizing
- Project Management
- Supervisory Training
- HVAC I
- Air and Air Properties
- Cooling
- Duct Design
- Duct Systems
- Energy Management Systems
- Heating
- Indoor Air Quality
- Introduction to HVAC Systems
- Refrigerant Cycle
- Servicing HVAC Equipment

- Start-Up and Commissioning Systems
- Ventilation
- HVAC II
- Controls
- Electricity
- Refrigerant Cycle
- Servicing HVAC Systems
- Start-Up and Commissioning Systems
- TAB Instrument Use
- TAB Work
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Plans and Specifications
- Architectural Drawings
- Electrical Drawings
- Mechanical Drawings
- Sheet Metal Shop Drawings
- Specifications
- Structural Drawings
- The Contract Documents
- Revit Detailing Software
- Service & Start-Up
- Sheet Metal/HVAC Detailing
- Sheet Metal Welding
- Codes and Symbols
- GMAW Process
- GTAW Process
- Introduction to Welding
- SMAW Process
- Welding Equipment Set-Up
- Welding Equipment Safety
- Welding Safety
- Stick Welding (SMAW)
- TAB
- TAB Certification
- TIG Welding (GTAW)
- Title 24 MATT Level 1 -- (Mechanical Acceptance Test Technician)
- Trimble GPS Training

Computer Skills

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Revit Detailing Software
- Bluebeam Software
- Building Information Modeling Software

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Ventura County Electrical Joint Apprenticeship and Training Trust Fund

Contract Number: ET23-0909

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Veterans Priority Rate	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 952		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$73,704		\$5,084 8%		\$78,788

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Business Skills; Commercial Skills; OSHA 10/30	25	8-200	0	\$590	\$43.75
				Weighted Avg: 24			
2	Retrainee Apprentice Priority Rate	Business Skills; Commercial Skills; OSHA 10/30	35	8-210	0	\$1,642	\$29.41
				Weighted Avg: 96			
3	Retrainee Apprentice Veterans Priority Rate	Business Skills; Commercial Skills; OSHA 10/30	4	8-210	0	\$1,642	\$29.41
				Weighted Avg: 96			

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

Minimum Wage by County: \$29.41 per hour Statewide for all Job Numbers

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

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

Up to \$7.53 per hour may be used to meet the Post-Retention Wage in Job Numbers 2 & 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Inside Wireman Journeyworker		25
Job Number 2		
Inside Wireman Apprentice		35
Job Number 3		
Inside Wireman Apprentice/Veteran		4

INTRODUCTION

Ventura County Electrical Joint Apprenticeship and Training Trust Fund (VCE-JATC), (www.vciatc.org) is a nonprofit training organization, founded in 1977, dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. VCE-JATC is governed by a Board of Trustees comprised of four labor and four management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 952 and the National Electrical Contractors Association (NECA). Located in Ventura, California, VCE-JATC has over 100 participating employers that contribute funds to the Apprenticeship program. In 2021, VCE-JATC purchased an 11,000 square foot building and installed four state of the art classrooms and modern training equipment.

VCE-JATC trains inside wiremen who install the power, lighting, controls and other electrical equipment in commercial and industrial buildings. All trainees are members of IBEW Local 952, which currently represents over 528 electricians in Ventura County. This will be VCE-JATC's 7th ETP contract and 6th in the last 5 years.

During the term of apprenticeship, a worker works 8,000 hours on the job for a five-year program with various Ventura County electrical contractors. In addition, they attend school two nights per week for five years, totaling 1,080 hours. An apprentice electrician works directly under the supervision of a qualified journeyman electrician in installing or maintaining a variety of approved wiring methods for distribution of electrical light, heat, power, radio, and signaling utilization systems.

Ventura employers and their electricians play an important role in retrofitting the buildings in their county so that the buildings use the latest energy efficiency technologies and materials. ETP training funds will help Ventura's electrical companies meet local and state energy efficiency goals

Through direct engagement of employers, the apprenticeship program is uniquely designed to place its graduates directly into "learn-while-you-earn" apprenticeships that provide a quality wage and entry into a rigorous trade education leading to a lifelong career within the local community.

Veterans Program

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.

The Veteran training curriculum will be the same as Apprentice training outlined above. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans. The JATC is committed to supporting job-related training that helps Veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance. These benefits are paid directly to the Veteran trainees. VCE-JATC is currently working with Naval Base Ventura County to create a veteran recruitment program for veterans transitioning out of the military.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

The Inside Wiremen trained at VCE-JATC install and maintain the various types of electrical systems found in commercial and industrial facilities, electric vehicle stations and transit systems. This equipment may be lighting and receptacles, to motors, to heating equipment, to systems that control the operation of the facility's energy usage. They also install conduit systems that contain the wire from the motor control centers or panel boards to the equipment that uses electricity. Those conduits may contain power cables or control cables. Many of the conduit systems are exposed and must be installed to exacting standards using neat and workmanlike craftsmanship. The proposed training program helps unionized employers have a pool of well-trained apprentices and journey workers.

In addition to training apprentices, VCE-JATC is committed to ongoing training for the journey level of apprentices which makes the jobsite supervision classes for the journey workers who supervise apprentices crucial. The supervisor training ensures that apprentices are well guided and trained to become highly skilled and independent workers on a site. The work is performed in existing or new residential, commercial and industrial buildings and includes street and highway lighting, fueling stations, traffic signals and other outdoor above and below grade installations.

Some of the apprentices' projects have Project Labor Agreements (PLAs). PLAs ensure that people within the community are hired to work on the local projects. VCE-JATC Electricians will be working on the following construction projects:

- Rose Elementary School
- Los Robles Hospital
- Del Sol High School in Oxnard
- Tekada
- Amgen
- Proctor & Gamble
- Oxnard Harbor
- Cold Storage Facility (Agricultural)
- Subterranean Parking Structure at the Lakes
- Various Onshore and Offshore Oilfield Project

Training Plan

Business Skills: Training will be offered to all occupations. Electricians are faced with understanding new national building codes and green practices; following certification guidelines; using more collaborative bidding and project development practices; meeting budgets; interacting with other types of construction workers; implementing green solutions in traditional work environments and correctly training apprentices on worksites. Training will also include team-building and leadership skills so that electricians can lead teams in an effective and efficient manner. The proposed training will give trainees the tools to plan, organize, train and manage their construction projects so that both the apprentices and journey level electricians can complete jobs efficiently and on time. Business Skills courses will be offered to all electricians who want to take the classes.

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

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Director of Ventura County Electrical will oversee the project. The trust has 13 part-time and one full time trainer. The trainers are former or current members of the trade and have received or are scheduled to receive Master Certification status. The center publishes the training schedule online and class attendance is mandatory. Trainers take daily attendance and test regularly and administrative staff collects the records and submits information to ETP for compliance and reimbursement. VCE-JATC retained an administrative subcontract or to provide administrative services.

Marketing and Support Costs

Through informational flyers, personal contacts, telephone calls, public service announcements, emails, and websites, program information is disseminated throughout the year. Application announcements for pre-apprenticeship and apprenticeship program are sent to local, state and federal agencies such as to local high schools, community colleges, military bases, state and federal prisons and community-based organizations. JATC representatives attend job fairs throughout the community.

VCE-JATC is requesting 8% support costs for Job Numbers 1 & 2 and 3.

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) (\$ %)
ET21-0928	\$128,410	09/01/20 – 08/31/22	98	83	12	\$128,410 (100%)

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0908	Oxnard	09/03/19 - 09/02/21	\$252,800	\$253,119 (100%)
ET19-0912	Oxnard	07/30/18 – 07/29/20	\$325,330	\$325,330 (100%)
ET17-0929	Oxnard	01/27/17 – 01/26/19	\$195,000	\$195,000 (100%)
ET16-0911	Oxnard	10/05/15 – 10/04/17	\$222,800	\$220,024 (99%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyman and Apprentice

- Project Estimating
- Project Planning and Scheduling
- Completing Work Reports
- Team Building Skills
- AutoCAD

Commercial Skills

Journeyman

- AC Theory
- Anti-Harassment
- Blueprint Reading and Specifications
- Building Automation Systems
- California Advanced Lighting Controls Program (CALCTP)
- Conduit Bending & Raceway Installations
- Confined Space Entrant & Attendant
- CPR/First Aid/AED
- Cyber-Security Systems -- new
- DC Theory
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Project Supervision
- Electrical Safe Work Practices based on the NFPA70E
- Electrical Test Instruments
- Energy Storage & Microgrid Training (ESAMTAC)
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Jobsite Safety
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors & Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation

- Programmable Logic Controllers (PLC's)
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

Apprentice

- AC Theory
- Anti-Harassment
- Blueprint Reading and Specifications
- Building Automation Systems
- California Advanced Lighting Controls Program (CALCTP)
- Conduit Bending & Raceway Installations
- Confined Space Entrant & Attendant
- CPR/First Aid/AED
- Cyber-Security Systems
- DC Theory
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Project Supervision
- Electrical Safe Work Practices based on the NFPA70E
- Electrical Test Instruments
- Energy Storage & Microgrid Training (ESAMTAC)
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Jobsite Safety
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors & Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation
- Programmable Logic Controllers (PLC's)
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:
Laborers Training and Re-Training Trust Fund
for Southern California

Contract Number: ET23-0908

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Veterans Priority Rate	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Kern, Los Angeles, Orange, San Bernardino, San Diego, Riverside, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No SoCal District Council of Laborers and Affiliated Laborers International Union; Local 89; Local 220; Local 300; Local 585; Local 652; Local 783; Local 1184; Local 1309		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,640		\$32,080 8%		\$499,720
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Business Skills, Commercial Skills, OSHA 10/30	75	8-200	0	\$590	\$37.24
				Weighted Avg: 24			
2	Retrainee Apprentice	Commercial Skills, OSHA 10/30	325	8-210	0	\$1,231	\$29.41
				Weighted Avg: 72			
3	Retrainee Apprentice	Commercial Skills, OSHA 10/30	15	8-210	0	\$1,231	\$29.41
				Weighted Avg: 72			
4	Retrainee Apprentice Veterans	Commercial Skills, OSHA 10/30	30	8-210	0	\$1,231	\$29.41
				Weighted Avg: 72			

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

Minimum Wage by County:

Job Number(s) 1-4 (SET/Priority Industry wage modification): \$29.41 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

Health benefits of up to \$7.07 per hour for Job Numbers 2 and 4 and up to \$6.35 per hour for Job Number 3 may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Construction Craft Laborer, Landscape & Irrigation Fitter		75
Job Number 2		
Apprentice - Construction Craft Laborer		148
		177
Job Number 3		
Apprentice - Landscape & Irrigation Fitter		15
Job Number 4		
Apprentice - Veterans Construction Craft Laborer, Landscape & Irrigation Fitter		14
		16

INTRODUCTION

Founded in 1970, the Laborers Training and Re-Training Trust Fund for Southern California (SoCal Laborers) funds training for three separate Apprenticeship Programs, two of which will participate in this proposal: Laborers Southern California JATC and Southern California laborers Landscape and Irrigation Fitters JATC. SoCal Laborers serves eight Southern California Locals (89, 220, 300, 585, 652, 783, 1309, and 1184) across 12 counties in Southern California, including Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, and Ventura. SoCal Laborers operates 14 training sites that are collectively known as the Laborers School, which currently has over 2,655 enrolled apprentices. This will be SoCal Laborers tenth ETP Contract, and the eighth within the last five years.

Union Support

Construction Craft Laborers and Landscape & Irrigation Fitters are represented by the Laborers' International Union of North America, including Locals 89, 220, 300, 585, 652, 783, 1309, and 1184.

Veterans Program

SoCal Laborers is committed to supporting job-related training that helps Veterans transition into the California workforce. SoCal Laborers recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. The training program for Veterans (Job Number 4) is the same as the Apprentice training.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this case, the Construction Craft Laborer Program is 18 months and the Landscape & Irrigation Fitter program is five years. Apprentices are required to attend a week of training each semester for three years to certify as a Journeyworker Laborer. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hacienda La Puente Unified School District).

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

Participating employers and union representatives have identified several factors driving the need for training, including an aging workforce, non-union competition, COVID-19, rising cost of materials, higher quality and energy efficiency standards, and the increasing complexity of construction projects. Employers are working with new, alternative building materials while managing rising costs and improving construction techniques to reduce waste and increase

efficiency. The training program provides trainees with skills necessary to perform construction duties with new materials and processes to meet employer needs. Trainees will learn skills that include pneumatic and various construction tools, welding, organizing and lifting heavy materials, and reading construction plans/blueprints. Laborers will also learn to perform many safety-related duties such as proper scaffolding, flagging, and traffic control.

Much of the training will occur at the Azusa training site, but due to its distance from the trainees' home and work locations, some trainees may go to one of the other 13 satellite training centers. Apprentices and Journeyworkers are trained year round. Training sessions are scheduled during the evenings and weekends.

Apprentices & Journeyworkers will be trained to work the following projects: NBC Universal Office Building, Intuit Dome, LAX Automated People Mover, Division 20 Portal Widening & Turnback Facility, and LAX CONRAC – Consolidated Rent-A-Car Facility.

Alternate Recordkeeping

Staff has reviewed and approved SoCal Laborers' request to use an alternate recordkeeping method.

Training Plan

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

Business Skills: Training will provide Journeyworkers with the tools to plan, organize and manage construction projects in the most efficient and timely manner. Training will include Project Management, Teambuilding, Leadership Skills, Conflict resolution, and Decision Making Skills.

Commercial Skills: Training will be offered to Journeyworkers and Apprentices in the skills necessary to build and maintain commercial, industrial, and residential construction sites. Journeyworker training will include Pipe Layout Techniques, Blueprint Reading, Drilling, Green Construction, Tunneling, and Weatherization. Apprentice training will include Air Tools, Pipeline Technologies, Hand & Power Tools, Hoisting & Rigging, and Confined Space Awareness.

OSHA 10/30: Training will ensure that Journeyworkers and Apprentices are aware of safety and health hazards often encountered in the workplace. The coursework is geared to construction work and manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30 training, this cap extends to 210 hours.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Director will oversee the project. The SoCal Laborers administrative team and staff members from the eight Locals will provide assistance with marketing, recruitment, needs assessments, and the scheduling of training. SoCal Laborers has trainers who are former or current Laborers and experts in the subject matter they teach. Strategy Workplace Communications has also been retained to provide contract administration services.

Marketing and Support Costs

SoCal Laborers is requesting and staff recommends 8% support costs to fund additional recruitment and qualifying of participating employers for this program, and to conduct ongoing assessments of employer-specific job requirements. There will be staff members at SoCal Laborers that will assist with the marketing, recruitment, needs assessments and scheduling of training.

SoCal Laborers and the various local unions publicize the availability of training through direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Additional marketing takes place at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations. Feedback on the training program comes directly from the employers and union representatives based on workplace performance, requests of customers, and course evaluations completed by participants.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes performance by SoCal Laborers under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0923	\$555,096	10/04/21 – 10/03/23	449	0	0	0*

*ET22-0923: Trainee enrollments and hours are pending submission for this contract until the trainees are closed in the ET21 contract. The Contractor projects final earnings of 100% based on training delivered to date and committed to by employers.

PRIOR PROJECTS

The following table summarizes performances by SoCal Laborers under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0927	Multiple Locations	09/14/20 – 09/13/22	\$378,860	\$268,060 (71%)*
ET21-0917	Multiple Locations	08/14/20 – 08/13/22	\$378,860	\$178,994 (47%)**
ET20-0904	Multiple Locations	07/01/19 – 06/30/21	\$749,706	\$749,706 (100%)
ET19-0903	Multiple Locations	07/01/18 – 06/30/20	\$938,666	\$938,666 (100%)
ET17-0921	Multiple Locations	12/31/16 – 12/30/18	\$706,731	\$706,731 (100%)
ET16-0916	Multiple Locations	11/19/15 – 11/18/17	\$490,565	\$490,565 (100%)

*ET21-0927: Based on ETP Systems, 13,602 reimbursable hours have been tracked for potential earnings of \$268,060 (71% of approved amount). The Contractor is in the process of inputting additional hours and projects final earnings of 100% based on training delivered to date.

**ET21-0917: Based on ETP Systems, 9,006 reimbursable hours have been tracked for potential earnings of \$178,994 (47% of the approved amount). The Contractor is in the process of inputting additional hours, invoicing, and closing out this contract. The Contractor projects final earnings of 100% upon Final Closeout.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**JOURNEY LEVEL**

- 24-hr Confined Space Entry
- Above Ground Drilling
- Aerial Boom Lift
- Air Tools
- Air Tools Awareness
- Anthrax Remediation
- Asbestos Abatement
- Asbestos Awareness
- Asbestos Worker Refresher - 8 hrs. (English & Spanish)
- Asbestos Worker Supervisor Refresher - 8 hrs. (English & Spanish)
- Asbestos Worker Supervisor - 40 hrs. (English & Spanish)
- Asbestos Worker - 40 hrs. (English & Spanish)
- Asphalt R & R
- Basic Blueprint Reading
- Basic Clay Pipe Awareness
- Basic Emergency Response Awareness
- Basic Weatherization
- Blueprint Reading
- Brick Tending
- Bricktender Duties
- Bricktender Forklift
- Bricktender Scaffold Erecting & Dismantling
- California Class A Prep
- Class A License
- Class A License Preparation
- Concrete Cutting & Coring
- Concrete Placements & Finishing Tech 1
- Concrete Placements & Finishing Tech 2
- Concrete R & R
- Concrete Repair
- Concrete Sawing
- Concrete: Coring and Drilling, Cutting, Placement, R & R & Sawing
- Concrete-Intro to Epoxy and Epoxy Injection
- Confined Space Awareness
- Confined Space Entry
- Construction Math
- Decorative Concrete
- Disaster Site Worker
- Drilling Operations
- Environmental Hazards
- Environmental Hazards of Highway Work
- Fall Protection

- Fence Installation and Repair
- Fire Safety
- Fire Watch
- Foreman Training
- Forklift Safety
- Forklift-Rough Terrain
- Formsetting Techniques (Concrete)
- General Construction
- Green Construction
- Green Construction Awareness
- Hazard Communication
- Hazardous Waste Worker - 40 hrs. (English & Spanish)
- Hazardous Waste Worker - 80 hrs. (English & Spanish)
- Hazardous Waste Worker Refresher (English & Spanish)
- Heat Illness
- Heat Stress Prevention
- Hoisting & Rigging-Advanced Math
- Hoisting and Rigging
- ICRA Awareness
- ICRA-Infection Control Risk Assessment
- Introduction to Epoxy-Concrete
- Introduction to MSE Wall
- Jobsite Erosion Control
- Landscape 1
- Landscape 2
- Landscape 3
- Landscape 4
- Landscape Laborer
- Laser, Transit and Building Level
- Lead Abatement and Awareness
- Lead Awareness
- Lead Worker Refresher CEW (English & Spanish)
- Lead Worker Supervisor (English & Spanish)
- Lead Worker - 24 hrs. (English & Spanish)
- Machine Operations and Concrete Sawing
- Mini Excavator
- Mixing Mortar and Silica Awareness
- Nuclear Power Plant Worker
- Paver Installation
- Permit Required Confined Space Entry
- Pipelaying
- Pipeline Procedures
- Pipeline Procedures: Polyethylene Pipe Fusion
- Pipeline Technologies
- Process Safety Management
- Qualified Rigger & Signal Person
- Rail Worker
- Reducing Silica Exposure
- Residential Construction Landscaping
- Respiratory Awareness
- Rigging & Signaling Awareness (formerly QRSP)

- Sandblasting
- Saw Cutting
- Scaffold Builder
- Scaffold User
- Signal Person
- Silica Awareness
- Skid Steer
- Skid Steer 1
- Skid Steer 2
- Skip Loader
- Superintendent Training
- SWPPP (Storm Water Pollution Prevention Plan) Awareness
- Tilt-Up
- Traffic Control & Flagging
- Traffic Control 2
- Traffic Control Technician
- Treated Wood Waste Awareness
- Trench Plate Protection
- Trench Safety
- Trencher
- Valley Fever Awareness
- Water Truck Operation Safety
- Weatherization Technician and Installer

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30

Business Skills

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

Commercial Skills**APPRENTICE****Laborer: General**

- Air Tools
- Asphalt Remove & Replace
- Blue Print Reading
- Brick Tending

- Construction Math
- Concrete
- Hand & Power Tools
- Hazardous Waste Worker
- Lead Abatement Worker
- Pipe Laying
- Steward Training
- Tilt-Up Construction
- Laborer: Landscape
- Landscape 1: Planting & Maintenance
- Landscape 2: Construction Math & Irrigation Systems
- Landscape 3: Erosion Control, Grading & Drainage
- Landscape 4: Retention Walls, Dividers & Flatwork
- Mini Excavator
- Skip Loader
- Utility Trailer

All Laborers

- 24-hr Confined Space Entry
- Adult First Aid/CPR/First Aid
- Aerial Boom Lift (ABL)
- Aerial Boom Lift Safety
- Air Tools Awareness
- Asbestos Abatement
- Asbestos Awareness
- Asbestos Worker Refresher - 8 hrs. (English & Spanish)
- Asbestos Worker Supervisor Refresher - 8 hrs. (English & Spanish)
- Asbestos Worker Supervisor - 40 hrs. (English & Spanish)
- Asbestos Worker - 40 hrs. (English & Spanish)
- Basic Blueprint Reading
- Basic Clay Pipe Awareness
- Basic Emergency Response Awareness
- Basic Weatherization
- Blueprint Reading
- Bricktender Duties
- Bricktender Forklift
- Bricktender Scaffold Erecting & Dismantling
- Class A License
- Class A License Preparation
- Concrete Cutting & Coring
- Concrete Placements & Finishing Tech 1
- Concrete Placements & Finishing Tech 2
- Concrete R & R
- Concrete Repair
- Concrete Sawing
- Concrete-Intro to Epoxy and Epoxy Injection
- Confined Space
- Confined Space Awareness
- Construction Math
- Decorative Concrete
- Demolition and Deconstruction

- Disaster Site Worker
- Environmental Hazards
- Environmental Hazards of Highway Work
- Facility Systems and Maintenance
- Fall Protection
- Fence Installation and Repair
- Fire Safety
- Fire Watch
- First Aid/CPR
- Foreman Training
- Forklift and Forklift Safety
- Forklift Safety
- Forklift-Rough Terrain
- Formsetting Techniques (Concrete)
- Fundamentals of Petroleum Refining
- General Construction
- Green Construction Awareness
- Hazard Communications
- Hazardous Waste Worker
- Hazardous Waste Worker Refresher
- Hazardous Waste Worker Refresher (English & Spanish)
- Hazardous Waste Worker - 40 hrs. (English & Spanish)
- Hazardous Waste Worker - 80 hrs. (English & Spanish)
- Heat Illness/Stress
- Heat Stress Prevention
- Hoisting & Rigging
- Hoisting & Rigging-Advanced Math
- ICRA Awareness (Infection Control Risk Assessment)
- ICRA for Occupied Facilities (Infection Control Risk Assessment)
- ICRA-Infection Control Risk Assessment
- Indoor Air Pollution
- Introduction to Epoxy-Concrete
- Introduction to MSE Wall
- Landscape Laborer
- Laser Transit and Building Level
- Laser/Transit/Building Level Basics
- Lead Awareness
- Lead Worker Refresher CEW (English & Spanish)
- Lead Worker Supervisor (English & Spanish)
- Lead Worker - 24 hrs. (English & Spanish)
- Machine Operations and Concrete Sawing
- Mixing Mortar and Silica Awareness
- MSE Wall Construction
- Paver Installation
- Permit Required Confined Space Entry
- Pipeline Procedures
- Pipeline Technologies
- Process Safety Management
- Quality Rigger/Signal Person
- Rail Worker
- Reducing Silica Exposure

- Refinery Craft Specific Safety Training
- Refinery Excavation
- Refinery Safety Overview
- Respiratory Awareness
- Respiratory Protection
- Rigging & Signaling Awareness (formerly QRSP)
- Safety Attendant
- Safety Attendant Worker
- Sandblasting
- Saw Cutting
- Scaffold Builder
- Scaffold User
- Signal Person
- Skid Steer
- Skid Steer 1
- Skid Steer 2
- Superintendent Training
- SWPPP (Storm Water Pollution Prevention Plan) Awareness
- Tilt-Up
- Traffic Control
- Traffic Control and Flagging
- Traffic Control Technician
- Treated Wood Waste Awareness
- Trench Plate Protection
- Trench Plates and Shoring
- Trench Safety
- Trencher
- Valley Fever Awareness
- Water Truck
- Water Truck Operation Safety
- Work Area Prep

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:

Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry

Contract Number: ET23-0931

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC (H) Construction (C) Mining, Oil Gas (21) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$462,400		\$32,079 8%		\$494,479

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills; OSHA 30	289	8-200	0	\$1,711	\$29.41
				Weighted Avg: 100			

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

Minimum Wage by County: SET/Priority Industry wage modification: \$29.41 per hour

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

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

Up to \$2.83 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice - Plumber and Pipefitters		289

INTRODUCTION

Established in 1945, Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry (SoCal Plumbing and Piping) (www.ajtraining.org) provides center-based training for Apprentices and Journeymen who primarily work in oil refineries in Southern California.

Participating employers are contractors in oil refineries such as Chevron USA (El Segundo Refinery), Tesoro Refining & Marketing Company (Carson and Wilmington Refineries), PBF Energy (Torrance Refinery), Phillips 66 (Wilmington Refinery), Valero Energy (Wilmington and Asphalt Refineries), and Lunday Thagard (South Gate Refinery). These refineries process about one million barrels of oil a day.

Veterans Program

Although there will be no separate job number for Veterans in this proposal, SoCal Plumbing and Piping is committed to bringing Veterans into its program by supporting the Veterans In Piping (VIP) program at Camp Pendleton. The VIP consists of a group of Marines who are completing their service and preparing for civilian life in the pipe trade. The training takes place at Camp Pendleton during the Marines' last 18 weeks of service. Upon completion, they are placed as second year Apprentices in the trade. The Marines who come from different parts of the United States are placed all over the country, so the majority are not eligible for ETP funding. There are currently 28 Veteran Apprentices in its program.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

This will be SoCal Plumbing and Piping's fifth ETP Contract. The proposed training is in response to Senate Bill 54 (SB 54) enacted after the 2012 Chevron Oil Refinery disaster in Richmond injuring several employees and thousands of people in the surrounding communities. Following the disaster, the Legislature enacted SB 54 that found the use of unskilled and untrained workers in chemical manufacturing and processing facilities including oil refineries was a risk to public health and safety.

Under SB 54, contractors working in such facilities are required to employ Apprentices and skilled Journeymen who are graduates of Apprentice programs. In addition, all workers must complete special high hazard training to work in refineries. This bill applies to any trade working for contractors in a refinery, including plumbers, pipefitters, and steam fitters. This resulted in two major changes to the industry. First, there is a demand for more registered Apprentices and Journeymen. Second, training has changed to add high hazard safety training to existing programs.

In this proposal, SoCal Plumbing and Piping will primarily focus on specific Apprentice trainees to qualify them for refinery work under SB 54. Other trainees are regular Apprentices starting out in the trade. Training for Apprentices will allow them to advance in pay levels in accordance with the collective bargaining agreement for the industry.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices which will focus on the refineries such as refinery system and safety, high tech work process, refinery gaskets, oil flows, rigging, draining systems, crude oil and pipelines, and the petroleum refining industry. Training will also provide workers with the fundamentals of welding, mathematics used in the piping trades, and technical diagrams and piping drawings.

Certified Safety Training

OSHA 30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 30 hours of classroom or E-learning geared to construction and manufacturing 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.

Electronic Recordkeeping

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

Commitment to Training

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

➤ **Training Infrastructure**

The SoCal Plumbing and Piping’s Training Coordinator will oversee the implementation of the proposed training with two in-house staff members dedicated to ETP administration, needs assessment, recruitment, and scheduling of training. Two outside administrative vendors have been retained to assist in the project administration and to ensure that all training records are in compliance with ETP requirements. Training will be delivered by in-house trainers who are journey level workers with extensive practical and training experience in the trade.

Marketing and Support Costs

The SoCal Plumbing and Piping’s marketing efforts are conducted through the association web sites, mailings, and presentations. Training information is disseminated throughout the year to all Apprentice within the local justification as well as to the contractors who employ them. The SoCal Plumbing and Piping requests and staff recommends 8% support costs to assist with marketing, recruitment, and assessment of additional employers which will continue throughout the contract term.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes SoCal Plumbing and Piping's performance under active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET21-0910	\$427,350	10/05/2020 - 10/04/2022	185	264	264	\$427,350 (100%)*
ET22-0922	\$598,290	10/04/2021 - 10/03/2023	259	0	0	\$0 (0%)**

*ET21-0910: Based on ETP Systems, 45,993 reimbursable hours have been tracked for potential earnings of \$427,350 (100% of approved amount). The Contractor is in the process of closing out this contract and projects final earnings of 100% based on training delivered to date.

**ET22-0922: Trainee enrollments and training hours are pending submission in this contract until the trainees are closed in the ET21-0910 contract.

PRIOR PROJECTS

The following table summarizes performance by SoCal Plumbing and Piping under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0941	Multiple Locations	12/23/2019 - 12/22/2021	\$375,310	\$375,310 (100%)
ET19-0931	Multiple Locations	11/01/2018 - 10/31/2020	\$582,999	\$582,999 (100%)

DEVELOPMENT SERVICES

The SoCal Plumbing and Piping retained Betat Advisories in Auburn to assist with the development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

The SoCal Plumbing and Piping retained Betat Advisories and Los Angeles Unified School District in Los Angeles to perform administrative services in connection with this proposal for a combined fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills

- Refinery Safety: Working in High Hazard Facilities
- High Tech Work Process
- Refinery Gaskets
- Understanding Oil Flows
- Refinery Systems
- Fundamentals of the Petroleum Refining Industry
- Crude Oil and its Pipelines
- Classes of Refinery Processes and Refinery Configurations
- Properties of the Refinery-Produced Streams
- Hazard Communication
- Emergency Action Plans
- Toxicology
- Personal Protective Equipment for Working in a Refinery
- Respiratory Protection
- Hearing Conservation
- Energy Control
- Confined Space
- Prevention of Heat Stress
- Refinery Safe Working Practices
- Refinery Process Overview
- Introduction to OSHA
- Hazard Communication
- Personal Protective Equipment
- Material Handling
- Electrical Safety
- Tool Safety
- Scaffold Safety
- Fall Protection
- Stairways and Ladders
- Confined Spaces
- Mathematics used in the Piping Trades
- Units of Measurement
- Rigging in the Piping Trades
- Materials, Hardware and Tools Associated with “Rigging”
- Incorporate Units of Measuring and Mathematical Formulas with “Rigging”
- Use of Copper and Acetylene Torches
- Gas Distribution Systems and their Components
- Uniform Plumbing Code and other Administrative Authorities
- Fittings, Pipes, Appliances and Materials
- Drainage Systems and their Components
- Water Treatment

- Water Treatment & Water Sizing
- Water Mains & Water Sizing
- Water Mains & Services
- Building Water Systems
- Hot water Supply & Water Sizing
- Introduction to Basic Drawing Tools, Measuring Tools and Lettering Skills
- Three View, Plan View and Elevation View Drawings
- Graphic Symbols for Pipe Fittings and Valves
- Interpretation of Technical Diagrams and Piping Drawings
- Interpretation of Isometric Drawings
- Service & Repair/Fixtures & Controls
- Basic Electricity, Pneumatics, Hydraulics and Servicing of Gas and Electrical Appliances
- Failure Analysis
- Advanced Drawing
- Isometric Drawings
- Drawing Structural Backgrounds
- Drawing Sleeves on Structural Backgrounds
- Drawing Sleeves Without Dimensions
- Review Other Trades Drawings
- Design & Layout
- Isometric Drawing of Water, Water Gas, Waste and Vent Systems
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Material Take-Off List for Installation
- Laying out Trenches, Figure Grade and Backfill
- Ordering Material For The Job Site and Maintain an Inventory
- Fundamentals of Welding
- How to Strike and Maintain an Arc with Shielded Metal Arc Welding. Process
- Flat, Vertical and Overhead Positions with 610 and 7018 Welding Rod on Plate
- General Knowledge of Oxy Fuel and Arc Welding Safety
- Flame Cut and Bevel Pipe
- Proper Use of Grinders for Welding Preparation
- Welding Techniques for Plate and Pipe
- Weld Rod Designations, Amp Settings and Polarity
- Creating Models and Estimating
- Qualities and Role of a Leader
- Computer-Based Technologies
- Medical Gas Installer & Brazing

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
**Los Angeles County Electrical Educational
 and Training Trust Fund**

Contract Number: ET23-0903

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local Union 11		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$467,568</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$32,363 8%</div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$499,931</div>
In-Kind Contribution:	50% of Total ETP Funding Required		Inherent	

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commercial Skills, OSHA 30	293	8-200	0	\$1,591	\$29.41
				Weighted Avg: 93			
2	Retrainee Apprentice Veterans	Commercial Skills, OSHA 30	21	8-200	0	\$1,608	\$29.41
				Weighted Avg: 94			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$29.41 per hour.

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

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

Up to \$1.88 per hour may be used to meet the Post-Retention Wage for Job Numbers 1-2. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wireman		293
Job Number 2		
Veterans Apprentice – Inside Wireman		21

INTRODUCTION

Founded in 1964, Los Angeles County Electrical Educational and Training Trust Fund also known as LA Electrical Training Institute (LA County ETI) is a training organization serving Los Angeles County. LA County ETI is governed by a Board of Trustees comprised of 3 labor and 3 management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 11 and the Los Angeles County Chapter National Electrical Contractors Association (NECA). LA County ETI has approximately 261 signatory contractors who contribute to the trust fund and understand the market advantage of having well-trained and qualified union electricians on their job sites. This will be LA County ETI's fourth ETP Contract; and the fourth in the last five years.

Veterans Program

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.

In this project, LA County ETI has committed to train 24 Veterans (Job Number 2). The Veteran training curriculum will be the same as apprentice training outlined above. These trainees are in

a separate job number to better track performance toward the goal of improved outreach for Veterans. Currently, 247 Veterans are registered as apprentices at ETI.

LA County ETI recruits Veterans with the assistance of IBEW Local 11's full time Veterans Director who works in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Further, it hosts special days just for veterans to come in and apply for the apprenticeship program. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go the second stage (the interview).

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

In order to remain competitive while keeping up with new energy solutions, technological advances, industry standards, reduce cost, retiring workforce, and customer demand, participating employers have expressed the need for skilled Apprentices. With a well-trained and competent workforce, employers have better opportunities to increase contract work and wages, improve retention, complete project on time and on budget, and provide higher quality products, services and a safe work environment.

To meet current and future demand for electrical industry workers, LA County ETI continues to train wiremen in standards of the trade while also training on new electrical changes to meet the needs of energy efficient solutions. ETP funding will assist LA County ETI in meeting the demands of their 261 signatory contractors who require well-trained and qualified union electricians on their job sites. In addition, ETP-funded training will help give workers the needed skills to keep up with more stringent codes and new technologies. With a goal of 50% of existing buildings being retrofitted by 2030, LA County ETI's apprentices need to be trained to install new energy solutions that meet or surpass the state's mandated energy efficiency requirements. Some of the projects trainees will be working during the Contract include Los Angeles International Airport, Los Angeles International Airport - Airport Metro Connector Transit Station, Los Angeles MTA light rail (2028 Olympics), Lucas Museum, Los Angeles Unified School District, John Burroughs Middle School Comprehensive Modernization, Compton Unified School District, Refinery Maintenance at California Resources Company (Marathon Oil, Phillips 66 Oil, and Chevron), Los Angeles Proposition HHH (affordable housing), and Los Angeles Clippers Intuit Dome.

Training Plan

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

Commercial Skills: Inside Wireman Apprentices learn to install, maintain and repair various types of electrical and electronic equipment in commercial, industrial and residential establishments. They also learn to install, connect, and test electrical wiring systems for lighting, heating, air conditioning and sound and communications in any building or structure. Energy efficiency training is expected to be the centerpiece of the program because participating employers and property owners are demanding these state-mandated construction methods and technologies.

Certified Safety Training

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

Commitment to Training

LA County ETI provides commercial skills training for Inside Wireman Apprentices. Employers will continue to make contributions to the training trust fund for every hour worked by Apprentices and Journeyworkers. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

Training Infrastructure

The Training Director of LA County ETI will oversee this project with administrative assistance from 15 staff members. Additionally, the Company has retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

Marketing and Support Costs

There are 15 staff members who will assist with the marketing, recruitment, needs assessments and scheduling of training.

LA County ETI requests 8% support costs for trainees in Job Numbers 1 and 2 (Veterans) to allow its staff to recruit and qualify additional apprentices for this program. While many apprentices have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training. Staff recommends the 8% support costs.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes performance by LA County ETI under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
**ET22-0943	\$594,830	11/22/21 – 11/21/23	280	TBD	TBD	TBD
*ET21-0923	\$379,266	09/21/20- 09/20/22	218	573	573	100%

**ET22-0943: Based on ETP Systems, 14,080 reimbursable hours have been tracked for potential earnings of \$273,431 (46% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through August 2023.

*ET21-0923: \$114,792 has been approved and earned by ETP Fiscal. An additional amount of \$264,474 is still in the review process and on track for approval by ETP Fiscal Unit. As a result, final earnings for this Contract will total an estimated \$379,266 (100% of approved amount).

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0937	Los Angeles	11/04/19 – 11/03/21	\$749,520	\$749,520 (100%)

DEVELOPMENT SERVICES

LA County Electrical TTF retained California Labor Federation in Sacramento, Strategy Workplace Communications (Strategy) in Alameda, and State Building and Construction Trades Council of California in Sacramento assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

APPRENTICE

2nd Year

- AC Theory, Levels I, II, III
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level II
- Code Standards and Practices 2, 2017 NEC
- Codeology, Level I
- Conduit Fabrication
- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I
- Mathematics

3rd Year

- AC Theory
- Commercial Blueprints
- Cad-welding
- Code and Practices
- Conduit Bending: Rigid & EMT, Chicago & 555
- CPR/First Aid refresher
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Ground Testing
- Grounding and Bonding
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Rigging, Hoisting, and Signaling
- Test Instruments
- Transformer wiring
- Transformers

4th Year

- Blueprints (& Layout Yard)
- Code Calculations
- Code Prep

- California Energy Commission Automated Demand Response
- Grounding and Bonding
- Motor Control
- Motor Control Labs
- Motor Controls: mag starter & 3-wire control
- Motors
- PLCs (Programmable Logic Controllers)
- Refinery Safety Orientation (RSO)
- VFDs (Variable Frequency Drives)

5th Year

- Advanced License Preparation
- Alternative Energy Sources
- Building Automation Systems
- CALCTP Acceptance Testing
- Code and Practices
- Code Calculations
- CPR/First Aid Refresher
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Distributed Generation
- Foreman Training: Managing the Work including NECA/IBEW presentations
- Instrumentation Introduction
- Motor Control
- Orientation
- Power Quality
- PV/Solar Installer (Photo-Voltaic/Solar)
- Structured Cabling
- Torque

All Years

- Arc Flash Safety Awareness
- Advanced Lighting Control
- Convention Center Orientation
- ESAMATC Energy Storage (Energy Storage and Microgrid Training and Certification)
- Energy Audit Survey
- Rigging and Lifting
- Title 24 Lighting Installation and Codes
- Qualified Safety Person

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

OSHA 30



Training Proposal for:
N.E.C.A./I.B.E.W. Inland Training Fund

Contract Number: ET23-0906

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Veterans Priority Rate	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Bernardino, Inyo, Mono, Riverside	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Locals 440 & 477		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,396		\$32,344 8%		\$499,740

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	11	8-200	0	\$492	\$39.60
				Weighted Avg: 20			
2	Retrainee Apprentice Local 440	Commercial Skills, OSHA 10/30	205	8-210	0	\$1,437	\$29.41
				Weighted Avg: 84			
3	Retrainee Apprentice Local 477	Commercial Skills, OSHA 10/30	109	8-210	0	\$1,437	\$29.41
				Weighted Avg: 84			
4	Retrainee Apprentice Veterans Locals 440 & 477	Commercial Skills, OSHA 10/30	30	8-210	0	\$1,437	\$29.41
				Weighted Avg: 84			

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

Minimum Wage by County: Job Numbers 1-4 (SET/Priority Industry wage modification): \$29.41 per hour

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

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

Up to \$9.61 per hour may be used to meet the Post-Retention Wage (Job Numbers 2-4). This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Inside Wireman & Sound Installer		11
Job Numbers 2 - 4		
Apprentice - Inside Wireman & Sound Installer		24
		170
		150

INTRODUCTION

The N.E.C.A./I.B.E.W. Inland Training Fund (ITF) was founded in 1985 to jointly manage the training trust funds for International Brotherhood of Electrical Workers (IBEW) Local 440 (Riverside) and Local 477 (San Bernardino) (www.inlandempirejafc.org). Each Local sponsors a separate apprenticeship program, as registered with the Division of Apprenticeship Standards.

The ITF manages Apprentice and Journeyworker training for both programs and serves over 150 signatory employers. These programs were established through collective bargaining between Locals 440 and 477, and the Southern Sierras Chapter National Electrical Contractors Association (NECA). This is ITF's fifth ETP project, and the fifth within the last five years.

Veterans Program

ITF works with Helmets-to-Hardhats to recruit veteran applicants. Military applicants with a DD214 who have a minimum of two years of electrical/electronic experience may be eligible to enter the program on an expedited basis, following an oral interview and aptitude test. This applies to both apprenticeship programs (Locals 440 and 477). The training curriculum for Veterans (Job Number 4) is the same as the Apprentice training.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

Participating employers and union representatives have identified several factors driving the need for training, including an increase in out-of-state competition, customer demand for higher quality standards, and the need to implement effective cost reduction measures.

Local 440 (Riverside) and Local 477 (San Bernardino) electricians are building and servicing a multi-billion dollar sports entertainment complex, waste water treatment plant expansions and upgrades, energy efficiency retrofits and new construction projects, medical office buildings, commercial developments, school renovations, and public works projects. Some of these projects include the Dagget Solar Project, a hockey arena in Indio, and the Blythe Solar Project. ITF will provide training to workers from surrounding regions for commercial and industrial projects with local signatory contractors.

Training Plan

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

Business Skills: Training will provide Journeyworkers with the tools to plan, manage and organize construction projects. Courses will include Creating Bids, Project Management,

Leadership Skills, Decision Making Skills, Advanced Time Management, and Green Awareness Training.

Commercial Skills: Training will be offered to Journeyworkers and Apprentices in industry-specific skills designed to help participating employers meet local work demands. Journeyworker courses will cover Advanced Lighting, Fiber Optics, Cable Splicing, Motor Controls, and Welding. Apprentice training will cover Blue Print Reading, Electrical Theory, Building Automation, Code and Practices, Lighting Design, and Structured Cabling.

Computer Skills: Training will give Journeyworkers tools to read and modify blueprints as necessary on a job site. Courses will include AutoCAD, Job Tracking, and Scheduling and Planning Jobs.

OSHA 10/30: Training will ensure that Journeyworkers and Apprentices are aware of safety and health hazards often encountered in the workplace. This is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work and manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Alternate Recordkeeping

Staff has reviewed and approved ITF’s request to use an alternate recordkeeping method.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Training will be overseen by the ITF Director of Training. Most of the training under this proposal will occur at the main training site in San Bernardino. However, on an as needed basis, training may be provided at training locations in Palm Springs and Blithe (Riverside County) and other locations depending on employer needs and project locations. Training will be provided by one of the ITF’s 35 trainers, regardless of location. All trainers are former or current members of the trade and experts in the subject matter they teach.

Marketing and Support Costs

Training will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and ITF’s website. Class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the Inland Empire region. Application announcements for the Apprentice program are also provided to local, state, and federal agencies, high schools, community colleges, and community-based organizations, by way of recruitment.

Five staff people will assist with marketing, recruitment, needs assessments and scheduling of classes. ITF is requesting and staff recommends 8% support costs to help with recruiting and qualifying additional participating employers for this program and to assist with assessments and curriculum development. Many participating employers have already been recruited; however, additional recruitment and assessment activities are anticipated.

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 performance by ITF under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0900	San Bernardino, Riverside, Mono, Inyo	08/17/20 – 08/16/22	\$375,833	TBD*
ET20-0906	San Bernardino, Riverside, Mono, Inyo	07/01/19 – 06/30/21	\$742,620	\$742,620 (100%)
ET18-0908	San Bernardino, Riverside, Mono, Inyo	08/28/17 – 08/27/19	\$924,880	\$819,087 (89%)
ET17-0912	San Bernardino, Riverside, Mono, Inyo	09/25/16 – 09/24/18	\$801,440	\$718,012 (90%)

*ET21-0900: Based on ETP Systems, 29,622 reimbursable hours have been tracked for potential earnings of \$574,572 (153% of the approved amount). The Contractor is in the process of submitting invoicing and closing out this contract. The Contractor projects final earnings of 100% upon Final Closeout.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Business Skills**Journey Training: Sound and Communications & Inside Wiremen**

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

Commercial Skills**Journey Training: Sound and Communications & Inside Wiremen**

- Advanced Lighting
- Automated Demand Response
- Energy Storage
- Cable Splicing
- CPR First Aide
- Electrical Vehicle
- Estimation
- Fiber Optic
- Foreman
- Fork Lift –Boom Lift-Scissor Lift
- Instrumentation
- Motor Controls
- National Electric Code-Exam Prep-Code Calculations
- NFPA 70E –Arc Flash
- Pipe Bending –Conduit Fabrication
- Rigging Hoisting and Signaling
- Solar Power Systems
- Test Instruments
- Welding

Computer Skills

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

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30

Commercial Skills**Apprentice****2nd Year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology-National Electric Code-2020 Code Book Review
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending –Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology-National Electric Code-2020 Code Book Review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- OSHA
- Pipe Bending –Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology-National Electric Code-2020 Code Book Review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding

- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending –Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology-National Electric Code-2017 Code Book Review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending –Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

Sound and Communications Apprentice Curriculum

- AC Theory
- AC Systems
- Blueprint
- Building Automation
- Closed Circuit -CCTV
- Code and Practices
- Codeology-National Electric Code-2014 Code Book Review
- CPR First Aid
- DC Theory
- Electrical System
- Electrical Theory
- Electronic Systems
- Fiber Optic
- Fire Alarms
- Grounding and Bonding
- Network Technologies
- NFPA 70-E-Arc Flash
- Nurse Call Systems
- OSHA

- Paging and Voice Systems
- Pipe Bending –Conduit Fabrication
- Power Quality Analysis
- Radio Frequency Communications
- Residential Advanced Technologies
- Security Systems
- Semiconductor
- Sound Reinforcement Systems
- Structured Cabling
- Telephony
- Test Instruments

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:
**San Luis Obispo County Electrical Joint Apprenticeship &
 Training Trust**

Contract Number: ET23-0948

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Luis Obispo	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 639		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; text-align: center;">\$77,504</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; text-align: center;">\$5,339 8%</div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; text-align: center;">\$82,843</div>
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	38	8-210	0	\$2,018	\$29.41
				Weighted Avg: 118			
2	Retrainee Apprentice Priority Rate Veterans	Comm'l. Skills, OSHA 10/30	3	8-210	0	\$2,053	\$29.41
				Weighted Avg: 120			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$29.41 per hour.

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

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

Up to \$3.01 per hour (per collective bargaining) may be used to meet the Post-Retention Wage in Job Numbers 1 and 2. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wireman Electrician		38
Job Number 2		
Veteran Apprentice – Inside Wireman Electrician		3

INTRODUCTION

Founded in 1950, San Luis Obispo County Electrical Joint Apprenticeship & Training Trust (SLO County Electrical) (www.ibew639.org) is a nonprofit training organization dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. SLO County Electrical trains Electricians to install power, lighting, heating, controls and other electrical equipment in commercial and industrial buildings. SLO County Electrical is governed by a Board of Trustees management representatives, and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 639 and the National Electrical Contractors Association (NECA). SLO County Electrical's headquarters and training center are located in San Luis Obispo, and serves both large and small companies and workers in San Luis Obispo County. There are currently 30 signatory employers and 251 active members contributing to the fund. San Luis Obispo employers and their Electricians play an important role in retrofitting the buildings in the county so that they use the latest energy efficiency technologies and materials. This project will assist San Luis County's electrical companies meet local and state energy efficiency goals.

Veterans Program

SLO County Electrical recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. To continue to recruit Veterans to join the program, SLO County Electrical is committed to supporting job-related training that helps Veterans transition into the California workforce and included a Veteran component in this project (Job Number 2) to support this effort.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

According to the Employment Development Department, Electrician is on the list of top 100 fastest growing occupations between 2014 and 2024 with an estimated increase rate of 32%. In addition, employers have a critical need for training for a skilled workforce to help them grow and stay competitive in California. As such, SLO County Electrical has designed a comprehensive training program to address participating employer needs. Training will meet current and future demand for electrical industry workers, address electrical power quality, infrastructures required by new and future technologies, which require specific standards, installation practices to accommodate evolving systems integrations, and help meet local and state energy efficiency.

Employers in the electrical trade continue to face an on-going challenge to increase worker skills in order to meet higher standards, using energy efficiency, adjust to a retiring workforce, adapt to new technological advances, compete with non-union workers and meet customer demands. Apprentices are expected to deliver quality work that meets standards in order for the employer to remain competitive and acquire contract work (bidding). In addition, SLO County Electrical must keep up with the increased workforce and changes in electrical construction, by offering courses in new and emerging technologies focusing on renewable energy and highly efficient electrical control systems. California's commercial buildings consume approximately 40% of the state's power supply for lighting and ventilation. Employers and Electricians play an important role in retrofitting the buildings in such ways that the buildings use the latest energy efficiency technologies and materials. As a result, SLO County Electrical must train Apprentice Inside Wireman Electrician to meet demand. Training will prepare them to work on current projects that include Morro Bay Battery Storage Facility, Waste Water Treatment Plant in San Luis Obispo and Waste Water Treatment Plant in Cayucos.

Training Plan

This will be SLO County Electrical's first ETP Contract, which includes curriculum in Commercial Skill and OSHA 10/30 for both large and small employers in San Luis Obispo County. The proposed training, entirely center-based, is scheduled to begin upon Panel approval. Class/Lab and E-Learning will be provided in the following:

Commercial Skills: This training will be offered to Inside Wireman Electrician in the newest electrical construction code and industry standard, blueprint reading, transformers, testing instruments, motor controls and programmable logics. This training will help apprentices gain the skills to work safely and productively in their various trades in the electrical industry.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

Employers will continue to make contributions to the training trust fund for every hour worked by apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

Training Infrastructure

The Training Director will oversee all ETP training and project administrative responsibilities, which include scheduling of training, recruitment, marketing, assessment, and tracking of training. In addition, SLO County Electrical has retained an outside administrative consultant to ensure that all training records adhere to ETP requirements.

Marketing and Support Costs

SLO County Electrical conducts marketing through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. Application announcements for the program are circulated to local, state and federal agencies, high schools, community colleges, and community-based organizations.

SLO County Electrical requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. Many participating employers have already been recruited; however, additional recruitment and assessment activities are anticipated. Staff recommends the 8% support costs.

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.

DEVELOPMENT SERVICES

SLO County Electrical retained California Labor Federation in Sacramento, Strategy (Strategy) Workplace Communications in Alameda, and State Building and Construction Trades Council of California in Sacramento assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

2nd Year Curriculum

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety related work practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- OSHA
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Systems
- Electrical Theory

- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- CALCTP Lighting (new)
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Cyber Security (new)
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems

- ESAMATC Energy Storage (Energy Storage and Microgrid Training)
- Certification's Energy Storage
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:
Santa Barbara County Electrical JATC

Contract Number: ET23-0912

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Barbara	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 413; National Electrical Contractors Association		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$94,640		\$6,533 8%		\$101,173

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	37	8-210	0	\$2,309	\$29.41
				Weighted Avg: 135			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, Business Skills, Computer Skills, OSHA 30	20	8-200	0	\$787	\$45.39
				Weighted Avg: 32			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry wage modification): \$29.41 per hour

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

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

Up to \$6.71 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wiremen Electrician		10
		27
Job Number 2		
Journeyworker - Inside Wiremen Electrician		20

INTRODUCTION

Founded in 1950 and headquartered in Buellton, The Santa Barbara County Electrical JATC is a nonprofit training organization dedicated to providing up-to-date industry skills training and development to secure high-quality job opportunities for its members. The JATC is governed by a Board of Trustees consisting of management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 413 and the National Electrical Contractors Association. The JATC trains inside wiremen who install the power, lighting, controls, and other electrical equipment in commercial and industrial buildings. This will be Santa Barbara County Electrical JATC's first ETP Contract.

Veterans Program

The JATC recruits and hires Veterans in cooperation with organizations such as Helmets to Hardhats, and is committed to supporting job-related training that helps Veterans transition into the California workforce.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

The construction industry is facing more demands from customers for workers who are able to build using new green construction practices incorporating new materials for energy efficiency and carbon neutral projects. Specifically, electrical contractors who are skilled and able to maintain energy and efficiency standards outlined by LEED and other regulations set for the industry.

Santa Barbara County Electrical JATC provides training for new and upskilling education and training to Inside Wiremen Apprentices who will learn to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial, and residential buildings. Training will include how to install, connect, and test electrical wiring systems for various functions including lighting, heating, air conditioning, communications, and sound and video in any building or structure.

The industry as a whole is experiencing a shortage of well trained workers in this particular craft. As the industry sees more retirements from older, highly experienced experts in the electrical field, this is driving the need for extensive training to develop and upskill Apprentices and Journeyworkers to prepare for succession to help employers keep a well-educated and productive workforce to fulfill more construction jobs.

Training Plan

Training will be delivered via Class/Lab in the following:

Journeyworker

Business Skills: Training will focus on using more collaborative bid and project development practices, meeting budgets, interacting with other construction workers, and implementing new green efficiency and LEED standards within the traditional work environments. Trainees will learn the skills to plan, organize, and manage construction projects efficiently and on time. Topics include advanced time management, conflict resolution, and customer service skills.

Commercial Skills: Training will focus on developing advanced skills for installing, connecting, and testing electrical equipment and systems. Topics include electrical design, grounding and bonding, and advanced instrument and cluster motor controls.

Computer Skills: Training will focus on building and developing skills around advanced computer technology systems, and highly technical computer programs such as AutoCAD, 3-D modeling, and benchmark software for lean construction. Topics include AutoCAD, Virtual construction, and scheduling and planning projects software.

Apprentices

Commercial Skills: Training will focus on the essential skill development on electrical components. Topics include electrical theory, testing equipment, and electrical design basics.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The project will be overseen and administered by the Training Director along with designated staff who have experience with ETP and its processes from their involvement on other training contracts. Training will be delivered by in-house experts in their respective fields. The instructors are qualified Journeyworkers with over ten years of experience. In addition, the JATC has also retained the services of a third party administrator who will assist in the administration of this project.

Marketing and Support Costs

Employer demand is inherent in the apprenticeship agreements between the trainees and participating employers. Marketing is conducted through announcements, email, and various web postings to union members and signatory contractors. Application announcements are also sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. The JATC representatives also give presentations at local schools, and community based events.

The JATC requests, and staff recommends, 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum**Class/Lab**

Trainees may receive any of the following:

Business Skills

Journeyworker

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

Commercial Skills

Journeyworker

Solar Panel Installation

- Codeology
- National Electrical Code
- Plan, Build and Use
- Special Occupancies and Equipment
- Arc Flash

Analog/Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire Alarm Systems and Installations

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

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

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

Programmable Logic Control (PLC)

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

Electrical Design

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

Voice, Data, and Video

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

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics

- Conduit Bending
- Confined Space Entry
- Electrical Project Supervision Levels I
- Electrical Project Supervision Levels II
- Energy Audits
- Firestop Installation
- Management and Monitoring of Materials
- Preparing for Leadership
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies & Changes to Industry Standards (Green Training)
- Work Flow and Resources

CALCTP (California Advanced Lighting Control Program)

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

Energy Storage

- ESAM-TAC (Energy Storage and Micro Grids Training and Certification)
- Micro Grid
- Microgrid (ESM) systems

Computer Skills

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

Commercial Skills

Apprentice

2nd Year Curriculum

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety related work practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- OSHA
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication

- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- Energy Storage and Microgrid Training Certification's Energy Storage
- Estimating
- Electrical Vehicle Infrastructure Training Program
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing

- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Southern California Elevator Constructors Apprenticeship and Training Trust

Contract Number: ET23-0907

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Elevator Constructors Local 18		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$460,800		\$31,968 8%		\$492,768

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority	Comm'l. Skills, OSHA 10	288	8-210	0	\$1,711	\$33.74
				Weighted Avg: 100			

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

Minimum Wage by County: SET/Priority Industry wage modification: \$29.41 per hour

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

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

Although participating employers provide health benefits, they are not being used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice - Elevator Constructor		288

INTRODUCTION

Established in 2001, the Southern California Elevator Constructors Apprenticeship and Training Trust (SoCal Elevator Constructors) serves over 600 Apprentices and 1,300 Journey level Elevator Constructors. SoCal Elevator Constructors also provides career pathways for women in the elevator industry and actively recruits women into the program. Participating Employers are represented by the National Elevator Bargaining Association and the Elevator Contractors of America.

Elevator Constructors specialize in installation, maintenance, modernization or repair work of elevators. Maintenance and repair workers require extensive knowledge of electronics, hydraulics, and electricity because a large part of maintenance and repair work involves troubleshooting. Most elevators today have computerized control systems that are more complex and require a higher level of troubleshooting than in the past.

After an elevator is installed, workers must regularly maintain and service it to keep it working properly. Preventive maintenance is performed, such as oiling and greasing moving parts, replacing worn parts, and adjusting equipment for optimal performance. They also troubleshoot and perform emergency repairs. Workers that specialize in elevator maintenance must be able to handle major repairs such as replacing cables, elevator doors, and machine bearings. These tasks require the use of cutting torches or rigging equipment. Repair crews also perform major modernization and alteration work such as replacing electric motors, hydraulic pumps and control panels.

Veterans Program

Although there is not a separate Veterans Job Number, SoCal Elevator Constructors actively recruits Veterans and regularly participates in Helmets to Hardhats. To incentivize Veterans to the elevator trades, SoCal Elevator Constructors provides expedited and priority admission for Veterans who apply to the program. However, while Veterans do get accelerated admission into the program, they do not skip the Apprenticeship probationary period. This is due to the significant amount of safety training provided during the probationary period. This ensures that all Veterans learn and understand critical elevator safety skills. There are currently more than 60 Veterans in the SoCal Elevator Constructors program.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

This will be SoCal Elevator Constructors' fifth ETP Contract, and the fifth in the last five years. The demand for elevator construction and the long-term service and repair of equipment continues to grow at a rapid rate. ETP funds will help employers manage the growing volume of work in Southern California by providing workers with the skills required to meet industry demand.

The request for funding is driven by the growing volume of new construction and need to train members to install, service, and maintain increasingly complex computer systems that control elevators today. Elevator Constructors generally require greater knowledge of electronics, hydraulics and electricity because a large part of maintenance and repair work involves troubleshooting. In addition to elevators, workers in this trade build and repair escalators, chairlifts, moving walkways and similar equipment in buildings.

The proposed training will also help SoCal Elevator Constructors transition its program to include more hands-on competency testing, and expand the use of virtual elevator and escalator training devices. These virtual, three-dimensional computer programs help trainees improve their installation and troubleshooting skills.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices and will include basic and advanced instruction in theory and practical application of skills needed by Elevator Constructors. Training will provide workers with the skills to read and interpret drawings/blueprints, assemble elevator cars, connect electrical wiring to control panels and motors, test newly installed equipment, troubleshoot malfunctions, dismantle elevator and/or escalator units, repair and/or replace faulty components, conduct preventive maintenance, and maintain service records.

Certified Safety Training

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

Electronic Recordkeeping

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

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 SoCal Elevator Constructors’ Chairman will oversee the implementation of the proposed training, with four in-house staff members managing internal project administration. Two administration vendors have been retained to assist with documenting the work hours, uploading training and enrollment data, ETP reporting, and to ensure that SoCal Elevator Constructors is in compliance with ETP requirements. Training will be delivered at SoCal Elevator Constructors training facilities by qualified journey level workers with extensive practical and training experience in the elevator industry.

Marketing and Support Costs

Participating employers are notified of training via websites, mailings, and program presentations. SoCal Elevator Constructors also coordinates efforts with local high schools and job fairs to help bring new women to the trades. SoCal Elevator Constructors is requesting and staff supports 8% support costs to assist with recruitment, employer outreach, and assessment of employer-specific job requirements. Although many of the participating employers have already been notified, additional outreach and needs assessments will take place throughout the contract term.

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 SoCal Elevator Constructors performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0906	\$598,080	09/01/21 – 08/31/23	304	873	0	\$146,545 (25%)*
ET21-0922	\$427,350	10/26/20 – 10/25/22	185	470	0	\$427,350 (100%)**

*ET22-0906: Trainee enrollments and hours are pending submission for this contract until the trainees are closed in the ET21 contract. The Contractor's representative reports that approximately 42,900 eligible training hours have been delivered to date (138% of approved amount) and projects final earnings of 100% based on training delivered and committed to by employers.

**ET21-0922: Based on ETP Systems, 23,084 reimbursable hours have been tracked for potential earnings of \$444,367 (104% of approved amount). The Contractor is in the process of closing out this contract and projects final earnings of 100% based on training delivered to date.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0947	Multiple Locations	02/03/20 – 02/02/22	\$374,112	\$374,112 (100%)
ET19-0936	Multiple Locations	12/10/18 – 12/09/20	\$832,590	\$832,590 (100%)

DEVELOPMENT SERVICES

Betat Advisories in Auburn assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories and Los Angeles Unified School District in Los Angeles will also perform administrative services for a combined fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Trade Skills**

- Introduction to Safety
- Safety During Construction and Modernization
- Safety During Maintenance and Repairs
- Introduction to OSHA
- Hazard Communication
- PPE
- Materials Handling
- Electrical Safety
- Tool Safety
- Fall Protection
- Stairways and Ladders
- Confined Spaces
- Motor Vehicle Safety
- Ergonomics
- Fire Safety
- Scaffold Safety
- Competent Person Training for Framed Scaffolds
- Training Program for Suspended Scaffolds
- Diversity and Success
- Case Studies
- Customer Relations
- Basic Mathematic Concepts
- Measurement
- Introduction to Installation Drawings
- Detail Drawings and Material Specifications

Hoistway Structures

- Tools and Material Handling
- Rigging and Hoisting
- Crosby Fasteners
- Pit Structure
- Introduction to Guide Rails
- Installation of Guide Rails
- Machine and Sheave Installation
- Elevator Control Equipment Installation
- Car and Counterweight Assembly and Roping
- Elevator Rope and Roping
- Reroping
- Elevator Cab Modernization, Refinishing and Floor Covering

Electrical Fundamentals

- Signed Numbers and Powers of 10
- The Metric System
- Equations and Formulas
- Ratio and Proportion
- Electrical Safety
- Basic Electricity Orientation
- Understanding the Relationship Between Voltage, Current and Resistance
- Basic Electrical Circuit Components
- Series and Parallel DC Resistive Circuits
- Alternating Current Theory
- Magnetism and Electromagnetism

Electrical Theory & Application

- Introduction to Analog and Digital Meters
- Transformers
- DC Generator and Motor Theory
- Components of DC Motors and Generators
- Types of DC Motors and Generators
- Maintenance and Service
- AC Motors

Installation

- Planning, Piping and Wiring
- Piping and Wiring the Machine Room and Hoistway
- Piping and Wiring the Car
- Start-Up Procedures
- Passenger Elevator Door and Entrance Installation
- Elevator Cab Assembly and Door Operators
- Freight Elevator Doors and Gates
- Freight Door Operators
- Dumbwaiters
- Machine Room Maintenance
- Hoistway Maintenance
- Asbestos Awareness

Solid State

- Mathematics for Ohm's Law
- Basic Components and Series and Parallel Resistance
- Magnetism, Electromagnetism, AC Theory and Transformers
- Capacitors and Capacitance
- Inductors and Inductance
- Diodes
- Transistors and Thyristors
- Analog Integrated Circuits
- Digital Integrated Circuits

Power & Logic

- Introduction to Circuit Tracing
- Relays and Timers
- Power and Power Control
- Logic Controls
- Constant Pressure Push Button Systems & Single Automatic Push Button Systems
- Collective Systems, Hydraulic Controller Theory & Troubleshooting
- Variable Voltage Selective Collective Systems

Advanced Topics in Elevators

- Installing and Servicing the Jack
- Piping and Temporary Operation
- Basic Hydraulic Theory
- Hydraulic Elevator Maintenance
- Escalator Components and Installation Process
- Moving Walk Components and Installation Procedures
- Service Maintenance and Repair
- Residential and Limited Use/Limited Acquisition Elevators
- Residential and Limited Use/Limited Acquisition Platforms and Chair Lists
- Rack and Pinion Hoists

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10



Training Proposal for:
**Southern California Field Ironworkers Apprenticeship Training
 and Journeyman Retraining Trust**
Contract Number: ET23-0902

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Southern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Ironworkers Locals 433, 416, and 229		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$440,664</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$30,480 8%</div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$471,144</div>
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills; OSHA 10/30	63	8-200	0	\$590	\$44.75
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Commercial Skills; OSHA 10	292	8-210	0	\$1,437	\$29.41
				Weighted Avg: 84			
3	Retrainee Priority Rate Apprentice Veterans	Commercial Skills; OSHA 10	10	8-210	0	\$1,437	\$29.41
				Weighted Avg: 84			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry wage modification): \$29.41 per hour.

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

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

Up to \$2.56 per hour may be used to meet the Post-Retention Wage in Job Numbers 2 and 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Ironworker		63
Job Number 2		
Apprentice - Ironworker		292
Job Number 3		
Apprentice - Ironworker (Veteran)		10

INTRODUCTION

Since 1946, the Southern California Field Ironworkers Apprenticeship Training and Journeyman Retraining Trust (SoCal Ironworkers Trust) (www.universityofiron.org) has been serving the building trades industry to ensure that Journey worker and Apprentice ironworkers have the skills, knowledge, and center-based training necessary to be safe on the jobsite and competitive in the workplace.

Ironworkers install structural and reinforcing iron and steel to form and support roads, freeways, buildings, rail stations, hospitals, schools, hotels, recreational areas, parking structures, and bridges. Its current projects include the Clippers Arena, LAX Expansion, Lucas Museum, UCSD Navy Complex, Imperial Avenue Bridge, and the UCSD Theater District Living & Learning Center.

Through its direct engagement of signatory employers, the training centers in the City of Industry, San Bernardino, Norwalk, and San Diego are uniquely designed to place its graduates directly into "earn while you learn" apprenticeships that provide a quality wage and leads to a lifelong career within the local community. Each Apprentice is provided with trade-related training that produces competency and pride that lead to true craftsmanship.

The SoCal Ironworkers Trust's training centers are a partnership between three International Brotherhood of Ironworker local unions: Local 433 in the City of Industry and San Bernardino, Local 416 in Norwalk, and Local 229 in San Diego. Each program is separately registered with the Division of Apprenticeship Standards (DAS).

Veterans Program

The SoCal Ironworkers Trust is committed to the recruitment and hiring of Veterans in its program and anticipates training 10 Veterans in Job Number 3. Veterans are recruited in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

The Veterans are recruited through its website where they are invited on special days to visit the training centers and apply for the apprenticeship program. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go the second stage (the interview). Veterans in an apprenticeship program are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance, which are paid directly to the Veteran trainees.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

This will be SoCal Ironworkers Trust's ninth ETP Contract and the seventh within the last five years. The proposed training is to address ongoing demand for skilled ironworkers. An aging workforce is retiring from the industry and this has created major challenges for staffing unionized workers in the ironwork construction industry. The SoCal Ironworkers Trust anticipate that 40% of its members will be leaving in the next 10 years, creating a need for qualified workers to step into open positions and generating increasing demand for apprentices.

The Apprentice training is employer-driven designed to meet the needs of participating employers as determined by customers and changes in the industry. Local projects and participating employers' hiring demands help shape the curriculum. Both the participating employers and union representatives have identified the following reasons for training:

- Increase in out-of-state competition
- More aggressive non-union competition
- Implementation of cost reduction measures
- Customer demands for higher quality standards, stay on budget, and on time

The proposed training will help keep up with quality standards in ironwork construction while offering classes in new and emerging technologies that require on highly honed ironworker skills. For the Journey worker training, trainees will be tested for certified welder designation upon completion of journey level courses.

Training Plan

Commercial Skills: This class/lab training will be offered to all occupations to develop the skill levels required in the construction industry. Courses include Oxy-Fuel and Welding, Rebar Detailing, Scaffold Erector, Blueprint Reading, Rigging, Precast/Metal Building and Proper Equipment Set-Up (Green training).

Certified Safety Training

OSHA 10/30: This class training is a series of courses "bundled" by industry sector and occupation. 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.

Alternate Recordkeeping

Staff has reviewed and approved SoCal Ironworkers Trust's request to use an alternate recordkeeping method.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

Commitment to Training

ETP funds will not displace the existing financial commitment to training of participating employers. Participating employers will continue to provide Federal and State mandated training, and job site orientation training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The SoCal Ironworkers Trust's Apprentice Director will oversee the implementation and administration of this project. There will be dedicated staff assigned to various functions of this project: ETP Administration (2), Needs Assessment (4), Recruitment (6), and Scheduling Training (6). An outside consultant has also been retained to assist in the project administration and to ensure that all training records are in compliance with ETP requirements. Training will be delivered by in-house trainers who are subject matter experts.

Marketing and Support Costs

The SoCal Ironworkers Trust's marketing efforts are conducted through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, websites, and open houses. Training information is disseminated throughout the year to all apprentice and journey-level ironworkers within its local jurisdictions, ironworker contractors, and to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations.

The Locals' websites provide current information of interest and facilitate communication with members, contractors, community and elected leaders, the general public, and other stakeholders. For their marketing efforts, the SoCal Ironworkers Trust is requesting 8% support costs to cover marketing, recruitment, and assessment of additional employers which will continue throughout the contract term.

Tuition Reimbursement

Trainees will not be charged tuition, fees or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0958	\$597,240	03/28/2022 - 03/27/2024	545	0	0	\$432,218 (72%)
ET21-0946	\$375,085	10/05/2020 - 10/04/2022	254	231	231	\$295,526 (79%)

The Contractor is in the process of inputting more hours and projects additional earnings based on training delivered to date.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0935	Southern California	11/04/2019 - 11/03/2021	\$740,505	\$697,888 (94%)
ET19-0925	Southern California	10/08/2018 - 10/07/2020	\$948,818	\$948,818 (100%)
ET18-0910	Southern California	10/02/2017 - 10/01/2019	\$511,010	\$511,010 (100%)
ET16-0927	Southern California	06/06/2016 - 06/05/2018	\$511,010	\$511,010 (100%)

DEVELOPMENT SERVICES

The SoCal Ironworkers Trust retained Strategy Workplace Communications in San Bernardino to assist with the development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Apprentice**

- Architectural
- Architectural Safe Work Practices
- Army Corps of Engineers EM3851-1 (new)
- Blueprint Reading
- Cranes (Includes Scaffold Erector / Dismantler)
- Foreman Training
- Green Construction For Ironworkers
- Heat Stress Safety
- Lead In Construction
- Measurement And Math
- Mixed Base (Intro To Blueprint & Math)
- Oxy-Fuel and Welding Safe Work Practices
- Post Tensioning
- Precast / Metal Building (Includes Scaffold User)
- Rebar Detailing
- Reinforcing Safe Work Practices
- Rigging and Forklift Training
- Rigging Safe Work Practices
- Structural
- Structural Safe Work Practices, Subpart R Steel Erection
- Welding

Journeyworker

- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Army Corps of Engineers EM3851-1 (new)
- Blueprint Reading
- Energy Audits
- First Aid/CPR
- Forklift Training
- Heat Stress Safety
- Layout and Instruments
- Lead in Construction
- Mine Safety and Health Administration (MSHA)
- OSHA 510
- Post Tensioning Certification
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)

- Qualified Rigger
- Rigging Review
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Scaffold Erector
- Scaffold User
- Subpart R (Steel Erection)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding and Burning

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10 (for Apprentices only)

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Southern California Plastering Institute Trust

Contract Number: ET23-0901

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Southern California	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Plasterers' Local 200		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$153,568		\$10,625 8%		\$164,193

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills; Commercial Skills; OSHA 30	26	8-200	0	\$393	\$38.86
				Weighted Avg: 16			
2	Retrainee Priority Rate Apprentice	Commercial Skills; OSHA 10	75	8-210	0	\$2,053	\$29.41
				Weighted Avg: 120			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry wage modification): \$29.41 per hour

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

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

Up to \$5.61 per hour may be used to meet the Post-Retention Wage in Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Plasterer		26
Job Number 2		
Apprentice - Plasterer		75

INTRODUCTION

Founded in 1921, the Southern California Plastering Institute Trust (SoCal Plastering) (www.pl200-apprenticeship.org) provides representation and training to Apprentice and Journey-level plasterers to protect and promote the quality of the plastering industry in Southern California.

Its training center is a partnership between the SoCal Plastering with the support of Plasterers' Local 200 and its unionized contractors. It currently serves the Counties of Los Angeles, Inyo, Mono, Orange, Riverside, San Bernardino, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern, and San Diego as well as the Richardson Rock, Santa Cruz Island, Arch Rock, San Nicolas Island, Santa Catalina Island, San Miguel Island, Santa Barbara Island, San Clemente Island, Santa Rosa Island, Anacapa Island and the Channel Islands Monument.

Veterans Program

Although, there will be no separate job number for Veterans, there will be recruitment efforts to encourage Veterans to participate in the training in cooperation with the Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

This will be the first ETP Contract for SoCal Plastering. The proposed training will create a pipeline of qualified Plasterers who serve as the “finishing force” on local construction projects. Between 2018 and 2028, the Employment Development Department estimates that the demand for Plasterers in California will increase by 7.5%. In this apprenticeship program, trainees will learn how to apply plaster and cement products to walls and ceilings in various applications including decorative and molding work and achieve various textures, colors, and finishes on final applications.

The proposed training is designed to address employer needs as determined by customers and changes in the plastering industry. To stay employable, employers expect workers to comply with the latest energy efficiency standards, be knowledgeable in a wide array of skills sets, and to be able to perform tasks with various materials and new technologies in a capable and timely manner while maintaining safe working conditions. Both the participating employers and union representatives have identified the following reasons for training:

- California greenhouse gas emission reduction goals require workers to use new materials and skills;
- High rate of retiring workers; and
- Customer demands for higher quality standards, stay on budget, and on time.

The SoCal Plastering’s current projects include the LAX People Mover, Clippers Stadium, Kaiser Fontana, Palm Desert Hockey Arena, Meniffee Elementary School, Ontario Park View Elementary School and Aztec Football Field.

Training Plan

Commercial Skills: Training will be offered to all occupations to develop the skills levels of plasterers required in the construction industry. Courses include Casting Molds, Plaster Problems and Cracks, Bench Molds, Specialty Finishes, Venetian Plastering, Fireproofing, Equipment Maintenance, Scratch and Carve Coat and Stain.

Business Skills: Training will be offered to Journeyworkers focusing on conflict resolution, teambuilding, leadership skills, customer service, decision-making, problem solving, and project management.

Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. 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.

Alternate Recordkeeping

Staff has reviewed and approved SoCal Plasterers JATC’s request to use an alternate recordkeeping method.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

Commitment to Training

ETP funds will not displace the existing financial commitment to training of participating employers. Participating employers will continue to provide Federal and State mandated training, and job site orientation training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Director will oversee the implementation and administration of this project. There will be dedicated staff assigned to various functions of this project: ETP Administration (2), Needs Assessment (3), Recruitment (2), and Scheduling of Training (2). An outside consultant has also been retained to assist in the project administration and to ensure that all training records are in compliance with ETP requirements.

Training will be delivered by in-house experts who are former or current members of the trade bringing first-rate credentials with vast field experience.

Marketing and Support Costs

Recruitment efforts and outreach will be conducted through local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. Information about the training is also published regularly on its website. As a first-time ETP

Contractor, the SoCal Plasterers JATC requests, and staff supports, 8% support costs to cover marketing, recruitment, and assessment of employers.

Tuition Reimbursement

Trainees will not be charged tuition, fees or any other costs associated with training. The representation will be made a condition of the Contract.

DEVELOPMENT SERVICES

Strategy Workplace Communications in San Bernardino assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Business Skills**Journeyworker**

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

Commercial Skills**Journeyworker**

- Cage Building
- Casting Molds
- Colored Veneer
- Mobile Elevated Work Platforms
- Plaster Problems And Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Scratch And Carve Coat
- Specialty Finishes
- Stain
- Venetian Plastering

Apprentice

- Aerial Boom Lift
- Acoustical Plaster Finish
- Aerial Lift
- Basic Math
- Blueprint Reading
- Blueprint Reading/Estimating
- Cage Building
- Casting Molds
- Cement Pump 1
- Cement Pump 2

- Cement Pump 3
- Cementitious, Mineral Fiber and Intumescent Fireproofing
- Certifications:
 - Color
 - Veneer
 - Patching
 - Pool Plastering
 - Waterproofing Patching EIFS
- Colored Veneer
- Common Tools and Plastering Tools and Materials
- Equipment Maintenance Class
- Estimating
- Exterior Insulating Finishing Systems
- Exterior Insulation Finish System
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- First Aid/CPR
- Forklift
- Fundamental Math
- Green Building Standards
- Inspect Lath & Plaster Bases
- Interior Plaster
- Mask and Protect Adjacent Surfaces
- Measuring
- Mobile Elevated Work Platforms
- Mix and Apply Inspect Lathing and Bases for Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch Brown & Finish Coats
- Mix and Apply Scratch Coat, Brown Coat, Finish Coat & Veneer
- Ornamental and Earth Plasters
- Plaster Problems and Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Scaffold Builder
- Scaffold Safety
- Scaffold Safety (certification class)
- Scaffold User
- Scratch and Carve Coat
- Small Engine Operation and Maintenance
- Specialty Finishes
- Stain
- Venetian Plastering
- Workplace Safety and Health

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10 (for Apprentices only)

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Southern California Sheet Metal
Joint Apprenticeship & Training Committee

Contract Number: ET23-0923

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Bernardino, Riverside, Inyo, Mono, Kern	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local 105		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$462,080		\$31,768 8%		\$493,848

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Apprentice	Commercial Skills	361	8-200	0	\$1,368	\$29.41
				Weighted Avg: 80			

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

Minimum Wage by County: (SET/Priority Industry wage modification): \$29.41 per hour.

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

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

Up to \$4.29 per hour (per collective bargaining) may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Sheet Metal Worker		361

INTRODUCTION

Formed in 2003, the Southern California Sheet Metal Joint Apprenticeship and Training Committee Training Center (SoCal Sheet Metal JATC) provides training for Apprentice and Journeyworker sheet metal workers for seven Southern California counties. In the past, two different apprenticeship committees served the Southern California Region (Sheet Metal Workers International Association, Local 105 JATC and Air Conditioning Sheet Metal Association, Orange Empire JATC). After 2007, these committees were consolidated into one. Signatory employers are represented on the Committee through the Sheet Metal and Air Conditioning Contractors National Association (SMACNA) and Sheet Metal, Air, Rail, Train International Association (SMART). The Trust has a membership of approximately 25 large employers, 50 small employers and trains 900 Apprentices and 3,400 Journey Level Sheet Metal Workers in the building and construction trades.

In sheet metal shops, Apprentices are trained to layout, fabricate, and assemble sheet metal products. Out in the field, these workers install these sheet metal products in buildings and on construction projects. As such, sheet metal workers provide services across a wide array of industries and fields in California. These fields include kitchen, commercial and residential HVAC, service, detailing, industrial, testing, adjusting and balancing, metal roofing, and welding. This will be SoCal Sheet Metal JATC's seventh ETP Contract, and the seventh in the last five years.

Veterans Program

SoCal Sheet Metal JATC actively recruits and trains Veterans into its sheet metal Apprenticeship program and works with programs like Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Additionally, SoCal Sheet Metal JATC also promotes the Apprentice sheet metal program through

participating in various local career fairs at military bases throughout the Southern California region. Currently, the program has 66 Veterans enrolled.

To incentivize Veterans to join the program, SoCal Sheet Metal JATC holds a Veterans Bootcamp twice a year for incoming Veteran Apprentices. Upon completion of the Bootcamp, Veterans are provided with tools, tool bags, vouchers towards purchasing work boots, OSHA certifications and two months of union dues waived to get them immediately out in the field working.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

SoCal Sheet Metal JATC training programs provide specialized training in servicing HVAC and commercial refrigeration systems, sign companies, and industrial welding. Additional training will include installation, maintenance, testing, adjusting and balancing, and energy management.

Training in this proposal will be for Apprentice SoCal Sheet Metal Workers who will learn skills directly related to working in the sheet metal industry, while also upgrading skills to adapt to the industry changes. Apprentices will receive training to ensure they can utilize specialized tools to cut, roll, bend, and shape metal for objects/products such as ductwork, airplane wings, car bodies, refrigeration units, medical tables, storage units, building facades, tubing, and signs. In addition, workers will also learn to use computer-aided drafting tools to produce detailed 2D and 3D drawings of building systems. Training will provide employers the skilled workers needed to bid for more jobs and against low-wage contractors. In addition, these workers have the skill sets to be certified as journey-level, which helps in career advancement.

Participating employers are facing significant changes in the sheet metal industry that have required additional training to ensure sheet metal workers are up-to-date with industry standards. This includes the following:

- Increased knowledge of digitization of construction plans and AutoCAD;
- Demand for energy efficiency and green technology, implementing new products to reduce energy usage, and requiring Apprentices to learn to calculate energy usage, loss and overall efficiency;
- Climate change (Assembly Bill 32 & The Global Warming Solutions Act of 2006), which mandates that California reduces its greenhouse gas emissions;

- Increased employer demand;
- Workers are expected to perform work in smaller teams, requiring highly-trained, highly-skilled Apprentices who can utilize technology, effectively manage projects, and coordinate with fellow tradesman in order to complete projects; and
- A need for more safety courses to improve prevention, and lower the number of injuries caused on-the-job.

Major construction projects employing Apprentices in the Southern California region include LAX People Mover, LAX Landside Access Modernization Program, Metro Crenshaw/LAX Transit Project, Orange County Museum of Art, Sofi Stadium, and Clippers Arena.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices and include Trade Mathematics, Drafting and Sketching, Layout and Pattern Development, Reading Plans and Specifications, Shop Work, Field Installation, Architectural Sheet Metal, HVAC Systems and Energy Conservation. More advanced training focuses on Beginning and Advanced Welding Skills, Advanced Math, Drawing and Drafting, Electronic and Computerized Controls for Energy Efficiency, and Industrial Specialties.

LMS Electronic Record Keeping

Staff has reviewed and approved SoCal Sheet Metal JATC's use of a Learning Management System for recordkeeping.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Two Administrator Staff will oversee all ETP training and project administrative responsibilities, which include scheduling of training, recruitment, marketing, assessment, and tracking of training. In addition, SoCal Sheet Metal JATC has retained an outside administrative consultant to ensure that all training records adhere to ETP requirements.

Marketing and Support Costs

Employers are notified of training through their associations, the Sheet Metal and Air Conditioning Contractors' National Association—Los Angeles and the Orange Empire Sheet Metal and Air Conditioning Contractors' National Association. Notifications are made through the associations' web sites, mailings and presentations. Workers are also notified of training through their union local and directly by the training center through postings on web sites and mailings. SoCal Sheet Metal JATC requests 8% in support costs to manage and continue recruitment efforts under this proposal, which staff recommends.

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) (\$ %)
ET22-0900	\$598,675	08/23/21 – 08/22/23	311	564	TBD	\$598,675 (100%)

Based on ETP Systems, 37, 915 reimbursable hours have been entered into ETP's online CEF system, sufficient to support earnings of \$598,675 (100%). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through May 2023.

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 \$ %
ET21-0907	Southern CA	09/01/20 – 08/31/22	\$427,350	\$427,350 (100%)
ET20-0933	Southern CA	10/07/19 – 10/06/21	\$743,280	\$743,280 (100%)
ET19-0918	Southern CA	09/03/18 – 09/02/20	\$948,480	\$948,480 (100%)
ET18-0902	Southern CA	07/01/17 – 06/30/19	\$949,690	\$949,690 (100%)
ET16-0923	Southern CA	05/27/16 – 05/26/18	\$885,400	\$885,400 (100%)

DEVELOPMENT SERVICES

California Labor Federation in Sacramento, Strategy (Strategy) Workplace Communications in Alameda, and State Building and Construction Trades Council of California in Sacramento assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Course 2**

- Introduction
- Workplace Safety
- Trade Mathematics - Part 2
- Drafting and Sketching - Part 2
- Layout and Pattern Development- Part 2
- Reading Plans and Specifications- Part 2
- Materials - Part 2
- Industrial Specialties - Part 2
- Shop Work - Part 2
- Field Installation - Part 2
- Service Work - Part 2
- Architectural Sheet Metal- Part 2
- Heating, Ventilation, and Air Conditioning (HVAC) Systems- Part 2
- Testing and Balancing- Part 1
- Energy Conservation

Course 3

- Workplace Safety
- Welding Metallurgy
- Welding Equipment and Processes
- Welding Tools and Equipment
- Welding Symbols and Nomenclature
- Surface Welds
- Fillet Welds: All Positions
- Groove Welds
- Oxyacetylene Cutting (Burning)
- Air Carbon Arc Process
- Brazing Steel and Cast Iron
- Welding Evaluation
- Reading Plans and Specifications - Part 2

Course 4

- Introduction
- Workplace Safety Review
- Drafting and Sketching
- Layout and Pattern Development - Part 3
- Reading Plans and Specifications - Part 3
- Materials - Part 3
- Industrial Specialties - Part 3
- Shop Work - Part 3
- Heating, Ventilation, and Air Conditioning Systems - Part 3
- Field Installation - Part 3

- Service Work - Part 3
- Architectural Sheet Metal - Part 3
- Electronic and Computerized Controls - Part 1
- Blowpipe System - Part 1
- Food SeNice and Beverage Dispensing Equipment - Part 1
- Asbestos

Course 5

- Professional Growth
- Advanced Trade Mathematics
- Drafting and Sketching - Part 4
- Layout and Pattern Development - Part 4
- Reading Plans and Specifications - Part 4
- Industrial Specialties - Part 4
- Shop Work - Part 4
- Heating, Ventilation, and Air Conditioning (HVAC) Systems
- Testing and Balancing - Part 2
- Architectural Sheet Metal - Part 4
- Electronic and Computerized Controls - Part 2
- Food SeNice and Beverage Dispensing Equipment - Part 2
- Supervisory Training



Training Proposal for:

Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust

Contract Number: ET23-0911

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Bernardino, Riverside, San Diego, Imperial, Kern, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworkers Local Union No. 4		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$320,752		\$22,235 8%		\$342,987
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Comm'l. Skills, OSHA 10/30	9	8-200	0	\$393	\$30.47
				Weighted Avg: 16			
2	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	303	8-210	0	\$1,095	\$25.78
				Weighted Avg: 64			
3	Retrainee Apprentice Veterans Priority Rate	Comm'l. Skills, OSHA 10/30	7	8-210	0	\$1,095	\$25.78
				Weighted Avg: 64			

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

Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$29.41 per hour

Job Numbers 2 & 3: \$25.78 per hour (collective bargaining agreement wage)

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

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

Up to \$4.69 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 & 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Tile Layer, Tile Finisher, Marble Finisher, Terrazzo Finisher, Terrazzo Worker		9
Job Number 2		
Apprentice - Tile Layer		30
		30
Apprentice - Tile Finisher		63
		40
Apprentice - Marble Finisher		40
Apprentice - Terrazzo Finisher		30
		25
Apprentice - Terrazzo Worker		25
		20
Job Number 3		
Veterans Apprentice - Tile Layer		2
Veterans Apprentice - Tile Finisher		2
Veterans Apprentice - Marble Finisher		1

Veterans Apprentice - Terrazzo Finisher		1
Veterans Apprentice - Terrazzo Worker		1

INTRODUCTION

Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust (TMT JATC), with the support of the Bricklayers and Allied Craftworkers Local Union No. 4 (BAC Local 4), trains workers in the tile, terrazzo, brick mason, and marble industry. TMT JATC and its signatories have been training Apprentices since 1966. On-site training takes place at TMT JATC's training center in La Verne and serves employers throughout Southern California. The JATC's mission is to ensure workers have the technical, professional, and safety skills necessary to build and service commercial and residential buildings. This will be TMT JATC's third ETP Contract, and the third in the last five years.

TMT JATC and BAC Local 4 operate under an umbrella trust and train separate occupations under different apprenticeship programs. The occupations trained in this proposal will be Tile Layer, Tile Finisher, Terrazzo Finisher, Terrazzo Worker, and Marble Finisher. Tile Layers and Terrazzo Workers install glass, ceramic and stone tile. Tile Finishers work with the Layers on the installation of ceramic, glass or stone tile. Tile Layers and Terrazzo Workers work includes the laying, cutting or setting of materials used for floors, walls, ceilings, walks, promenade roofs, exterior veneers, stair treads, stair risers, facing, hearths, fireplaces, and decorative inserts. Tile Finishers do most of the setting up of materials and the before and after clean up. Work is both indoors and outdoors and may involve scaffolding.

Veterans Program

TMT JATC is committed to the recruitment and hiring of Veterans in its program and anticipates training seven Veterans (Job Number 3) in this proposal. The JATC recruits through programs such as Helmets to Hardhats and is also an approved GI Bill site. This allows Veterans to receive GI Bill benefits while in training.

The Veteran training curriculum in this proposal will be the same as Apprentice training. These trainees are in a separate Job Number to better track performance toward ETP's goal of improved outreach for veterans.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is four years for Tile Layers, 3 years for Terrazzo Workers, and 2 years for Tile Finishers and Terrazzo Finishers. The curriculum is developed with input from DAS and a designated Local Educational Agency, in this case Hacienda La Puente Unified School District.

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

First-Year Apprentices

TMT JATC requests an exception to allow first-year Apprentice Finisher occupations to participate as permitted under existing ETP Apprenticeship Training guidelines for a 24-month program. Under ETP Apprenticeship Guidelines, an exception may be made for trainees who have advanced to Year 1, Period 2 when the apprenticeship program is less than or equal to 24 months.

The JATC does not separate the Apprentices into different levels depending on their year. Instead, trainees are allowed to select from different sets of courses that correspond to their areas of interest. In addition, a trainee can be a first-year in course work, but be a second-year in work status or, on the other hand, a trainee can be a second-year in course work, but a first-year in work status. This is because the JATC gives credit if a trainee comes into the JATC with work or course experience. Hence the line between first and second year Apprentice Finishers is not clear cut, which makes eligibility into the ETP program difficult to determine.

PROJECT DETAILS

Training under this proposal is similar to those in the previous ETP Contracts; however, with new and updated materials, customers demand and practices being introduced into the industry, TMT JATC has continued to expand its training programs that will meet employers' needs and keep up with industry changes to remain competitive.

Trainees will receive training in updated building standards and green business practices necessary to meet employer demand to develop and retrofit buildings with greener materials. Trainees will learn to work more efficiently with the materials, thus reducing scrap and re-work. The commercial training will help employers manage their costs by sending well-prepared workers out on jobs. TMT JATC's goals is to improve the skills sets of these workers and opportunities for wage increases and career advancement.

There has been an increased awareness and demand for a skilled and trained workforce, which has been a focus on increasing training in the apprenticeship programs. In addition, participating employers and union representatives have identified the need for training in the following areas:

- New practices and goals require workers to use new materials and skills to improve installation efficiency;
- Reduce costs to compete with non-union workers and project bidding;
- Customers demand higher quality products and faster services at a lower costs;
- Higher safety requirements;
- Keep up with industry requirements and changes; and
- According to the Employment Development Department, the percentage of Tile workers estimated a demand increased by 13% between 2018 and 2028.

Tile and natural stone are used heavily in shopping malls, hospitals, schools, and restaurants, as well as other commercial and government buildings. Tiles, including those made of glass, mosaic, and other high-end tiles and marble, are also becoming more popular, particularly in new and remodeled homes. Current projects for TMT JATC include UCI Medical Center, Warner Bros. Building, Santa Ana Co. Building, Lucas Museum and Cal State Fullerton.

Training Plan

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

Commercial Skills: Training will be offered to all occupations. Courses include hands-on experience in Safety Procedures, Use of Equipment, Layout Techniques, Blueprint Reading, Installing Specialty Jobs, Preparation of Walls, Preparation of Floors, Installing all types of Ceramic, Porcelain and Stone Tile, and Project finishing/fine details (Grouting and Clean-up).

Certified Safety Training

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

Curriculum Development

The TMT JATC works closely with participating employers and labor and management representatives to develop the proposed curriculum. Together they have developed a skill-driven curriculum that seeks to meet the needs of participating employers. Tile, Marble and Terrazzo has used workplace performance, customer requests, needs of the industry, and student evaluations) to meet local needs of its members and participating employers. With direct involvement in the development of the curriculum, the union fully supports this curriculum and training plan for its members.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours for Job Numbers 2 & 3.

Commitment to Training

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

Training Infrastructure

Training will be overseen by TMT JATC’s Training Coordinator. Three JATC office staff will assist with scheduling of training, recruitment, need assessments, and program administration. Three in-house experts and the Training Coordinator will provide training. TMT JATC has also retained a third-party administrator to assist with ETP project administration.

Marketing and Support Costs

Tile Marble JATC requests and staff recommends 8% support costs for Job Numbers 1-3. Class information is disseminated to apprentices, journeymen, and contractors through direct mailings, personal contacts, telephone calls, public service announcements, emails, and the Tile Marble JATC website. Application announcements for the program are circulated to local, state and federal agencies, high schools, community colleges, and community-based organizations.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes performance by TMT JATC under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0933	\$242,201	11/22/21 – 11/21/23	162	TBD	TBD	TBD

Based on ETP System, 1,312 reimbursable hours have been tracked for potential earnings of \$25,256 (10% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through August 2023.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0953	Southern California	09/08/20 – 09/07/22	\$101,255	\$101,255 (100%)

ET21-0953: Based to ETP Systems \$107,184 has been submitted and pending for approval by ETP Fiscal. The Contractor anticipates final earnings of 100% for this Contract.

DEVELOPMENT SERVICES

California Labor Federation in Sacramento, Strategy (Strategy) Workplace Solutions in Alameda, and State Building and Construction Trades Council of California in Sacramento assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Journeyworker**

- ACT - Advanced Certificates for Tile Installers
- Silica In Construction
- Gaged Porcelain Tile Panels
- Tile Council of North America Handbook and American National Standards Institute

Apprentice**Marble Worker**

- Bull Nosing
- Caulking
- Cleaning, Polishing and Sealing
- CPR/First Aid
- Cutting & Grinding
- Detail cut & Color Theory
- Drilling & Anchoring
- Edge Detail
- Fabrication
- Grouting with a Grout Bag
- Grouting with Epoxy
- Holding String Lines and Chalk Lines
- Lath & Scratch
- Material Handling
- Polishing
- Repair & Restoration
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Square Footages & Room Setup
- Squaring & Straightening
- Trim Shapes
- Types of Tiles
- Use of Tools - Hand & Power
- Waterproofing
- Blueprint Reading
- Epoxy Fill & Repair
- Epoxy Resin & Catalyst
- Filling & Grouting Cement Terrazzo Walls & Floors
- Float Walls for Terrazzo Installation
- General Layout
- Straight Stairs, Straight Kitchen and Backsplash, Tub Splash, Tub/Shower
- Combination, Elliptical Arch, Buttress Walls and Jamb, Nitch, Oval Bowl

- Pullman (HORSETOOTH), Radius Countertop and “L” and “U” Shaped Kitchen
- Float Large Walls – Using String Lines to Set Strips
- Large Form Tile Installation (LFT)
- Gauged Porcelain Tile/Slab Installation
- Grouting with a Grout Bag and Epoxy
- Holding String Lines and Chalk Lines
- Laser and Transit Use
- Lath & Scratch
- Set Screeds on Large Floor and Float
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Square Footages & Room Setup
- Square Shower Walls and Curb
- String lines and Screeds for Slope
- Technical Aspects of Tile Installations
- Trim Shapes
- Types of Tiles
- Use of a Tile Rack
- Water Level Rooms for Wall Layout and Floor Elevations
- Waterproofing
- Wet & Dry Grinding Cement Terrazzo Floors, Walls & Base

All Trades

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

Tile Worker

- Blueprint Reading
- Bull Nosing
- Caulking
- Cleaning, Polishing and Sealing
- Commercial Room Layout #1 and #2
- Float and Tile a Shower Floor, Cased Window, Ceiling, Circular Column,
- Dome, Gothic Arch, Semi-Circular Arch, Serpentine Wall, Radius Stairs,
- Straight Stairs, Straight Kitchen and Backsplash, Tub Splash, Tub/Shower
- Combination, Elliptical Arch, Buttress Walls and Jamb, Nitch, Oval Bowl
- Pullman (HORSETOOTH), Radius Countertop and "L" and "U" Shaped Kitchen
- Float Large Walls – Using String lines to Set Strips
- Large Form Tile Installation (LFT)
- Gauged Porcelain Tile/Slab Installation
- Grouting with a Grout Bag and Epoxy
- Holding String Lines and Chalk Lines
- Laser and Transit Use
- Lath & Scratch
- Set Screeds on Large Floor and Float
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Square Footages & Room Setup
- Square Shower Walls and Curb
- String lines and Screeds for Slope
- Technical Aspects of Tile Installations
- Trim Shapes
- Types of Tiles
- Use of a Tile Rack
- Water Level Rooms for Wall Layout and Floor Elevations
- Waterproofing
- Wet & Dry Grinding Cement Terrazzo Floors, Walls & Base

All Trades

- GPT/S Material Handling
- Silica In Construction
- Gaged Porcelain Tile Panels
- Tile Council of North America Handbook and American National Standards Institute

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10 (apprentices only)

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Associated General Contractors of America, San Diego Chapter, Inc. Apprenticeship and Training Trust Fund

Contract Number: ET23-0916

Panel Meeting of: September 30, 2022

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Orange, Riverside, San Bernardino, Imperial	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$312,000		\$21,645 8%		\$333,645
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commercial Skills, Computer Skills, OSHA 10	195	8-210	0	\$1,711	\$29.41
				Weighted Avg: 100			

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

Minimum Wage by County: SET Priority Industry: \$29.41 per hour.

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

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 - Apprentice		
Carpenters		45
Cement Masons		25
Laborers		60
Drywall Lathers/ Installers		10
Operating Engineers		35
Painters		20

INTRODUCTION

Established in 1988 as a Unilateral Apprenticeship Committee, Associated General Contractors of America, San Diego Chapter, Inc. Apprenticeship and Training Trust Fund (AGC) (www.agcsdatt.org) is part of the Associated General Contractors of America which is a national trade association representing all facets of commercial construction. The San Diego Chapter was established in 1927 to serve the needs of contractors in that area. The Board of Trustees is comprised of six association members. AGC serves Journeyman and Apprentices in San Diego, Orange, Riverside, San Bernardino, and Imperial Counties. It is the sole sponsor of seven apprenticeship programs registered with the Department of Apprenticeship Standards (DAS). Each program has its own Related & Supplemental Instruction (RSI) curriculum approved by DAS. Six Apprentice programs are included in this proposal, including the following trades: Carpenters, Cement Masons, Drywall Lather/Installers, Operating Engineers, Laborers, and Painters.

AGC serves approximately 4,000 Journeyman and 520 Apprentices across all six of the apprenticeship programs. Approximately 281 member contractors located throughout the five-county area have partnered within AGC to create and maintain a highly specialized, and rigorously trained workforce. AGC also has 8 members on its board of trustees. The majority of the companies are small businesses. This will be the Company's third ETP project in the last five years.

Veterans Program

AGC is committed to training and retaining Veterans and has recently partnered with Careerconstruction.com to increase Veteran recruitment and increase support for exiting military members who are transitioning into construction careers. AGC also attends monthly career/job fairs on San Diego military bases (Miramar, Camp Pendleton and Point Loma) to increase Veteran recruitment. However, AGC is not requesting a Veteran job number.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

DAS Completion Rates

The average completion rate for Apprentices in the Drywall/ Lather industry is 53.9% as measured by DAS over the most recent reporting period: 2016 through 2021. When the average completion rate for an apprenticeship program is less than half the industry average (benchmark), the Panel requires a justification for funding.

In this proposal, with 320 individual program sponsors, the overall average completion rate for the pertinent period is 53.9%. The DAS completion rate for Drywall/ Lather is 21.5%, which is below the benchmark. However, the low completion rates are due to effects from the COVID pandemic, during which, some trainees were unable to complete the apprenticeship program, adversely affecting the completion rates. Moving forward, AGC has identified ways to ensure that trainees complete the apprentice program by offering supports to these trainees, by way of trainee interviews to ascertain program shortcomings before and after training is complete. In 2021, a total of 38 out of 42 trainees completed the program, a completion rate of 89%. And in 2022, it expects that 40 of 45 apprentices in the final year of the program will graduate, a completion rate of 89%. As demonstrated, the contractor is working to improve this rate and ensure that trainees complete the Apprentice program.

PROJECT DETAILS

Local hiring demands within the five county areas served by AGC were considered for this funding request. As Journeyworkers retire and new work develops, there will be a need for qualified workers to step into open positions. ETP funding will help the AGC provide training to more Apprentices to meet the need for a skilled and readily available pool of trade workers. Further, employers require Apprentices are trained on new technologies as they are introduced to the industry.

A few of the current and upcoming Southern California construction projects include: Baxter Village-Offsite Improvements, Vicinity of Baxter Road/ Wildomar Trail Intersection Wildomar, Fire station #53 Water Valve Repair (Yorba Linda), Leucadia Streetscape Segment B-C N. Coast Hwy 101, Mann Middle School HVAC Upgrades (San Diego), Mead Valley E.S. Modernization 211 OD Oleander Ave (Perris), to name a few. The Trust currently has nearly 100 projects awaiting completion.

Training Plan

Training will be delivered via Class/Lab Training in the following:

Commercial Skills: Apprentices will learn construction project procedures and acquire technical knowledge and performance skills. These classes will allow trainees to learn the latest hard skills, practices and procedures as well as new methodologies in the Industry. These new skills will keep the trainees more employable in the construction industry.

Computer Skills: Training will be offered in Bluebeam software which implements digital workflow that spans an entire construction project lifecycle, from site surveys and field report to design review and punch lists. BIM (Building Information Modeling) software training provides a tool for workers to better manage the way buildings, infrastructure, and utilities are planned, designed, built, and managed.

Certified Safety Training

OSHA 10. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom training. 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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Training will be delivered by in-house trainers. AGC is ready to begin the training plan upon approval and is committed to successfully implementing the proposed program.

The Executive Vice President will oversee overall administration of the project. There are five full-time and two part-time staff persons among AGC’s three training centers who will execute the training plan and coordinate training to ensure proper record keeping procedures are in place.

Marketing and Support Costs

AGC is requesting 8% in support costs to fund marketing to employers, recruit apprentices, and conduct ongoing assessments of employer-specific job requirements. Training is publicized through direct mailings, digital marketing (email marketing & social media), industry magazines, and member contractors’ word of mouth/networking. The training program will also be promoted

at career/job fairs, EDD One-Stop Centers, industry meetings, high schools, and community organizations. AGC has an ongoing concerted effort to recruit women into the program. AGC Staff are very involved with the National Association of Women in Construction organization and the San Diego Women's Construction Coalition (SDWCC). AGC has worked with SDWCC to help form the Julia Morgan Society which has 95% female membership and promotes construction careers at bi-monthly lunch-time meetings. ETP staff recommends the 8% in support costs.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0945	San Diego	12/23/2019- 12/22/2021	\$297,528	\$297,528 (100%)
ET15-0926	San Diego	6/01/2015- 5/31/2017	\$327,200	\$230,569 (70%)

*AGC's first project (ET15-0926) earned 70% of the awarded funding due to the gradual implementation of administrative processes and a plan to train Journeyworkers which did not materialize. To address these two issues AGC has increased its resources focused on administrative support and have a better understanding of ETP requirements based on prior experience. In addition, this project will focus solely on Apprentice trainees to reduce administrative complexity associated with Journeyworker trainees.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

SAFETY SKILLS - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10

COMPUTER SKILLS

- Bluebeam – All Levels
 - Take-Offs and Estimation
 - Document Control and PDF Creation
 - Drawing Review
- Building Information Modeling - BIM Basics for Field Workers

COMMERCIAL SKILLS**Carpenter 1-5:**

- Safety with Hand and Power Tools
- Basic Skills
 - Trade Orientation
 - Construction Mathematics
 - Print Reading & Code Requirements (Cal-Green)
 - Layout & Leveling Instruments
 - Scaffolds
- Foundation & Floor Construction Systems
- Concrete Form Construction for Horizontal Formwork
- Concrete Form Construction for Vertical Formwork
- Stair Building Formwork
- Structural Framing
 - Wood Floor and Wall Systems
 - Metal
 - Wood Framing
 - Manufactured Panels
- Building Materials and Adhesives
- Interior Systems
 - Metal Studs; Drywall; Acoustical
 - Cabinet and Casework Installation; Modular Systems
 - Clean Room
- Roof Framing
 - Conventional Roof Framing
 - Engineered Roof Components
- Stair Building
- Building Envelope and Weatherization Skills
 - Exterior Building Wrap
 - Window Installation
 - Door Installation
- Finish Carpentry
 - Interior
 - Exterior

- Alternative Energy Systems
 - Residential Solar Systems Installation
 - Commercial Photovoltaic; Concentrated PV and Tracking Systems
- Green Construction & Supplemental Skills
 - Green Awareness: Environment and Sustainability
 - Green Rating Systems
 - Green Building Codes: Cal-Green
 - Green Products and Sustainable Building Materials
 - Waste Management and Recycling Procedures
 - Site Environmental Management and Protection Procedures
 - Construction Air Quality Management

Cement Mason 1-3:

- Orientation, History of Cement Industry, Labor & Management Relations, Safety & First Aid
- Forming Tools, Hand Tools, Power Tools, Miscellaneous Equipment, Small Engines: Operations & Servicing
- Basic Math, Measuring, Estimating
- Leveling Instruments: Builders Level, Laser Beam, Transit
- Concrete Ingredients
- Designing Concrete Mixes, Admixtures, Specifications & Testing
- All Concrete Forms, including, but not limited to:
 - Edge Forms on Grade
 - On-Grade Curb & Gutter Forms
 - Screeds & Bulkheads
- Placing & Leveling Concrete
- All Finishing Concrete Processes, including, but not limited to:
 - Finishing Concrete Floors
 - Finishing Concrete Roofs
 - Finishing Concrete Steps
 - Finishing Sidewalks & Patios
 - Finishing Concrete Drives
 - Approaches, Curbs, & Gutter
 - Pavements
 - Concrete Bases
 - Tilt-Up Panels
 - Precast
 - Lift Slab
 - Finishing footings and concrete base structures for the purpose of solar and wind energy
- All Concrete Restoration, including, but not limited to:
 - Staining
 - Etching
 - Polishing
 - Overlay
 - Waterproofing
- Joints in Concrete, Curing, Protection
- Blueprints: Reading & Interpreting, Architects Scale
- Concrete Patching & Related Processes:
 - Grinding/Rubbing & Sacking
 - Surface Defects
 - Green Concrete Construction

- Epoxy, Epoxy Injection and Materials
- Green Topics:
 - Understanding LEED and the Relation It Has with Green Construction.
 - Roll of Concrete in Reducing Energy Usage.
 - Thermal
 - Reflective
 - Recycling of Cured Concrete and Concrete in Its Plastic Stage
 - How Concrete Can Help Manage Storm Water Runoff

Drywall Lather/Installers 1-4:

- Safety
 - Safety with Hand and Power Tools
- Basic Skills
 - Trade Orientation
 - Construction Mathematics
 - Layout & Leveling Instruments
 - Scaffolds
- Framing Installation
 - Measuring and Layout
 - Metal Studs
 - Cutting and Fitting
 - Metal Soffit Systems
 - Acoustic Ceiling Systems
 - Arches
 - Wood and Metal
 - Cutting and Fitting
 - Welding AWS Structural Framing Certification
- Interior and Exterior Systems
 - Gypsum and Low VOC; Green Board
 - Exterior Insulation Finish System (E.I.F.S.)
 - Weatherization
 - Lath Installation
 - Drywall Finishing
- Green Construction & Supplemental Skills
 - Green Awareness: Environment and Sustainability
 - Green Rating Systems
 - Green Building Codes: Cal-Green
 - Green Products and Sustainable Building Materials
 - Waste Management and Recycling Procedures
 - Site Environmental Management and Protection Procedures
 - Construction Air Quality Management

Laborers 1-3:

- Industry Courses
 - Compaction Using Hand-Held Tools
 - Hazardous Waste Removal
 - Green Construction Awareness and Technology

- Concrete
 - Asphalt Paving
 - Pipe Laying
 - Torch Cutting and Burning
 - Trench Shoring
- Tool Use and Equipment Awareness
 - Picks, Shovels, & Digging Bars
 - Pavement Breakers
 - Jackhammers
 - Chipping Guns
 - Rivet Busters
 - Clay Spades
 - Asphalt Rakes
 - Concrete Forms
 - Vibratory Plates
 - Wackers
 - Other Hand-Held Equipment
 - New or Different Material/Method/Technology necessary for Craft Laborer.

Painter 1-6:

- Introduction to Painting & Decorating
- Tools and Equipment Safety
- Brush, Roll and Prep
- Advanced Scaffold Awareness: Set-up and Take-Down
- Sand & Water Blast and Media
- Environmental Health and Green Training
- Man-Lift & Boom Certification
- Industrial Blast & Abrasives
- Worker Lead Abatement
- Spray Techniques: Methods, Equipment & Safety
- HAZMAT
- Wood Types: Prep, Materials
- Color Mixing & Matching
- Faux Finishes: Graining and Marbleizing
- Wallcovering: Prep, Materials, Equipment, and Tools
- Blueprint Reading and Estimating

Heavy Equipment/Operating Engineers 1-5

- Safety
- Track equipment
- Rubber-tired type equipment
- Hoisting type equipment
- Stationary type equipment
- Grade Checking and Grade Setting
- Green Technology and Construction
- Environmental Awareness

All Occupations

- **Basic Construction Math I:**
 - Understanding Fractions
 - Identify Improper, Mixed, Whole and Proper Fractions

- Mixed Fractions Using Construction Values
- Reduce and Raise Fractions to Higher Terms
- Subtract Proper Fractions Using Construction Values
- Subtract Mixed Fractions and Whole Using Construction Values
- Convert Incorrectly Written Mixed Numbers
- Convert, Add, Subtract and Balance Feet, Yards, and Inches
- Multiply Proper and Improper Fractions with One and Multiple Steps
- Multiply Mix Numbered Fractions with Multiple Steps
- Cross Cancel Fractions in Order to Simplify Multiplications of Fractions
- Reduce the Product of Fractions
- Divide proper and improper fractions
- Divide mix numbered fractions with multiple steps
- Reduce the quotient of fractions
- Round decimals
- Write decimals
- Identify decimal place value
- Convert decimal to inches
- Convert inches to decimal
- Convert decimals to percent
- Convert percent to decimals
- Utilize percentage formulas in solving for the part, whole and percent of a problem
- **Advanced Construction Math II:**
 - Area, perimeter of rectangles, squares and circles
 - Review of percentages and measurements
 - Application of area and perimeter, introduction to volume
 - Application of volume and using 3-4-5 triangles
 - Board feet and studs
 - Costing small jobs—the math basics
 - Stairs
 - Ramps
 - Elevations
- **Basic Blueprint I:**
 - Intro. To Blueprints
 - Symbols and Numbering
 - Construction Materials
 - Multi-family Dwellings
 - Commercial Structures
 - Specifications
 - Residential Structures
 - Blueprint Review
- **Advanced Blueprint II:**
 - Types of construction
 - Basic blueprint review
 - Specifications
 - Site work drawings
 - Structural steel drawings
 - Reinforced concrete drawings

- Finish construction drawings
- SIRT building
- **Estimating:**
 - The Business of Estimating
 - Estimator Roles
 - Project documents
 - Bidding
 - Site Analysis
 - Project schedules
 - Sub-contractor solicitation
 - Bid Document Analysis
 - Change orders, addendums and RFIs
 - Value engineering
 - Metric System
 - General conditions
 - Estimating technology
 - Trade proposal analysis
 - Bid results
 - Estimating Divisions 1-16



Training Proposal for:

Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund

Contract Number: ET23-0918

Panel Meeting of: September 30, 2022

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Association of Heat and Frost Insulators and Allied Workers Union Local No. 5		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$371,200		\$25,752 8%		\$396,952

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm'l. Skills, OSHA 10/30	232	8-210	0	\$1,711	\$29.41
				Weighted Avg: 100			

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

Minimum Wage by County: (SET/Priority Industry wage modification): \$29.41 per hour

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

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

Up to \$5.00 per hour in health benefits may be used to meet the Post-Retention wage. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Mechanic (Heat & Frost Insulator)		132
		100

INTRODUCTION

Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund (Heat and Frost Insulators or JATF) (www.awlocal5.com) was founded in 1962 by a consortium of labor and management organizations to provide training for Insulators and Asbestos workers in Southern California at its Ontario facility. It's comprised of six members, three each appropriated by the Western Insulation Contractors Association and the International Association of Heat & Frost Insulators & Allied Workers Union, Local No. 5. This will be the JATF's seventh ETP Contract, the fifth in the last five years.

Heat and Frost Insulators insulate mechanical structures from ambient temperatures. A typical building has insulation on the hot and cold water pipes, the heating and air conditioning system, and related mechanical equipment. Insulation materials conserve energy, reduce pollution, control condensation, eliminate mold, and improve workplace safety. Insulation requires a variety of techniques to install depending on the type of surface, which include pasting, wiring, stapling, taping, and spraying. Insulators also perform asbestos removal work, and install firestop materials to seal openings and joints in fire resistant rated walls.

Veterans Program

Heat and Frost Insulators serve Veterans and participates in outreach and hiring activities by partnering with Helmets to Hardhats and the Department of Labor VA Program. Once recruited, Veterans are offered priority placement at the top of the waiting list to enter the program with the next incoming class. During the first part of the Apprenticeship program they are offered additional help and support from instructors, if needed, to ensure they succeed. Further, their full initiation

fee is waived and they are provided tools for the first year at no cost. For administrative efficiency, Heat and Frost Insulators is not requesting a separate Veterans job number.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

Heat and Frost Insulators designed its training program to meet the needs of signatory employers, ensure an adequate number of skilled insulators are available for specialized projects, and to address the industry needs for Apprentices. There is a growing demand for Apprentices with technical skills training due to the complexity of projects industry wide. The training must be targeted towards the need to upgrade the skills of Apprentices to address new insulation materials and new systems that have been implemented throughout the industry. The demand is also driven in part by a recently enacted California Law that requires specialized training for apprentices who will work on oil refineries and Heat and Frost Insulators.

Training will give Apprentices the skills needed to meet new industry needs and prepare them to work on projects in multiple refineries including Chevron in El Segundo, a Tesoro in Wilmington, and Loma Linda Hospital.

Training Plan

Training will be delivered via class/lab by in-house experts in the following:

Commercial Skills: Training will include insulation installation and asbestos work. Classes will include Measurements, Asbestos Removal Procedures and Safety, Blueprint Reading, Advanced Layout, Energy Surveys, Compartmentation and Protective Devices.

Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation 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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Learning Management System

Staff has reviewed and approved Heat and Frost Insulators' use of a Learning Management System for recordkeeping.

Marketing and Support Costs

Marketing is conducted through announcements, email, and web posting to union members and signatory contractors. Three part time staff will perform duties related to marketing and support. Heat and Frost Insulators requests 8% support costs to assist in apprentice recruitment, employer outreach, and assessment of employer-specific job requirements. Although many of the participating employers have already been notified, additional outreach and needs assessments will take place throughout the Contract term. Staff recommends the 8% support costs.

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 Administrator/Training Director will oversee the project with three other staff who will be dedicated to marketing, recruitment, needs assessments, scheduling training, and ETP administration. An administrative subcontractor has also been retained to assist with administration services.

Tuition Reimbursement

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

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) (\$ %)
ET21-0933	\$429,290	12/14/20-12/13/22	220	0	0	0 (0%)

*ET21-0933 There are currently no training hours tracked in the system for this project.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0910	Ontario	8/01/19- 1/27/22	\$643,405	\$0 (0%)
ET17-0933	Azusa	6/1/17- 5/31/19	\$509,790	\$444,845 (87%)
ET16-0912	Azusa	10/5/15- 10/4/17	\$459,320	\$417,175 (91%)

ET20-0910: To date, contractor has logged 21,135 valid training hours totaling \$421,094.76 (65.4%) of approved funds.

DEVELOPMENT SERVICES

Betat Advisories in Auburn assisted with development for a flat fee of \$7,500.

ADMINISTRATIVE SERVICES

Betat Advisories will also assist with administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum**Class/Lab**

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Asbestos Removal, Advanced Practices
- Blueprint Reading
- Codes and Specifications
- Construction Math
- Firestop Compartmentation
- Hazardous Materials Handling
- Insulation Equipment
- Insulation Materials
- Layout & Fabricate: Square to Round
- Layout & Fabricate: Concentric Reducers
- Layout & Fabricate: Eccentric Reducers
- Layout & Fabricate: Equal Tee
- Layout & Fabrication: Advanced Skills
- Layout & Fabrication: Beveled and Flat End Caps
- Layout & Fabrication: Elbows
- Layout & Fabrication: Unequal Tee
- Lead Abatement
- LEED Building Basics
- Thermography
- Working with Lifts, Advanced Practices

Safety Skills – OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:
**Orange County Electrical Joint Apprenticeship
 and Training Trust**

Contract Number: ET23-0917

Panel Meeting of: September 30, 2022

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 441		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,184		\$32,338 8%		\$499,522

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills, Comm'l. Skills, Computer Skills, OSHA 10/30	102	8-200	0	\$590	\$52.25
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Comm'l. Skills, OSHA 10/30	179	8-210	0	\$2,053	\$29.41
				Weighted Avg: 120			
3	Retrainee Priority Rate Apprentice Veterans	Comm'l. Skills, OSHA 10/30	35	8-210	0	\$2,053	\$29.41
				Weighted Avg: 120			

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

Minimum Wage by County: Job Number 1-3: SET Modified Wage - \$29.41/hr.

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

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

Up to \$3.28 per hour may be used to meet the Post-Retention Wage for Job Numbers 2-3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 - Journeyworker		
Inside Wireman, Transportation Technicians, Telecommunications Technicians		102
Job Number 2 - Apprentices		
Inside Wireman, Sound Installer		179
Job Number 3 – Apprentices (Veterans)		
Inside Wireman, Sound Installer		35

INTRODUCTION

The Orange County Electrical Joint Apprenticeship and Training Trust Fund (OCETT or Trust) (www.ocett.org) has served the electrical industry in Orange County since 1950. The Trust provides training for local inside wiremen and transportation and telecommunication electricians. The Training Center is a partnership between Orange County Chapter of NECA and the International Brotherhood of Electrical Workers Local 441 and its 237 local employers. This contract will request funding for the journey-level workers and apprentices. This will be OCETT's ninth ETP Contract, the seventh in the last five years.

Veterans Program

OCETT is committed to supporting job-related training that helps Veterans transition into the California workforce. The Trust recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go to the second stage (the interview). OCETT has included a separate Job Number to better track Veterans included in the program and has committed to hiring 35 veterans (Job Number 3) over a two year period. The Veteran training curriculum is the same as the Apprentice training curriculum.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7 reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

OCETT will provide training in order to keep up with changes in the electrical industry. Training will also be provided in new, emerging technologies that focus on renewable energy and highly efficient electrical control systems. A more energy efficient construction industry and an aging workforce retiring from the industry have created major challenges for employers. The curriculum emphasizes green training like energy management, lighting and controls. The local hiring demands of OCETT have helped shape the curriculum, such as the need for electricians with the ability to work with green materials at technically advanced construction projects.

These new skills will assist the trainees as they work on the following upcoming projects: Disney Marvel land; California Adventure; UCI Medical Center; The Toll Roads; Garden Grove Freeway; Interstate 5; John Wayne Airport; and updating schools throughout the County.

Training Plan

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

Business Skills: Training will be provided to Journeyworkers. Electricians will learn certification guidelines, collaborative bidding and project development practices, budgets, and implementing green solutions in traditional work environments. Training will also include team-building and leadership skills in addition to changes in the new California Energy Codes (requires buildings to be more efficient by integrating lighting systems and HVAC systems).

Commercial Skills: Commercial Skills courses will be offered to all occupations. The electrical field is undergoing significant change due to the emergence of new high-tech products and energy efficient construction methods used by the participating employers and property owners. As such, Electricians are faced with understanding and following National Electrical Codes, Title 24, safety standards, and energy efficiency practices. Many of the classes listed in this contract help create bridges between the old and new technologies applicable to electricians.

Computer Skills: Computer Skills courses will be offered to Journeyworkers. AutoCAD training will give trainees the tools to read and modify blueprints as needed, while on the jobsite. Job Tracking will train electricians to manage projects closely and look up project requirements, budgets and timelines on demand. Training will also include operation of scheduling and job planning software.

Certified Safety Training:

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Marketing and Support Costs

OCETT uses direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website to market its program. Class information will also be disseminated throughout the year to all Apprentices, Journeyworkers and employers. Application announcements for the apprentice program are sent to local, state and federal agencies as well as to local high schools, community colleges and community-based classes. Journey-level and apprentice courses are offered January through June and July through December. The Trust requests 8% support costs in Job Numbers 1-3 to fund its recruiting efforts.

Commitment to Training

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

Training Infrastructure

The OCETT Training Director with approximately five staff will assist with the marketing, recruitment, needs assessments, and scheduling of training. The Trust has 22 trainers who will assist with the training. The trainers are former or current electricians and are experts in the areas that they teach. A third-party administrative subcontractor has been retained to provide administrative services.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0936	\$598,590	1/31/2022-1/30/2024	270	0	0	\$48,446 (8%)
ET21-0929	\$377,168	9/01/2020-8/31/2022	229	0	0	\$377,168 (100%)

*ET22-0936: OCETT has tracked 2,516.50 reimbursable training hours, equivalent to 8% of approved funding. OCETT's normal administration processes have been delayed due to changes with ETP's Cal-E-Force invoicing process. In addition, although training has been delivered, the contract representative reports that enrollment and subsequent tracking of hours for this project will not occur until after the placement (retention) of trainees participating in the prior Agreement (ET21-0929) has processed.

ET21-0929: OCETT has tracked 21,926 reimbursable training hours, the equivalent of 100% of funding. OCETT projects 100% performance based on hours committed. The hours committed by OCETT are reported to not be up-to-date within the Cal-E-Force (CEF) system.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0924	Orange	8/26/2019-8/25/2021	\$742,195	\$742,195 (100%)
ET19-0930	Orange	10/29/18-10/28/20	\$940,064	\$940,064 (100%)
ET17-0934	Orange	06/05/17-06/04/19	\$655,010	\$655,010 (100%)
ET16-0913	Orange	10/05/15-10/04/17	\$477,825	\$477,825 (100%)

DEVELOPMENT SERVICES

California Labor Federation in Sacramento, and Strategy Workplace Communications in Oakland, assisted with development of this proposal at no charge.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab, E-Learning Hours

Trainees may receive any of the following:

JOURNEY-LEVEL CURRICULUM

BUSINESS SKILLS

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

COMMERCIAL SKILLS

Codeology

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

Analog/Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire Alarm Systems and Installations

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

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

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

Programmable Logic Control (PLC)

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

Electrical Design

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

Voice, Data, and Video

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

Industry Specific Skills

- Solar Panel Installation
- Solar Photovoltaics
- Building Automation Systems

- Confined Space Entry
- Specialized Tools
- Conduit Bending
- Rigging and Lifting
- Firestop Installation
- Blueprints and Schematics
- Work Flow and Resources
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Proper Equipment Set-Up (Green Training)
- Safe Working Practices
- Advanced Instrumentation and Motor Controls
- Programmable Logic Controllers

Advanced Welding

- Architecture Designs and Advanced Plan Reading
- Management and Monitoring of Materials
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)

CALCTP (California Advanced Lighting Control Program)

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

CALCTP Acceptance Testing

- Electric Vehicle Infrastructure Training Program (EVITP)
- Instrumentation Certification
- Energy Storage and Microgrid Training and Certification (ESAMATC)

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10
- OSHA 30

COMPUTER SKILLS

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

Class/Lab, E-Learning Hours

Trainees may receive any of the following:

APPRENTICE CURRICULUM

COMMERCIAL SKILLS

2nd Year

- Orientation, Level II
- COMET
- Test Instruments, Level I
- Codeology, Level I
- AC Systems, Level 1
- AC Theory, Level I
- AC Theory, Level II
- Blueprints, Level I
- Electrical Safety-Related Work Practices, Level I
- Code Calculations
- Code, Standards & Practices 2, Level I
- Code, Standards & Practices 2, Level II

3rd Year

- Blueprints, Level II
- Code, Standards and Practices 3, Level 1
- Electrical Safety-Related Work Practices, Level II
- Grounding and Bonding, Level 1
- Grounding and Bonding, Level II
- Transformers, Level 1
- Transformers, Level II
- Code, Standards and Practices 6, Level 1
- Preparing for Leadership, Level 1
- Transformer wiring
- Rigging, Hoisting and Signaling

4th Year

- Code Calculations Complete
- Blueprints, Level III
- Motors, Level I
- Motors, Level II
- Motor Control, Level I
- Motor Control, Level II
- Motor control labs
- Code Prep

5th Year

- Code and Practices
- Code Calculations

- Orientation, Level III
- Torque
- PV/Solar Installer
- CALCTP
- EVITP
- CPR/First Aid Refresher
- Code of Excellence
- Foreman Training
- Electrical Safety Arc Flash

For All Years:

- Electric Vehicle Infrastructure Training Program (EVITP)
- Foreman Training
- CPR/First Aid
- Energy Storage and Microgrid Training and Certification (ESAMATC)

OSHA 30 (OSHA Certified Instructor)

- OSHA 30



Training Proposal for:
San Diego Chapter ABC Training Trust Fund

Contract Number: ET23-0924

Panel Meeting of: September 30, 2022

ETP Regional Office: San Diego

Analyst: J. Lima

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Imperial	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$445,680		\$30,816 8%		\$476,496

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Business Skills, Comm'l. Skills, HazMat	116	8-200	0	\$2,566	\$29.41
				Weighted Avg: 150			
2	Retrainee Apprentice Priority Rate	Business Skills, Comm'l. Skills, HazMat	85	8-200	0	\$2,104	\$29.41
				Weighted Avg: 123			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$29.41 per hour.

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

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

Up to \$5.55 per hour may be used to meet the Post-Retention Wage for Job Number 1; and up to \$2.06 per hour for Job Number 2. This amount has been verified in the prevailing wage apprentice rate wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Electrician (Inside Wireman)		13
		103
Job Number 2		
Apprentice - Plumber		85

INTRODUCTION

San Diego Chapter ABC Training Trust Fund (ABCSD), is a trade association founded in 1976. The Training Trust of the organization was formed in 1986 (www.abcsc.org) to serve the needs of contractors in the San Diego & Imperial areas. The Organization is eligible under ETP guidelines as a Unilateral Apprenticeship Committee (UAC).

ABCSD represents merit shop (non-union) construction and construction-related firms. ABCSD's contractor membership is comprised primarily of firms performing work in the industrial, commercial and institutional sectors of the construction industry in San Diego and Imperial Counties and serves 200 employer members. ABCSD offers apprenticeship, craft training, safety and management education programs and a variety of other services.

ABCSD is registered with the Division of Apprenticeship Standards (DAS) and trains Apprentices and Journeymen in the following five trades: Electrical, Electronic Systems Technician, Plumbing,

Pipefitting and Sheet Metal. ABCSD serves Apprentices and Journeymen; however, this project will include only the Electrical and Plumbing Apprentices.

This will be ABCSD's second ETP Contract and the second in the last five years. Training will be delivered at ABCSD's training center in Poway. The training center includes 16 classrooms, a computer lab and an 11,000 square foot hands-on working lab.

Veterans Program

ABCSD actively recruits Veterans and works with the following Veterans organizations: Veterans Affairs (VA) Office, Marine Corps Community Center, Veterans Village of San Diego, Wounded Warrior Project, San Diego County Veterans Services, VA Outpatient Clinic, VA Hospital Transition Center, among others. Through these partnerships, ABCSD attends career fairs for all branches of the Armed Services and is listed as a resource for Veterans looking for skilled training and employment in the construction industry.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

The construction industry faces a serious shortage of qualified workers. Many employers have an aging workforce set to retire soon and lack younger staff who can backfill the vacancies. It becomes imperative that Apprentices are trained to meet the needs of employers over the next decade.

Some current and upcoming Southern California construction projects include: UCSD Allen Lab PHX, Chula Vista Civic Center Library, San Diego Housing Commission, and San Diego Airport Terminal.

Training Plan

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

Business Skills: Training will include basic employability skills, fundamentals of crew leadership and basic communication skills.

Commercial Skills: Training will include construction math, cable tray, conduit bending, electric lighting, transformers, motor calculations, pull and junction boxes, basic electronic theory and overcurrent protection.

Certified Safety Training

Hazardous Materials (HAZMAT). This training is a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors.

Commitment to Training

ABCSD will continue to provide training approved by the state of California, DAS. 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 V.P. Workforce Development will oversee the project and assist with ETP administration including scheduling classes, marketing, recruitment, and employer needs assessments.

ABCSD’s curriculum is created by the National Center for Construction Education and Research and meets all minimum industry training criteria through the State of CA’s DAS. The curriculum is revised every 3 to 5 years depending on industry changes and is developed with the support of 125 Construct CEO’s and academic leaders.

Marketing and Support Costs

ABCSD requests 8% in support costs to fund marketing to employers, recruit apprentices, and conduct ongoing assessments of employer-specific job requirements. These are five full-time staff members who will assist with marketing and recruitment.

ABCSD is looking for better ways to appeal to younger generations. As such training is publicized through social media and other platforms including: the Build Your Future website that focuses on high school graduates and military Veterans; holding summer camps to expose high school students to the trades; and hosting open houses at the training center. In an effort to recruit participating employers, ABCSD pursues potential companies and hosts networking events, and prospective member events throughout the year. ETP staff recommends the 8% in support costs.

ABCSD’s curriculum is created by the National Center for Construction Education and Research and meets all minimum industry training criteria through the State of CA’s DAS. The curriculum is revised every 3 to 5 years depending on industry changes and is developed with the support of 125 Construct CEO’s and academic leaders.

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 ABCSD's under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0938	San Diego	4/8/19 to 4/7/21	\$415,510	\$313,078 (75%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Business Skills

Electrical Apprentices

- Basic Employability Skills
- Fundamentals of Crew Leadership
- Basic Communication Skills

Plumbing Apprentices

- Basic Communication Skills
- Business Principles for Plumbers
- Fundamentals of Crew Leadership

Commercial Skills

Electrical Apprentice

- Construction Math
- Construction Drawings
- Role in the Green Environment
- Basic Electronic Theory
- Alternating Current
- Motors: Theory and Application
- Conduit Bending
- Pull and Junction Boxes
- Grounding and Bonding
- Electric Lighting
- Conductor Installations
- Cable Tray
- Conductor Terminations and Splices
- Circuit Breakers and Fuses
- Control Systems and Fundamental Concepts
- Load Calculations-Branch, Feeder Circuits and Services
- Conductor Selection and Calculations
- Practical Applications of Lighting
- Overcurrent Protection
- Distribution Equipment
- Transformers
- Commercial Electrical Services
- Motor Calculations
- Voice, Data and Video
- Motor Controls
- Electricity in HVAC
- Standby and Emergency Systems
- Fire Alarm Systems
- Specialty Transformers

- Specialty Locations
- Advanced Controls
- HAVC Controls
- Heat Tracing and Freeze Protection
- Motor Operation and Maintenance
- Medium Voltage Terminations/Splices

Plumbing Apprentices

- Construction Math
- Reading Commercial Drawings
- Your Role in the Green Environment
- Structural Penetrations, Insulation, Fire Stopping
- Installing and Testing DWV Piping
- Compressed Air
- Service Plumbing
- Plumbing Code
- Standards and Specifications
- Water Pressure Booster and Recirculation Systems
- Hydronic and Solar Heating
- SMAW Equipment and Setup
- Shielded Metal Arc Electrodes
- Arc Welding
- Private Water Supply Systems
- Private Waste Disposal Systems
- Swimming Pools and Hot Tubs
- Plumbing for Mobile Homes and Travel Trailers
- Intro to Medical Gas and Vacuum Systems
- Base Metal Preparation
- SMAW Groove Welds with Backing

Hazardous Materials Skills

Electrical Apprentices

- Hazardous Locations
- Health Care Facilities

Plumbing Apprentices

- Indirect and Special Waste
- MedGas



Training Proposal for:
San Diego Electrical Training Trust

Contract Number: ET23-0915

Panel Meeting of: September 30, 2022

ETP Regional Office: San Diego

Analyst: J. Lima

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Imperial	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 569		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,866		\$32,124 8%		\$499,990

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Comm'l Skills Computer Skills OSHA 30	75	8-200	0	\$442	\$38.78
				Weighted Avg: 18			
2	Retrainee Apprentice	Comm'l. Skills, Computer Skills, OSHA 10/30	318	8-210	0	\$1,197	\$29.41
				Weighted Avg: 70			
3	Retrainee Apprentice Veterans	Comm'l. Skills, Computer Skills, OSHA 10/30	71	8-210	0	\$1,214	\$29.41
				Weighted Avg: 71			

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

Minimum Wage by County: Job Number 1-3 (SET/Priority Industry): \$29.41 per hour

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

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

Up to \$4.83 per hour may be used to meet the Post-Retention Wage for Job Number 2 & 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Inside Wireman/Sound Technician		75
Job Number 2		
Apprentice - Inside Wireman/Sound Technician		318
Job Number 3		
Veteran Apprentice - Inside Wireman/Sound Technician		71

INTRODUCTION

Since 1944, the San Diego Electrical Training Trust (SDETT or Trust) (www.etiedu.org) has provided industry skills training and securing job opportunities for its members in the San Diego and Imperial counties. SDETT trains electrical workers to install power, lighting, controls, sound and communication controls, and other electrical equipment in commercial, industrial and residential facilities. ETP training will be delivered at SDETT's training centers, which include a 32,000 square-foot training center in San Diego and a 5,000 square-foot satellite facility in Imperial County. This is SDETT's eighth ETP Contract, and fifth in the last five years.

The Trust is governed by a Board of Trustees comprised of labor and management representatives, and it is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 569 and the National Electrical Contractors Association. The 464 planned retrainees included in this proposal are all members of IBEW Local 569 and covered by separate CBAs for two occupational titles: Inside Electrical Wiremen and Sound Technicians.

Veterans Program

SDETT is committed to train Veterans and to supporting job-related training that helps Veterans transition into California workforce. It recruits Veterans in cooperation with Helmets to Hardhats. Veterans who apply for the apprenticed program can skip the first stage of the application process which is a written assessment and go immediately to the second stage of an interview. The Trust is also an active participant in the Veteran Electrical Entry Program (VEEP). VEEP is a national program in which Veterans take a 7-week Pre-Apprentice electrical program. After the program, they are eligible for direct entry into Apprentice Programs. Under this proposal SDETT has committed to recruiting at least 71 Veterans under Job Number 3 of the training plan.

A portion of the Veteran population participating in this project may include transitioning active duty Veterans who are within one year prior to their anticipated separation date from service.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

ETP funding will allow SDETT to expand and upgrade its training to meet the needs of local employers. A significant number of retiring workers and the recent upswing in construction means the demand for Apprentices has been accelerating in San Diego County. Inside Wireman install and maintain all the various types of electrical and conduit systems found in commercial and industrial facilities. Participating employers and union representatives have identified the following additional reasons for training: energy-efficiency regulations, increasing out-of-state competition, retiring workforce, costs, quality standards, and complexity of construction projects. The proposed training program would also help employers meet the challenges of staying competitive by giving younger workers the skills to stay employed in the industry as construction projects get funded.

Work has been steady throughout the pandemic and employers anticipate an increase in workload over the next 12-15 months. Trainees in this project will be working on new construction and

project renovations including: installing power, lighting, sound and communications energy saving controls and other electrical equipment on large solar farms and in commercial, industrial and residential buildings.

Training Plan

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

Commercial Skills: Energy efficiency training is expected to be the centerpiece of the program because of the large demand for energy efficient construction methods and technologies by the participating employers and property owners. Training for Journeyworkers will cover energy-efficient technologies and products such as green building materials, solar photovoltaic panels, solar energy storage, motor controls, advanced welding, green materials testing and audit equipment. Energy efficiency classes that will be taught are: Energy Storage & Micro-Grid Training & Certification, California Advanced Lighting Controls Training Program, Photovoltaic Systems & Installations and Electric Vehicle Infrastructure Training Program.

Training for Apprentice Inside Wiremen and Sound Technicians will cover how to install, maintain, and repair various types of electronics equipment in commercial, industrial and residential establishments. Trainees will also learn to install, connect, and test electrical-wiring systems for lighting, heating, air conditioning, and sound and communication systems for any building or structure.

Computer Skills: Training will be given to all occupations and will include scheduling, planning and modeling software. AutoCAD and Job Tracking applications will provide trainees with the tools to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings and adjust computerized-control systems.

Certified Safety Training

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

Green/Clean Operations

Training will provide electrical workers with skills in emerging technologies including renewable energy and high-efficiency electrical-control systems. California Code of Regulations Title 24 requires substantial increases in building efficiency. Thus, many Electricians find work retrofitting local commercial buildings with green technology to reduce the use of energy in older buildings. The equipment rooms in older buildings often contain energized equipment configured and connected to the communications network that serves the building. Electricians must have finely honed skills to update while not completely interrupting service to the building.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

Signatory employers will continue to contribute to the training trust for every hour worked by Apprentices and Journeyworkers. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

SDETT's Training Director will oversee the project and 16 Administrative Staff members will assist with ETP administration including scheduling classes, marketing, recruitment, and employer needs assessments. A third-party administrator has also been hired to assist with administration services. Training will be delivered by in-house experts who are former or current members of the trade, and some have received Master Certification status by the National Joint Apprenticeship Training Committee.

Marketing and Support Costs

SDETT is requesting, and staff recommends, 8% support costs for Job Numbers 1-3 to fund recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training. Recruitment includes: direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and SDETT's website. Class information will be disseminated throughout the year to all Apprentice and Journeyworker Electricians within San Diego County as well as to the electrical contractors who employ them to attract attendees. SDETT reports that projected budget costs for personnel alone will exceed the ETP support-cost funding. SDETT will cover additional costs beyond the ETP-funded support costs.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0908	\$596,872	8/23/21 - 8/22/23	422	0	0	\$114,822 (19%)
ET21-0919	\$381,068	9/2/20 - 9/1/22	284	240	240	\$381,068 (100%)

ET22-0908: Based on ETP Systems, SDETT reimbursable hours have been tracked for potential earnings of \$284,752 (48% of approved amount). SDETT projects 100% performance based on hours committed. SDETT is waiting to enroll hours in this project and will do so once ET21-0919 is closed out.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0926	San Diego & Imperial	9/3/19 - 9/2/21	\$749,880	\$749,880 (100%)
ET19-0416	San Diego & Imperial	2/15/19 - 2/14/21	\$17,680	\$17,680 (100%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Journeyman**

- AC Theory
- Audio Components and Systems
- Basic Estimating
- Basic Foremanship
- Blueprint Reading
- Boom Lift/Scissor Lift Training
- Building Systems
- CALCTP Technician & Acceptance Testing (California Advanced Lighting Control Program)
- Code Calculations
- Conduit Bending
- Confined Space Entry Hazard Awareness
- Copper Structured Cabling
- DC Theory
- Electrical Certification State Exam Prep
- Electrical Requirements for Healthcare Facilities
- Electrical Review
- ESAM-TAC (Energy Storage & Micro-Grid Training & Certification)
- EVITP (Electric Vehicle Infrastructure Training Program)
- Fiber Optic Networks and Installations
- Fire Alarm Systems and Installations
- Fire Life Safety Certification Prep
- Grounding and Bonding of Electrical Systems
- Instrumentation: Level I and II
- Practicing Leadership
- Make Up Class: National Electric Code
- Meter Use and Safety
- Motor Controls
- NFPA 70E and 70B
- Photovoltaic Installations (Solar)
- Residential Audio/Video
- Rigging
- Silica Safety Training
- Transformer Operation, Installation, and Megger Operation
- Voice-Data-Video Certification Prep
- Welding I and II

Apprentice (Sound Technician)**Second Year - 3rd Period APSC103**

- Electronics / Structured Cabling for Fiber Optics (FOA Certification)
- Soldering Skills & Circuit Assembly
- Test Instrument Use and Practice
- Blueprint/Schematic Reading
- Fiber Optic Termination and Safety
- Fiber Optic Fusion Splicing
- Optical Test Instrument Use and Practice

Second Year - 4th Period APSC 104

- Blueprints, Code, & Grounding/IP Addressing, Basic Networking, IP Phone Systems, Telephony, Word & Excel
- Blueprint Reading and Analysis
- Grounding and Bonding
- NEC Study and Practice
- Telephony
- IPv4 Addressing
- Introduction to Networking

Third Year - 5th Period APSC 105

- Audio Systems, Video Systems, CCTV, CATV, Intrusion Detection
- Access Control Systems, Nurse Call Systems
- Soldering Skills for Audio/Video Connections
- Security Camera Installation
- Card Reader and Electrified Lock Installation
- Nurse Call Operation, Install, and Programming
- Speaker Installation and Tuning
- Intrusion Detection Sensor Installation

Third Year - 6th Period APSC 106

- Fire Life Safety Systems Installation
- Understanding Fire Life Safety Codes and Practices
- Understanding the NFPA 70 and 72
- Initiation Device Installation and Testing
- Notification Appliance Installation and Testing
- IDC Monitoring Circuit Connections and Testing
- Fire Alarm Panel Programming

Fourth Year - 7th Period APSC 107

- State Certification Prep/Advanced Networking
- Extensive Study of the NFPA 70
- Extensive Study of the NFPA 72
- IPv4 Addressing and Subnet Masking
- IPv6 Addressing and Subnet Masking
- Advanced Networking Connections and Portals

Fourth Year - 8th Period APSC 108

- System Integration
- Advanced Fire Alarm Wiring and Installation
- Advanced Relay Logic and Problem Solving
- Access Control/Security Interconnections

- Lightning Controls and Networked Connections
- EM-385 Safety Training and Protocols

Apprentice (Inside Wireman)

Second Year - 3rd Period APIW103

- AC Electrical Theory/Lab/Code & Practice I
- DC Combination Circuits
- Electromagnetic Induction
- Capacitance and Discharge Safe
- Motors, Generators, & Transformers
- Conduit Bending Skills, Level 1
- Safe Wiring Practices, Level 1

Second Year - 4th Period APIW104

- Codeology
- Navigating the National Electrical Code
- Codebook Strategies
- Blueprints, Level 1
- Conduit Bending, Level 2
- Safe Wiring Practices, Level 2

Third Year - 5th Period APIW105

- Motor Controls/Transformers
- Transformer Meggering
- Motor Control Diagrams and Schematics
- Relays and Start/Stop Wiring
- Advanced Conduit Bending
- Advanced Wiring Practices and Safety

Third Year - 6th Period APIW106

- Low Voltage Systems/EVITP (Electric Vehicle Infrastructure Training)
- Copper Structured Cabling Systems
- Fiber Optic Networks
- EVITP (Electric Vehicle Infrastructure Training)
- Fire Alarm System
- Networking and IP Addressing
- Advanced Conduit Bending

Fourth Year - 7th Period APIW107

- Solar/ESAM-TAC Battery Storage/BIM & CAD
- Photovoltaic Systems & Installation
- Energy Storage & Micro-Grid Training
- Bluebeam Revu
- Building Information Modeling

Fourth Year - 8th Period APIW108

- Electrical Certification Prep
- Advanced Navigation of the NEC
- Testing Strategies and Practices
- NFPA 70E & 70B
- State Certification Application Processes

Fifth Year - 9th Period APIW109

- Project Supervision/Test Equipment
- Test Equipment Use and Maintenance
- Advanced Blueprint Reading
- Industry Perspectives from Industry Professionals
- Project Management Skills
- Foremanship Skills

Fifth Year - 10th Period APIW110

- CALCTP Technician Course (Safety and Lighting Controls)
- M-385 Military Safety Training
- California Advanced Lighting Controls Training CALCTP Certification
- All About Lighting Controls Curriculum

All Apprentices

- CPR/AED First Aid Training and Certification
- ESAM-TAC (Energy Storage & Micro-Grid Training & Certification)
- HVAC Controls
- IPv6 Internet Addressing
- Practicing Leadership (new)
- Make Up Class: National Electric Code

Computer Skills**Journeyworker**

- Bluebeam Revu
- Design Reviews
- Document Creation and Layout
- Drawing Management
- File Management Skills and Tips
- Formatting
- Formulas and Calculations
- Importing Files
- Layering
- Markup and Referencing
- Microsoft Word & Excel
- Scaling and Mapping

Apprentice

- Bluebeam Revu

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
**Sheet Metal & Air Conditioning Apprenticeship & Journeyman
 Training Fund**

Contract Number: ET23-0914

Panel Meeting of: September 30, 2022

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego and Imperial	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers' Local 206		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$196,600</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$13,630 8%</div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$210,230</div>
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills, Computer Skills, OSHA 10/30	25	8-200	0	\$590	\$43.04
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Commercial Skills, Computer Skills, OSHA 10/30	40	8-210	0	\$2,395	\$29.41
				Weighted Avg: 140			
3	Retrainee Priority Rate Apprentice Veterans	Commercial Skills, Computer Skills, OSHA 10/30	20	8-210	0	\$3,444	\$29.41
				Weighted Avg: 140			
4	Retrainee Priority Rate Pre-Apprentice	Commercial Skills, Computer Skills, OSHA 10/30	16	8-210	0	\$1,925	\$29.41
				Weighted Avg: 100			

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

Minimum Wage by County: Job Numbers 1-4: \$29.41/SET Modified Wage

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

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

Up to \$5.31 per hour may be used to meet the Post-Retention Wage for Job numbers 2-4. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 - Journeyworker		
Sheet Metal Worker		25
Job Number 2 - Apprentice		
Sheet Metal Worker		20
		20
Job Number 3 – Apprentice (Veterans)		
Sheet Metal Worker		12
		8
Job Number 4 – Pre-Apprentice		
Sheet Metal Technician		9
		7

INTRODUCTION

Established in 1941, Sheet Metal and Air Conditioning Apprenticeship and Journeymen Training Fund (SMAJTF) (www.smjatc.org) is a joint effort by the Sheet Metal Workers' International Local 206 and the Sheet Metal and Air Conditioning Contractors National Association. The primary function of the SMAJTF is to provide up-to-date industry skills training and secure high-quality job opportunities for its members. SMAJTF currently serves over 1,000 Journeyworkers and Technicians and 116 Apprentices within San Diego and Imperial Counties. This is SMAJTF's ninth ETP Contract, the sixth in the last five years.

There are 24 signatory employers contributing to SMAJTF. These employers perform specialized construction work ranging from the design, layout, fabrication and installation of duct systems to architectural sheet metal fabrication, metal roofing construction, and a variety of other shop or sheet metal work. SMAJTF also provides skills upgrade training to Journeyworkers in the latest sheet metal technologies. SMAJTF is dedicated to developing and improving work skills that lead to secure and high wage job opportunities in the sheet metal construction industry, in turn helping associated large and small employers maintain their business within California.

Veterans Program

SMAJTF is committed to supporting job-related training that helps veterans transition into the California workforce and plans to train 20 Veterans (Job Number 3). SMAJTF recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. SMAJTF also performs outreach to veteran-specific job fairs directly targeted to veterans in the community.

To incentivize veterans to join the program, all Veteran applicants receive additional points toward their application when applying. Currently, SMAJTF is working with the Division of Apprentice Standards (DAS) to allow Veterans direct entry into the apprenticeship program without being required to take the entrance exam. SMAJTF is committed to providing the men and women who have served our country a chance to learn the sheet metal trade as well as have an easier transition from the Armed Forces to civilian life.

The Veteran training curriculum will be the same as Apprentice training outlined above. These trainees will be in a separate Job Number to better track performance toward the goal of improved outreach for veterans.

A portion of the Veteran population participating in this project may include transitioning active duty Veterans who are within one year of their anticipated separation date from service.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

SMAJTF will train sheet metal workers for upcoming projects in the San Diego area. The Sheet Metal trade is unique because it is one of the few crafts that starts with raw material, creates a component, then installs and maintains the product. Trainees in this industry must understand how to perform start up and preventive maintenance, repair, testing, balancing and certification of installed systems. Items commonly fabricated and installed include HVAC systems, metal roofs, kitchen hoods, various flashings, gutters, decorative architectural features and many other items made of a variety of metals.

Sheet Metal workers have a wide range of work from detailing, layout, fabrication or installation of duct systems to architectural sheet metal, metal roofing and a variety of other shop or field sheet metal work, including job coordination and supervision. Sheet Metal workers are involved in the commercial construction industry and will work on projects in the San Diego area including Snapdragon Stadium, Keller Leadership Academy, Mira Costa College, Southwestern College and Pure Water Project.

Training Plan

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

Commercial Skills: This training will be delivered to all trainees. Courses will include Pattern Development in which trainees learn to draw, calculate mathematic configurations, fabricate, and install products out of a piece of flat metal. Training on plans and specifications of mechanical, architectural, structural and electrical drawings ensure that work is completed to required specifications. Training will also focus on welding and installation practices, HVAC systems, and new green technologies required by employers.

Sheet Metal Technicians (Pre-Apprentice) will participate in Commercial Skills training with Journeyworker trainees. In addition, Sheet Metal Technicians will receive specific Technician Advancement training courses. These classes are needed by the employers so trainees can learn the latest hard skills, software, practices and procedures as well as new methodologies in the industry. These new skills will keep the trainees more employable in the construction industry

Computer Skills Training will be delivered to Journeyworkers, Apprentices, and Technicians. Training will include 3-Dimensional virtual construction software that include AutoCAD, Bluebeam, Building Information Modeling and Revit Detailing software. Additional training in software applications will provide trainees the ability to schedule, plan, and track jobs; meet LEAN construction project requirements; and install and adjust automated systems.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Training will be overseen by SMAJTF's Training Director and two Administrative Staff will assist with administration including marketing, recruitment, and scheduling of training. SMAJTF has also retained an administrative subcontractor to assist with administration.

Marketing and Support Costs

SMAJTF is requesting eight percent in support costs for Job Numbers 1-4 to promote this training and assist with recruitment and assessment of participating employers throughout the Agreement term. Support costs for SMAJTF will assist in promoting training to their construction employers, many of which are small businesses, and recruiting from the union member population. The ETP-funded training provided by the Trust Fund will also be discussed at all labor-management and other pertinent meetings.

SMAJTF routinely meets with stakeholders to ensure training plans meet business needs. Marketing and training evaluations to ensure training is current include conducting face-to-face meetings, email and regular contact with employer associations and unions. Manufacturing groups and trade organizations also help SMAJTF address new training needs which attract candidates seeking opportunities for skill advancement to keep pace with developments within the sheet metal and maritime industries.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0941	\$361,555	12/20/2021-12/19/2023	123	0	0	\$41,353.33 (11.44%)
ET21-0937	\$222,312	9/8/2020-9/7/2022	115	0	0	\$222,312 (100%)

ET22-0941: Based on ETP systems, SMAJTF has tracked 2,108 reimbursable hours equivalent to \$41,353 (11.44% of preapproved funds) in potential earnings. SMAJTF projects 100% performance based on hours committed from its current partners. In addition, although training has been delivered, the contract

representative reports that enrollment and subsequent tracking of hours for this project will not occur until after the placement (retention) of trainees participating in the prior Agreement (ET21-0937) has processed.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0902	San Diego	7/1/2019-6/30/2021	\$437,930	\$437,930 (100%)
ET18-0917	San Diego	11/6/2017-11/5/2019	\$304,000	\$275,971 (91%)
ET16-0925	San Diego	5/31/2016-6/30/2018	\$278,400	\$246,940 (88%)

DEVELOPMENT SERVICES

California Labor Federation in Sacramento, in conjunction with Strategy Workplace Communications in Oakland, assisted with development of this proposal at no charge.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Architectural & General Sheet Metal
- Beginning HVAC
- Blueprints & Specifications (new)
- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training) (new)
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Service & Start-Up
- Stick Welding (SMAW)
- TAB Certification
- TIG Welding (GTAW)
- Trimble GPS Training

COMPUTER SKILLS

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

Class/Lab & E-Learning Hours**Apprentice**

Trainees may receive any of the following:

COMMERCIAL SKILLS**Architectural Installation**

- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation

Architectural & General Sheet Metal Beginning HVAC Blueprints & Specifications Core I (Safety/ Tools)

- Communication
- Emergency Procedures
- Field Safety
- Geometric Construction
- Hand Tools
- Hazard Communication
- Hoisting and Rigging
- Lines and Lettering
- Safety in Field Installation
- Shop Safety

Core II (Beginning Layout)

- Freehand Sketching
- Introduction to Parallel Lines
- Pictorial Drawings
- Sheet Metal and Metal Products

Core III (Advanced Layout)

- Change Ogee Offsets
- Duct Change Elbows
- Duct S Offsets
- Introduction to Triangulation
- Y Branches

Core IV (Architectural Principles)

- Additional Architectural Sheet Metal Work
- Architectural Sheet Metal Practices
- Flashings
- Introduction to Architectural Sheet Metal
- Roof Drainage Systems
- Waterproofing Roof Edges & Walls

Duct Design

- Duct Systems
- Energy Management Systems
- Plans and Specifications

Plans and Specifications

- Architectural Drawings
- Electrical Drawings
- Mechanical Drawings
- Sheet Metal Shop Drawings
- Specifications
- Structural Drawings
- The Contract Documents

Architectural Installation

- Advanced Roof Drainage Systems

- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation

HVAC I

- Air and Air Properties
- Cooling
- Duct Design
- Duct Systems
- Energy Management Systems
- Heating
- Indoor Air Quality
- Introduction to HVAC Systems
- Refrigerant Cycle
- Servicing HVAC Equipment
- Start-Up and Commissioning Systems
- Ventilation

HVAC II

- Controls
- Electricity
- Refrigerant Cycle
- Servicing HVAC Systems
- Start-Up and Commissioning Systems
- TAB Instrument Use
- TAB Work

Sheet Metal Welding

- Codes and Symbols
- GMAW Process
- GTAW Process
- Introduction to Welding
- SMAW Process
- Welding Equipment Set-Up
- Welding Equipment Safety
- Welding Safety

Foreman and Project Management Training

- Foreman Training
- Human Relations
- Introduction to Supervision
- Personnel Records
- Planning and Organizing
- Project Management
- Supervisory Training
- Architectural & General Sheet Metal
- Beginning HVAC
- Blueprints & Specifications (new)

- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training) (new)
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Service & Start-Up
- Stick Welding (SMAW)
- TAB Certification
- TIG Welding (GTAW)
- Trimble GPS Training

COMPUTER SKILLS

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

Class/Lab & E-Learning Hours**Pre-Apprentices**

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Architectural & General Sheet Metal
- Beginning HVAC
- Blueprints and Specifications (new)
- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training) (new)
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Service & Start-Up
- Stick Welding (SMAW)
- TAB Certification
- TIG Welding (GTAW)
- Trimble GPS Training
- Technician Advancement:
 - Architectural Metal Products
 - Architectural Sheet Metal
 - Communication

- EM-385
- Field Installation
- Field Layout
- Field Safety
- Forklift Safety
- Geometric Construction
- GMAW, SMAW, and TGAW Welding
- Hand Tools
- Heating, Ventilation, Air Conditioning.
- Hoisting, Rigging, and Signaling
- Infectious Control Risk Assessment (ICRA)
- Pattern Development (Radial Line, Parallel Line, Triangulation)
- Sheet Metal and Metal Products
- Sheet Metal Detailing
- Sheet Metal Shop Drawings
- Shop Equipment and Tools
- Shop Layout
- Shop Safety
- Shop Work
- Testing, Adjusting, and Balancing (TAB)
- Trimble RTS

COMPUTER SKILLS

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

Job Numbers 1-4**OSHA 10/30**

- OSHA 10
- OSHA 30



Training Proposal for:
Southern California Surveyors Joint Apprenticeship Trust
Contract Number: ET23-0920

Panel Meeting of: September 30, 2022

ETP Regional Office: San Diego

Analyst: J. Lima

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC (H) Construction (C) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Operating Engineers, Local 12		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,350		\$32,400 8%		\$499,750

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Apprentice	Commercial Skills	125	8-200	0	\$2,532	\$29.41
				Weighted Avg: 148			
2	Journeyworker	Commercial Skills	50	8-200	0	\$3,665	\$51.28
				Weighted Avg: 149			

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

Minimum Wage by County: Job Numbers 1 and 2: \$29.41 per hour.

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

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

Up to \$0.69 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		
Apprentice – Chainman		125
Job Number 2		
Journeyworker – Chief of Party		50

INTRODUCTION

Established in 1960, and headquartered in Rancho Cucamonga, the Southern California Surveyors Joint Apprenticeship Trust (SCSJAT) (www.scsurveyiac.org) provides Apprentice and Journeyworker Surveyors training throughout 12 counties in Southern California. It is administered jointly by the Southern California Association of Civil Engineers and Land Surveyors. The International Union of Operating Engineers, Local 12. SCSJAT has approximately 100 signatory companies that include engineering, surveying, and construction firms.

This will be SCSJAT's sixth ETP Contract, and the fourth within the last five years. In this proposal, training will continue for Apprentices and Journeyworkers. Training includes surveying equipment, survey procedures, surveying practices, surveying computations, advanced coordinate geometry, plan reading, and laptop surveying/aerial photogrammetry. Training will be provided at the main training facility in Rancho Cucamonga as well as at employer sites, union halls and classroom space at Santiago Canyon College.

Veterans Program

SCSJAT is committed to supporting and recruiting Veterans into its program. It partners with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. In addition, SCSJAT works with service members from Camp Pendleton who transitioning out of the military to enroll them into the

apprentice program. Currently there are 18 Veterans enrolled in the apprenticeship program. For ease of program administration, SCSJAT is not requesting a Veteran Job Number for this project.

A portion of the Veteran population participating in this project may include transitioning active duty Veterans who are within one year prior to their anticipated separation date from service.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

The Chief of Party and Chainman (Journeyworker) trainees are employed by engineering, surveying and construction firms throughout Southern California. They are required to attend approximately 54 hours of classroom training per quarter. After completion of the training, they may be dispatched as a Chief of Party. The Apprentice trainees are employed by engineering, surveying and construction firms throughout Southern California. Apprentices are required to attend approximately 100 hours per semester over three years. After completion of the training, the Apprentices earn the status of Chainman.

Training will focus on industry changes and new equipment and technological skills employers require. This includes Unmanned Aerial Vehicles, Ground Penetrating Radar, advanced GPS technologies and digital levels.

Training Plan

Training will be provided via class/lab and E-Learning in the following:

Commercial Skills: Training topics will include construction plan reading, surveying mathematics, plans and layout for other major construction projects, electronic distance measuring and recording, trigonometry, slope staking, U.S. public land surveys, traverse surveys, field notes and basic measurement techniques in surveying.

Learning Management System

Staff has reviewed and approved SCSJAT's Learning Management System for recordkeeping.

Commitment to Training

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

➤ Training Infrastructure

Training will be overseen by the Training Administrator. A Training Coordinator, Office Manager and Administrative Assistant will assist with scheduling training and performing administrative functions. Training will be delivered by in-house experts with at least six years' experience in the industry.

Marketing and Support Costs

Participating employers are notified by email and regular mail of program and upgrade courses. The SCSJAT also markets and advertises its program through their union local and via mailers sent to EDD offices and announcement on its website. The SCSJAT is requesting 8% in support costs to assist in apprentice recruitment, employer outreach, and to conduct assessments of employer-specific job requirements. Staff recommends the 8% support costs.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET21-0940	\$163,440	12/14/20 - 12/13/22	160	156	N/A	\$163,440 (100%)

Based on ETP Systems, 14,180 hours have been tracked for potential earnings of \$160,440 (100% of approved amount). The Contractor projects final earnings of 100% based training hours uploaded to ETP systems and invoices submitted to ETP.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0917	Multi Counties	9/3/18 to 9/2/20	\$314,750	\$314,750 (100%)
ET17-0915	Multi Counties	10/29/16 to 10/28/18	\$154,330	\$154,330 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Apprentice Trainees - Chairman:**

Surveying Equipment and Techniques

- Overview of the Survey Industry
- Basic Field Operations and Setting Survey Points
- Basic Measurement Techniques in Surveying
- Introduction to Angle Measuring and Field Instruments
- Introduction to Leveling
- Introduction to Topographic Surveys
- First Aid
- Computer Literacy

Survey Procedures

- Apprentice Responsibilities and Public Relations
- Field Notes
- Identification of Monuments
- Linear Measurements
- Introduction to Station and Location Systems
- Review of Angles, Bearings and Instruments
- Leveling Methods
- Global Positioning Systems (GPS)
- Plan Reading and Grade Sheets
- Introduction to Construction Surveys

Surveying Practices

- Review of Measuring Systems
- Review of Angles, Bearings and Location Systems
- Trigonometry
- Slope Staking
- Electronic Distance Measuring and Recording

Surveying Computations

- Coordinate Geometry
- Horizontal and Vertical Curves
- Traverse Surveys

Surveying Projects

- Safety Procedures
- U.S. Public Land Surveys
- Property Surveys
- Subdivision Surveys
- Topographic and Photogrammetric Surveys
- Staking Procedures for Various Projects
- Heavy Construction Surveys
- ALTA Surveys
- Total Stations
- Public Relations
- Scope of Profession

Journeyworker Trainees - Chief of Party:

Plane Surveying and Coordinate Geometry

- Surveying Mathematics and Coordinate Geometry
- Modern Field Methods and Measuring Systems
- Locating/Eliminating Plan, Calculation and Staking Errors

Advanced Coordinate Geometry

- Advanced Coordinate Geometry and Curve Calculations
- Complex Field Problems and Accuracy Requirements
- Field and Office Calculating Techniques

Laptop Surveying/Aerial Photogrammetry

- Laptop Surveying Using TBC (Trimble Business Center) Software
- Topographic Surveying Methods and Techniques
- Topographic Surveying Analysis and Review
- Performing Topographic Surveys
- Plotting Field Data and Surveys for Quantities
- Photogrammetry, Ground Control and Topo Analysis

Plan Reading and Subdivision Surveying

- Types of Plans, Plan Reading and Locating Errors
- Grading Plans and Control for Construction Projects
- Staking Procedures and Improvement Plans

Major Project Plans and Survey Layout

- Construction Plan Reading, Survey Control and Layout
- Case Study of Multi-Story Building - Structural Plans and Layout for Other Major Construction Projects

Control and Geodetic Surveying

- Triangulation and State Plane Coordinate Systems
- Astronomy and Global Positioning Systems
- Performing GPS Surveys
- Dredging and Hydrographic Surveys

U.S. Public Land and Property Description

- Public Land System and Subdivision of Sections
- Retracement Surveys and Restoration of Corners
- Reading and Interpreting Property Descriptions

Property Surveys and Legal Descriptions

- Property Surveys and Legal Descriptions
- Laws Affecting Surveyors
- Supervision and Public Relations



Training Proposal for:

Alameda County Electrical Industry Apprentice and Training Trust

Contract Number: ET23-0939

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: A. Salinas

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 595		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$343,330		\$23,682 8%		\$367,012
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Commercial Skills Computer Skills Safety Skills - OSHA 30	50	8–200	0	\$762	\$66.75
				Weighted Avg: 31			
2	Retrainee Apprentice Priority Rate	Commercial Skills Computer Skills Safety Skills - OSHA 10 Safety Skills - OSHA 30	150	8–210	0	\$2,138	\$30.04
				Weighted Avg: 125			
3	Veterans Apprentice Retrainee Priority Rate	Commercial Skills Computer Skills Safety Skills - OSHA 10 Safety Skills - OSHA 30	4	8–210	0	\$2,053	\$30.04
				Weighted Avg: 120			

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

Minimum Wage by County: Job Numbers 1-3 (SET/Priority Industry wage modification): \$29.41 per hour statewide; however, the collective bargaining agreement's wage permits the contractor to satisfy the ETP required wages.

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

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Inside Wireman		50
Job Number 2		
Apprentice Inside Wireman		150
Job Number 3		
Veteran Apprentice Inside Wireman		4

INTRODUCTION

Founded in 1946, the Alameda County Electrical Industry Apprentice and Training Trust (Alameda Electrical Trust) (www.595jetc.org) is located in San Leandro. Alameda Electrical Trust is governed by a Board of Trustees comprised of four labor and four management representatives, and it is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 595 and

the National Electrical Contractors Association. ETP training will take place at Alameda Electrical Trust's training center in San Leandro.

This will be Alameda Electrical Trust's ninth ETP Contract, and its sixth in the last five years. ETP funding will train Journeyworker, Apprentice, and Veteran Apprentice members of IBEW Local 595. Participating employers consist of small businesses (60%) and large businesses (40%).

Veterans Program

In this proposal, Alameda Electrical Trust will train four Veteran Apprentices (Job Number 3). Alameda Electrical Trust is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans in an apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance. These benefits are paid directly to the veteran trainees.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab or E-Learning hour.

PROJECT DETAILS

ETP funds will enable Alameda Electrical Trust to keep local projects, such as hospitals and schools, fully staffed. To be competitive in today's energy efficiency-focused construction industry, electricians need the knowledge, skills, and ability to install greenhouse gas emission reduction electrical systems. Training in this proposal will ensure workers have the most up-to-date hands-on skills to make them more efficient, while also providing critical safety training to help to decrease the frequency of workplace accidents and injury.

Due to climate change and an outdated electrical grid, Alameda Electrical Trust's workers are part of the pipeline to ensure the necessary work is being done to help California reach its low-carbon goals by 2040. As journey-level electricians retire and new work develops in Alameda County, a gap of qualified electricians to step into these open positions is created. ETP funding will help the JATC reduce this gap by funding the apprentice programs. Local projects and their hiring demands help to shape the curriculum during the apprentices earn and learn program.

ETP funding will expand and upgrade Alameda Electrical Trust's program. Alameda Electrical Trust reports that the following projects are driving employer demand under this proposal:

- Las Positas College
- Fremont Unified School District

- Hayward Unified School District
- Oakland Airport
- Facebook Fremont Campus
- Amazon Distribution
- Cal State University East Bay
- Chabot College, and more

Training Plan

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

Computer Skills: This training will be offered to Apprentices and Journeyworkers on course topics such as NAVIS Autoworks (3D Building Modeling), Bluebeam Construction Software, and PlanGrid Online Document Management Software. Bluebeam and NAVIS are planning tools used by the electricians for the design of a building from concept to construction.

Commercial Skills: This training will be offered to Apprentices and Journeyworkers. Apprentices will learn to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial, and residential establishments while receiving courses that include Blueprints, Transformers, and Code Calculations. Journeyworkers will receive significant training in green and energy-efficient technologies such as Building Materials, Solar Photovoltaic Panels, New Motor Controls, Advanced Welding, and Green Materials Testing and Audit Equipment.

Certified Safety Training

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

Commitment to Training

Signatory employers will continue to contribute to the Alameda Electrical Trust for every hour worked by apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

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

Alameda Electrical Trust’s Director of Training (dedicated administrator) will oversee training with five Administrative Staff to assist with ETP administration including marketing, recruitment, and scheduling. It has one full-time and 31 part-time trainers who will deliver training. The trainers are former or current members of the trade and experts in the subject matter. All trainers are qualified journey-level workers with extensive practical and training experience in the industry. It has also retained the third-party subcontractor to assist with ETP administration.

Marketing and Support Costs

Recruitment includes: direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and Alameda Electrical Trust's website. Application announcements and class information for the program are disseminated to local, state, and federal agencies as well as to local high schools, community colleges, and other community-based organizations throughout the year. Alameda Electrical Trust is requesting and staff recommends 8% in support costs for Job Numbers 1, 2, and 3 to promote training opportunities

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.

Alternate Recordkeeping

Staff has reviewed and approved Alameda Electrical Trust's request to use an alternate recordkeeping method.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0940 (Expansion)	\$598,718	3/28/22 - 3/27/24	193	233	146	\$119,253 (20%)*
ET21-0939	\$379,430	11/2/20 - 11/1/22	167	219	219	\$379,430 (100%)

ET22-0940*: once the previous contract's (ET21-0939) invoices are processed, Alameda Electrical Trust will be able to upload the rest of ET22-0940's hours.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET20-0932	San Leandro	10/1/19 - 9/30/21	\$746,290	\$704,795.59 (94.4%)
ET19-0927	San Leandro	10/8/18 - 10/7/20	\$695,580	\$684,062 (98%)
ET17-0924	San Leandro	1/27/17 - 1/26/19	\$501,200	\$486,486 (97%)

DEVELOPMENT SERVICES

Alameda Electrical Trust retained Strategy Workplace Communications in Alameda to assist with development of this proposal for no fee.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Journeyworkers

Commercial Skills

- Codeology
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash
- Alternating Current/Direct Current (AC/DC) Principles
- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits
- Grounding
- National Electrical Code Article 90-Introduction
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 250 Grounding and Bonding
- National Electrical Code Article Chapters 1-4
- Significant Changes to 2017 National Electric Code
- Fire Alarm Systems and Installations
- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code Article 760
- Fire Life Safety System Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)
- Industrial Motor Control
- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- National Electrical Code Article 430-Motors
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives
- Programmable Logic Control (PLC)
- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

- Electrical Design
- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code
- Industry Specific Skills
- Advanced Instrumentation and Motor Controls
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems
- Conduit Bending
- Confined Space Entry
- Construction Technology (new)
- ESAMATC (Energy Storage and Microgrid Training Certification)
- Firestop Installation
- Management and Monitoring of Materials
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Renewable Energy Systems
- Rigging and Lifting
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Solar Panel Installation
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies & Changes to Industry Standards (Green Training)
- Work Flow and Resources
- CALCTP (California Advanced Lighting Control Program)
- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors
- CALCTP Acceptance Testing
- Electric Vehicle Infrastructure Training Program (EVIT)

Computer Skills

- NAVIS Autoworks, 3D Building Modeling
- Bluebeam Construction Software
- PlanGrid Online Document Management Software

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Apprentices

Commercial Skills

2nd Year

- Codes and Standards
- Construction Documentation
- Electrical Equipment
- Electrical Theory
- Installation Applications
- Safety Awareness

3rd Year

- Codes and Standards
- Construction Documentation
- Electrical Systems
- Electrical Theory
- Safe Material and Equipment Handling
- Safety Awareness

4th Year

- Codes and Standards
- Construction
- Documentation Electrical
- Control Systems Electrical Systems
- Electrical Equipment
- Safety Awareness

5th Year

- Codes and Standards
- Construction Leadership
- Electrical Control Systems
- Electrical Equipment
- Jobsite Skills and Practices
- Safety Awareness

Commercial Skills

- 1st aid/CPR
- Codes and Standards
- Construction Documentation
- Construction Leadership
- Construction Technology
- NFPA 70E Electrical Safety
- Trimble training module (new)
- Microgrid & Battery storage Module (new)
- Electrical Vehicle Charging Equipment Module (new)

Computer Skills

- NAVIS Autoworks, 3D Building Modeling
- Bluebeam Construction Software
- Plangrid Online Document Management Software

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:
**Associated Builders and Contractors Northern California
 Chapter Training Trust Fund**

Contract Number: ET23-0932

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$265,600		\$18,296 8%		\$283,896

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm. Skills, OSHA 10/30	132	8-210	0	\$2,018	\$29.41
				Weighted Avg: 118			
2	Retrainee Veterans Apprentice Priority Rate	Comm. Skills, OSHA 10/30	8	8-210	0	\$2,190	\$29.41
				Weighted Avg: 128			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry wage modification): \$29.41 per hour statewide.

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

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 & 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Carpenters, Electricians, Painters		132
Job Number 2		
Veteran Apprentice - Carpenters, Electricians, Painters		8

INTRODUCTION

Established in 1976, Associated Builders and Contractors Northern California Chapter Training Trust Fund (ABC NorCal Trust) (www.abcnorcal.org) was created to fund Unilateral Apprenticeship Programs (UACs) in the construction trades. The UAC programs are sponsored by the Associated Builders and Contractors of Northern California (Association) and provides training to five DAS approved construction trade occupations. The program was founded by the Association as a means to develop construction trade professionals by providing them with the apprenticeship training needed to create a more safe and skilled workforce. The ABC NorCal Trust has a membership of approximately 500 large and small employers, and it trains over 300 apprentices throughout 22 counties in Northern California. ETP-funded training will be delivered at ABC NorCal Trust's facility in Livermore.

This will be ABC NorCal Trust's fourth ETP Contract, and it's third in the last five years. Three of the five UAC program sponsors will be participating in the ETP Contract. These occupations and

UAC programs include: Associated Builders and Contractors NorCal Chapter Carpentry UAC, 48 training months; Associated Builders and Contractors NorCal Chapter Electrical UAC, 60 training months; and, Associated Builders and Contractors NorCal Chapter Painting UAC, 48 training months.

Veterans Program

In this proposal, ABC NorCal Trust plans to train 10 Veteran Apprentices (Job Number 2). In order to recruit and retain veterans, ABC NorCal Trust works with various veteran recruitment programs including the National Center for Construction Education and Research and U.S. Department of Labor's HIRE Vets Medallion Program. Additionally, ABC NorCal Trust is currently facilitating new partnerships with Alameda County Veteran Services Office, Cal Vet, and American Veterans. To incentivize veterans to join the program, they receive credit for work experience based upon their military training while applicants also receive priority admission into the program. ABC NorCal Trust is also an approved site for the GI Bill benefits.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab and/or E-Learning hour.

The need for training is brought on by increased employer demand for highly skilled apprentices in the construction trades. As the economy recovers from the pandemic and the retiring of the (journey-level) labor workforce, it has created a shortage in the number of skilled and trained workers available to employers. As a result, employers have increasingly relied on ABC NorCal Trust's apprenticeship programs as a workforce pipeline. Through ABC NorCal Trust's apprenticeship training programs, trainees are able to receive the hands-on high-skills training needed to stay competitive and remain employable to meet California employer's current labor market needs.

ETP funding will expand and upgrade ABC NorCal Trust's program. Trust reports that the following projects are driving employer demand under this proposal:

- San Mateo Community College District – Classroom Technology Upgrade
- Clovis Community College
- Treasure Island C
- Sacramento Suburban Water
- District Well 80
- Lookout Slough Tidal

- Habitat Restoration and Flood Improvement Project in Solano
- Napa Sanitation District
- Juniper Elementary School
- Marina Coast Water District
- Town of Discovery Bay

PROJECT DETAILS

Training in this proposal will be for apprentices in the Electrical, Painting, and Carpentry trade occupations. Training provided to these apprentices will expand electricians, painters, and carpenters' skills in preparation for current and upcoming construction projects throughout Northern California. All training will be specific to the apprentice-trade occupations listed and will have a strong emphasis on training focusing to increase worker safety and upgrading skills to remain up-to-date in industry standards and technological advancements in the construction industries and trades. Some new equipment includes OSHA Approved Scaffolding, Pro Comp HVLP Finish (sprayer), Ultimate MX cordless sprayer, Distribution Panel, and JLG Telehandler.

Training will enable Apprentices to receive certifications in the following: Lift Certifications, Cadwelding, Crane Signaling & Rigging, Lead Related Construction Worker (LRCW), Mold & Asbestos, Renovation, Repair and Painting (RRP), Scaffolding, Title 24, Alterations and Distributions, OCAL Installation, 3M Splicing Course Certification, PVC Coated Ridged Threading Certification, Tool Robotics Safety, OSHA 10/30, Respirator Testing & Fit Testing, Fall Protection and Ladders, Fire Watch, Confined Space, and CPR/First Aid/AED.

The need for training is brought on by increased employer demand for highly skilled apprentices in the construction trades. As the economy recovers from the pandemic and the retiring of the (journey-level) labor workforce, it has created a shortage in the number of skilled and trained workers available to employers. As a result, employers have increasingly relied on ABC NorCal Trust's apprenticeship programs as a workforce pipeline. Through ABC NorCal Trust's apprenticeship training programs, trainees are able to receive the hands-on high-skills training needed to stay competitive and remain employable to meet California employer's current labor market needs.

ETP funding will expand and upgrade ABC NorCal Trust's program. Trust reports that the following projects are driving employer demand under this proposal:

- San Mateo Community College District – Classroom Technology Upgrade
- Clovis Community College
- Treasure Island C
- Sacramento Suburban Water
- District Well 80
- Lookout Slough Tidal
- Habitat Restoration and Flood Improvement Project in Solano
- Napa Sanitation District
- Juniper Elementary School
- Marina Coast Water District
- Town of Discovery Bay

Training Plan

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

Commercial Skills: training will be offered to all Apprentices. Carpenters will receive training in courses such as Advanced Roof Systems, Advanced Stair Systems, Basic Communication Skills, and Drywall Finishing. Electricians will receive training in courses such as 3M Splicing Course Certification, Cable Tray, Circuit Breakers and Fuses, and HVAC Controls. Painters will receive training in courses such as Abrasive Blasting, Color and Tinting, Decorative (Faux) Finishes, and Paint-care.

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 journeymen and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training will enable Apprentices to receive certifications in the following: Lift Certifications, Cadwelding, Crane Signaling & Rigging, Lead Related Construction Worker (LRCW), Mold & Asbestos, Renovation, Repair and Painting (RRP), Scaffolding, Title 24, Alterations and Distributions, OSHA 10/30, 3M Splicing Course Certification, PVC Coated Ridged Threading Certification, Tool Robotics Safety, OSHA 10/30, Respirator Testing & Fit Testing, Fall Protection and Ladders, Fire Watch, Confined Space, and CPR/First Aid/AED.

LMS Electronic Record Keeping

ABC NorCal Trust will be using an established Learning Management System (LMS) - FlashPoint developed by Data Research Group for record keeping. This LMS is the current recordkeeping system in place and has been utilized by ABC NorCal Trust for approximately seven years. ETP staff approved ABC NorCal Trust to use the LMS system.

Training Hours Limitation

Retraining hours are capped at 200 per trainee. However, for Apprentice trainees with OSHA 10/30 training this cap extends to 210 hours per trainee.

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

ABC NorCal Trust's Apprenticeship Operations Officer (dedicated administrator) will oversee the project's training. All training outlined in this proposal will be center-based, classroom/laboratory, or E-Learning training occurring at the UAC's training facility in Livermore. ABC NorCal Trust has four dedicated staff working on ETP administration, marketing, recruitment, and assessment needs.

Marketing and Support Costs

ABC NorCal Trust programs are advertised on the Association website, social media platforms, and on the DAS website. Announcements for the apprenticeship programs are also sent to local, state, and federal agencies, community colleges, and community based organizations. Staff members visit the Employment Development Department (EDD) and America's Job Centers to disseminate information about the programs. In addition, staff and committee representatives attend various career fairs and school career days in Northern California to recruit apprentices. ABC NorCal Trust requests and staff recommends 8% support costs to assist staff in recruiting and qualifying additional participating employers for this program in Job Numbers 1 & 2.

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) (\$ %)
ET21-0959	\$249,537	6/30/21 – 6/29/23	109	168	168	\$249,537 (100%)

Based on the ETP Cal-E-Force system, 20,611.75 reimbursable hours have been tracked for potential earnings of \$249,537 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through March 2023.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET17-0916	Northern California	11/7/16 – 11/6/18	\$503,665	\$477,484 (95%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

COMMERCIAL SKILLS**Carpenter**

- Advanced Roof Systems
- Advanced Stair Systems
- Advanced Wall Systems
- Basic Communication Skills
- Basic Employability Skills
- Basic Safety
- Basic Stair Layout
- Building Materials, Fasteners, and Adhesives
- Cabinet Installation
- Ceiling Joist and Roof Framing
- Cold-Formed Steel Framing
- Commercial Drawings
- Confined Space
- CPR/First Aid/AED
- Crane Signaling & Rigging certification
- Doors and Door Hardware
- Drywall Finishing
- Drywall Installation
- Exterior Finishing
- Fall Protection & Ladder Safety Certification
- Financial Management
- Fire Watch & Extinguisher Training Certification
- Floor Systems
- Foundations and Slab-on-Grade
- Fundamentals of Crew Leadership
- Fundamentals of Crew Leadership
- Hand & Power Tools
- Handling and Placing Concrete
- Horizontal Formwork
- Introduction to Construction Drawings
- Introduction to Construction Drawings, Specifications, and Layout
- Introduction to Building Envelope Systems
- Introduction to Construction Equipment
- Introduction to Construction Math
- Introduction to Hand Tools
- Introduction to Materials Handling
- Introduction to Power Tools
- Introduction to Weatherization
- Lift Certification

- Powder Actuated Fastener Training
- Project Management Part 1
- Properties of Concrete
- Reinforcing Concrete
- Rigging Equipment
- Rigging Practices
- Roofing Applications
- Scaffold Erector & User Certification
- Site Layout One: Differential Leveling
- Site Layout Two: Angular and Distance Measurement
- Site Preparation
- Solar Installation Awareness
- Suspended Ceilings
- Thermal and Moisture Protection
- Tilt-Up Wall Panels
- Total Robotics Training
- Trenching and Excavating
- Vertical Formwork
- Wall Systems
- Window, Door, Floor, and Ceiling Trim
- Your Role in the Green Environment

Electrician

- 3M Splicing Course Certification
- Advanced Controls
- Alternating Current
- Basic Communication Skills
- Basic Electrical Construction Drawings
- Basic Electronic Theory
- Basic Employability Skills
- Basic Safety
- Cable Tray
- Cadweld Certification
- Circuit Breakers and Fuses
- Commercial Electrical Services
- Conductor Installations
- Conductor Selection and Calculations
- Conductor Terminations and Splices
- Conductors and Cables
- Conduit Bending
- Confined Space
- Control Systems and Fundamental Concepts
- CPR/First Aid/AED
- Crane Signaling & Rigging certification
- Device Boxes
- Distribution Equipment
- Electric Lighting
- Electrical Safety

- Electrical Test Equipment
- Electrical Theory
- Fall Protection & Ladder Safety Certification
- Financial Management
- Fire Alarm Systems
- Fire Watch & Extinguisher Training Certification
- Fundamentals of Crew Leadership
- Grounding and Bonding
- Hand Bending
- Hazardous Locations
- Health Care Facilities
- Heat Tracing and Freeze Protection
- HVAC Controls
- Intro to BIM process
- Intro to Title 24/Alterations & Electrical Distribution
- Introduction to Construction Drawings
- Introduction to Construction Math
- Introduction to Electrical Circuits
- Introduction to Hand Tools
- Introduction to Materials Handling
- Introduction to Power Tools
- Introduction to the National Electrical Code
- Leadership
- Lift Certification
- Load Calculations - Branch and Feeder Circuits
- Load Calculations - Feeders and Services
- Medium - Voltage Terminations/Splices
- Motor Calculations
- Motor Controls
- Motor Operation and Maintenance
- Motors: Theory and Application
- Motors: Theory and Application
- NEC Test Preparation
- Overcurrent Protection
- Powder Actuated Training
- Practical Applications of Lighting
- Project Management Part 1
- Pull and Junction Boxes
- PVC coated ridged threading certification
- Raceways and Fittings
- Residential Electrical Services
- Rigid-Threading
- Special Locations
- Specialty Transformers
- Standby and Emergency Systems
- Terminations
- Transformers
- Voice, Data, & Video

Painter

- Abrasive Blasting
- Basic Communication Skills
- Basic Employability Skills
- Basic Safety
- Basic Surface Preparation
- Brushing and Rolling Paints and Coatings
- Burton Sales & Associates
- Careers in the Painting Trade
- Chemical Cleaning and Stripping
- Clear Finishes
- Coatings Three
- Coatings Two
- Color and Tinting
- Confined Space
- CPR/First Aid/AED
- Decorative (Faux) Finishes
- Drywall Finishing and Patching
- Fall Protection & Ladder Safety Certification
- Financial Management
- Fundamentals of Crew Leadership
- Graphics
- Identifying Surface/Substrate Materials and Conditions
- Industrial Coating Application
- Industrial Coatings
- Industrial Containment/Ventilation
- Industrial Fall Protection
- Industrial Field Trip - Abrasive Blasting
- Industrial Quality Inspections
- Industrial Safety
- Industrial Surface Prep I
- Industrial Surface Prep II
- Industrial Surface Prep III
- Introduction to Construction Drawings
- Introduction to Construction Math
- Introduction to Hand Tools
- Introduction to Materials Handling
- Introduction to Paints and Coatings
- Introduction to Power Tools
- Job Planning and Completion
- Job Supervision, Planning and Control
- Ladders, Scaffolds, Lifts, and Fall Protection
- Lead Related Construction Worker (LRCW)
- Lift Certification
- Low-Pressure Water Cleaning
- Mold & Asbestos
- Paint-care
- Painting Failures and Remedies

- Painting Failures and Remedies Two
- Project Management Part 1
- Protecting Adjacent Surfaces
- Renovation, Repair, and Painting (RRP)
- Respirator Training & Qualitative Fit Testing Certification
- Safety
- Scaffold Erector & User Certification
- Sealants and Repair/Fillers
- Spray Painting
- Spraying with Special Devices
- Stains
- Texturing
- Wallcovering
- Wood Finishing
- Your Role in the Green Environment

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:

Laborers Health and Welfare Trust Fund for Northern California

Contract Number: ET23-0919

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Laborers International Union Locals 73, 166, 185, 261, 270, 294, 304, 67, 886, 324, and 1130		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,616		\$32,314 8%		\$499,930
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills, Comm. Skills, OSHA 30	196	8–200	0	\$590	\$31.28
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Comm. Skills, OSHA 10/30	790	8–210	0	\$479	\$29.41
				Weighted Avg: 28			
3	Veterans Apprentice Retrainee Priority Rate	Comm. Skills, OSHA 10/30	8	8–210	0	\$735	\$29.41
				Weighted Avg: 43			

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

Minimum Wage by County: Job Numbers 1–3 (SET/Priority Industry wage modification):
\$29.41 per hour

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

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

Up to \$8.43 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 & 3. This amount has been verified in the CBA wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Construction Craft Laborer, Brick Tender Laborer, Parking and Highway Improvement Laborer, Plaster Tender Laborer		196
Job Number 2		
Apprentice - Construction Craft Laborer, Brick Tender Laborer, Parking and Highway Improvement Laborer, Plaster Tender Laborer		50 740
Job Number 3		
Veteran Apprentice - Construction Craft Laborer, Brick Tender Laborer, Parking and Highway Improvement Laborer, Plaster Tender Laborer		2 6

INTRODUCTION

In 1995, the Northern California District Council of Laborers and the Associated General Contractors of California created the Laborers Health and Welfare Trust Fund for Northern

California (NorCal Laborers) and the Laborers' Joint Apprenticeship Training Center (JATC). NorCal Laborers serves nine Northern California Laborers Union Locals (73, 185, 261, 270, 294, 304, 67, 324 and 1130), representing 29,000 Journeyworkers and 4,794 Apprentices across 46 counties in California. The JATC has approximately 1,700 signatory employers. ETP training is center-based and all in-person training will be conducted at the San Ramon Training Center or other designated training facilities throughout the Central Valley, Northern California, and the San Francisco Bay Area.

This will be NorCal Laborers' eighth ETP Contract, and its sixth in the last five years. The new funding request is driven by the continuous demand of the construction industry for skilled Apprentices and Journeyworkers in Northern California. NorCal Laborers is committed to helping Californians with little to no construction experience get their foot in the door and into a meaningful career in the building trades. To accommodate this, NorCal Laborers has provided several options to expand its recruitment of trainees and to accommodate Apprentices of all walks of life while also making classes more accessible. These accommodations include: bi-lingual trainers and staff, Spanish-speaking (only) courses, weekend courses, flexibility in class scheduling for those with other jobs, and work history being taken into account when determining class placement.

Veterans Program

In this proposal, NorCal Laborers projects to train eight Veteran Apprentices (Job Number 3). NorCal Laborers recruits through programs like Helmets to Hardhats, and it is an approved GI Bill site. This allows veterans to receive GI Bill benefits that can be put towards paying for cost of training, and veterans in the apprenticeship program are eligible to receive Montgomery GI Bill benefits such as a monthly housing allowance. As an incentive to join the program, NorCal Laborers waives initiation fees and provides streamlined admissions processes for veteran applicants.

The Veteran Apprentices' training curriculum in this proposal will be the same as Apprentice training. These trainees are in a separate Veterans' Job Number to better track performance toward ETP's goal of improved outreach for veterans. To incentivize and recruit veterans to apply for the program, NorCal Laborers collaborates with organizations such as CityBuild and Richmond Build to help attract veterans to the program. NorCal Laborers' new Executive Director is committed to increasing the numbers of Veteran Apprentices and is working on establishing relationships with community-based organizations in the area to find new ways to find, recruit, and hire veterans.

First-Year Apprentices

NorCal Laborers would like to request an exception to permit the first-year Apprentices to participate as permitted under existing ETP Apprenticeship Training program's guidelines for a two-year program. Under these guidelines, an exception may be made for trainees who have advanced to Year 1, Period 2 when the apprenticeship program is less than or equal to 24 months.

Laborers Apprenticeship Program is unique from other trades as it does not separate apprentices into different levels depending on their year. Instead, trainees are allowed to select from different sets of courses that correspond to their skill level and previous work experience. For instance, a trainee can be a first year in course work, but could be a second year in work status; or, a trainee can be a second year in course work, but a first year in work status. NorCal Laborers gives credits for work or course experience. Hence, the distinction between first and second-year apprentices is unclear making eligibility for the ETP program difficult to determine. This request has been approved by Panel in previous ETP Contracts, and staff recommends approval of this request.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab and E-Learning hour.

PROJECT DETAILS

The request for funding is driven by the need to upgrade the skills of Laborers to adapt to changes in the construction industry. Participating employers and union representatives have identified the following reasons for training: more tunnel work than in previous years; out-of-state competition; the cost cutting measures, higher cost of materials, higher quality standards, energy efficiency standards, and increasing complexity of construction projects. Union laborer companies must improve the skills of its workers so that it can perform new techniques and work more efficiently in new working environments, like building tunnels.

NorCal Laborers reports that the following projects are driving employer demand under this proposal:

- Milpitas Water Treatment Plant
- Seton Medical Center Renovation (Daly City)
- Widening of Highway 50
- Brooklyn Basic Project (Oakland)

Training Plan

The following training will be conducted via Class/Lab and E-Learning delivery methods:

Business Skills: Training will be provided to Journeyworkers and include Advanced Time Management, Conflict Resolution, Creating Project Bids and Decision Making Skills. Trainees will gain the skills to plan, organize, and manage construction projects resulting in more efficient and on-time work.

Commercial Skills: Training will be provided to all occupations. Journeyworkers will receive training in Aerial Boom Lift, Arc Welding, Hoisting and Rigging, and Scaffold User. Apprentices and Veteran Apprentices will receive training in Environmental Hazards of Highway Work, Hand and Power Tools, and Landscaping (levels 1–4).

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per trainee. However, for Apprentice trainees with OSHA 10/30 training this cap extends to 210 hours per trainee.

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

NorCal Laborers’ Director of Apprenticeship (dedicated administrator) will oversee ETP training with eight full-time and two part-time staff assisting in administration including marketing, recruitment, needs assessments, and training scheduling. Additionally, NorCal Laborers has retained a third-party administrator to assist with ETP administration.

Marketing and Support Costs

NorCal Laborers requests 8% in support costs for Job Numbers 1–3 to fund recruitment and conduct ongoing assessments of employer-specific job requirements. NorCal Laborers and the eleven union locals publicize training through their websites, newsletters, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements, and e-mail announcements. It will promote this training at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations. ETP staff supports this request.

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.

Alternate Recordkeeping

Staff has reviewed and approved the Company’s request to use an alternate recordkeeping method.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET22-0948	\$595,265	1/31/22 – 1/30/24	535	0	0	\$128,706 (22%)
**ET21-0944	\$378,140	10/5/20 – 10/4/22	336	806	806	\$378,140 (100%)

*ET22-0948 - Based on the ETP Cal-E-Force System, 6,108.50 reimbursable hours have been tracked for potential earnings of \$128,705.65 (22% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through October 2023.

**ET21-0944 - Based on the ETP Cal-E-Force System, 28,342.50 reimbursable hours have been tracked for potential earnings of \$378,140 (100% of approved amount). The Contractor projects final earnings of 100% for Contract Closeout.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0939	Statewide	10/7/19 – 10/6/21	\$746,160	\$628,850 (84%)
ET19-0913	Statewide	8/6/18 – 8/5/20	\$949,815	\$891,601 (94%)
ET17-0901	Statewide	8/1/16 – 7/31/18	\$530,512	\$530,512 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Oakland assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Journeyworker**BUSINESS SKILLS**

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

COMMERCIAL SKILLS

- 25 Permit Required Confined Space Entry
- Aerial Boom Lift
- Air Tools
- Arc Welding
- Asbestos Removal Initial Class
- Asbestos Removal Recertification
- Basic Construction Math
- Blue Print Reading
- Confined Space Awareness Class
- COVID 19
- Forklift Orientation
- Fundamentals of Construction
- Hoisting and Rigging
- Hoisting Rigging & Signaling
- Jobsite Erosion Control
- Lead Abatement Initial Class
- Lead Abatement Recertification
- Mechanical Pipe
- Oxy Torch Cutting Burning
- Oxyfuel Cutting
- Photovoltaic
- Scaffold Builder
- Scaffold User
- Signal Person

- Skid Steer
- Weatherization Technician and Installer

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Apprentice

COMMERCIAL SKILLS

- Aerial Platform
- Air Tools
- Area and Volume, Calculating, and Estimating
- Asbestos Abatement Worker
- Asphalt Remove & Replace Builders Level Math
- Basic Construction Math
- Blueprint Reading
- Boom Lift Safety
- Brick Tending
- Bulkheads, Batter Boards, Overhead Screed
- Compaction
- Concrete and Asphalt
- Concrete Placement and Finishing, Floors, Drives, and Walk Behind
- Power Trowel
- Confined Space
- Confined Space Awareness Class
- Construction Craft Laborers
- COVID-19
- Environmental Hazards of Highway Work
- Environmental Passport
- Fall Protection
- Forklift and Forklift Safety
- Form Setting, Curb and Gutter, Alley Gutter, Pour in Place Walls
- Fractions and Decimals, Inches to Decimals
- From Setting, Sidewalk, Driveway, Approach, Handicapped Ramp
- Fundamentals of Construction
- Grade Checking
- Hand and Power Tools
- Hazardous Waste Removal Initial
- Hazardous Waste Removal Recertification
- Hazardous Waste Worker
- Hoisting Rigging & Signaling
- Landscape
- Landscape 1: Planting and Maintenance
- Landscape 2: Construction Math & Irrigation Systems
- Landscape 3: Erosion Control, Grading, & Drainage
- Landscape 4: Retention Walls, Dividers, & Flatwork
- Lead Abatement Worker
- Material Handling, Storage, Use and Disposal

- Mechanical Pipe
- Mini Excavator
- Oxy Torch Cutting Burning
- Pipe Laying
- Placement and Finishing, Panel, Patios, Drives, Decks, Tilt-Up
- Placement, Finishing Tools, Concrete Procedures, Control Joints
- Recognition and Hazard on the Jobsite
- Respiratory Awareness
- Scaffold Builder
- Scaffold User
- Scope of Work, Personal Protective Equipment, Materials and Tools
- Skid Steer
- Skip Loader
- Solar
- Squaring Principles, Triangulation
- Steward Training
- Sub-Grade Preparation, Line Setting, and Forming Techniques
- Survey, Station, Percentages
- Tilt-Up Construction
- Tools and Equipment: Pick and Pick Mattocks, Shovels, Digging, Bars, Jackhammer, Rivet Buster, Chipping Gun and Clay Spades
- Torch Cutting and Burning
- Traffic Control and Flagging
- Trench Plates & Shoring
- Weatherization Technician and Installer
- Welding

Safety Skills - OSHA (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:

Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust

Contract Number: ET23-0949

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Retrainee Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Napa, Solano	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 180		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$228,308		\$15,772 8%		\$244,080
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Commercial Skills, OSHA 10/30	12	8–200	0	\$2,386	\$53.06
				Weighted Avg: 97			
2	Retrainee Apprentice	Commercial Skills, OSHA 10/30	91	8–210	0	\$2,292	\$29.41
				Weighted Avg: 134			
3	Veterans Apprentice Retrainee	Commercial Skills, OSHA 10/30	3	8–210	0	\$2,292	\$29.41
				Weighted Avg: 134			

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

Minimum Wage by County: Job Numbers 1–3 (SET/Priority Industry wage modification): \$29.41 per hour.

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

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

Up to \$2.35 per hour for Job Numbers 2 & 3 may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Inside Wireman		12
Job Number 2		
Apprentice - Inside Wireman		91
Job Number 3		
Veterans Apprentice - Inside Wireman		3

INTRODUCTION

Founded in 1971, Napa-Solano Counties Electrical Industry Apprenticeship & Training Trust (Napa-Solano Counties Electrical) (www.jatclu180.org) provides education and training to apprentice and journey-level workers in the electrical construction trade throughout Solano and Napa Counties. Apprentice Electricians plan, layout, install, repair, and maintain electrical equipment that provides light, heat, communications, and power. Based in Napa, Napa-Solano Counties Electrical is established by the International Brotherhood of Electrical Workers and the National Electrical Contractors Association. Napa-Solano Counties Electrical provides the electrical construction industry with training to meet the demands of the workforce in California. Training will be conducted out of Napa-Solano Counties Electrical's training facility in Napa.

This will be Napa-Solano Counties Electrical's third ETP Contract, and it's third in the last five years. There is an estimated 655 Apprentices and Journeyworkers in the Solano/Napa area.

Although Solano-Napa Counties Electrical trains Journeyworkers, only 94 Apprentices will participate in this project.

Veterans Program

In this proposal, Solano-Napa Counties Electrical will train three Veteran Apprentices (Job Number 3). It recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. The Veteran Apprentices will have the same curriculum as the other Apprentices. The trainees are in separate Job Number to better track performance toward the goal of improved outreach for veterans.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab or E-Learning hour.

PROJECT DETAILS

ETP funding will expand and upgrade the Napa-Solano Counties Electrical program. Training under this proposal will ensure that Napa-Solano Counties Electrical keeps up with changes in electrical construction (code, safety, etc.), while offering new training focused on efficient electrical control systems and energy conservation. In addition, the shift from analog to digital equipment dictates the need for extensive training. The training in this proposal prepares new apprentices to replace the high number of retiring journey-level electricians and provides them with the necessary skills for upcoming jobs.

Napa-Solano Counties Electrical reports that the following projects are driving employer demand under this proposal: Hanger 3 (Travis Air Force Base); Solano Community College; La Clinica Vallejo Expansion; Schultz Gas Recovery Project; Northern Electric Napa Valley Junction Elementary Project; Eucalyptus Drive/Wetlands Edge Road; and, Markham Elementary Modulars.

Training Plan

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

Commercial Skills: Training will be offered to all occupations on course titles that includes Lighting Design Basics, Motor Controls, Code Calculations, and Electrical Theory.

Certified Safety Training

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

Marketing and Support Costs

Napa-Solano Counties Electrical is requesting, and staff supports, 8% in support costs for Job Number 1 (Journeyworker), Job Number 2 (Apprentice), and Job Number 3 (Veteran Apprentice) to fund marketing to employers to recruit, to fund its staff in recruiting and qualifying additional participating employers for this program, and to conduct ongoing assessments of employer-specific job requirements. There is one staff member at Napa-Solano Counties Electrical that will assist with the marketing, recruitment, needs assessments, and scheduling of training.

Napa-Solano Counties Electrical and the various local unions will publicize the availability of training through direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements, and e-mail announcements. It will also promote this training program at labor-management meetings, industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations.

Commitment to Training

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

➤ Training Infrastructure

Napa-Solano Counties Electrical’s Training Director (dedicated administrator) will oversee the ETP project. The training center has eight in-house (part-time) trainers who are former or current members of the trade and are subject-matter experts. Solano-Napa Counties Electrical has also hired a third-party subcontractor, Strategy Workplace Communications, for ETP-administration services.

Tuition Reimbursement

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

Alternate Recordkeeping

Staff has reviewed and approved the request to use an alternate recordkeeping method.

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) (\$ %)
ET22-0913 (Expansion)	\$379,180	11/22/21 – 11/21/23	93	65	0	\$155,232 (41%)

Based on the Cal-E-Force system, 8,624 reimbursable hours have been tracked for potential earnings of \$155,232 (41% of approved amount). The Contractor projects final earnings of 100% based on training currently being delivered and as schedule through 2022 and 2023.

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 \$ %
ET21-0913	Napa	9/14/20– 9/13/22	\$161,921	\$161,921 (100%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Journeyworker**COMMERCIAL SKILLS**

- Codeology
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash
- Analog/Digital Circuit (AC/DC) Principles
- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits
- Grounding
- Grounding and Bonding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code
- Fire Alarm Systems and Installations
- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)
- Fire Life Safety
- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics
- Industrial Motor Control
- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

- Programmable Logic Control (PLC)
- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program
- Electrical Design
- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code
- Voice, Data, and Video
- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect
- Advanced Instrumentation and Motor Controls
- Advanced VRD PI & D
- Advanced Welding
- Arc Flash Protection
- Architecture Designs and Advanced Plan Reading
- Auto Demand Response (ADR)
- Blueprints and Schematics
- BlueBeam REVU Training
- Building Automation Systems
- Cable Spicing
- CALCTP Acceptance Testing
- Conduit Bending
- Confined Space Entry
- Data Center Operations
- Digital Electronics
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Code Update
- ESAM-TAC program (Energy Storage and Microgrid Training and Certification)
- Firestop Installation
- Fire Alarm for Wireman
- Hazardous Communications
- Intro to Industrial Controls
- Lighting Essentials
- Lockout/Tagout
- Management and Monitoring of Materials
- Milwaukee Tools Update
- Motor Controls Fundamentals
- Panel Makeup & Bonding
- PlanGrid Training

- Power Plant operations
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging and Lifting
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- State Certification Test Preparation
- Testing Materials and Equipment – Proper Set-Up and Use (Green Training)
- Total Station Training
- Tugger/Bender Training
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry
- Standards (Green Training)
- Water Treatment Electrical Systems & Operations
- Workflow and Resources

CALCTP (California Advanced Lighting Control Program)

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

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30

Apprentice

COMMERCIAL SKILLS

2nd-Year

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code (2014 Code Book Review)
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication

- Test Instruments
- Transformers

3rd-Year

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code (2014 Code Book Review)
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- OSHA
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th-Year

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code (2014 Code Book Review)
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

5th-Year

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology- National Electric Code (2014 Code Book Review)
- Code and Practices
- Electrical Theory
- Estimating
- Intrusion Detection

- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Torque
- Transformers

All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Blueprints Reading
- Boom Lift
- Building Automation
- California Advanced Lighting Controls Training Program Lighting Certification
- Catastrophic Failure Response
- Code and Practices
- Code Book Review
- Code Calculations
- Code of Excellence
- Codeology- National Electric Code
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electrical Vehicle Infrastructure Training Program
- Electronic Systems
- Energy Storage
- Estimating
- Fall Protection
- Fire Alarm Systems
- Fork Lift
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA
- Network Technologies
- NFPA 70E
- Photovoltaic Systems
- Pipe Bending

- Preparing For Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Scissor Lift
- Structured Cabling
- Test Instruments
- Title 24 Lighting Installation and Codes
- Torque
- Transformers

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:

Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties

Contract Number: ET23-0913

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Clara, San Benito	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA Local 393)		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,746		\$32,216 8%		\$499,962
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commercial Skills, OSHA 10/30, Computer Skills	300	8–210	0	\$1,522	\$29.41
				Weighted Avg: 89			
2	Retrainee Veterans Apprentice	Commercial Skills, OSHA 10/30, Computer Skills	16	8–210	0	\$1,557	\$29.41
				Weighted Avg: 91			
3	Retrainee Journeyworker	Computer Skills, OSHA 30, Commercial Skills	25	8–200	0	\$738	\$36.65
				Weighted Avg: 30			

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

Minimum Wage by County: Job Numbers 1–3 (SET/Priority Industry wage modification): \$29.41 per hour statewide.

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

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

Up to \$3.44 per hour may be used to meet the Post-Retention Wage in Job 1 & 2. This amount has been verified in the Collective Bargaining Agreement.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumber, Plumbing Service and Repair Mechanic, Refrigeration and Air Conditioning Mechanic, Steamfitter/Pipefitter		300
Job Number 2		
Veteran Apprentice - Plumber, Plumbing Service and Repair Mechanic, Refrigeration and Air Conditioning Mechanic, Steamfitter/Pipefitter		16
Job Number 3		
Journeyworker - Plumber, Plumbing Service and Repair Mechanic, Refrigeration and Air Conditioning Mechanic, Steamfitter/Pipefitter		25

INTRODUCTION

Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties (Pipe Trades JATC) (<http://www.pipetradestraining.org/>) opened the Lloyd E. Williams Pipe Trades Training Center in 1961 in San Jose. The training center serves 2,200 union members represented by the Plumbers, United Association Local Union 393. The Pipe Trades JATC was created in collective bargaining between Local 393 and management represented by the South Bay Piping Industry and the Santa Clara Valley Contractors Association. ETP training will be delivered at its training center in San Jose.

This will be Pipe Trades JATC's eighth ETP Contract, and its fifth in the last five years. ETP funds will help create a stable, flexible and skilled workforce for the local construction industry to meet continued demand for pipe-trades' workers generated by new construction projects and backfilling jobs created by retiring Journeyworkers.

Affiliated with Foothill Community College, this apprentice program is accredited through the Division of Apprenticeship Standards (DAS) to offer apprenticeship opportunities in Residential Plumbing, Commercial Plumbing, Steam Fitting, and Refrigeration/Heating, Ventilation and Air-Conditioning (HVAC).

Veterans Program

In this proposal, Pipe Trades JATC will include 16 Veteran Apprentices (Job Number 2). Pipe Trades JATC is committed to supporting job-related training that helps veterans transition into California's workforce. It recruits veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab or E-Learning hour.

PROJECT DETAILS

Demand for apprentices has continued to climb over the past few years with 383 apprentices currently registered. Graduates of this program work in construction and repair for industries that include: semiconductor, energy, biopharmaceutical, healthcare, aerospace, education, housing, water treatment, and technology industries. There is currently also a high demand for welders in the area. EDD's Employment Projections estimates a 12.4% increase in demand for Plumbers, Pipefitters, and Steamfitters from 2018–2028.

There are 100 estimated participating employers in the proposed program. An estimated 40% are large businesses and 40% are small businesses located throughout Silicon Valley. The following are a sample of construction projects in San Jose generating demand for apprentices and journeyworkers: THERMA - Google Midpoint; SOUTHLAND - Stack Data Center; UMI - Cytexa; ACCO / Therma / Murray Co.; and, ATS - Samaritan Hospital Upgrade.

Participating employers and union representatives have identified the following specific reasons for the need for more training:

- Re-opening of construction projects following the COVID-19 pandemic.
- Maintaining journey-level skilled tradespersons to keep pace with demand.
- Meeting certified requirements such as Title 24 (and LEED) and keeping pace with emerging technologies to better compete for construction contracts.
- Needing wider skill sets to be able to safely perform tasks according to new requirements based on customers having higher quality standards.

Pipe Trades JATC provides Apprentice and Journeyworker classes to all the pipe trades occupational members involved in commercial, industrial, and residential plumbing. Courses are designed to provide Commercial Skills, Computer Skills, and OSHA 10/30 training. The training center is a modern, 100,000 square-foot facility with 48 classrooms and welding and computer laboratories.

Training Plan

The following training will be conducted via Class/Lab or E-Learning delivery methods:

Commercial Skills: this training will be offered to Apprentices and Journeyworkers on topics such as Blueprint Reading, Advanced Trade Math for Steamfitters, Steam Technology, Project Management, and Industrial Safety, which will help the trainees keep projects moving forward and upgrade skills relevant to construction projects. In addition, some trainees may receive the following certifications: HVAC Star; Medical Gas Installer; Medical Gas Brazier; Foreman's Certificate; Industrial Signal Persons Certification; and, Welding.

Computer Skills: this training will be offered to Apprentices and Journeyworkers on topics such as Computer-Aided Drafting (CAD) and 3-D Drawings Software that have been identified in training need assessments with employers and the participating union.

Certified Safety Training

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

Commitment to Training

ETP funds will not displace the existing financial commitment to training. In this instance, the Participating Employers will continue to make contributions to the training trust for every hour of work conducted by the trainees. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Pipe Trades JATC's Training Director (dedicated administrator) and its administrative staff will oversee the program. A third-party administrator- Strategy Workplace Communications has been retained to assist with the administration. Training will be delivered by 50 in-house trainers.

Marketing and Support Costs

Pipe Trades JATC is requesting 8% in support costs to fund recruiting additional participating employers for this program. The Training Coordinator, along with two assistant coordinators and five administrative assistants, will be responsible for marketing, recruiting, and conducting needs

assessments. While many participating employers have already been recruited, the JATC still needs to perform additional recruitment and assessment activities with employers to support apprenticeship training.

Pipe Trades JATC will disseminate class information throughout the year to all apprentice and journeyworkers within the local's jurisdiction, as well as to the contractors who employ them through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. Staff recommends 8% support costs.

Tuition Reimbursement

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

Alternate Recordkeeping

Staff has reviewed and approved the JATC's request to use an alternate recordkeeping method.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET21-0925	San Jose	9/21/20 – 9/20/22	\$363,462	\$0
ET20-0923	San Jose	9/3/19 – 9/2/21	\$749,470	\$749,470 (100%)
ET19-0915	San Jose	8/6/18 – 8/5/20	\$949,244	\$949,244 (100%)
ET17-0917	San Jose	11/7/16 – 11/6/18	\$538,900	\$538,900 (100%)

*ET21-0925: 8,512 (45% of contracts potential amount) hours are currently tracked inside Cal-E-Force (CEF), but the applicant states over 10,000 hours still needs to be uploaded into the CEF system. While no invoices nor trainees have been placed, Pipe Trades JATC anticipates earning 100% of the Amount Approved based on the hours remaining to be uploaded. All invoices are planned to be entered by October 2022.

DEVELOPMENT SERVICES

Pipe Trades JATC has retained Strategy Workplace Communications in Oakland to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Journeyworkers

COMPUTER SKILLS

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

COMMERICAL SKILLS (All Trades)

- Autocad – Tricks and Tools of Fabrication
- Backflow Certification
- Bluebeam/BIM 360
- Blueprint Reading
- Compressor Overhaul
- Construction Technology Credential
- PlanGrid
- Comprehensive Layout and Design Test Out
- NavisWorks/BIM360
- Robotic Total Station
- Bluebeam
- UA Foreman Training
- Cutting
- Daikin VRV Installation and Commissioning
- Daikin VRV IV Installation and Commissioning
- Daikin VRV Service and Troubleshooting
- Direct Digital Controls
- Drawing
- Energy Audit
- EPRI Rigging
- Foreman Certification
- HVAC Control Basics
- Industrial Install
- Industrial Safety
- Industry Math
- Intro to Virtual Technology
- Math for Residential Plumbers
- MedGas Installer Refresher Course
- Medical Gas Install
- Mitsubishi VRF Training
- PEX Piping
- Plumbing Service
- Project Management
- R78 Brazing
- Residential Blueprint Reading & Drawing

- Residential Drainage/Water System
- Residential Fixtures/Layout
- Residential Plumbing
- Residential Plumbing Code
- Residential Waste, Water, Gas Systems
- Rigging
- Rigging Certification
- STAR Certification HVACR
- Title 24- Building Industry Efficiency Standards
- Start, Test & Balance
- GPro Certification
- STAR Certification
- Energy Audit Certification
- Title 24 MATT Certification
- Title 24 Requirements
- Trade Math
- UA Foreman
- Vertiv DSE Thermal Management
- VFD Training (Variable Frequency Drive)
- Virtual Design and Technology
- Welding

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Class/Lab/E-Learning

Apprentice

COMPUTER SKILLS

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

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30

COMMERCIAL SKILLS**Plumbing**

2nd year

- Beginning Drawing and Design
- Industrial Safety
- Rigging; Lay-out

3rd year

- Advanced Trade Math for Plumbers
- Plumbing Codes
- Plumbing Fixtures

4th year

- Advanced Draw & Blueprint Read
- Applied Welding
- Water Systems

5th year

- Industry Install
- Med Gas Install
- Review & Turnout
- Special Topics

Steamfitters

2nd year

- Industrial Safety
- Steamfitter Science; Elect & Air Conditioning
- Steamfitting, Cutting & Welding

3rd year

- Advanced Trade Math for Steamfitters
- Steam Technology

4th year

- Advanced Drawing & Blueprint Read
- Hydronic Systems
- Industrial Rigging

5th year

- Industrial Install
- Med Gas Install
- Review & Turnout
- Special Topics

Refrigeration

2nd year

- Electrical Controls Fundamentals
- Mechanical Systems

3rd year

- Advanced Electric Controls
- HVAC Pneumatic & Electric Control Systems

4th year

- Advanced Refrigeration & Chillers
- Industrial Refrigeration & Air-Condition Service

5th year

- Review & Turnout
- Special Topics
- Start, Test & Balance; HVAC Systems



Training Proposal for:

Pipe Trades Apprenticeship and Journeymen Trust Fund for San Mateo County

Contract Number: ET23-0936

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: R.Jackson

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	MEC (H) Construction (23) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Mateo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA Local 467)		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$423,135		\$29,226 8%		\$452,361
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	175	8–210	0	\$2,446	\$36.55
				Weighted Avg: 143			
2	Retrainee Veterans Apprentice Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	4	8–210	0	\$2,480	\$36.55
				Weighted Avg: 145			
3	Journeyworker Retrainee Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	13	8–200	0	\$1,107	\$68.10
				Weighted Avg: 45			

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

Minimum Wage by County: Job Numbers 1–3 (SET/Priority Industry wage modification): \$29.41 per hour statewide.

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

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumber, Pipefitter, Refrigeration Worker		175
Job Number 2		
Veteran Apprentice - Plumber, Pipefitter, Refrigeration Worker		4
Job Number 3		
Journeyworker - Plumber, Pipefitter, Refrigeration Worker		13

INTRODUCTION

For over 100 years, the Pipe Trades Apprentice and Journeymen Trust Fund for San Mateo County (Plumbers JATC of San Mateo) (www.ualocal467.org) has provided workers in the plumbing, pipefitting, and HVAC (heating, ventilation and air conditioning) trades throughout San

Mateo County. ETP training will be delivered at Plumbers JATC of San Mateo's 30,935 square-foot training center in Burlingame with 15 classrooms and laboratories equipped for training.

This will be the sixth ETP Contract for Plumbers JATC of San Mateo, and its fifth in the last five years. ETP funds will help create a stable, flexible and skilled workforce for the local construction industry to meet continued demand for pipe-trades' workers generated by new construction projects and backfilling jobs created by retiring journeymen. Participating employers are located in San Francisco Bay Area. These companies are primarily building and plumbing contractors. There are 100 estimated participating employers in the proposed program. An estimated 40% are large businesses and 60% as small businesses located throughout Silicon Valley.

Veterans Program

In this proposal, Plumbers JATC of San Mateo is committed to including four Veteran Apprentices (Job Number 2) and to supporting job-related training that helps veterans transition into California's workforce. It recruits veterans in cooperation with Helmets to Hardhats, which is a national (joint-labor-management) program that recognizes the link between skills acquired in military service and employment opportunities in the building trades.

Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab and/or E-Learning hour.

Employer Demand

Demand for apprentices has continued to climb over the past few years with 235 apprentices and 760 journeymen currently registered. The significant number of retiring workers and the recent upswing in construction means the demand for apprentices has been accelerating in San Mateo County. Thus, Plumbers JATC of San Mateo estimated that 27 apprentices have completed training in 2022 to date. It expects to graduate 125 new apprentices in 2022–2024. Graduates of the its program work in construction and repair for industries that include: airport expansion and renovation, hotel and resort properties, biotech research and manufacturing facilities, food

and beverage facilities, public and private education buildings, housing, water and waste treatment, and technology industries. The Employment Development Department's Employment Projections estimates a 12.4% increase in demand for Plumbers, Pipefitters, and Steamfitters between 2018 and 2028.

ETP funding will expand and upgrade Plumbers JATC of San Mateo's program. Plumbers JATC of San Mateo's reports that the following projects are driving employer demand under this proposal:

- YouTube Campus Project in San Bruno
- San Mateo County's new Cordilleras Mental Health Facility
- Healthpeak Properties' biotech campus-style project in South San Francisco

PROJECT DETAILS

Trainees will receive training in the use of plumbing and piping equipment, updated building standards and energy efficiency business practices necessary to meet commercial interest and demand to develop, retrofit and maintain better energy and water flow into and out of buildings. Equipment not installed or used correctly can lead to high-energy use, breakdowns, expensive re-work, and delays in schedules. Trainees will learn to work more efficiently with the materials, thus reducing energy usage, scrap, accidents, and re-work.

ETP funds are being requested resulting from an employers' joint-training-needs assessment and due to the following factors: older workers are retiring and a pipeline of qualified plumbers, pipefitters, and refrigeration workers to fill the gap locally is needed; state-energy initiatives related to Title 24 requires workers to use new materials and skills; and, bidding processes on competitive jobs in the field requires contractors to stay current with the most up-to-date innovations.

Training Plan

The following training will be conducted using Class/Lab and E-Learning delivery methods:

Journeyworker Training

Commercial Skills: Trainees will receive training in Green Compliance, which includes the installation of new plumbing, piping and air-conditioning equipment to meet updated building standards. Training will also focus on the use of energy-efficient technologies and the use of new products such as green-building materials, solar installations, new motor controls and programming, medical-gas welding, and advanced-testing equipment. Numerous certification-related training is planned to be delivered including Industrial Rigging, Foreman, and Orbital Welding.

Computer Skills: Training will include scheduling, planning, and modeling software. AutoCAD and Job Tracking applications will provide trainees with the tools to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized-control systems.

Apprenticeship Training

Commercial Skills: Apprentices learn to assemble, install, and repair pipes, fittings, and fixtures for heating, water, and drainage systems to meet specifications and new plumbing codes. The RSI coursework includes industry math and courses that support building plan/blueprint reading

and drawing. Apprentices learn to install heating and air conditioning systems including assembling a variety of piping for air, ammonia, gas, and water systems. Trainees also learn to test and balance air and water systems using the latest technologies.

Computer Skills: Courses include scheduling, planning and modeling software, and AutoCAD and Job Tracking software applications. Trainees learn to use these applications to modify blueprints, look up project requirements, build budgets and timelines, design virtual systems and adjust computerized control systems.

Certified-Safety Training

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

Commitment to Training

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

➤ Training Infrastructure

Plumbers JATC of San Mateo’s Training Director (dedicated administrator) and an administrative-staff person will assist in ETP administration including scheduling of training and collection of rosters. Training will be delivered by 24 in-house subject-matter experts. Additionally, a third-party subcontractor has been retained to assist with ETP administration.

Marketing and Support Costs

Plumbers JATC of San Mateo conducts marketing through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Class information will be disseminated throughout the year to all apprentice and journeyworkers within the jurisdiction, as well as to the pipe trades’ contractors who employ them. Application announcements for the Apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. Its Training Director will be working with an assistant who will be responsible for marketing, recruiting, needs assessments, and scheduling. Thus, it is requesting 8% in support costs to fund recruiting, qualifying, and assessing participating employers for this program.

Green/Clean Operations

Apprentices and journey-level workers are involved in both green and clean technology on the service and installation of energy-efficient equipment such as trenchless and hot-water systems. California Code of Regulations Title 24 (Chapters 4–9) requires substantial increases in building efficiency. Green technology within plumbing addresses changes that respond to drought conditions in California to improve water use and potable-water efficiency with water conservation being a key goal. Another area of efficiency (related to demand) is directly servicing water-supply heating, which reduces fuel/electric usage (reducing carbon-based emissions and toxic waste).

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 Plumbers JATC of San Mateo under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0905	Burlingame	8/17/20 – 8/16/22	\$272,768	\$272,768 (100%)
ET20-0900	Burlingame	7/1/19 – 6/30/21	\$538,290	\$538,290 (100%)
ET19-0904	Burlingame	8/1/18 – 7/31/20	\$556,832	\$493,740 (89%)
ET17-0918	Burlingame	12/26/16 – 12/25/18	\$409,176	\$380,925 (93%)

DEVELOPMENT SERVICES

Plumbers JATC of San Mateo retained California Labor Federation in Sacramento and Strategy Workplace Communications in Alameda to assist with development at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications was also retained to perform administrative services for an amount not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Journeyworker

COMMERCIAL SKILLS

- LEED Standards Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
- NFPA99 2015/ASSE 6000 (National ITC Corporation- NTC Medical
- Gas System Personnel
- Orbital Welding
- Robotic Total Station
- Safe-Working Conditions (supplements Cal-OSHA)
- Foreman and Worker Responsibility
- Scaffolding
- Fall Protection
- Electrical Safety
- Falling Objects
- Working in Confined Spaces
- Working Around Pipelines
- Solar Installations
- Specialty Seminars for Service Work
- Start Test and Balance
- Welding
- NITC Medical Gas Re-Certification Refresher Course
- BACnet Programming
- Brazing
- Industrial Rigging
- Signalperson
- National Environmental Balancing Bureau Commissioning Certification for Heating & Cooling Systems
- Medical Gas -- Installation, System Testing, Maintenance, and Repair
- Standards and Brazing
- Backflow
- Orbital Welding
- Tungsten Inert Gas Welding
- Star Review
- NITC Medical Gas Recertification
- Compressor Overhaul
- Direct Digital Controls – Principals of Operation, Calibration
- Documentation, Shutdowns
- Green Compliance Energy Efficiency in Existing Equipment and Materials
- ARC Welding
- Mitsubishi City Multi VRF Basics
- Open and Inspect/Teardown of a Carrier 5H Series Compressor

- Stainless Steel TIG & Orbital Welding Certification
- Design and Installation of New Energy Efficient Equipment and Materials

COMPUTER SKILLS

- 3-D Drawings Software
- Basic Computer Skills
- BIM360/NAVIS
- Bluebeam
- Computer-Aided Drafting
- Laser Scanning
- Online FABmep
- PlanGrid
- Procore
- Revit 1
- Robotic Total Station

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30

Apprentice

COMMERCIAL SKILLS

Plumbing and Steamfitters

2nd Year

- Code/Water Supply
- Drawing I

3rd Year

- Drawing II
- Oxygen / Acetylene Training
- Pipe Fitting
- Welding

4th Year

- Hydronics/Steam
- Medical Gas Certification
- Pipefitting and Service
- Rigging
- Signal Person Certification
- Steam Systems

5th Year

- Advanced Drawing/Layout
- Code II

- Refrigeration
- 2nd Year
- Advanced Electricity
- Basic Electricity
- Pneumatic DDC Introduction
- 3rd Year
- Advanced Pneumatics
- Calibration
- Controls I
- Controls II
- Electro Pneumatics
- Hydronics

Refrigeration

4th Year

- Start, Test and Balance I
- Start, Test and Balance II

5th Year

- Chillers
- HVAC Star Certificate
- Special Systems
- All Trades
- ARC Welding
- Backflow Certification
- Blueprint Reading
- Compressor Overhaul
- Cutting
- Direct Digital Controls
- Drawing
- Foreman Certification
- Industrial Install
- Industrial Safety
- Industry Math
- Medical Gas Install
- NITC Medical Gas Recertification
- Rigging
- Rigging Certification
- Trade Math
- Welding

All Trades

COMPUTER SKILLS

- 3-D Drawings Software
- Basic Computer Skills
- BIM360/NAVIS

- Bluebeam
- Computer-Aided Drafting
- Laser Scanning
- Online FABmep
- PlanGrid
- Procore
- Revit 1
- Robotic Total Station

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:
**San Francisco Electrical Industry
Apprenticeship and Training Trust**

Contract Number: ET23-0925

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local Union No.6		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,520		\$32,356 8%		\$499,876
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, Computer Skills, OSHA 30	204	8–210	0	\$2,224	\$36.00
				Weighted Avg: 130			
2	Retrainee Veterans Apprentice Priority Rate	Commercial Skills, Computer Skills, OSHA 30	20	8–210	0	\$2,309	\$36.00
				Weighted Avg: 135			

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

Minimum Wage by County: Job Numbers 1–2 (SET/Priority Industry wage modification): \$29.41 per hour statewide

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

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice-Inside Wireman		204
Job Number 2		
Veteran Apprentice- Inside Wireman		20

INTRODUCTION

Founded in 1962 and headquartered in San Francisco, San Francisco Electrical Industry Apprenticeship and Training Trust (SFJATC) (<http://sfelectricaltraining.org>) is a cooperative effort between the San Francisco Chapter of the National Electrical Contractors Association and the International Brotherhood of Electrical Workers Local Union 6. SFJATC is responsible for recruiting and training apprentices to meet San Francisco's ever-growing and changing needs of the industry. SFJATC trains Inside Wireman to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial, and residential establishments. ETP training will be delivered at Foothill College (Local Education Agency) in San Francisco.

This will be SFJATC's eleventh ETP Contract, seventh in the last five years. Training will enable Inside Wireman to install, connect, and test electrical wiring systems for lighting, heating, air conditioning, and communications. SFJATC serves approximately 2,600 Journeyworkers and 338 Apprentices in a normal year. SFJATC estimated 100 employers are participating in this proposed program with a mixture of small businesses (70%) and large businesses (30%).

Veterans Program

In this proposal, SFJATC will train 20 Veteran Apprentices (Job Number 2). The Veterans' curriculum will be the same as the other Apprentices. SFJATC recruits veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. It also advertises special days just for veterans to apply for the program. Veterans who apply skip the first stage (the written assessment) and go straight to the second stage (the interview). SFJATC remains committed to supporting job-related training that helps veterans transition into the California workforce.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab and E-Learning hour.

PROJECT DETAILS

Due to retirements and existing industry trends of decreased number of journeymen, this training solution will prepare the SFJATC to meet future employer demands by developing a skilled workforce and graduating more apprentices to journeymen. The Employment Development Department (EDD) estimates the need for journeymen will grow by 32.5% between 2014 and 2024.

Furthermore, new industry developments in how structures are built stem from new state building and electrical codes inside Title 24 to obtain greater energy efficiency. Consequently, new levels of infrastructure in power and telecommunications generally are driving significant changes in the electrical and construction trades generally prompting the need for training.

SFJATC is requesting assistance to bolster training for apprentices following the COVID-19 pandemic as several new participating employer construction contracts have been generated or renewed which has increased its demand. To keep pace with employer demand and to remain in compliance with journeyman to apprentice ratio (3:2 per CBA) on worksites, the SFJATC reports it must increase training plans for apprentices. ETP funding will expand and upgrade Sheet Metal Trust's program. Sheet Metal Trust reports that the following projects are driving employer demand under this proposal:

- Buildings A, B, G, and F at Lot A (near the SF Giants' ballpark- Oracle Park)
- Central Subway
- Park Merced Redevelopment (20-year project)

- UCSF (12-year project)
- 681 Florida Building

Training Plan

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

Commercial Skills: Training will be offered to Apprentices on course topics like Transformers and AC Theory. In addition, it is expected that some apprentices will receive CAD and Welding Certifications as a result of training. Updated skill sets will allow workers to perform their work efficiently and safely.

Computer Skills: Training will be offered to Apprentices on course topics that will include Job Tracking System and AutoCAD to provide the tools to not only read blueprints but to modify them as needed while at the jobsite. Job Tracking System will allow trainees to manage projects more closely with the ability to look up project requirements, budgets, and timelines whenever needed.

Certified Safety Training

OSHA 30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 30 hours of classroom training. 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.

Training Hours Limitation

Retraining hours are capped at 200 per trainee. However, for Apprentice trainees with OSHA 30 training this cap extends to 210 hours per trainee.

Commitment to Training

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

➤ Training Infrastructure

This project will be overseen by the Training Director (dedicated administrator) with five staff assisting with the marketing, recruitment, needs assessments, and scheduling of training. It has 4 full-time and 24 part-time trainers who are subject-matter experts to deliver the training and who are former or current members of the trade. The training center is a state-of-the-art facility. Additionally, a third-party subcontractor- Strategy Workforce Communications has been retained to provide ETP-administration services.

Marketing and Support Costs

SFJATC will publicize the availability of training through brochures/flyers, personal contacts, its website, public service announcements, and presentations at labor-management meetings and industry assemblies. The majority of recruitment occurs at local state and federal agencies, high-schools, colleges and community based organizations. SFJATC requests and staff recommends 8% support costs for Job Numbers 1 & 2. This will enable SFJATC to support the recruitment for this program.

Tuition Reimbursement

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

Alternate Recordkeeping

Staff has reviewed and approved the request to use an alternate recordkeeping method.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET22-0955	\$597,012	3/28/22 – 3/27/24	373	0	0	0
**ET21-0942	\$380,932	10/5/20 – 10/4/22	229	272	272	\$380,932 (100%)

*ET22-0955 - total training delivered to date is estimated to be 90% of the Approved Amount. ETP rosters are in process of being uploaded to Cal-E-Force (CEF), but have been delayed due to pending invoicing on the prior ETP Contract (ET21-0942) which is preventing concurrent or dual enrollment in CEF. Once those invoices are processed, the training hours can be uploaded. It is anticipated to complete all potential earnable hours and to earn 100% in the next 90–180 days, which is accounting for fiscal's processing time.

**ET21-0942: total invoicing to date equals \$392,280.76, but placements are under review by ETP's Fiscal Unit as of June 15, 2022.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0928	San Francisco	10/7/19 – 10/6/21	\$749,597	\$749,597 (100%)
ET19-0928	San Francisco	11/5/18 – 11/4/20	\$949,990	\$949,990 (100%)
ET18-0914	San Francisco	10/2/17 – 10/1/19	\$613,773	\$613,773 (100%)
ET17-0904	San Francisco	9/5/16 – 9/4/18	\$551,960	\$551,960 (100%)
ET16-0903	San Francisco	9/8/15 – 9/7/17	\$670,400	\$543,283 (81%)

DEVELOPMENT SERVICES

SFJATC has retained California Labor Federation in Sacramento and Strategy Workplace Communications in Oakland to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

SFJATC has also retained Strategy Workplace Communications 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: Curriculum**Class/Lab/E-Learning**

Trainees may receive any of the following:

COMMERCIAL SKILLS**2nd Year**

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Electrical Safety-Related Work Practices, Level I
- Test Instruments, Level I
- Transformers, Level I

3rd Year

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

4th Year

- Blueprints (& layout yard)
- Code Calculations
- Code Prep
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor control labs
- Motor Controls: mag starter & 3-wire control
- Motors

- PLC's
- VFD's

5th Year

- CALCTP
- Code and Practices
- Code Calculations
- CPR/First Aid Refresher
- EVITP
- Foreman Training: Managing the Work including NECA/IBEW presentations
- Motor Control
- PV/Solar Installer
- Rigging
- Torque

COMPUTER SKILLS

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

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

San Mateo County Electrical Apprenticeship and Training Trust

Contract Number: ET23-0947

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Mateo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 617		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,508		\$32,378 8%		\$499,886

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Commercial Skills, Computer Skills, OSHA 10/30	42	8–200	0	\$1,918	\$74.00
				Weighted Avg: 78			
2	Retrainee Apprentice	Commercial Skills, OSHA 10/30	171	8–210	0	\$2,207	\$29.41
				Weighted Avg: 129			
3	Veterans Apprentice Retrainee	Commercial Skills, OSHA 10/30	19	8–210	0	\$2,207	\$29.90
				Weighted Avg: 129			

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

Minimum Wage by County: Job Numbers 1–3 (SET/Priority Industry wage modification): \$29.41 per hour.

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

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

Up to \$3.51 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Inside Wireman		42
Job Number 2		
Apprentice - Inside Wireman		171
Job Number 3		
Veteran - Inside Wireman		19

INTRODUCTION

Founded in 1947 and located in San Carlos, the San Mateo County Electrical Apprenticeship and Training Trust (SMJATC) (www.smjtc617.org) is governed by a Board of Trustees comprised of four labor and four management representatives. It is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 617 and the National Electrical Contractors Association (NECA). Training will be delivered to trainees at its facility in San Carlos.

This will be SMJATC's tenth ETP Contract, and it's seventh in the last five years. ETP funding will be used to train Journeyworker, Apprentices, and Veteran Apprentices of whom are all members of IBEW Local 617. The union currently represents over 1,500 Electricians in San Mateo County. The JATC is dedicated to providing up-to-date industry skills training, while securing long-term, high-wage job opportunities for its members. ETP funding will allow SMJATC to expand and upgrade its training to meet the needs of local employers and property owners.

Veterans Program

In this proposal, SMJATC anticipates to train 19 Veteran Apprentices (Job Number 3). It is committed to supporting job-related training that helps veterans transition into California's workforce. SMJATC recruits veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and link them to skills and careers in the building trades.

The veteran-training curriculum in this proposal will be the same as apprenticeship training. These trainees are in a separate Job Number to better track performance toward ETP's goal of improved outreach for veterans. To incentivize and recruit veterans, SMJATC allows veterans who apply for the apprenticeship program to receive accelerated opportunities to join. Veteran applicants who apply for the Apprentice program can skip the first stage (written assessment) and go directly to the second stage (interview).

Apprenticeship Program

Apprentice training may not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). As such, ETP funding supplements the cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Depending on the type of trade, apprenticeship programs vary in length. In this proposal, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Mateo Community College).

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab or E-Learning hour.

PROJECT DETAILS

Training will offer hands-on classroom/laboratory (Class/Lab) sessions in advanced lighting technology, fire alarm installations, data/voice installations, and energy efficiency technology installations. Apprentice electricians work directly under the supervision of a qualified journey-level electrician in installing or maintaining a variety of approved wiring methods.

Electricians (Inside Wireman) install and maintain all of the various types of electrical and conduit systems found in commercial and industrial facilities. The proposed training program will help employers meet the challenges of staying competitive. Participating employers and union representatives have identified the following additional reasons for training: new energy efficiency regulations; increased out-of-state competition; need to reduce costs; higher quality standards; increasing complexity of construction projects; and all are combined with a retiring workforce. SMJATC reports that the following projects are driving employer demand:

- Baggage handling refurbishment at San Francisco Airport
- CalTrans level separation
- Electrification of CalTrains
- Facebook

- Four buildings in Burlingame at old drive-in locations
- Millbrae BART complex
- Oyster Point Biotech Expansion
- Re-construction of Stanford Linear Accelerator
- San Carlos East Site Project (includes offices, biotech, and hotel)
- Terminal 1 at San Francisco Airport
- YouTube

All training will provide skills needed to work on any electrical-related function at these construction sites.

Training Plan

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

Journeyworker Training

Commercial Skills: Training will include course topics such as Analog/Digital Circuit (AC/DC) Principles, Grounding, and Industry Specific Skills. This training will also cover energy-efficient technologies for new and existing buildings and products such as green building materials, while also covering solar photovoltaic panels.

Computer Skills: Training will include course topics on Bluebeam Construction Software and Revit Software.

Apprenticeship Training

Commercial Skills: Training will be offered to Apprentices and Veteran Apprentices to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial, and residential establishments. Training will include how to install, connect, and test electrical-wiring systems for lighting, heating, air conditioning, and communications in any building/structure.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per trainee. However, for Apprentice trainees with OSHA 10/30 training this cap extends to 210 hours per trainee.

SMJATC, with input from both labor and management representatives, has developed and customized the national electrical curriculum to address local needs. The national program, or National Joint Apprenticeship and Training Committee’s (NJATC) curriculum, was developed for the exclusive use of IBEW-NECA JATCs. NJATC works directly with equipment manufacturers and technology developers on a variety of tools, equipment, and supplies, while also searching for the most up-to-date information available. Once a new training need has been identified, the NJATC designs an appropriate training course, provides instructor training, and distributes new training materials to local JATCs.

In addition, the local hiring demands of San Mateo County have shaped the curriculum, such as the need for electricians with the ability to work with green materials and on more technically advanced construction projects.

Commitment to Training

SMJATC, with input from both labor and management representatives, has developed and customized the national electrical curriculum to address local needs. The national program, or National Joint Apprenticeship and Training Committee's (NJATC) curriculum, was developed for the exclusive use of IBEW-NECA JATCs. NJATC works directly with equipment manufacturers and technology developers on a variety of tools, equipment, and supplies, while also searching for the most up-to-date information available. Once a new training need has been identified, the NJATC designs an appropriate training course, provides instructor training, and distributes new training materials to local JATCs.

In addition, the local hiring demands of San Mateo County have shaped the curriculum, such as the need for electricians with the ability to work with green materials and on more technically advanced construction projects.

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

➤ Training Infrastructure

SMJATC's Training Director (dedicated administrator) and three office staff will assist with ETP administration including marketing, recruitment, and employer needs assessments. SMJATC staff will also coordinate the scheduling of training. Training will be delivered by 12 in-house trainers, and these part-time trainers are former or current members of the trade while some have even received Master Certification status by the NJATC. Additionally, SMJATC has retained a third-party subcontractor, Strategy Workplace Communications, to assist with ETP administration.

Marketing and Support Costs

While many participating employers have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training. Recruitment includes: direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and SMJATC's website. Class information will be disseminated throughout the year to all apprentice and journey-level electricians within San Mateo County as well as to the electrical contractors who employ them to attract attendees. SMJATC is requesting and staff recommends 8% in support costs for Journeyworkers and Apprentices for Job Numbers 1, 2, and 3 to promote training opportunities.

Green/Clean Operations

In the past 15 years, California has gone from two LEED-certified buildings in 2003 to over 250+ in 2020. San Mateo employers and their electricians are playing a role in getting the number of LEED-certified buildings up. Training will provide electrical workers with skills in emerging technologies including renewable energy and high efficiency electrical control systems. Many electricians find work retrofitting local commercial buildings with green technology to reduce the use of energy in older buildings. The equipment rooms in older buildings often contain energized equipment configured and connected to the communications network that serves the building. Electricians must have finely honed skills to update while not completely interrupting service to

the building. SMJATC is also active in building, setting up, and maintaining new electrical charging stations for electric vehicles. These new charging stations will play an important role in helping California meet its green goals.

Tuition Reimbursement

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

Alternate Recordkeeping

Staff has reviewed and approved SMJATC's request to use an alternate recordkeeping method.

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) (\$ %)
ET22-0905*	\$599,383	8/23/21–8/22/23	231	228	64	\$195,480 (33%)

*Based on ETP's Cal-E-Force system, 10,860 reimbursable hours have been tracked as reflected above under the Potential Earnings column. Per the administrative subcontractor, 31,176 reimbursable hours have been tracked for potential earnings of \$561,168 (94% of approved amount). However, these hours can't be uploaded until the Fiscal Closeout's invoicing is completed by ETP's Fiscal Unit on the previous contract. The Contractor projects final earnings of 100% based on training currently committed to by the JATC and in progress through December 2022.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0931**	San Carlos	9/15/20–9/14/22	\$362,425	\$345,004 (95%*)
ET20-0925	San Carlos	8/26/19–8/25/21	\$742,110	\$739,270 (98%)
ET19-0922	San Carlos	9/3/18 – 9/2/20	\$905,955	\$901,469 (99%)
ET17-0935	San Carlos	6/30/17 – 6/29/19	\$490,158	\$490,158 (100%)
ET16-0910	San Carlos	10/5/15 – 10/4/17	\$423,160	\$423,160 (100%)

**ET21-0931: Based on ETP's Cal-E-Force system, 21,783 reimbursable hours have been tracked for potential earnings of \$426,123.33 (>100% of approved amount). However, these potential earnings can't be reflected above until the Fiscal Closeout's invoicing is approved as earned by ETP's Fiscal Unit. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through May 2022.

DEVELOPMENT SERVICES

SMJATC retained California Labor Federation in Sacramento in conjunction with Strategy Workplace Communications in Alameda to assist with development of this proposal at no charge.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Journeyworker**COMMERCIAL SKILLS**

Codeology

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

Analog/Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- National Fire Protection Act, 1972 (NFPA 72)
- Programming Panels
- Start Up and Check Out Procedures

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

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

Programmable Logic Control (PLC)

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

Electrical Design

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

Voice, Data, and Video

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

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems
- Conduit Bending
- Confined Space Entry
- Firestop Installation
- Management and Monitoring of Materials
- PlanGrid
- Preparation for state certification/code review
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging and Lifting
- Safe Working Practices
- Solar Panel Installation

- Solar Photovoltaics
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- VDI for Bluebeam, Revit and AutoDesk (Virtual Desktop Interface)
- Work Flow and Resources

CALCTP (California Advanced Lighting Control Program)

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

CALCTP Acceptance Testing

Electric Vehicle Infrastructure Training Program (EVITP)

COMPUTER SKILLS

- Bluebeam Construction Software
- Revit Software

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30

Apprentice

COMMERCIAL SKILLS

2ND Year

- AC Theory Level 1
- AC Theory Level 2
- AC Theory Level 3
- Blueprints Level 2
- Code Calculations Level 1
- Codeology Level 1
- Codes Standards and Practices Level 1
- Codes Standards and Practices Level 2
- Conduit Bending Level 2
- Fire Alarm Systems Level 1
- Test Instruments Level 1
- Transformers Level 1

3RD Year

- Blueprints, Level 3
- Code, Standards, and Practices 3, Based on the 2020 NEC
- Code, Standards, and Practices 6, Based on the 2020 NEC
- Conduit Bending Level 2
- Electrical Industry Applications Manual, Lesson 15 - Threading Conduit
- Electrical Industry Applications Manual, Lesson 23 - "Trimming Out" an Electrical Panel
- Electrical Safety-Related Work Practices, Level I, Based on the 2021 70E 2
- Electrical Safety-Related Work Practices, Level II, Based on the 2021 70E 2
- Fire Alarm Systems, Level I, Based on the 2020 NEC 2
- Grounding and Bonding, Level I, Based on the 2020 NEC 2
- Grounding and Bonding, Level II, Based on the 2020 NEC 2.5
- Lighting Essentials, Level I - 1st Ed. 3
- Preparing for Leadership: Personal Qualities, Level I
- Rigging, Hoisting, and Signaling, Level I
- Tapered Thread
- Test Instruments, Level 2
- Torque, Level I
- Transformers, Level II, Based on the 2020 NEC - 2nd Ed. 2
- Transformers, Level III - 2nd Ed. 1

4TH Year

- Blueprints Level IV
- By-Laws of Local Union
- CALCTP
- Code Calculations Level 3
- Code, Standards, and Practices 6, Based on the 2020 NEC
- Electric Vehicle Infrastructure Training Program (EVITP) 2020
- Electrical Code Calculations
- Fire Alarm Systems, Level 2
- Motors Level I & II
- Motor Controls I, II, & III

5th Year

- Leadership
- PlanGrid
- HVAC Control System and Networking
- Revit/Bluebeam Architecture 2021 for Electrical Workers
- Rigging, Hoisting, & Signal, Level II

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:
**Santa Clara County Electrical Industry Apprenticeship and
 Training Trust**

Contract Number: ET23-0937

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Clara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers local 332		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; text-align: center;">\$467,402</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; text-align: center;">\$32,344 8%</div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; text-align: center;">\$499,746</div>
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	50	8–200	0	\$664	\$40.25
				Weighted Avg: 27			
2	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	435	8–210	0	\$958	\$29.41
				Weighted Avg: 56			
3	Veterans Apprentice Retrainee Priority Rate	Commercial Skills, OSHA 10/30	52	8–210	0	\$958	\$29.41
				Weighted Avg: 56			

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

Minimum Wage by County: Job Numbers 1-3 (SET/Priority Industry wage modification): \$29.41 per hour statewide

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

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

Up to \$3.25 per hour may be used to meet the Post-Retention Wage in Job Numbers 2 & 3. This amount has been verified in the CBA wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker- Inside Wiremen, Residential Electrician		50
Job Number 2		
Apprentice- Inside Wireman, Residential Electrician		435
Job Number 3		
Apprentice Veteran- Inside Wireman, Residential Electrician		52

INTRODUCTION

Santa Clara County Electrical Industry Apprenticeship and Training Trust (Santa Clara Electrical Trust) has served the electrical industry in Santa Clara since 1958. Santa Clara Electrical Trust provides training for Inside Wireman and Residential Electricians. It is a partnership between the Santa Clara Chapter of NECA and the International Brotherhood of Electrical Workers Local 332

and its 473 signatory employers (60% small businesses). It offers services to over 2,220 Journey-level workers and an estimated 633 Apprentices (by 2023) while it provides the Silicon Valley with union electricians with the skills, knowledge, and experience necessary to build and service commercial and residential buildings. ETP training will be conducted at the Santa Clara Electrical Trust's training center in San Jose.

This is Santa Clara Electrical Trust's tenth ETP Contract, and it's seventh in the last five years.

Veterans Program

In this proposal, Santa Clara Electrical Trust will train approximately 52 Veterans (Job Number 3). It is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans are actively recruited into the program, and veterans who qualify are given credit for their service-based electrical experience, are able to bypass the entrance exam, and are given direct-interview access.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab or E-Learning hour.

PROJECT DETAILS

The industry is constantly evolving. Changes in the California Energy Codes (Title 24) will require buildings to be more efficient by integrating lighting systems, HVAC systems, and the building as a whole to operate symbiotically. Trainees will need to learn to install, maintain, and integrate a wide variety of electrical systems. Therefore, upgraded training leading to certifications is considered mandatory-vocational training. Journeyworkers require training in new green training topics and employer-driven certification classes such as passing Green Audits, Arc Flash, and Building Automation Systems.

ETP funding will expand and upgrade Santa Clara Electrical Trust's program. With journey-level workers retiring at high rates in the Silicon Valley, the electrician occupation is expected to grow by 32% (2014–2024) based on recent labor-market information published by the Employment Development Department. Thus, the apprenticeship training proposed prepares new apprentices to meet the growing demand. An estimated 60% of participating employers are small businesses. Santa Clara Electrical Trust reports that the following projects are driving employer demand:

- Gilroy Wastewater Treatment Plant
- Sunnyvale Smart (Recycling) Station

- San Jose Headworks
- KB Homes
- Verizon Headquarters

Training Plan

ETP training will be conducted using Class/Lab and E-Learning delivery methods in the following:

Business Skills: this training will be offered to Journeyworkers on collaborative bidding and project development practices, meeting budgets, interacting with other types of construction workers, and implementing energy efficient solutions in traditional work environments. Training will also include team-building and leadership skills, so electricians can lead teams in an effective and efficient manner.

Commercial Skills: this training will be offered to both Journeyworkers and Apprentices. Journeyworkers will receive training in requirements, National Electrical Codes, higher safety standards, and energy efficiency practices. ARC-Flash 70E training will be offered so that the trainees will learn to avoid electrical explosions. Training for Apprentices will include installation, maintenance, and repair of various types of electrical and electronic equipment in commercial, industrial, and residential establishments. They will also learn to install, connect, and test electrical wiring systems for lighting, heating, air conditioning, and communications in any building or structure. Santa Clara Electrical Trust will offer certification classes to both Apprentices and Journeyworkers in topics such as Green Audits, Arc Flash Safety Awareness, Building Automation Systems, and CALCTP (California Advanced Lighting Control Program), CALCTP Acceptance Testing, Title 24 Lighting Installation and Codes, AutoDR, Energy Storage, Electric Vehicle Infrastructure Training Program and Cable Splicing. .

Computer Skills: this training will be offered to Journeyworkers and will include AutoCAD, which will provide trainees the tools to not only read blueprints but to also be able to modify them as needed while at the jobsite. The Job Tracking training course will enable trainees to manage projects more closely by being able to look up project requirements, budgets, and timelines. Training will also include operation of scheduling and job-planning software platforms.

Certified Safety Training

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

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

Santa Clara Electrical Trust’s Training Director (dedicated administrator) and eight fulltime staff—Apprentice Coordinator, Instructor, Office Manager, and two Administrative Assistants will manage this project (assisting with the marketing, recruitment, needs assessments, and

scheduling of training). Additionally, there are 26 part-time trainers who will deliver the training. These trainers are former or current members of the trade and experts in the subject matter. A third-party subcontractor, Strategy Workplace Communications, will provide ETP administration services.

Marketing and Support Costs

Through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and the website, class information will be disseminated throughout the year to all apprentice and journey-level electricians within the jurisdiction as well as to the electrical contractors who employ them. Application announcements for the apprentice program are disseminated to local, state, and federal agencies as well as to local high schools and community colleges; community-based organizations are also included in this effort. Santa Clara Electrical Trust is requesting and staff recommends 8% in support costs for Job Numbers 1–3.

Tuition Reimbursement

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

Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0937* (Expansion)	\$596,592	11/22/21 – 11/21/23	444	404	0	\$185,965 (31%)
ET21-0943**	\$378,845	10/5/20 – 10/4/22	236	337	108	\$378,845 (100%)

*ET22-0937: Once ET21-0943 has closed out, Santa Clara Electrical Trust will be able to upload more of the ET22-0937 hours.

**ET21-0943 has 25,259 hours for training with projected earnings over 100% of the approved amount. As such, it is expected that Santa Clara Electrical Trust will earn 100% of the contract's amount of \$378,845 when final invoices are approved.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0930	San Jose	10/7/19 – 10/6/21	\$746,701	\$746,701 (100%)
ET19-0929	San Jose	11/5/18 – 2/2/2021	\$949,589	\$949,589 (100%)
ET18-0912	San Jose	10/2/17 – 10/1/19	\$501,200	\$501,200 (100%)
ET17-0906	San Jose	10/3/16 – 10/2/18	\$501,200	\$501,200 (100%)

DEVELOPMENT SERVICES

Santa Clara Electrical Trust retained California Labor Federation in Sacramento and Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

Santa Clara Electrical Trust also retained Strategy Workplace Communications to assist with administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Journeyworker**COMMERCIAL SKILLS**

- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash
- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits
- Grounding and Bounding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code
- Materials and Equipment
- Proper Equipment Set-Up
- Testing Materials and Equipment –Proper Set-Up and Use
- Understanding Changes to Industry Standards
- Testing Materials and Equipment –Proper Set-Up and Use
- Understanding Changes to Industry Standards
- Understanding New Technologies and Changes to Industry Standards
- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)
- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics
- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical
- Solid State Electronic Devices

- Variable Frequency Drives
- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program
- 3- and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code
- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect
- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems
- Cable Splicing
- Conduit Bending
- Confined Space Entry
- Electric Vehicle Infrastructure Training Program (EVITP)
- Fall Prevention
- Firestop Installation
- HVAC Controls
- Management and Monitoring of Materials
- Photovoltaic
- Programmable Logic Controllers
- Proper Installation and Use of Testing and Auditing Rigging and Lifting
- Safe Working Practices
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Workflow and Resources
- Advanced Lighting Control Systems
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Dimming Controls
- Occupancy Sensors
- Photosensors
- CALCTP Acceptance Testing

BUSINESS SKILLS

- Teambuilding Skills

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

COMPUTER SKILLS

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs
- Computer Systems/Hardware Basics
- Internet, Networks, and Webservices
- Microsoft Office Tools: Excel, Word, & PowerPoint (Intermediate/Advanced)
- Bluebeam Software

Apprentice**COMMERCIAL SKILLS****2nd Year**

- Test Instruments, Level I
- Codeology, Level I
- AC Theory, Level I
- Blueprints, Level I
- Electrical Safety-Related Work Practices, Level I
- Transformers, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections

3rd Year

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

- Ground Testing
- Transformer Wiring
- COMET

4th Year

- Code Calculations
- Blueprints (& Layout Yard)
- Grounding and Bonding
- Motors
- Motor Control
- Lightning Protection
- Lighting Essentials
- Motor Controls: Mag Starter & 3-Wire Control
- PLC's
- VFD's
- Motor Control Labs
- Code Prep

5th Year

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

All Years

- Cable Splicing
- Confined Space
- Fall Prevention
- HVAC Controls
- Green Training
 - Materials and Equipment
 - Proper Equipment Set-Up
 - Testing Materials and Equipment – Proper Set-Up and Use
 - Understanding Changes to Industry Standards
 - Testing Materials and Equipment – Proper Set-Up and Use
 - Understanding Changes to Industry Standards
 - Understanding New Technologies and Changes to Industry Standards

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:

Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund

Contract Number: ET23-0921

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers Local Union No.104		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,544		\$32,391 8%		\$499,935
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	Retrainee Priority Rate Journeyworker	Business Skills, Comm. Skills, Computer Skills, OSHA 30	18	8–200	0	\$885	\$41.14
				Weighted Avg: 36			
2	Retrainee Priority Rate Apprentice	Business Skills, Comm. Skills, OSHA 10/30	585	8–210	0	\$787	\$29.41
				Weighted Avg: 46			
3	Veterans Apprentice Retrainee Priority Rate	Business Skills, Comm. Skills, OSHA 10/30	30	8–210	0	\$787	\$29.41
				Weighted Avg: 46			

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

Minimum Wage by County: Job Numbers 1–3 (SET/Priority Industry wage modification): \$29.41 per hour statewide.

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

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

Up to \$5.06 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 & 3. This amount has been verified in the CBA's wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Building Trades Sheet Metal Worker, Air Conditioning Mechanic, Test/Adjust & Balancing Technician		18
Job Number 2		
Apprentice - Building Trades Sheet Metal Worker, Air Conditioning Mechanic, Test/Adjust & Balancing Technician		40
		545
Job Number 3		
Veteran Apprentice - Building Trades Sheet Metal Worker, Air Conditioning Mechanic, Test/Adjust & Balancing Technician		2
		28

INTRODUCTION

Founded in 1903 and headquartered in Livermore, Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund (Sheet Metal Trust) (www.smw104training.org), is an “umbrella trust” fund created through a collective bargaining agreement between Local 104 and the Bay Area Association of Sheet Metal Contractors (Bay Area Contractors). Prior to 1992, the signatory employers were members of five different sheet metal trade associations, each with a different trust fund. Following the creation of Bay Area Contractors, these five separate trust funds merged into one. Sheet Metal Trust is administered by ten trustees designated equally by Local 104 and the signatory employers from Bay Area Contractors. These employers are primarily in the construction industry or transportation industries. ETP training will be delivered at its San Jose and Castroville training facilities.

Sheet Metal Trust sponsors seven different apprenticeship programs for the sheet metal trades. Three of those programs - Building Trades Sheet Metal, Air Conditioning Mechanic, and Test/Adjust & Balancing Technician will be funded under this proposal. Sheet Metal Trust serves about 991 apprentices, 7,000 union members, and approximately 285 signatory employers in 30 counties in Northern California.

This will be Sheet Metal Trust’s eleventh ETP-funded Contract, and its fifth in the last five years. In this project, the funding requested will serve trainees and employers in the San Jose and Castroville areas. Each training site maintains separate groups of trainees from its local dispatch area, but the Training Coordinators from each of the centers collaborate to develop training programs that serve all Northern California employers. However, members from each local area sometimes attend classes in another local facility within the Sheet Metal Trust’s jurisdiction.

Veterans Program

In this proposal, Sheet Metal Trust will train 30 Veteran Apprentices (Job Number 3). The training curriculum is the same as the Apprentice curriculum, and these trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans. The Trust recruits veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. On its website, the Sheet Metal Trust advertises special days just for veterans to come and apply for the apprenticeship program.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab or E-Learning hour.

PROJECT DETAILS

Sheet Metal Trust's request for funding is driven by the need to upgrade the skills of sheet-metal workers adapt to changes in the construction industry. Currently, there is more demand for the retrofitting of buildings to increase the flow of outside air and revamp ventilation systems for better airflow. Better airflow creates safer schools, public buildings and office space. One training included in this application is the AB841 Ventilation Requirements class. This class teaches the new upgrade heating, air conditioning, and ventilation (HVAC) systems that are now required in public schools.

ETP funding will expand and upgrade Sheet Metal Trust's program. Sheet Metal Trust reports that the following projects are driving employer demand under this proposal:

- San Jose State University's (eight-story) science building
- Various projects at UCSC
- Apple, Google, and Facebook campuses
- UCSF Neuroscience Center
- Telegraph Tower Oakland (28-story high-rise building)

ETP funding will help the Sheet Metal Trust train sheet metal workers to prepare to work on construction projects in Northern California. In addition, the funding will support Sheet Metal Trust's commitment to develop and delivering certification classes that ensure that workers are trained in the latest practices and technologies.

Training Plan

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

Journeyworker Training

Business Skills: Training includes Project Management, Leadership Skills, Problem Solving, and Teambuilding Skills.

Commercial Skills: Training includes Advanced Welding, Rigging and Signaling Training, and California AB841 Ventilation Requirements.

Computer Skills: Training includes 3-D Modeling – Virtual Construction, Automated Systems Application, and Benchmark Software – Lean Construction.

Apprentice Training

Business Skills: Training includes Customer Service and Project Management.

Commercial Skills: Training includes Advanced Electricity for Sheet Metal Air Conditioning Service, California AB841 Ventilation Requirements, and Electrical Systems Operation, Controls & Devices.

Certified Safety Training

OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment

opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per trainee. However, for Apprentice trainees with OSHA 10/30 training this cap extends to 210 hours per trainee.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Sheet Metal Trust's Training Administrator (dedicated administrator) with six staff to assist with administration will oversee the project. Classroom-based training will be delivered at one of two training locations in Castroville or San Jose by 14 in-house experts who are former or current members of the trade. Additionally, a third-party subcontractor- Strategy Workplace Communications was retained to provide ETP administration.

Marketing and Support Costs

Sheet Metal Trust routinely meets with signatory employers and other stakeholders to assess training needs for each geographic region. This includes face-to-face meetings, emails, and phone contact with the various Sheet Metal and Air Conditioning Contractors' National Associations and Local 104. Outreach is coordinated with the 275 signatory employers, many of which are small businesses. Support costs will also be used by Sheet Metal Trust in recruiting from the 7,000 union-member population. Recruiting apprentices from schools, employment centers, and community organizations is needed as well. The ETP-funded training will be discussed at all labor-management meetings and pertinent trade, industry, and apprenticeship events. Nine of Sheet Metal Trust's staff will assist with ETP-related marketing, recruitment, needs assessments, and scheduling. Thus, Sheet Metal Trust is requesting and staff recommends 8% in support costs for Job Numbers 1–3 to promote its training opportunities.

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.

Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET21-0941	\$369,452	9/14/20 – 9/13/22	226	205	205	\$369,452 (100%)
**ET21-0916	\$409,288	9/14/20 – 9/13/22	254	338	338	\$409,288 (100%)

*Based on the ETP Cal-E-Force system, 23,439 reimbursable hours have been tracked for potential earnings of \$369,452 (100% of approved amount). The Contractor projects final earnings of 100% for Contract Closeout.

** Based on the ETP Cal-E-Force system, 28,181 reimbursable hours have been tracked for potential earnings of \$409,288 (100% of approved amount). The Contractor projects final earnings of 100% for Contract Closeout.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0923	Northern California	9/3/18 – 9/2/20	\$1,612,671	\$1,612,671 (100%)
ET16-0921	Northern California	2/1/16 – 1/31/18	\$949,932	\$949,932 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Oakland assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Journeyworker**Business Skills**

- Conflict Resolution
- Customer Service Skills
- Decision Making Skills
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

- Advanced Welding Skills
- Aerial Lift Training
- Architecture Designs
- California AB841 Ventilation Requirements
- California Green Building Code Training
- Control System Service
- Covid-19 Training
- Detailing
- Duct Pressure Testing
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning Systems (Green Training)
- Fire and Smoke Damper Technician Training
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Level 2
- Gas Tungsten Arc Welding Welding
- Grinding and Polishing
- California Home Energy Rating System Program
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up
- Rigging and Signal Training
- Safe Working Practices
- Smoke Control System Technician Training
- Survival Skills

- Technology Update
- Trade Math
- Layout Review
- Testing Adjusting and Balancing Bureau Certification Training
- Testing Materials and Equipment –Proper Set-Up and Use
- Title 24 Certification
 - California Mechanical Acceptance Testing Technician Certification
 - Energy Efficiency
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

Computer Skills

- 3-D Modeling – Virtual Construction
- Automated Systems Applications
- Benchmark Software – Lean Construction
- Job Tracking System
- Revit Computer-Aided Design (CAD) Detailing Software
- Scheduling & Planning Jobs

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Apprentice**Business Skills**

- Customer Service
- Project Management

Commercial Skills

- Advanced Architectural
- Advanced Electricity for Sheet Metal Air Conditioning Service
- Advanced Layout and Fabrication
- Advanced Welding
- Aerial Lift Training
- Air Balance Test Equipment Instruments
- Air Conditioning, Commercial Systems, Heating
- Air Distribution & Manufacturing Systems
- Architectural Sheet Metal
- Basic Electricity for Sheet Metal Air Conditioning Service
- Basics of Architectural Sheet Metal
- California AB841 Ventilation Requirements (new)
- Computer Aided Drafting
- Codes and Standards
- Commercial Systems, Heat Loads, Piping
- Control System Service
- Fire Life Safety Level 2 DDC Control Systems
- Covid Training

- Detailing
- Electrical Systems Operation, Controls & Devices
- Emergency Preparedness
 - First Aid Training
 - CPR Training
- Field Installation
- Field Measuring
- Filters and Filter Housings
- Fire and Smoke Damper Technician Training
- Fire Life Safety Level 2
- Forman Training
- HVAC Systems Installation
- Gas Tungsten Arc Welding
- Grinding and Polishing
- Hazardous Material Recognition for the Test & Air Balance Industry
- Heat Pump, Efficient Operations and Services
- HVAC Air Systems and Duct Design for Energy Efficiency
- HVAC Energy Conservation
- HVAC Testing & Balancing Procedures
- Hydronic Heating
- Industrial and Stainless Steel Introduction
- Installing Thermostats, Flues and Vents
- Intermediate CAD
- Inverter, VFR & Heat Recovery Technology
- Job Site Fabrication
- Measuring and Sketching
- Metal Roofing
- Parallel Line Layout
- Refrigeration Piping
- Plans and Specifications
- Project Management, Takeoffs, Estimates
- Properties of Air Distribution
- Radial Line Layout
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Residential AC Units
- Residential Duct Systems
- Residential Structure and Sheet Metal Work
- Service Basics for Sheet Metal Workers
- Sheet Metal Control Systems
- Submittals and Shop Drawings
- Survival Skills
- Systems Installation & Troubleshooting
- TAB Technician Certification
- TAB09.2001 Hydronic Systems, Pump and Hydronic Balancing
- Temperature Measurement Instruments & Duct Systems
- Title 24 Certification
 - California Mechanical Acceptance Testing Technician

- Energy Efficiency
- Triangulation Layout
- Welding I
 - Process and Safety Overview
 - Shielded Metal Arc Welding
 - Gas Metal Arc Welding
- Welding II
 - Gas Metal Arc Welding
 - Flux-Cored Arc Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund

Contract Number: ET23-0946

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: A. Salinas

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	MEC (H) Construction (23) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sprinkler Fitters Local 483		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$314,574		\$21,676 8%		\$336,250

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Commercial Skills OSHA 30	50	8–200	0	\$221	\$42.82
				Weighted Avg: 9			
2	Retrainee Apprentice	Commercial Skills OSHA 10/30	162	8–210	0	\$1,830	\$29.41
				Weighted Avg: 107			
3	Veterans Apprentice Retrainee	Commercial Skills OSHA 10/30	10	8–210	0	\$2,874	\$29.41
				Weighted Avg: 168			

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

Minimum Wage by County: Job Numbers 1–3 (SET/Priority Industry wage modification):

\$29.41 per hour statewide

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

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

Up to \$1.44 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 and 3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Sprinkler Fitter		50
Job Number 2		
Apprentice - Sprinkler Fitter		162
Job Number 3		
Veteran Apprentice - Sprinkler Fitter		10

INTRODUCTION

Since 1952, Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund (Sprinkler Fitters JATC) (<http://www.sprinklerfitters483.org/>) has been committed to providing the best trained and most qualified Sprinkler Fitters in North America. Through partnerships with the United Association of Plumbers, Pipe Fitters and Sprinkler Fitters (United Association), the National Fire Sprinkler Association, and all of its Signatory Contractors, provides and maintains a training facility that all members of Local Union 483 can access and utilize. It trains apprentices to install, inspect, test, and service sprinkler systems in residential and commercial buildings. ETP training will be conducted at its training center in Hayward. This will be Sprinkler Fitters JATC's first ETP Contract.

Veterans Program

In this proposal, Sprinkler Fitters JATC will train ten Veteran Apprentices (Job Number 3). It recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Through the United Association's program, Sprinkler Fitters JATC participates in Veterans In Piping (VIP), a national program to link more veterans to the United Association's trades and locals.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per Class/Lab or E-Learning hour.

PROJECT DETAILS

Employers and union representatives have identified the following specific reasons for the need for more training: older workers are retiring and the need to create a pipeline of qualified Sprinkler Fitters to fill the gap; state safety initiatives require workers to use new materials and standards; and, more aggressive non-union and out-of-state bidding requires local unionized contractors to stay up to date with the most current innovations happening in the industry that are often setting the standard.

This project's curriculum meets the needs of employers, because it is employer driven and designed to address employer needs as determined by customers and changes in the industry. Local projects and hiring demands help to shape the curriculum during the apprentices' earn and learn program. Sprinkler Fitters JATC will provide a source of well-trained construction workers so that employers have a reliable source of workers. ETP funding will expand and upgrade Sprinkler Fitters JATC's program.

Sprinkler Fitters JATC reports that the following projects are driving employer demand under this proposal:

- GENESIS Marina Project (Brisbane)
- YouTube – PLA (San Bruno)
- San Mateo County office building (Redwood City)

Training Plan

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

Commercial Skills: Training will be offered to all occupations in courses such as Installation of Wet Pipe Sprinkler Systems, Copper Pipe Preparation and Installation for Brazing, and Using the NFPA 13 Standard.

Certified Safety Training

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

Commitment to Training

Employers connected to Spinkler Fitters JATC determine their own budgets and are responsible for all state and federal mandated training. The employers will continue to provide federal and state mandated training, while also delivering company and job-site orientation 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

Spinkler Fitters JATC’s Director of Training (dedicated administrator) will oversee the project with assistance from its administration staff. Training will be delivered by in-house subject-matter experts who are experienced in the trade. Additionally, a third-party subcontractor, Strategy Workplace Communications, was retained to provide further assistance with ETP administration.

Marketing and Support Costs

Through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website, Spinkler Fitters JATC will disseminate class information throughout the year to all apprentice Sprinkler Fitters within the local’s jurisdictions as well as to the contractors who employ them. Application announcements for the apprenticeship program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. Thus, Sprinkler Fitters JATC is requesting and staff recommends 8% in support costs of its total proposed funding amount for all Job Numbers to promote training opportunities.

Tuition Reimbursement

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

Alternate Recordkeeping

Staff has reviewed and approved the Company’s request to use an alternate recordkeeping method.

DEVELOPMENT SERVICES

Sprinkler Fitters retained Strategy Workplace Communications in Alameda to assist with development of this proposal for no fee.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

COMMERCIAL SKILLS**2nd Year**

- Basic Mathematics for the Offsetting of Pipe
- Copper Pipe Preparation and Installation for Brazing
- Copper Pipe Preparation and Installation for Soldering
- Heritage and Future in the Pipe Trade
- Industry Specific Knot Tying Using Different Types of Material
- Installation of Wet Pipe Sprinkler Systems
- Maintenance and Inspection of Automatic Fire Protection Systems
- Operation of Multiple Styles of Fire Sprinkler Heads
- Oxygen-Acetylene Torch Cutting and Welding Safety
- Review OSHA Safety Standards
- Rigging Fire Protection Piping and Material for Lifting with Cranes.
- The Use of Hand Signals for Communication with Forklift/Crane Operators
- Using The NFPA 13 Standard
- Wet Pipe Alarm Valves

3rd Year

- Building Plans, Architectural, Mechanical, and Electrical Drawings
- Dry Valves, Accelerators, Exhausters and Other Various Parts of Fire Protection Dry Systems
- Fire Protection Dry Systems
- Forklift/Gradall Safety Certification
- Fundamentals of Gas Welding and Flame Cutting
- Hydraulics, The Physical Properties of Fluids
- Installation of Underground Piping (NFPA 24)
- Interpretation of Blueprints for Underground Water Supply for Fire Protection
- Isometric Drawing
- Oxygen-Acetylene Safety
- Plasma Cutting Safety
- Related Safety and Health (Underground Construction)
- Review the Applicable Codes for the Installation, Inspection, Testing and Maintenance of Fire Protection Dry Systems

4th Year

- Architectural Drawings
- Automatic Fire Pumps Installation, Start Up, Certification and Maintenance
- Fire Protection Water Supply
- Hydraulics for Fire Protection Systems
- Installation of Combined Sprinkler-Standpipe Systems
- Isometric Drawings

- NFPA 25 Inspections
- Pump Theory
- Pumps for Fire Protection System
- Soldering Large Diameter Copper Pipe
- Technical Reports
- Techniques and Topics for Tailgate Meetings
- Viking Rate of Rise, Pneumatic, Hydraulic Release Deluge, Pre-Action Non Interlock, Single Interlock, and Double Interlock Systems

5th Year

- Backflow Protection
- Bladder Type Foam Tanks
- Computer Basics
- Direct Injection and Proportion-Based Foam System
- Fire Detectors
- Good Foremanship
- NFPA 13 Handbook
- Review Basic Hydraulics
- Review Fire Pump Basics
- Sprinkler Alarms
- Types of Foaming Agents
- Viking Rate of Rise

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:

Central Valley Electrical Industry Training & Educational Trust

Contract Number: ET23-0942

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 684		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$190,902		\$13,214 8%		\$204,116
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Commercial Skills, OSHA 10/30	10	8-200	0	\$2,976	\$44.25
				Weighted Avg: 121			
2	Retrainee Apprentice	Commercial Skills, OSHA 10/30	86	8-210	0	\$1,916	\$29.41
				Weighted Avg: 112			
3	Retrainee Apprentice Veterans	Commercial Skills, OSHA 10/30	5	8-210	0	\$1,916	\$29.41
				Weighted Avg: 112			

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

Minimum Wage by County: \$29.41 SET/Priority Industry Statewide Average.

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

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

Up to \$5.07 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 and 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Inside Wiremen		10
Job Number 2		
Apprentice - Inside Wiremen		86
Job Number 3		
Apprentice Veterans - Inside Wiremen		5

INTRODUCTION

The Central Valley Electrical Industry Training & Educational Trust (CVEIT) (www.cvjatc684.org), located in Modesto, was formed in 1964. CVEIT is governed by a Board of Trustees as a joint effort between International Brotherhood of Electrical Workers (IBEW) Local 684 and the National Electrical Contractors Association (NECA). The Organization was formed to create a pipeline of qualified inside wiremen who install power, lighting, controls, and other electrical equipment for local construction projects. Training will take place at CVEIT's Modesto location. This will be CVEIT's first ETP Contract, however they have participated in previous ETP Contracts with the California Labor Federation.

Veterans Program

CVEIT recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the

building trades. The curriculum for the Veterans (Job Number 3) will be the same as Apprentice training (Job Number 2). These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans. CVEIT is committed to supporting job-related training that helps Veterans transition into the California workforce.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

CVEIT is dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. Training during this project will focus on new green construction practices and materials, energy efficient buildings, new technology, and safety compliance. Training will ensure Apprentice and Journeyworkers can keep up with new and emerging technologies such as efficient electrical control systems, digital equipment, and energy conservation. Training will also prepare Apprentices with the skills to replace the high number of retiring journey level electricians.

Training will include public and private works projects that have been impacted with LEED Certification, AB32, pending green legislation, and commercial interest in developing, retrofitting, and maintaining greener buildings. Projects under this proposal include Modesto City Courthouse, 350 megawatt solar/battery storage farm near Patterson CA, Frito Lay expansion, Hughson Water Treatment Plant, and a 5-story Amazon Distribution Center in Tracy.

Training Plan

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

Commercial Skills: This training will be offered to Journeyworkers and all Apprentices and will include Blueprints and Grounding & Bonding for Journeyworkers; and Electrical Theory, Estimating, and Motors for Apprentices.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion

of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Commitment to Training

Each of the signatory employers contributes to the education-training fund. CVEIT certifies that signatory employers will continue to pay into their respective trust funds for apprentice training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Director will oversee the project and the Office Administrator will assist with the administration, including scheduling of training and collection of rosters. Strategy Workplace Communications will assist with administrative services to ensure that all training records adhere to ETP requirements.

Marketing and Support Costs

CVEIT is requesting 8% in support costs for Job Numbers 1 - 3 to fund marketing to employers to recruit apprentices; fund its staff in recruiting and qualifying additional participating employers for this program; and conduct ongoing assessments of employer-specific job requirements. CVEIT staff will assist with the marketing, recruitment, needs assessments and scheduling of training.

CVEIT and the various local unions will publicize the availability of training through direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. It will also promote this training program at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations. Staff recommends the 8% in support costs for Job Numbers 1-3.

Tuition Reimbursement

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

DEVELOPMENT SERVICES

CVEIT retained Strategy Workplace Communications in Alameda and California Labor Federation in Sacramento to assist with development of this proposal at no fee.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Journeyworkers**

- Blueprints
- Code, Standards & Practices
- Codeology
- Electrical Code Calculations
- Electrical Safety-Related Practices
- EVCS (Electrical Vehicle Charging Station)
- Fire Alarm Systems
- Grounding & Bonding
- Hazardous Locations
- Health Care Systems
- Lightning Protection

Apprentice**2nd year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety related work practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code

- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training and Certification)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- 7SHA (Mine Safety and Health Administration)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

OSHA 10 (Certified-OSHA Instructor)
Apprentice

- OSHA 10

OSHA 30 (Certified-OSHA Instructor)
Journeyworker

- OSHA 30

Apprentice

- OSHA 30



**Training Proposal for:
Glaziers Architectural Metal & Glass Workers Finishing Trade
Institute J.A.T.C.**

Contract Number: ET23-0926

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local Union No. 3, 12, 83, 169, 272, 294, 376, 487, 507, 718, 741, 767, 913, 1176, 1237, and 1621		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,040		\$32,109 8%		\$499,149

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills OSHA 10/30	399	8-210	0	\$1,197	\$29.41
				Weighted Avg: 70			
2	Retrainee Priority Rate Apprentice Veterans	Commercial Skills OSHA 10/30	18	8-210	0	\$1,197	\$29.41
				Weighted Avg: 70			

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

Minimum Wage by County: \$29.41 per hour SET/Priority Industry Statewide Average

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

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

Up to \$5.91 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice- Painters and Industrial Painters		155
Apprentice- Glaziers		116
Apprentice - Floor Coverings and Drywallers		128
Job Number 2		
Apprentice - Veterans – Painters and Industrial Painters		4
Apprentice - Veteran- Glaziers		4
Apprentice - Veteran- Floor Coverings and Drywallers		10

INTRODUCTION

Glaziers Architectural Metal & Glass Workers Finishing Trade Institute Joint Apprenticeship and Training Committee (Glaziers JATC) (www.dc16apprentice.org) is comprised of three formerly separate training trusts that have been merged into one in order to consolidate expenses and focus revenue on training and infrastructure. Glaziers JATC covers four “master” collective bargaining agreements representing four trades: Floorcovering Installers, Painters, Glaziers, and Drywall Finishers. This project will train all four trades. This will be the Painters sixth ETP project and the fourth in the last five year, the Glaziers fifth ETP Project and the fifth in the last five years, and the Drywalls third ETP Project and the third in the last five years.

Glaziers JATC operates a 100,000 square foot training center in San Leandro and an 11,000 square foot training center in Sacramento. Training will occur at both centers. Floorcovering Installers, Drywall Finishers, and Painters also represents employees working in Nevada. However, those trainees will not participate.

Veterans Program

Glaziers JATC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. The curriculum for the Veterans in Job Number 2 will be the same as Apprentice training in Job Number 1. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans. The JATC is committed to supporting job-related training that helps Veterans transition into the California workforce.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

There are currently more than 515 signatory employers and 1,671 apprentices employed and contributing to the fund. Glaziers JATC is constantly improving its program to ensure training is up to date with industry needs, new technologies and materials. As such, training is required on environmentally friendly material flooring and updated fabrication and layout techniques. Home improvement and remodeling projects are expected to create jobs as existing homes and other buildings age, need retrofits, and need repair. Painters will remain strong because the relatively short life of paint on homes and industrial buildings will continue to support this demand. For Drywall, there is a projected 29% increase in growth due to being the most common interior wall covering in most buildings.

Painters set up, operate, or tend machines to coat, paint or treat surfaces with rust and corrosion inhibiting materials. Apprentices will work on commercial and industrial projects, such as refineries and bridges. Classes will ensure that paint, coatings and treated surfaces can withstand different conditions, such as exposure to high heat levels and different weather conditions. Projects under this proposal include Alexandria Market Ready, Buchanan High School Repaint, Dermatology Outpatient, Ice Rink Extension, LinkedIn, New Kaiser, Patterson Tank, Santa Cruz Water Quality, Table Mountain Casino, and Vacaville Police.

Drywall trainees will learn the different types, install procedures, and materials needed for both commercial and residential homes and businesses. Training will also cover blueprints, surfaces, walls, paint, carpet, laminate, installation and materials required for the job. Projects under this proposal include Atherton Town Center, Facebook MPK22, French Camp E/S, High Water, Menlo Country Club, MIRA, Novato High School, O Street State Office, Park Tower at Transbay, Rosefield Village, Sacramento Metro Fire Station 68, Sutter Health Roseville, Table Mountain Casino, Target Remodel Laguna, and The Well Expansion.

Glaziers need to learn to install, remove and cut glass products for both commercial and residential homes and businesses. Apprentices learn to use tools and equipment of the trade including how to handle, measure, cut, and install glass and metal framing; cut and fit moldings; and install and balance glass doors. Training will also cover blueprints and specifications for size, color, type, and thickness of glass required for the job. Projects under this proposal include Carquinez Middle School, Department Veterans, Emerson Hall, Facebook MPK22 Addition, Fresno State University Student Union, Gilead Science Inc., La Clinica, Mangini Ranch, Pilot Plant, Roblox, Sacramento Community Center, San Francisco Airport Terminal 1, Solano Community Station 1300, and University of California Davis Medical Center.

Training Plan

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

Commercial Skills: This training will be offered to all Apprentices and will include Blasting Techniques, Advanced Spraying/SSPC C12, Special Finishes, Heat Welding, Door Hardware, and Floor Closer and Shower Doors.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Director will oversee the project and five Administrative Staff members will assist with the administration, including scheduling of training and collection of rosters from the trainer. Strategy Workplace Solutions will also assist with administration.

Marketing and Support Costs

Glaziers JATC is requesting 8% in support costs for Job Number 1 and Job Number 2 (Veterans) to fund marketing to employers to recruit apprentices; to fund its staff in recruiting and qualifying additional participating employers for this program; and to conduct ongoing assessments of employer-specific job requirements. Glaziers JATC staff will assist with the marketing, recruitment, needs assessments and scheduling of training.

Glaziers JATC and the various local unions will publicize the availability of training through direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. It will also promote this training program at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations. Staff recommends the 8% in support costs for Job Number 1 and Job Number 2.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0951	\$199,170	1/31/2022 – 1/30/2024	146	0	0	\$0 0%*
ET22-0944	\$199,170	11/22/2021 – 11/21/2023	435	0	0	\$0 (0%)**

*Per contractor, they are not able to upload trainees or hours until ET21-0911 is closed out. Glaziers JATC projects a 100% completion rate for ET22-0951.

**To date, 146 trainees have been uploaded to Cal-E-Force. Glaziers JATC projects final earnings of 100%.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0912	Statewide	8/3/2020 – 8/2/2022	\$296,466	\$0 (0%)*
ET21-0911	Statewide	8/3/2020 – 8/2/2022	\$297,366	\$00 (0%)**
ET21-0903	Statewide	7/27/2020 – 7/26/2022	\$295,542	\$00 (0%)**
ET19-0914	Statewide	7/30/2018 – 7/29/2020	\$1,755,776	\$1,755,776 (100%)
ET16-0926	Statewide	5/31/2016 – 5/30/2018	\$949,048	\$904,707 (95%)

*To date, Cal-E-Force shows a Potential Earning Value is \$310,299.60 (105%). Glaziers projects final earnings of 100%.

**Per Cal-E-Force, 591 trainees have been enrolled and the potential performance is 134% of the approved \$297,366.

***To date, Cal-E-Force shows a Potential Earning Value is \$295,542 (100%). Painters projects final earnings of 100% based on current committed training.

DEVELOPMENT SERVICES

Glaziers JATC retained Strategy Workplace Communications in Alameda and California Labor Federation in Sacramento to assist with development of this proposal at no fee.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**APPRENTICE LEVEL****Drywall Finishers (Tapers)**

- Advanced Applications, Level 1,2,3
- Advanced Materials Applications
- Blue Prints/ Job Economics
- Commercial/Residential Spec Finish
- Commercial-Residential Applications
- Drywall Finishes and Surface Prep
- Drywall Finishes Old/New Walls
- Final Projects
- First Aid/CPR
- Levels of Finish
- Special Finishes
- Spray-Hand Fin & Texture Paint

Floorcovering

- Blue Prints and Plans
- Carpet (Basic)
- Carpet Sewing and Stair Work
- Cove Installation
- Exit Examination
- First Aid/CPR
- Floor Preparation
- Heat Welding
- Knifing Skills and Flat Pattern
- Laminate, Prefinished Hardwood and Specialty Tile
- Review Flat Pattern and Intro to Coving
- Scribe And Seams (Hard Surface)
- Specialty Projects or Finish Exit Examination
- Stair Treads and Vinyl Composition Tile at Angle
- Vinyl Composition Tile

Glaziers

- Center For Construction Research and Training
- Curtain Wall System
- Door Hardware
- Fabrication & Layout Techniques
- Finals
- First Aid/CPR
- Floor Closer and Shower Doors
- Hardware
- Intro Solar and Energy Efficient Systems

- Intro to Solar Install & PV Systems
- Longs Drugs and Projects
- Mirrors & Shower Doors
- Putty Glazing & Scaffold
- Shop Drawings, Caulking & Sealants
- Storefront
- Transits And Levels
- Welding

Painters

- 24-Hour Lead
- 24-Lead and 8-RRP
- Abrasives, CAS Intro
- Advanced Spraying/SSPC C12 (new)
- Blasting Techniques (new)
- Coating Failure Analysis
- Coatings (new)
- Color, Mix & Match
- Contractor Quality Management
- Faux Finishes
- Final Exam
- Industrial De-leading/SSPC C3 (new)
- Instruments and Testing Fundamentals
- Preparing for Blasting (new)
- Specialty Applications (new)
- Spray All/Safety and Technology
- Spray Applications (new)
- Wallcovering, Estimating and Installing
- Wood Types & Finishing
- First Aid/CPR

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund

Contract Number: ET23-0930

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: J. Fetsch

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Madera, Kings, Tulare	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Contractors Local 100		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$253,660		\$17,570 8%		\$271,230
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 30	100	8-200	0	\$615	\$42.00
				Weighted Avg: 25			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	90	8-210	0	\$2,087	\$29.41
				Weighted Avg: 122			
3	Retrainee Priority Rate Apprentice Veterans	Commercial Skills, OSHA 10/30	10	8-210	0	\$2,190	\$29.41
				Weighted Avg: 128			

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

Minimum Wage by County: \$29.41 per hour SET/Priority Industry Statewide Average

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

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

Up to \$6.31 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 and 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Inside Wireman		100
Job Number 2		
Apprentice - Inside Wireman		90
Job Number 3		
Veteran Apprentice - Inside Wireman		10

INTRODUCTION

Founded in 1982, Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund (Fresno Electrical JATC) (<http://www.fresnojatc.org/>) provides up-to-date skills training and secures high-quality job opportunities for its members. Fresno Electrical JATC trains electricians who install power, lighting, sound and communications, controls and other electrical equipment in commercial, industrial and residential buildings.

The Fresno Electrical JATC is governed by a Board of Trustees comprised of labor and management representatives, and is a joint effort of the International Brotherhood of Electrical

Workers (IBEW) Local 100 and the National Electrical Contractors Association. All trainees are members of IBEW Local 100 located in Fresno, Madera, Kings and Tulare Counties (Region), which currently represents over 710 electricians in those counties.

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

Veterans Program

Fresno Electrical JATC training programs is committed to supporting job-related training that helps Veterans transition into the California workforce. Fresno Electrical JATC has committed to training ten Veterans in this project (Job Number 3). The training curriculum will be the same as Apprentice training outlined below. These trainees are in a separate Job Number to better track performance towards the goal of improved outreach for Veterans.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

Training in this project will be driven by changes in the industry. This includes new mandated energy requirements, a retiring workforce, increasing complexity of construction projects and a shift to "green" building standards. The demand for energy efficient construction has increased significantly and is the future of the industry. As a result, Apprentices and Journeyworkers must have the skills to work with higher quality standards, increased material cost, and more advanced technology. Trainees will learn to utilize new products, reduce waste and improve efficient working standards.

Trainees included in this proposal will work on projects including the construction of State Center Community College satellite campus, Tule River Casino, Fresno Airport expansions, as well as a large utility scale solar project (400 mega-watts) called Fifth Standard.

Training Plan

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

Business Skills: Training will be offered to Journeyworkers to provide the tools to plan, organize and manage their construction projects to complete them efficiently and on time. Training will also

include team-building and leadership skills. Training topics include Conflict Resolution, Leadership Skills, Teambuilding Skills, and Project Management.

Commercial Skills: Training will be offered to Apprentices and Journeyworkers to provide skills in energy-efficient technologies and products such as Green Building Materials, Solar Photovoltaic Panels, Motor Controls, Advanced Welding, Green Materials Testing and Audit Equipment.

Computer Skills: Training will be offered to Journeyworkers and focus on software programs. Training will provide workers with skills to use software programs at a jobsite. Training topics include Auto Computer-Aided Design, Job Tracking System, and Scheduling & Planning Jobs.

Certified Safety Training

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

Commitment to Training

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

Training Infrastructure

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

Tuition Reimbursement

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

Marketing and Support Costs

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

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

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 \$ %
ET21-0921	Fresno	8/3/2020- 8/2/2022	\$211,120	\$0.00 (0%)*
ET20-0916	Fresno	8/5/2019- 8/4/2021	\$415,005	\$307,910 (74%)**
ET19-0907	Fresno	08/06/2018- 08/05/2020	\$459,917	\$434,871 (95%)
ET17-0928	Fresno	01/27/17 – 01/26/19	\$403,700	\$293,909 (73%)**

*Data in ETP's CEF system show 11,087 hours in the system which is over 100% potential earnings.

** Two issues affected the JATC's past performances. In the past, the JATC was not able to invoice for some apprentices because if apprentices had any performance issues (such as being late for class or work), the JATC required that the apprentices pay for their books. Because they paid for their books, the trainees were not eligible for ETP funds. The JATC changed this policy. By no longer charging for books, the JATC may now invoice for all apprentices and therefore greatly improve their contract performance. In addition, the JATC has increased the number of training hours delivered in a semester.

DEVELOPMENT SERVICES

Strategy Workplace Communications located in Oakland, assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Business Skills**Journeyworker**

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

Commercial Skills**Journeyworker**

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

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

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

Apprentice**2nd Year**

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

3rd Year

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

- Transformer Wiring
- Transformers

4th Year

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

5th Year

- CALCTP
- Code and Practices
- Code Calculations
- CPR/First Aid Refresher
- EVITP
- Foreman Training: Managing the Work Including NECA/IBEW
- Presentations
- Motor Control
- Orientation
- PV/Solar Installer
- Rigging
- Torque

All Years

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

Computer Skills

Journeyworker

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

Journeyworker

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Apprentice

Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)

- OSHA 10
- OSHA 30



Training Proposal for:

Local 246 Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund

Contract Number: ET23-0944

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Veterans Apprenticeship	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Kings, Madera, Tulare	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local Union 246		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$202,548		\$14,019 8%		\$216,567

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Computer Skills, Comm'l. Skills, OSHA 30	11	8-200	0	\$885	\$45.15
				Weighted Avg: 36			
2	Retrainee Priority Rate Apprentice	Computer Skills, Comm'l. Skills, OSHA 30	85	8-210	0	\$2,224	\$29.41
				Weighted Avg: 130			
3	Retrainee Priority Rate Apprentice Veterans	Computer Skills, Comm'l. Skills, OSHA 30	8	8-210	0	\$2,224	\$29.41
				Weighted Avg: 130			

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

Minimum Wage by County: \$29.41 SET/Priority Industry Statewide Average

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

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

Up to \$4.58 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 and 3. This amount has been verified by the Collective Bargaining Agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworkers Plumbers, Steamfitters		11
Job Number 2		
Apprentices Plumbers, Steamfitters		85
Job Number 3		
Veteran Apprentices Plumbers, Steamfitters		8

INTRODUCTION

Founded in 1942, Local 246 Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund (Local 246 Pipe Trades) trains Apprentices and Journeyworkers for the piping industry. As technology and industry change so do the needs for qualified individuals with pipe trades training and experience. Apprentices and Journeyworkers work in residential, commercial, industrial, and refrigeration/air conditioning services and repair in transit, healthcare, education, housing, water treatment and technology industries.

Local 246 Pipe Trades serves 441 union members across 4 counties in the San Joaquin Valley (Fresno, Madera, Kings, Tulare), and consists of three management representatives from the Mechanical Contractors Association and three members from UA Local 246 representing labor. There are 21 signatory employers, 90% of which are small business.

Its mission is to ensure union plumber, pipe, and refrigerator fitters gain the skills, knowledge, and experience necessary to build and service commercial and residential buildings. Local Pipe Trades provides training, training materials, experienced instructors, and leadership to uphold union values and principles of service and professionalism.

This is Local 246 Pipe Trades sixth ETP Contract, and fifth in the last five years.

Veterans Program

Local 246 Pipe Trades is committed to recruiting and supporting job-related training that helps Veterans transition into the California workforce. Local 246 Pipe Trades actively recruits Veterans through programs such as Helmets to Hardhats and the Veterans in Piping program. Local 246 Pipe Trades is also an approved GI Bill site. All Veterans in the apprenticeship program receive monthly Montgomery GI Bill benefits, such as a monthly housing allowance. Local 246 Pipe Trades is requesting a Veteran Job Number (Job Number 3) and projects to train six veterans. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

Local 246 Pipe Trades has partnerships with contractors in the San Joaquin Valley areas and places Pipe Trades program graduates with these contractors. Trainees will receive training in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial demand to develop, retrofit, and maintain greener energy and water flow into/out of buildings. Plumbers must learn installation skills in accordance with plumbing codes and health and safety regulations. Steamfitters are responsible for designing and installing complex heating systems, special piping for acid, gas, oil, air, oxygen, nitrogen, ultra-high-purity water and gas systems, and other substances. Refrigeration and air conditioning

mechanics are responsible for the service, repair, installation and retrofit of all types of refrigeration equipment. As technology and the industry changes, they must be trained in installing and maintaining hydronic systems and temperature regulation.

Local 246 Pipe Trades graduates work in residential, commercial, industrial, refrigeration/air conditioning services, and repair in industries that include: energy, biopharmaceutical, healthcare, education, housing, food and beverage processing, and water treatment. Local 246 Pipe Trades will support construction in San Joaquin Valley by providing highly skilled plumbers and steamfitters for projects such as the Fresno Airport Expansion, Fresno Area Express Facility, Phase 2 of the Sanger Education Complex, Fresno State Modernization Complex, Chevron Bioenergy and Carbon Capture Facility.

Training will also allow for workers to support California's initiative to become more energy efficient, as much of the plumber, pipe fitter, and refrigeration work revolves around energy management, new and more efficient operation of building components/materials, and meeting California's water waste reduction goals. Many commercial and industrial businesses seek Leadership in Energy and Environmental Design (LEED) certification and want to work with contractors who have workers who understand and support energy efficient and green initiatives. Local 246 Pipe Trades Apprentices and Journeyworkers will receive training in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings.

Training Plan

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

Journeyworker and Apprentice Training

Commercial Skills: Training will include Air Water Analysis, Backflow Prevention, Basic Welding, Brazing, Electric Motors, Industry Math, Advanced Drawing, Drainage, Gas Installations, Pipe Fitting, Plumbing Service, Pumps, Tube Bending, LEED Standards, Robotic Tool Station, Scaffolding, Tremble and Working in Confined Spaces.

Computer Skills: Training will ensure that workers are up-to-date with new and emerging technologies and software. Topics include Computer-Aided Drafting and 3-D Drawings Software.

Certified Safety Training

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

Marketing and Support Costs

Local 246 Pipe Trades markets through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. The JATTF will disseminate class information throughout the year to all apprentice and journey-level plumber and steamfitters within the local's jurisdictions, as well as to the contractors who employ them. Local 246 Pipe Trades is also active in the local workforce investment board and is a partner in its community workforce development work. Additionally, the JATTF sends out application announcements for the apprentice program to local, state and federal agencies as well as to local high schools, community colleges and

community-based organizations. Classes for the journey-level and apprentice trainees are offered January through May and August through December. Local 246 Pipe Trades employs two administrators to conduct the marketing, recruitment, needs assessments, and scheduling of training.

Local 246 Pipe Trades is requesting 8% support costs for all Job Numbers 1-3 to fund its staff in recruiting and qualifying additional participating employers for this program. While Local 246 Pipe Trades already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATTF will cover the additional expenses.

Commitment to Training

ETP funding will not displace Local 246 Pipe Trades' financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers as defined in their collective bargaining agreement. General safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Coordinator is the dedicated administrator and overseer for ETP-funded training. The Administrative Assistant will also assist with project administration. Training will take place in Fresno and staff will review and coordinate training and attendance rosters for ETP compliance. There are 11 part-time trainers who will conduct and deliver training in accordance with ETP regulations. These trainers are former or current Plumber and Steamfitters and are experts in the areas that they teach. The training rooms for on-site training are fitted out with latest equipment and tools. A third party administrator will provide Local 246 Pipe Trades with administration services.

Tuition Reimbursement

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

PRIOR PROJECTS

The following table summarizes Contractor's performance by Local 246 Pipe Trades under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0930	Fresno, Madera, Kings, Tulare	9/08/20 – 9/07/22	\$151,728	\$151,728 (100%)
ET20-0918	Fresno, Madera, Kings, Tulare	8/05/19 – 8/04/21	\$298,590	\$298,590 (100%)
ET19-0909	Fresno, Madera, Kings, Tulare	8/06/18 – 8/05/20	\$335,612	\$335,612 (100%)
*ET17-0911	Fresno, Madera, Kings, Tulare	9/26/16 – 9/25/18	\$237,800	\$172,515 (73%)

***ET17-0911:** Some Apprentice and Journeyworker trainees included in this contract did not meet ETP's retention requirement.

DEVELOPMENT SERVICES

California Labor Federation in Sacramento, and Strategy Workplace Solutions in Oakland assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Journeyworker**

- Aerial Lift Certification
- Air Water Analysis
- Backflow Certification
- Backflow Prevention
- Backflow Prevention Certification
- BACnet Programming
- Basic Welding
- Brazing
- Building Controls
- Chillers/Boilers Certification
- CPR/First Aid
- Compressor Overhaul
- COVID Safety Training
- Crane Signal Person Certification
- Design & Installation of New Energy Efficient Equipment & Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Drawing Interpretation and Plan Reading
- Electrical Safety
- Energy Efficiency in Existing Equipment and Materials
- Fall Protection
- Falling Objects
- Foreman
- Foreman and Worker Responsibility
- G-PRO
- Drawing Interpretation
- Direct Digital Controls
- Drawing Interpretation and Plan Reading
- Electric Motors
- Foreman Certification
- Forklift Certification
- Green Compliance
- HVACR UA Star Certification
- HVAC Star Certificate
- HVAC Star Prep
- HVAC STAR Review and Exam-Heating Ventilation Air Conditioning Refrigeration Star Review and Exit Exam
- HVACR Performance & Compliance
- HVACR STAR Mastery Review and Certification
- Hydronics Systems and Refrigeration

- Industry Math
- Industrial Rigging Certification
- Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
- LEED Standards
- Mechanical Acceptance test Technician (new)
- Medical Gas Certifications
- Medical Gas Install
- Medical Gas Installation
- Medical Gas Installation, System Testing, Maintenance, Repair, Standards and Brazing Certification
- Medical Gas Refresher
- National Environmental Balancing Bureau Commissioning Certification
- Orbital Welding
- Orbital Welding Certification
- Pipefitting
- Plumbing Code
- Rigging
- Rigging Certification
- Robotic Total Station
- Safe Working Practices
- Scaffolding
- Solar Installations
- Specialty Seminars for Service Work
- Start Test and Balance
- Soldering and Brazing
- Standards for Excellence
- Use/Care/Tool
- Title 24
- Tremble
- Trade Math
- Water Quality Program (new)
- Welding
- Welding and Burning
- Working Around Pipelines
- Working in Confined Spaces

Commercial Skills**Apprentices****Plumbing and Steamfitters**

- Advanced Drawing
- Advanced Pipefitting
- Advanced Plan Reading
- Advanced Plumbing
- Auto-Cad
- Backflow Prevention
- Code/Water Supply
- COVID Safety Training

- Crane Signal Person Certification
- Drainage
- Drawing II
- Drawing Interpretation & Plan Reading
- Exit Exam Review
- Foreman Training
- Gas Installations
- Green Systems
- Hydronics/ Steam
- Instrumentation & Process Control
- Layout
- Medical Gas
- Medical Gas Certification
- Oxy Fuel Cut & Weld
- Pipe Fitting
- Pipefitting and Service
- Pipefitting Layout
- Pipefitting, Valves, Supports
- Plumbing Code
- Plumbing Code Review
- Plumbing Fixtures
- Plumbing Service
- Pumps
- Related Science
- Review and Exit Exam
- Rigging
- Rigging for Certification
- Steam Systems
- Steam Systems
- Tube Bending
- Valve Repair (new)
- Advanced Valve repair (new)
- Water Supply
- Welding
- Welding for Certification

Refrigeration

- Advanced Electricity
- Advanced Pneumatics
- Air Water Analysis
- Basic Computers
- Basic Electricity
- Boilers
- Building Controls
- Calibration
- Chillers
- Controls I
- Controls II

- Customer Service
- Drawing Interpretation and Plan Reading
- Electro Pneumatics
- Energy Audits
- G-PRO
- Hydronics
- Motor Alignment
- Pneumatic DDC Introduction
- Pneumatics
- Refrigerant Controls
- Refrigeration
- Soldering and Brazing
- Start Test and Balance

(All Trades)

- Aerial Lift Certification
- Backflow Certification
- Backflow Prevention
- Basic Welding
- Building Controls
- Compressor Overhaul
- CPR/First Aid
- Direct Digital Controls
- Drawing Interpretation and Plan Reading
- Electric Motors
- Foreman Certification
- Forklift Certification
- HVAC Star Certificate
- HVAC Star Prep
- HVAC STAR Review and Exam -Heating Ventilation Air Conditioning
Refrigeration Star Review and Exit Exam
- HVACR Performance & Compliance
- HVACR STAR Mastery Review and Certification
- HVACR UA Star Certification
- Hydronics Systems and Refrigeration
- Industry Math
- Mechanical Acceptance Test Technician Certification (new)
- Medical Gas Certification
- Medical Gas Install
- Medical Gas Refresher
- Rigging
- Rigging Certification
- Soldering and Brazing
- Standards for Excellence
- Title 24
- Trade Math
- Tremble
- Use/Care/Tool

- Valve Repair (new)
- Advanced Valve Repair
- Water Quality Program
- Welding

Computer Skills

Journeyworkers and Apprentices

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

OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Marin, Sonoma, Lake and Mendocino Counties Electrical Joint Apprenticeship and Training Trust Fund

Contract Number: ET23-0929

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: J. Fetsch

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Del Norte, Humboldt, Lake, Marin, Mendocino, Sonoma	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 551		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$195,040		\$13,491 8%		\$208,531
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	76	8-210	0	\$2,566	\$29.41
				Weighted Avg: 150			
2	Retrainee Priority Rate Apprentice Veterans	Commercial Skills, OSHA 10/30	5	8-210	0	\$2,703	\$29.41
				Weighted Avg: 158			

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

Minimum Wage by County: Job Numbers 1 & 2: \$29.41 SET/Priority Industry Statewide Average

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

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

Up to \$0.61 per hour may be used to meet the Post-Retention Wage in Job Numbers 1 & 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wireman		76
Job Number 2		
Veteran Apprentice - Inside Wireman		5

INTRODUCTION

Since 1941 Marin, Sonoma, Lake, and Mendocino Counties Electrical Joint Apprenticeship and Training Trust Fund referred to as Redwood Empire Electrical JATC (REJATC) provides education and training to Journeyworkers and Apprentices in electrical construction throughout the Redwood Empire region. REJATC is a non-profit organization established by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association. Located in Santa Rosa, IBEW Local 551 and its Redwood Empire Electrical Training Center serve Northern California communities. The region includes Del Norte, Humboldt, Lake, Marin, Mendocino and Sonoma Counties. REJATC has successfully graduated over 350,000 apprentices to journey level status. This will be REJATC's second ETP Contract and second in the last five years.

Veterans Program

REJATC recruits and hires Veterans in cooperation with Helmets to Hardhats, and will train five Veterans in this project (Job Number 2). The Veteran training curriculum will remain the same as the Apprentice training curriculum. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans. In some cases, Veterans who apply for the Apprenticeship Program who also have construction experience can skip the first stage of the application process.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

REJATC partners with 328 signatory employers. The training in this project will prepare new Apprentices to replace retiring Journeyworkers and accommodate an increased need of qualified Apprentices in the area. The Apprentices will plan, layout, install, repair and maintain electrical equipment that provides light, heat, communications and power to electrical construction customers. Training during this project will focus on new and emerging technologies, including renewable energy and highly efficient electrical control systems. The shift from analog to digital equipment dictates the need for extensive training. The training will prepare the Apprentices for the following upcoming projects: Santa Rosa Courthouse, Rohnert Park Casino addition, and Santa Rosa Junior College dormitory.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices in energy efficiency training to better help participating employers meet local work demand. These courses include Blueprint Reading, Electrical Theory, Building Automation, Code and Practices.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion

of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Training will be overseen by the REJATC Director of Training. Training will occur at the Redwood Empire Electrical Training Center located in Santa Rosa. Training will be provided by two full time and one-part time trainers, who are all are former or current member of the trade and experts in the subject matter. There are three staff people in the Redwood Empire Electrical Training Center office assisting with the marketing, recruitment, needs assessments and scheduling of training. The REJATC has retained Strategy Workplace Communications to assist with project administration.

Tuition Reimbursement

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

Marketing and Support Costs

The program will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and the website, class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the jurisdiction as well as to the electrical contractors who employ them. Application announcements for the program are disseminated to local, state and federal agencies as well as to local high schools and community colleges; community-based organizations are also included in this effort (mailings and onsite job fairs). As such, REJATC is requesting 8% support costs for Job Number 1 and Job Number 2 (Veterans).

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 \$ %
ET21-0904	Santa Rosa	7/1/2020- 6/30/2022	\$139,067	\$139,067 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications located in Oakland, assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**2nd-Year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code and Practices
- Code Calculations
- Codeology – National Electric Code (2014 Code Book Review)
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

3rd-Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology – National Electric Code (2014 Code Book Review)
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- National Fire Protection Association (NFPA 70E)
- Pipe Bending – Conduit Fabrication
- Preparing for Leadership
- Rigging, Hoisting, and Signaling
- Test Instruments
- Transformers

4th-Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology – National Electric Code (2014 Code Book Review)
- Electrical Systems
- Electrical Theory
- Grounding and Bonding

- Health Care Systems
- Lightning Protection

5th-Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology – National Electric Code (2014 Code Book Review)
- Code Practices
- Electrical Theory
- Estimating
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Torque
- Transformers

All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code and Practices
- Code Calculations
- Codeology – National Electric Code
- Code Book Review
- Code of Excellence
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- Estimating
- Electrical Vehicle Infrastructure Training Program
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lightning Protection

- Lighting Design Basics
- Motor Control
- Motors
- Mine Safety and Health Administration Training
- National Fire Protection Association (NFPA 70E)
- Network Technologies
- Pipe Bending
- Photovoltaic Systems
- Preparing for Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Test Instruments
- Torque
- Transformers

OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Northern CA Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund

Contract Number: ET23-0934

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern and Central California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Ironworkers Local, 118, 155, 377, and 378		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$443,046		\$30,632 8%		\$473,678

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm'l. Skills, OSHA 10/30	529	8-210	0	\$804	\$29.41
				Weighted Avg: 47			
2	Retrainee Priority Rate Journeyworker	Comm'l. Skills, OSHA 10/30	34	8-200	0	\$713	\$44.75
				Weighted Avg: 26			
3	Retrainee Priority Rate Apprentice Veterans	Comm'l. Skills, OSHA 10/30	30	8-210	0	\$804	\$29.41
				Weighted Avg: 47			

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

Minimum Wage by County: \$29.41 SET/Priority Industry Statewide Average

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

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

Up to \$2.56 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 & 3. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Ironworker	\$26.85 - \$45.58	529
Job Number 2		
Journeyworker - Ironworker	\$44.75	34
Job Number 3		
Veteran Apprentice - Ironworker	\$26.85 - \$45.58	30

INTRODUCTION

The Northern CA Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund (NorCal Ironworkers) (www.universityofiron.org) seeks funding to train Journeyworker and Apprentice Ironworkers who primarily work in Solano, Contra Costa, San Francisco, San Jose, Fresno and Sacramento counties. NorCal Ironworkers operates training centers equipped with the newest training aids and technology in Sacramento, Fresno, San Francisco, San Jose and Benicia.

The training centers are a partnership created in collective bargaining between four International Brotherhood of Ironworker local unions (Local 118 in Sacramento, Local 378 in Benicia, Local 155 in Fresno, and Local 377 in San Francisco); and some 600 signatory employers. The four local JATCs sponsor three Ironworker apprentice programs as funded through the central trust. This will be NorCal Ironworker's eighth ETP Contract, the sixth in the last five years.

Veterans Program

The Veteran training curriculum will be the same as Apprentice training outlined above. These trainees are in separate Job Number (Job Number 3) to better track performance for this cohort, toward the goal of improved outreach for Veterans.

NorCal Ironworkers works in cooperation with Helmets to Hardhats, a national joint labor-management program. This program helps Veterans transition into the civilian workforce. NorCal Ironworkers' website advertises special days exclusively for veterans to apply for the apprenticeship program. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go to the second stage (the interview). If eligible, veterans will start as first year apprentices, not as pre-apprentices.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

NorCal Ironworker's mission is to ensure workers have the skills, knowledge, and training necessary to be safe on the jobsite. The curriculum has been developed and customized to address local needs. Training is required to keep up with quality standards in ironwork construction including welding, rigging, reinforcing, post-tensioning and architectural work. Training will prepare Ironworkers to work on large construction projects including the High Speed Rail in the Central Valley, Amazon warehouse in Fresno, Chevron Refinery in Bakersfield, the Federal Courthouse and CalSTRS Building in Sacramento, and the San Francisco State University Science Building in San Francisco.

Training Plan

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

Commercial Skills: Training will be provided to all occupations to ensure Ironworkers have the skills necessary for upcoming projects. Training topics include Blueprint Reading, Layout and Instruments, and Welding and Burning.

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

Marketing and Support Costs

The NorCal Ironworkers requests 8% in support costs for current and ongoing efforts in marketing, recruitment. NorCal Ironworkers conducts ongoing assessments of employer-specific job requirements. Open houses will be held both for workers and for employers. In Benicia, potential ironworkers tour the facility and talk with staff about careers in ironworking. Employer open houses provide an opportunity for company owners, project managers, and safety representatives to evaluate the program and speak with staff and trainees.

NorCal Ironworkers and various local unions publicize the availability of training through their websites, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. This training program will also be promoted at labor-management meetings and industry assemblies, via site visits to local schools, trade shows, industry meetings, and vocational outreach organizations. Staff recommends the 8% in support costs for Job Numbers 1-3.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Apprenticeship Director and an Administrative Assistant, both with experience with prior ETP training contracts, will assist with administration. Designated staff will coordinate training and review attendance rosters for ETP compliance. NorCal Ironworkers retained Strategy Workplace Communications to provide administrative services. Training will be delivered by in-house experts.

Impact/Outcome

Journeyworkers and Apprentices will receive certifications in the following: OSHA 10, OSHA 30, Welding, Scaffold User/Erector/Dismantler, Forklift and Post Tensioning and Qualified Rigging.

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) (\$ %)
ET21-0945	\$377,543	10/05/20 – 10/04/22	318	0	0	\$377,543 (100%)

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0936	Northern & Central California	11/04/19– 11/03/21	\$745,190	\$739,469 (99%)
ET19-0926	Northern & Central California	10/08/18 10/07/20	\$948,182	\$948,182 (100%)
ET18-0911	Northern & Central California	10/02/17 10/01/19	\$530,457	\$530,457 (100%)
ET16-0924	Northern & Central California	06/06/16– 06/05/18	\$518,825	\$518,825 (100%)

DEVELOPMENT SERVICES

California Labor Federation in Sacramento and Strategy Workplace Communication in Oakland assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Journey Level**

- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Army Corps of Engineers EM3851-1
- Blueprint Reading
- Energy Audits
- Forklift Training
- Heat Stress Safety
- Layout and Instruments
- Lead in Construction
- Mine Safety and Health Administration (MSHA)
- MSAJ (Mine Safety and Health Administration)
- OSHA 510
- Post Tensioning Certification
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Qualified Rigger
- Rigging Review
- Safe Working Practices
- Scaffold Erector
- Scaffold User
- Subpart R (Steel Erection)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding and Burning

Apprentice

- Architectural
- Architectural Safe Work Practices
- Army Corps of Engineers EM3851-1
- Blueprint Reading
- Cranes (Includes Scaffold Erector / Dismantler)
- First Aid/CPR
- Foreman Training
- Green Construction for Ironworkers
- Heat Stress Safety
- Lead In Construction
- Measurement And Math
- Mixed Base (Intro to Blueprint & Math)
- Oxy-Fuel and Welding Safe Work Practices

- Post Tensioning
- Precast / Metal Building (Includes Scaffold User)
- Rebar Detailing
- Reinforcing Safe Work Practices
- Rigging and Forklift Training
- Rigging Safe Work Practices
- Structural
- Structural Safe Work Practices, Subpart R Steel Erection
- Welding

OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
**Sacramento Area Electrical Workers Joint Apprenticeship
 and Training Trust**

Contract Number: ET23-0943

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Veterans Apprenticeship	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo, Yuba	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 340		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$458,372</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;"> \$31,648 8% </div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$490,020</div>
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In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	12	8-200	0	\$1,107	\$43.06
				Weighted Avg: 45			
2	Retrainee Priority Rate Apprentice	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	190	8-210	0	\$2,292	\$29.41
				Weighted Avg: 134			
3	Rerainee Priority Rate Apprentice Veterans	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	18	8-210	0	\$2,292	\$29.41
				Weighted Avg: 134			

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

Minimum Wage by County: Job Number(s) 1-3: (SET/Priority Industry Statewide Average): \$29.41 per hour

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

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

Up to \$3.57 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 and 3.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Inside Wireman		12
Job Number 2		
Apprentice Inside Wireman		190
Job Number 3		
Apprentice/Veterans Inside Wireman		18

INTRODUCTION

Founded in 1941 and located in Sacramento, Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust (Sacramento Electrical JATT) (www.340jatt.org) is dedicated to providing up-to-date industry skills that lead to high-quality job opportunities within the Electrical industry. Electricians plan, layout, install, repair and maintain electrical equipment that provides light, heat, communications and power. Sacramento Electrical JATT is comprised of four labor

and four management representatives, as appointed by the International Brotherhood of Electrical Workers Local 340 for Labor; and the National Electrical Contractors Association for Management.

Sacramento Electrical JATT trains Electricians in these California counties: Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo and Yuba. This will be Sacramento Electrical JATT's eighth ETP Contract, and fifth in the last five years.

Veterans Program

Sacramento Electrical JATT works with Helmets to Hardhats to actively market to Veterans. While Veterans are not given direct entry into the program, they are all given advanced priority into the industry aptitude test. Veterans who were Electricians in the military are advanced even further to the interview phase of admission. The Veteran-training curriculum in this proposal is the same as Apprentice training. Twenty Veterans are included in this training proposal (Job Number 3). These trainees are in a separate Job Number to track performance in relation to improved outreach for veterans.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

Training in this project will assist Sacramento Electrical JATT expand its Journeyworker Inside Wireman upgrade program which ensures their work, skills and knowledge base stay current. By working with local employers, Sacramento Electrical JATT develops enhanced educational standards to meet the competitive challenges of global economy and to support California's energy efficiency efforts. As the construction industry continues to grow, the demand for qualified Apprentices also increases. In the past 2 years, the program has doubled the size of their Apprenticeship. As such, training in this project will prepare new Apprentices to replace the high number of retiring Journey workers and accommodate an increased need for electricians in the area.

Sacramento Electrical JATT's trainees are working on multiple projects throughout Sacramento area. These current projects include:

- the CalSTRS Headquarter building in West Sacramento
- the Bateson Building
- Unruh Building
- Richards Blvd
- Agi Square in University of California Davis
- Oro Health in Oroville and other multiple State Resource buildings.

In addition, trainees are also working on the Sacramento Convention Center expansion. This is in addition to ongoing commercial developments, office complex buildings, school renovations, medical office buildings water treatment plants and other public works projects in the Sacramento Area.

Training Plan

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

Business Skills: Training will be provided to all occupations to enhance collaborative bidding and project management practices. Course topics will include Conflict Resolution, Customer Service Skills, Inventory Checklist, Leadership Skills, Problem Solving and Project Management.

Commercial Skills: Training will be provided to all occupations on electrical standards and efficiencies. Course topics will include Arc Flash, Inductance/Reactance, Grounding and Bounding, Significant Changes to National Electric Code, Principles of Electronics Variable Frequency Drives, Writing a Program, Fiber Optics, Cable Splicing, Lighting Essentials, Motor Control Fundamentals and Advanced Welding.

Computer Skills: Training will be provided to all occupations to enhance understanding of job planning and job scheduling software. Course topics will include Job Tracking System, Scheduling & Planning Jobs and Auto Computer-aided Design.

Certified Safety Training

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

Marketing and Support Costs

Marketing is provided through Sacramento Electrical JATT’s website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Sacramento Electrical JATT also promotes the training program at labor-management meetings and industry assemblies.

Sacramento Electrical JATT requests, and staff supports, 8% support costs for all Job Numbers (1-3) to fund recruitment and assessment of additional participating employers. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the JATT must occur to support apprenticeship training.

Commitment to Training

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

➤ Training Infrastructure

The Training Director will oversee the project. There are five staff assisting with the marketing, recruitment, needs assessments and scheduling of training. Sacramento Electrical JATT has multiple full-time trainers, as well as, one part-time trainer assisting with training. The trainers are former or current members of the trade and experts in the subject matter. A third party administrator will provide Sacramento Electrical JATT with administration services.

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
*ET22-0935	\$598,270	12/20/2021 – 12/19/2023	263	0	0

*Based on ETP Systems, 302 reimbursable hours have been tracked for potential earnings of \$6,043 (1% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2023.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0934	Multiple Counties	09/08/20-09/07/22	\$354,835	\$354,835 (100%)
ET20-0914	Multiple Counties	08/05/19-08/04/21	\$725,928	\$609,087 (98%)
ET18-0913	Multiple Counties	10/02/17-10/01/19	\$749,714	\$624,448 (83%)
*ET16-0920	Multiple Counties	02/01/16-01/31/18	\$736,921	\$449,163 (61%)

*ET16-0920: Poor performance was due to two factors, first, the Journeyworker trainees received fewer training hours than was anticipated, affecting the overall contract performance. Second, there were a number of Pre-Apprentice Trainees who were unable to meet the retention requirements. To mitigate this issue, Pre-Apprentices were not included in subsequent projects.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda and California Labor Federation in Oakland assisted with development of this proposal for no fee.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Business Skills

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

Commercial Skills**Codeology**

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

Analog/Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements

- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)
- Fire Life Safety
- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

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

Programmable Logic Control

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

Electrical Design

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

Voice, Data and Video

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

Industry Specific Skills

- 2017 Electrical Trade Show & Exposition
- Advanced Instrumentation and Motor Controls
- Advanced VRD PI & D
- Advanced Welding
- Arc Flash Protection
- Architecture Designs and Advanced Plan Reading
- Auto Demand Response
- Blueprints and Schematics
- Building Automation Systems

- Cable Spicing
- CALCTP Acceptance Testing
- Conduit Bending
- Confined Space Entry
- Data Center Operations
- Digital Electronics
- Electric Vehicle Infrastructure Training Program
- Electrical Code Update
- Energy Storage and Microgrid Training and Certification Program
- Firestop Installation
- Fire Alarm for Wireman
- Hazardous Communications
- Intro to Industrial Controls
- Lighting Essentials
- Lockout/Tagout
- Management and Monitoring of Materials
- Milwaukee Tools Update
- Motor Controls Fundamentals
- Panel Makeup & Bonding
- Pending Exam: 3-Phase Transformers
- Pending Exam: 3-way & 4-way Switching
- Pending Exam: DC Theory Refresher
- Pending Exam: Math Refresher
- Pending Exam: Motor Control
- PlanGrid Training
- Power Plant Operations
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation & Use of Testing & Auditing Materials & Equipment (Green Training)
- Rigging and Lifting
- Safe Working Practices
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- State Certification Test Preparation
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Total Station Training
- Tugger/Bender Training
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Water Treatment Electrical Systems & Operations
- Workflow and Resources

California Advanced Lighting Control Program

- Advanced Lighting Control Systems
- Dimming Controls

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

Apprentices

2nd Year

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

3rd Year

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

4th Year

- Blueprints (& layout yard)
- Code Calculations
- Code Prep
- EVITP
- Field Trip to Motor Repair Shop and Folsom Powerhouse
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Control Labs
- Motor Controls: Mag Starter & 3-Wire Control
- Motors

- PLC's
- VFD's

5th Year

- CALCTP
- Code and Practices
- Code Calculations
- CPR/First Aid
- Energy Storage and Microgrid Training and Certification Program
- Foreman Training: Managing the Work including NECA/IBEW Presentations
- Harassment Awareness & Prevention
- Motor Control
- Orientation
- PlanGrid Training
- PV/Solar Installer
- Rigging
- Torque
- Total Station Training

Computer Skills

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

OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
**San Joaquin and Calaveras County Electrical Industry
 Apprenticeship and Training Trust**

Contract Number: ET23-0945

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: J. Fetsch

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Joaquin, Calaveras	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Contractors Local 595		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$142,038</div>	+	Support Costs <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$9,848 8%</div>	=	Total ETP Funding <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$151,886</div>
In-Kind Contribution:	50% of Total ETP Funding Required		Inherent	

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm'l Skills, OSHA 10/30	59	8-210	0	\$2,344	\$29.41
				Weighted Avg: 137			
2	Retrainee Priority Rate Apprentice Veterans	Comm'l Skills, OSHA 10/30	3	8-210	0	\$2,480	\$29.41
				Weighted Avg: 145			
3	Retrainee Priority Rate Journeyworker	Comm'l Skills, OSHA 30	10	8-200	0	\$615	\$44.45
				Weighted Avg: 25			

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

Minimum Wage by County: Job Numbers 1-3 (SET/Priority Industry Statewide Average): \$29.41 per hour.

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

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

Up to \$4.96 per hour may be used to meet the Post-Retention Wage in Job Numbers 1 and 2. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wireman		59
Job Number 2		
Veteran Apprentice - Inside Wireman		3
Job Number 3		
Journeyworker- Inside Wireman	7	10

INTRODUCTION

Since 1945 San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust (SJC JATC) provides education and training to Journeyworkers and Apprentices in electrical construction in the Central Valley. SJC JATC is a non-profit organization established by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association. Located in Stockton, IBEW Local 595 and its San Joaquin/Calaveras Electrical Training Center serve Northern California communities. The region includes San Joaquin and Calaveras Counties. SJC JATC has successfully graduated 46 Apprentices through to Journey level status in the last 5 years. This will be SJC JATC's first ETP Contract, however it participated in previous ETP Contracts with the California Labor Federation.

Veterans Program

SJC JATC recruits and hires Veterans in cooperation with Helmets to Hardhats, and will train three Veterans in this project (Job Number 2). The Veteran training curriculum will remain the same as the Apprentice training curriculum. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

SJC JATC is dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. The Apprentice training will ensure trainees can plan, layout, install, repair and maintain electrical equipment that provides light, heat, communications and power to for electrical construction customers. Journeyworker training will focus on new and emerging technologies, including renewable energy and highly efficient electrical control systems, and green construction practices and materials. Training will build skills to ensure that workers can maintain energy efficient buildings as outlined by LEED and other energy efficiency standards, as well as create more qualified tradespeople as the seasoned workers retire.

Trainees will work on the following upcoming projects: Amazon Big Bird House, Kaiser Stockton-Solar Project, Mariposa Industrial Park, PG&E Training Center, River Islands High School, Stockton Airport Project, Stockton City Administration Building, Stockton City Hall, and Stockton Waste Water Plant.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices and Journeyworkers in energy efficiency training to better help participating employers meet local work demand. These courses include Code and Practices, Electrical Theory, Grounding and Bonding and Blue Print Reading.

Certified Safety Training

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

supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Marketing and Support Costs

The program will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and SJC JATC's website. Class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the jurisdiction as well as to the electrical contractors who employ them. Application announcements for the program are disseminated to local, state and federal agencies as well as to local high schools and community colleges; community-based organizations are also included in this effort (mailings and onsite job fairs). As such, SJC JATC is requesting 8% support costs for Job Numbers 1 -3.

Commitment to Training

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

➤ Training Infrastructure

Training will be overseen by the SJC JATC Director of Training. Training will occur at the SJC JATC headquarters and San Joaquin Delta College both located in Stockton. Training will be provided by two full-time trainers, who are former or current members of the trade and subject matter experts. Two staff members at SJC JATC will assist with the marketing, recruitment, needs assessments and scheduling of training. The SJC JATC has retained Strategy Workplace Communications to assist with project administration.

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.

DEVELOPMENT SERVICES

Strategy Workplace Solutions located in Oakland assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Journeyworker**

Codeology

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

Analog/Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire Alarm Systems and Installations

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

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

- Control Relays and Timers
- Jogging and Plugging Controls

- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

Programmable Logic Control (PLC)

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

Electrical Design

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

Voice, Data, and Video

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

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced VRD PI & D
- Advanced Welding
- Arc Flash Protection
- Architecture Designs and Advanced Plan Reading
- Auto Demand Response
- Blueprints and Schematics
- BlueBeam REVU Training
- Building Automation Systems
- Cable Spicing
- CALCTP Acceptance Testing
- Conduit Bending
- Confined Space Entry
- Data Center Operations
- Digital Electronics
- Electric Vehicle Infrastructure Training Program
- Electrical Code Update
- ESAM-TAC program (Energy Storage and Microgrid Training and Certification)
- Firestop Installation
- Fire Alarm for Wireman

- FDS (Electrical Foreman Development Series)
- Hazardous Communications
- Intro to Industrial Controls
- Lighting Essentials
- Lockout/Tagout
- Management and Monitoring of Materials
- Milwaukee Tools Update
- Motor Controls Fundamentals
- Panel Makeup & Bonding
- Pending Exam: 3-Phase Transformers
- Pending Exam: 3-way & 4-way Switching
- Pending Exam: DC Theory Refresher
- Pending Exam: Math Refresher
- Pending Exam: Motor Control
- PlanGrid Training
- Power Plant Operations
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging and Lifting
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- State Certification Test Preparation
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Total Station Training
- Tugger/Bender Training
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry
- Standards (Green Training)
- Water Treatment Electrical Systems & Operations
- Workflow and Resources

CALCTP (California Advanced Lighting Control Program)

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

Apprentice**2nd Year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- OSHA
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting and Signaling
- Transformers
- Test Instruments

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication

- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep

FDS (Electrical Foreman Development Series)

- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book Review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training Certification's Energy Storage)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems

- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

OSHA 10 (Certified-OSHA Instructor)

- OSHA 10 (Apprentices Only)

OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
State Building and Construction Trades Council of California

Contract Number: ET23-0940

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship At-Risk Youth Ex-Offender New Hire	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Various Local Unions		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,310		\$32,063 8%		\$499,373
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commercial Skills, Computer Skills, OSHA 10/30	316	8-210	0	\$1,283	\$29.41
				Weighted Avg: 75			
2	Retrainee Apprentice Veterans	Commercial Skills, Computer Skills, OSHA 10/30	15	8-210	0	\$1,283	\$29.41
				Weighted Avg: 75			
3	Retrainee Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	30	8-200	0	\$959	\$35.78
				Weighted Avg: 39			
4	Pre-Apprentice New Hire At-Risk Youth Ex-Offender Multiple Barriers	Business Skills, Commercial Skills, Literacy Skills, OSHA 10/30	30	8-260	0	\$1,531	\$17.64
				Weighted Avg: 90			

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

Minimum Wage by County:

Job Numbers 1 & 2: \$29.41 per hour (SET/Priority Industry Statewide Average)

Job Number 3: \$35.78 per hour (collective bargaining agreement wage)

Job Number 4: (Pre-Apprentice) SET/New Hire - \$19.61 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$19.42 per Contra Costa, \$18.11 per hour for Los Angeles County; \$17.81 per hour for Orange County; \$17.89 per hour for San Diego County; and \$17.64 per hour for all other counties.

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

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

Up to \$8.70 per hour may be used to meet the Post-Retention Wage in Job Numbers 1 and 2.

This amount has been verified in the collective bargaining agreement wage tables.

Up to \$2.50 per hour may be used to meet the Post-Retention Wage in Job Number 4.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plasterer, Plaster Tender, Sheet Metal Worker, Plumber/Steamfitter, Roofer/Waterproofing		316
Job Number 2		
Apprentice/Veteran - Plasterer, Plaster Tender, Sheet Metal Worker, Plumber/Steamfitter, Roofer/Waterproofing		15
Job Number 3		
Journeyworker - Plasterer, Plaster Tender, Sheet Metal Worker, Plumber/Steamfitter, Electrician, Roofer/Waterproofing		30

Job Number 4		
Pre Apprentice - Plasterer, Plaster Tender, Sheet Metal Worker, Plumber/Steamfitter, Roofer/Waterproofers		30

INTRODUCTION

Founded in 1901, The State Building and Construction Trades Council of California (SBCTC or Council) (www.sbctc.org) acts as an umbrella organization for union workers throughout the state. The SBCTC represents more than 450,000 unionized construction workers and has 157 affiliated unions, 14 different construction craft unions, 22 local building trades' councils, and approximately 125 affiliated Joint Apprenticeship Training Committees (JATCs) that are responsible for providing Apprentices and Journeyworkers upgrade training.

This will be SBCTC's seventh ETP Contract, and the fifth within the last five years. This project includes Journeyworker, Apprentice and Pre-Apprentice training and is designed to support the Building Green Skills (BGS) training program. The BGS project proposes to retrain Journey-level and Apprentice construction trades workers so that they are able support California's energy efficiency goals and Project Labor Agreement initiatives.

SBCTC's project serves smaller Apprentice programs that do not have capacity to hold their own ETP contract. Many of the JATCs listed in this project have limited administrative assistance and without the help of the Council, would be unable to hold a contract on their own. Each JATC is a DAS-approved Apprenticeship program sponsor and will train various occupations throughout the building trades. The Apprentice programs, their respective Local Education Agency's (LEA) and the associated locals that will participate under this project are below:

- Plaster Tenders of Southern California- Local No. 1414
LEA: North Orange County Regional Occupational Program
- Plaster Tenders of Northern California- Local No. 300 and Local No. 66
LEA: North Orange County Regional Occupational Program
- San Diego Plastering Industry JATC- Local No. 200
LEA: North Orange County Regional Occupational Program7
- Fresno Sheet Metal Workers- Local No. 104
LEA: Fresno Regional Occupational Program
- The Kern & Northern Los Angeles County A/C and Sheet Metal Workers JATC- Local No. 105
LEA: Bakersfield Community College
- Plumbers and Steamfitters for Monterey/Santa Cruz JATC- Local No. 62
LEA: Foothill College
- United Association of Plumbers & Steamfitters for Martinez - Local No.159
LEA: Diablo Valley College
- San Diego & Imperial Counties' Roofers and Waterproofers – Local No. 45
LEA: Sweetwater Union High School District, Chula Vista Adult School
- International Brotherhood of Electrical Workers Local 234
LEA: Hartnell College

Veterans Program

SBCTC is committed to supporting job-related training that helps Veterans transition into the California workforce. Participating JATC's recruit Veterans in cooperation with programs like

Helmets-to-Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Individual JATC's may also advertise special days on their websites just for Veterans to come in and apply for the apprenticeship program. In addition, many of the programs are deemed GI Bill Sites, in which Veteran Apprentices are eligible to receive Montgomery GI Bill benefits, such as monthly housing allowances while completing the program. SBCTC will have Job Number 2 for their Veteran Apprentices under this contract and estimates to train approximately 15 veterans. These trainees are in a separate Job Number to better track performance towards the goal of improved outreach for Veterans.

The Veteran training curriculum will be the same as Apprentice training.

Pre-Apprenticeship Program/Ex-Offender/At-Risk Youth

SBCTC is partnering with Flintridge Center to train Pre-Apprentices in this proposal. Flintridge Center is a non-profit training center located in Los Angeles County that offers construction training to At-Risk Youth and Ex-Offenders with multiple barriers to employment. Upon graduation, trainees who participate in this community-based program will be eligible to be accepted into the neighboring local unions' Apprenticeship programs, some of these programs may be outside of the unions and occupations trained in this proposal. Trainees are placed based on availability, occupation interest, and skillsets. This training provides pathways for these trainees to be employed in occupations with high wages, long-term employment, pensions, healthcare and ongoing training which will be provided to them throughout the entirety of their careers in the building trades.

➤ Retention Modification

For trainees in Job Number 4, retention may be satisfied by employment of at least 30 hours a week within 90 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 consecutive days, working full-time with one or more employers. Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is a range between 3-5 years. The curriculum is developed with input from DAS and a designated Local Educational Agency as stated above.

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

SBCTC seeks funding to continue to support union workers who need to upgrade their skills to perform jobs currently in-demand for commercial and industrial construction, public infrastructure projects, and energy efficient construction statewide. This is the sixth year SBCTC has implemented its “Building Green Skills” (BGS) training program which focuses on retraining Journeyworkers and Apprentice construction trades workers to support California’s energy efficiency goals and Project Labor Agreement initiatives.

Training is also driven by employers who are facing increased demands for workers who are able to build by following new green construction practices and building materials, maintain energy efficient buildings, and follow LEED and other energy efficiency standards. Trainees will learn how to plan, lay out, install, build, repair, monitor and maintain equipment that provides light, heat, communications, water and power.

In addition, workers trained in this project will build, service and retrofit the following projects: Centerville Middle School Transformation Increment 1 in Fremont, China Lake Airforce Base in Ridgecrest, Deer Creek Apartments in San Rafael, Fedex Distribution Center in Walnut Creek, LA Clippers Intuit Dome in Inglewood, Jon Swett Elementary in Martinez, and Kaiser Permanente Foundation Hospitals in San Marcos.

Training Plan

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

Business Skills: Training will be offered to Journeyworkers and Pre-Apprentices. Trainees will gain skills to plan, organize, and manage projects to complete them efficiently and on time. Journeyworker training will include Customer Service Skills, Teambuilding Skills, Problem Solving, Decision Making Skills, and Conflict Resolution. Training for Pre-Apprentices will cover Communications and Trade Awareness courses.

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

Computer Skills: Training will be offered to Journeyworkers and Apprentices and will include course topics in Scheduling and Planning Jobs, Benchmark Software and Auto Computer-Aided Design (AutoCAD) applications that provide trainees with the ability to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized control systems.

Literacy Skills: Training will be offered to Pre-Apprentices and includes coursework in Vocational English, Vocational Math, and Workplace Readiness.

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

Commitment to Training

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

➤ Training Infrastructure

All training outlined in this proposal will be center-based depending on the union and program. Each JATC's Training Director and administrative staff will oversee ETP administration including scheduling of training and collection of rosters. The trainee data, and work hour information is sent to the third-party administrator, Strategy Workplace Communications.

Marketing and Support Costs

Individual JATCs will market the program training programs through their local direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and websites. JATCs prepare multimedia materials such as videos to inform employers, workers, students, and community organizations about new apprenticeship training opportunities. SBCTC is requesting 8% in support costs for Job Numbers 1-4 to fund its staff in marketing and assessment

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0949	\$596,859	1/31/22 – 1/30/24	366	0	0	0 (0%)
ET21-0956	\$377,061	10/5/20 – 10/4/22	227	0	0	0 (0%)

*ET22-0949: 116 trainees have been enrolled and a total of 4,117 training hours have been tracked for potential earnings of \$79,784 (13% of funding amount). This contract is in the process of current training efforts and is expected to perform at 100%.

*ET21-0956: 346 trainees have been enrolled and a total of 24,569 training hours have been tracked for potential earnings of \$377,061 (100% of funding amount). This contract is in the process of closing out and 100% performance is expected.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0911	Statewide	8/5/19 – 8/4/21	\$744,815	\$741,485 (99%)
ET18-0915	Statewide	10/2/17 – 10/1/19	\$851,000	\$851,000 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications, in Oakland, assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Business Skills**Journey Level**

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

Pre-Apprentice

- Communications
- Critical Thinking
- Leadership
- Problem Solving
- Team-Work
- Trade Awareness

Commercial Skills**Apprentice****Electrician****2nd year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book Review
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology - National Electric Code - 2014 Code Book Review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- OSHA
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology - National Electric Code - 2014 Code Book Review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology - National Electric Code - 2014 Code Book Review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication

- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book Review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training Certification's Energy Storage)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling

- Test Instruments
- Torque
- Transformers

Pipefitters & Steamfitters

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

Plaster Tenders

- Cage Building
- Casting Molds
- Colored Veneer
- Mobile Elevated Work Platforms
- Plaster Problems And Cracks

- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Scratch And Carve Coat
- Specialty Finishes
- Stain
- Venetian Plastering

Sheet Metal Workers

- Advanced Welding Skills
- Architecture Designs
- CA Green Building Code Training
- Ducts Maintenance
- Energy Auditing: Total Building
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Training
- California Home Energy Rating System Program
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up
- Rigging and Signal Training
- Safe Working Practices
- Testing Materials and Equipment-Proper Set-Up and Use
- Title 24 Mechanical Acceptance Training
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

Commercial Skills**Pre-Apprentice****Multi-Craft Curriculum**

- Basic Blueprint Reading
- Construction Training
- First Aid/ CPR
- Green Construction
- Tools and Materials
- Electrical Safety
- Hazard Awareness
- Health Hazards
- Introduction to OSHA
- Personal Protective Equipment
- Scaffold and Safety
- Stairway and Ladders
- Tools - Hand and Power

Commercial Skills
Journey Level**Plumbers & Steamfitters**

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

Plaster Tenders

- Cage Building
- Casting Molds
- Colored Veneer
- M.E.W.P. (Mobile Elevated Work Platforms) Plaster Problems And Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Scratch And Carve Coat
- Specialty Finishes
- Stain
- Venetian Plastering

Sheet Metal Workers

- Advanced Welding Skills
- Architecture Designs
- CA Green Building Code Training
- Ducts Maintenance
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems (Green Training)
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Training
- HERS (California Home Energy Rating System Program)
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up
- Rigging and Signal Training
- Safe Working Practices
- Testing Materials and Equipment –Proper Set Up and Use
- Title 24 Mechanical Acceptance Training
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

Electricians

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

Analog/Digital Circuit (AC/DC) Principles

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

Grounding

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

Fire Alarm Systems and Installations

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

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

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

Programmable Logic Control (PLC)

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

Electrical Design

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

Voice, Data, and Video

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

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Conduit Bending
- Confined Space Entry
- Electrical Project Supervision Levels I
- Electrical Project Supervision Levels II
- Energy Audits
- Firestop Installation
- Management and Monitoring of Materials
- Preparing for Leadership
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Specialized Tools
- Testing Materials and Equipment –Proper Set Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Work Flow and Resources

CALCTP (California Advanced Lighting Control Program)

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

Energy Storage

- ESAM-TAC (Energy Storage and Micro Grids Training and Certification)
- Micro Grid
- Microgrid (ESM) Systems

All Trades

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Fall Protection Training
- Forklift (certification class)
- Management and Monitoring of Materials
- Preparing for Leadership
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Scaffold Safety (certification class)
- Testing Materials and Equipment –Proper Set Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding
- Welding and Burning

Computer Skills**Journey Level**

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

Apprentice (All Trades)

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

Literacy Skills**Pre-Apprentice**

- Soft Skills (Workplace Readiness)
- Vocational English
- Vocational Math

OSHA 10 (Certified-OSHA Instructor)**PreApprentice/Journeyworker/Apppprentice(All Trades)**

- OSHA 10

OSHA 30 (Certified-OSHA Instructor)**Journeyworker/Apprentice (All Trades)**

- OSHA 30



Training Proposal for:
**Western Electrical Contractors Association Apprenticeship and
 Training Trust**

Contract Number: ET23-0933

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC (H) Construction (C) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Unilateral Apprenticeship Committee		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$467,200		\$32,400 8%		\$499,600

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

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Apprentice	Commercial Skills	200	8-200	0	\$2,498	\$29.41
				Weighted Avg: 146			

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

Minimum Wage by County: \$29.41 SET/Priority Industry Statewide Average
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No ☐ Maybe
 Up to \$2.50 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Inside Wireman		200

INTRODUCTION

Founded in 1937, Western Electrical Contractors Association Apprenticeship and Training Trust (WECA) is a statewide nonprofit organization serving its membership of non-union electrical contractors. WECA operates a Unilateral Apprenticeship Committee (UAC) and Training Trust formed and funded by the membership to provide Division of Apprenticeship Standards (DAS) approved training. WECA also offers journeyworker courses and exam prep. Industry needs are jointly determined by the UAC, with WECA staff and members. This will be WECA's sixth ETP Contract, and the fourth in the last five years.

Veterans Program

WECA works in cooperation with Volunteers of America and Honor a Hero, and participates in Hire a Vet job fairs sponsored by EDD. WECA has a hiring preference for, and actively recruits veterans.

Apprenticeship Program

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

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

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

PROJECT DETAILS

WECA has developed and customized a wireman electrician curriculum to address industry changes and member employers' needs and is continuously updated to stay current with National Electrical Code standards. WECA's newest curriculum features advances in jobsite technologies and allows Apprentices to work extensively with software and digital technologies that Apprentices will encounter in the field, including Plangrid and Bluebeam software. Furthermore, the Organization has incorporated Virtual Reality (VR) and Augmented Reality (AR) into the apprenticeship learning experience. Examples include AR based motor wiring exercises which allows the Apprentice to step through a 3D model of a motor prior to encountering a motor wiring hands-on training.

WECA's customized training will prepare Apprentices to work on construction projects with member employers. These projects include The Helm, Torrey View, Del Sur Apartments and Otay Mesa Boarder Entry in San Diego; Long Beach VA Hospital Community Living Center, Orange County Sanitation District – Headquarters, and Ventura Jail in Los Angeles; and Redding Courthouse, UC Davis Orchard Park and Rehab Institute, and Founders Plaza in Northern California.

Training Plan

Training will be provided via Class/Lab and E-Learning in the following.

Commercial Skills: Training will be provided to all trainees in Electrical Services, Capacitor Theory, Site and Garage Electrical, Sizing Motor Circuits, Power Generation, Speed Control and Construction Drawings.

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 Operations Director and an Administrative Assistant who were involved in previous ETP Contracts, will oversee administration. The Training Director will schedule training and the Administrative Assistant will review attendance rosters, enroll trainees, and upload training hours into the ETP online sites. The Director of Operations will be responsible for project performance and report progress to WECA's board members bi-monthly. Training will be delivered by in-house experts and vendors.

Marketing and Support Costs

WECA markets its program through print advertising, job fairs, social media, and word of mouth. In addition the Organization works with Community Based Organizations such as Volunteers of America and America's Job Centers through the local Workforce Development Boards. Staff recommends 8% support costs for Job Number 1.

Electronic Recordkeeping

WECA uses a recordkeeping system to track training. This system has been in place since 2005. ETP has reviewed and approved this system for purposes of tracking training.

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 \$ %
ET21-0908	Statewide	9/8/2020 – 9/7/2022	\$400,665	\$400,665 (100%)
ET19-0937	Statewide	2/1/2019 – 1/31/2021	\$451,164	\$451,164 (100%)
ET17-0914	Statewide	11/7/2016 – 11/6/2018	\$449,248	\$449,248 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**2nd Year, 1st Semester**

- AC Circuit Fundamentals
- AC Theory and Math
- Conductor Fundamentals
- Course Overview
- Electrical Services
- Grounding and Bonding
- Induction Fundamentals
- Induction Theory
- NEC Circuit Fundamentals

2nd Year,**2nd Semester**

- Capacitance Fundamentals
- Capacitor Theory
- Course Overview
- Hazardous Locations and Special Occupancies
- Lighting Control and Low Voltage Systems
- Motor Circuits
- Motor Generators
- Service and Feeder Load Calculations
- Single-Phase Transformers
- Three-Phase Transformers
- Transformers and the NEC

3rd Year,**1st Semester**

- Course Overview
- Documentation
- Foundations and Walls
- Service Entrance Conductors, Feeders, and Branch Circuits
- Site and Garage Electrical
- Relevant Non-Electrical Drawings

3rd Year,**2nd Semester**

- Course Overview
- Electrical Theory
- Sizing Motor Circuits
- Motor Controls
- Commercial Security Systems

- Commercial Fire Alarm Systems

**4th Year,
1st Semester**

- Components and Schematics
- Course Overview
- Detection and Control Devices
- Electronics Fundamentals
- Miscellaneous Control
- Motor Starting Methods
- Motor Stopping Methods
- Power Distribution
- Power Generation

4th Year, 2nd Semester

- Course Overview
- Installation Design
- Motor Drives
- PLRs and PLCs
- Preventative Maintenance
- Referencing and Interpreting Code
- Speed Control

**5th Year,
1st Semester**

- Construction Drawings
- Construction Safety
- Course Overview
- CPR Certification
- Cumulative Exam
- Determination of Electrical System Requirements
- Electrical Installations
- Electrical Theory
- National Electric Code
- NEC Code



Training Proposal for:
Bumble Bee Foods, LLC
Contract Number: ET23-0164

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee HUA	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Los Angeles, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 535	U.S.: 535	Worldwide: 5,000	
<u>Turnover Rate:</u>	3%			
<u>Managers/Supervisors:</u> (% of total trainees)	1%			

FUNDING DETAIL

In-Kind Contribution
\$534,300

Total ETP Funding
\$498,318

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills; Computer Skills; Cont. Imp., Mfg. Skills; PL-Mfg. Skills	441	8-200	0-33	\$1,058	\$21.57
				Weighted Avg: 46			
2	Retrainee Priority Rate HUA	Business Skills; Computer Skills; Cont. Imp., Mfg. Skills; PL-Mfg. Skills	30	8-200	0-33	\$1,058	\$16.30
				Weighted Avg: 46			

* Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Number 1: \$21.73 per hour for Los Angeles and \$21.57 per hour for San Diego counties

Job Number 2 (HUA): \$16.30 per hour for Los Angeles county.

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

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage in Job 1; and up to \$1.05 in Job 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
JOB 1:		
Administrative Staff		15
		20
Production Worker		80
		100
Customer Service Staff		11
		12
		12
Engineering		10
		23
Sales/Marketing Staff		28
Support Staff		20
		44
		47
Project Administration Staff		12

Manager/Supervisor		7
JOB 2: HUA		
Administrative Staff		5
Production Worker		15
Customer Service Staff		5
Support Staff		5
TOTAL:		471

INTRODUCTION

Bumble Bee Foods, LLC (Bumble Bee) (www.bumblebee.com) is an affiliate of FCF Co., Ltd. Founded in 1899, Bumble Bee is a producer and marketer of canned albacore tuna, canned salmon, and specialty canned seafood products in the U.S. Bumble Bee's wholesale customer base includes Costco, Wal-Mart, Target, Albertsons, Vons, Ralphs, Sysco, and U.S. Foods. Bumble Bee's manufacturing facility is located in Santa Fe Springs and its corporate headquarters is located in San Diego. Training for this ETP proposal will take place at both Bumble Bee locations.

Veterans Program

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 is Bumble Bee's second ETP Contract, with the prior one as ETP COVID project which focused on job creation. For this ETP proposal, the Company plans to train incumbent workers and further enhance employee skills in Business Skills, Computer Skills, Continuous Improvement and Manufacturing Skills.

Bumble Bee is deeply impacted with the inflation and increased cost of supply and material in the U.S. food supply chain. The cost of fuel, metal materials, and fish products has increased and has pushed the company to increase prices. As a result, product sales have leveled off. The Company needs to find more efficient ways to control costs, improve productivity and produce products at a competitive level.

The proposed training will help the Company control prices during this inflationary time. Workers will learn ways to maintain product quality and food safety. The ETP funding will allow the Company to expand its training efforts into new areas.

Commitment to Training

Bumble Bee spends approximately \$515,000 on training annually for its two California locations combined. Company-funded training includes new hire orientation, FDA training, first aid and sexual harassment prevention. ETP funds will not displace the existing financial 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

Bumble Bee has a training plan in place and is ready to start training upon approval. The Director of Corporate EHS will oversee and administer the ETP Training program. In addition, the Human Resources Generalist, as well as multiple Safety Managers at both locations will handle training coordination, scheduling, delivery and tracking/reporting. The Company has also retained an administrative subcontractor to assist with ETP recordkeeping requirements.

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 0-33 hours of CBT. Due to complexity of the training a higher than regular number of CBT hours are required.

Electronic Recordkeeping/LMS

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

High Unemployment Area

Some trainees (Job Number 2) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's location in Los Angeles is in an HUA.

➤ Wage Modification

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

The Company is requesting a wage modification for these employees.

Record Keeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

Training Plan

Business Skills: This training will be offered to all occupations. Training will focus on Accounting Skills, Business Processes, Product Knowledge, and Time Management.

Computer Skills: This training will be offered to all occupations. Training will be on Computer Security, Internal Applications, Inventory management Software, and Intermediate and advanced levels of Microsoft Applications.

Continuous Improvement: This training will be offered to all occupations. All trainees will receive Continuous Improvement Skills training. This training will focus on Lean Manufacturing, Problem Solving, Standard Work Methods and Team Building.

Manufacturing Skills: This training will be offered to Production Workers and include Compliance Tracking, Equipment Cross-Training, Equipment Maintenance, Facility Cleanliness, Food Processing Equipment, Product Packaging and Sanitation.

PL – Manufacturing Skills: This training will be offered to Production Workers who will gain skills in equipment maintenance and packaging procedures to ensure food products meet food safety standards. Trainees will learn how to operate forklifts, electric pallet jacks, canners, packers, and label processes. In many cases, the equipment will not fit in a classroom or lab. It can only be accessed in the manufacturing area.

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. Bumble Bee will provide up to 23 PL training hours up to 195 Production Workers. The training will be specific to various machines and equipment used during production. This training cannot be duplicated in a Class/Lab setting as the equipment is large and complex. Given that some equipment requires two employees to operate, training will be delivered at a max trainer-to-trainee ratio of 1:1.

Active COVID Contract

The Company has an active contract with ETP under the COVID Pilot program, (ET21-0329) with a term of 06/28/21 to 06/27/23 and approved amount of \$188,000. Of an estimated 94 trainees, 130 have been enrolled and 130 have received the minimum hours of training. Based on ETP Systems, 330 reimbursable hours have been tracked for potential earnings of \$86,000 (46% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through March 2023.

DEVELOPMENT SERVICES

The Company retained National Training Company Inc. (NTCI) in Irvine to assist with development of this proposal for a flat fee of \$15,000.00.

ADMINISTRATIVE SERVICES

NTCI 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: Curriculum**Class/Lab/E-Learning**

Trainees may receive any of the following:

Business Skills

- Accounting Skills
- Business Processes
- Product Knowledge
- Strategic Planning
- Time Management

Computer Skills

- Computer Security
- Internal Applications
- Inventory Management Software
- Microsoft Applications

Continuous Improvement Skills

- Lean Manufacturing
- Problem Solving
- Standard Work Methods
- Team Building

Manufacturing Skills

- Compliance Tracking
- Equipment Cross-Training
- Equipment Maintenance
- Facility Cleanliness
- Food Processing Equipment
- Good Manufacturing Practices
- Manufacturing Operating Procedures
- Product Packaging
- Sanitation

Productive Lab (Trainer-to-Trainee Ratio 1:1)

Trainees may receive any of the following:

PL- Manufacturing Skills

- Equipment Maintenance
- Inspection Procedures
- Packaging Procedures
- Standard Operating Procedures

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- Active Listening Skills (1 Hr)
- Adapting Your Conflict Style (1 Hr)
- Basic Accounting Skills (1 Hr)
- Basic Budgeting (1 Hr)
- Basic Business Processes (1 Hr)
- Basic Communication Skills (1 Hr)
- Bid and Proposal Training (1 Hr)
- Business Acumen (2 Hrs)
- Effective Communication (1 Hr)
- Emotional Intelligence (3 Hrs)
- How to Manage Difficult Conversations (1 Hr)
- Leadership Navigation (2 Hrs)
- Leading Through Positive Influence (1 Hr)
- Price and Cost Analysis (4 Hrs)
- Product Specifications (1 Hr)
- Receiving Feedback (1 Hr)
- Relationship Management (2 Hrs)

Computer Skills

- Basic Data Formatting (1 Hr)
- Excel Lookup (1 Hr)
- Excel Macros (1 Hr)
- Excel Tables (1 Hr)

Manufacturing Skills

- Equipment Packaging Procedures (1 Hr)
- Food Inspection Procedures (1 Hr)
- Solving Manufacturing Problems (1 Hr)
- Total Quality Excellence (1 Hr)



Retrainee-Job Creation

Training Proposal for:

Free Energy Savings Company, LLC

Contract Number: ET23-0163

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative	Industry Sector(s):	Construction (C) Services (61,71,72,81,92) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Contra Costa, San Bernardino, San Mateo, Sonoma	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 305	U.S.: 305	Worldwide: 305
<u>Turnover Rate:</u>	15%		
<u>Managers/Supervisors:</u> (% of total trainees)	10%		

FUNDING DETAIL

In-Kind Contribution
\$591,250

Total ETP Funding
\$449,075

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, OSHA 10, PL-Comm'l. Skills	255	8-200	0	\$1,380	\$21.57
				Weighted Avg: 60			
2	Retrainee Priority Rate Job Creation	Business Skills, Comm'l. Skills, Computer Skills, OSHA 10, PL-Comm'l. Skills	65	8-200	0	\$1,495	\$17.64
				Weighted Avg: 65			

*Post-Retention Wage is the Contractual wage.

Minimum Wage by County: Job Number 1: \$23.53 per hour for San Mateo County; \$23.30 per hour for Contra Costa County; \$21.57 per hour for San Bernardino and Sonoma counties
Job Number 2 (Job Creation): \$19.61 per hour for San Mateo County; \$19.42 per hour for Contra Costa County; \$17.64 per hour for San Bernardino and Sonoma 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; and up to \$1.97 in Job Number 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Auditor		10
		25
Project Consultants		10
		24
Technician		50
		100
Team Lead		20
Manager/Supervisor		16
Job Number 2		
Auditor		3
		3
		4
Project Consultants		3

		3
		4
		6
Technician		9
		7
		3
Team Lead		3
		4
		5
Manager/Supervisor		8

INTRODUCTION

Founded in 1998, and headquartered in Montclair, Free Energy Savings Company, LLC dba Quality Conservation Services (www.qcsc.ca.com) (QCS) provides installation and repair of energy efficient heating, ventilation, air-conditioning (HVAC), plumbing, and electrical solutions to residential and commercial consumers. The Company also partners with utility companies like Pacific Gas and Electric and SoCal Edison to drive down carbon, emissions, demand on water resources and grid demand. This is QCS second ETP Contract. Training will be delivered at the Company's five locations in Montclair, Victorville, South San Francisco, Concord and Cotati.

As California continues to struggle with wildfires, state governments has enacted legislations to reduce the carbon footprint to bring inefficient or fossil burning products to a more efficient and carbonless footprint. QCS in the business of upgrading these inefficient fossil fuel products for low-income households. In the last year, the mandates have created a demand in their industry to support these programs. In response to bring these programs to fruition, QCS has recently acquired and installed new equipment such as heat pump water heaters, heat pump furnaces, energy audit equipment and testing equipment that requires training on both programs, equipment and tooling. The required certification on these equipment, new processes and diagnostics can be attained through funds from this ETP proposal. In addition, QCS plans expand its Victorville area and add another location in Imperial County.

Veterans Program

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

Prior training focused on specific electrical skills with emphasis on specific work related to LED lighting upgrades for SoCal Edison and PG&E. For this ETP proposal, training will focus on Business, Computer (such as Quality Conservation Tech System - proprietary HVAC management software, Trenchless and Water Leak Video X-ray and Tablet Application for in-field usage) and Commercial Skills (such as NGAT – nat gas appliance testing; air duct testing and home energy auditing) to gain certifications for new contracts focusing on home efficiency in low income areas of the Central Valley, San Bernardino and Imperial Counties. Trainees will gain skills in upgrading inefficient or fossil fuel appliances with an emphasis in computer skills, with Productive Lab components of HVAC and plumbing skills. This training will give employees certifications involved in aspects of electrical, plumbing and heating skills that enables

employment sustainability in the industry, gain transferable skills and secures trainees higher wages within the industry.

Trainee in all occupations are subject to a 90-day review with corresponding wage increase until they meet mastery levels which will continue during the two-year duration of training and after ETP training is completed until trainees reach \$30 per hour for new hires and \$45 per hour for incumbent workers in wage compensation. The training and certifications are specific to programs and products used within the specific utility program and are not duplicative of apprentice training.

Retrainee - Job Creation

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

QCS is expanding its operations in Imperial and San Bernardino County as a result of partnerships with state and local programs offering green energy efficient upgrades to low-income consumers in these counties. These projects include home efficiency audits and retro fits for fossil fuel appliances and wood burning heat sources to reduce carbon footprint. QCS has already started hiring new employees on a continuous basis since 2021 and in the early months of 2022. The company is in the process of hiring additional 15 new employees in October. With the current expansion taking place, QCS will need and will hire more than 65 employees within the next 2 years to fill in positions due to the increase in work demand from additional projects, with an average hiring projection of 10 new employees per month.

QCS will hire 65 new employees (Job Number 2) for new business demand, new customer base and expanded product line. 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) in the following:

Business Skills: Training will be offered to all occupations to provide employee knowledge in consumer and organizational behavior. Training will focus on various soft skills such as personal and team vision, planning and execution, leadership, communication and interpersonal skills.

Commercial Skills: Training will be offered to Technicians and Team Leads and focus on installation and equipment operations. This training is specific to new equipment, and specific brands of equipment installed, repaired or diagnosed by Free Energy and is beyond basic skills taught in HVAC apprentice training. Training is also specific to utility programs that Free Energy works on, which includes equipment installed and used in these programs.

Computer Skills: Training will be offered to all occupations. Trainees will gain proficiency in the use and navigation of various software platforms utilized by OCS.

Certified Safety Training

OSHA 10. 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. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Productive Laboratory

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

QCS will provide approximately 23 hours of PL-Commercial Skills to Technicians and Team Leads (up to 202 retrainees) on new technology, specific brand equipment for HVAC, heat pump water heater and heat pump furnace installation, retrofits and diagnostics. Trainees will use HVAC and plumbing tools, testing equipment within the work processes listed within the PL-Commercial Skills course topic under the direction and supervision of a trained and certified master technician. This training cannot be duplicated in a Class/Lab setting as the equipment is large and complex. The Company is requesting a trainer-to-trainee ratio of 1:1.

Commitment to Training

QCS spends approximately \$505,250 annually for training. Courses include new hire orientation, mandatory training, and in-service medical skills training. Training delivered in the past has been both company-wide and job specific. The Company is committed to training its employees upon completion of the ETP program. Training will continue to be offered to employees to ensure job competency within 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

QCS has a training plan in place and is ready to start training upon approval. The Human Resources Manager will oversee and coordinate the administration and training of this contract and will work closely with one Human Resources Assistant and five site managers. A team of seven will schedule and provide the training to ensure full training documentation. Training will be delivered by in-house experts and vendors as needed. The Company has also retained a subcontractor to ensure that training administration and documentation procedures adhere to ETP requirements.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0337	Montclair	05/26/20 – 05/25/22	\$529,000	\$529,000 (100%)

DEVELOPMENT SERVICES

Synergy Management Consultants, LLC in Grass Valley, assisted with development for a flat fee of \$25,000.

ADMINISTRATIVE SERVICES

Synergy Management Consultants, LLC will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Business Skills

- The 12 Principles of Highly Successful Leaders
- Developing a Personal and Team Vision
- Developing SMART Annual Goals
- Executing on What Matters Most through Pre-Week Planning
- External Environment Analysis
- The 6 Steps of Planning and Execution
- Effective Customer Service
- How to be an Effective Communicator
- Team Building
- Innovation Tools and Processes-Mind Mapping; Brainstorming; Journaling
- Persuasion Strategies
- Intra-Company Communication/Advanced Communication
- Effective Communication and Listening Skills
- Negotiation Skills
- Conflict Resolution
- Customer Needs Assessment
- Presentation Skills in the Field
- Concepts of Managing Expectations

Commercial Skills

- Connected Home Technology
- Heat Pump Systems
- System Sizing
- Fundamentals of Air Conditioning Systems
- Advanced A/C Systems
- Advanced Diagnosis
- Metering Devices
- Nest System Controls/Smart System
- Advanced Wiring and Schematics
- Nest Thermostats
- Maintenance Tune Up Procedures
- Field Tools/Gauges
- Air Quality Diagnostics and
- Inverter Technology
- Heat Pump Water Heaters Products
- On Demand Hot Water Products
- Pipes and Supply Lines
- Gas and Fuel Safety
- Video Inspection
- Trenchless Systems and Tooling
- Wifi Enable Smart Water Meters

- Certifications- Blower Door/Weatherization
- Certification-Duct Testing
- Certification-Air Filtration
- Certification-NGAT (natural gas appl testing)
- Certification- Home Energy Auditing
- Identifying Waste Products
- Waste Products Remediation Analytics
- Waste Remediation Planning
- Waste Removal Solutions
- Lifting Safety
- Ladder Safety
- Driver Safety
- Work Site Safety
- Equipment Safety
- Attic Insulation Safety
- Electrical Hazard Safety
- Covid Safety Factors

Computer Skills

- STS (The Quality Conservation Tech System, proprietary HVAC management software) Skills
- Microsoft Office and Google Suites. Excel, Word, Power Point, Database Systems (Advanced/Intermediate Only)
- Using Tablets in the Field
- Zoom and Microsoft Teams
- Tablet Applications for Field Sales and Technician Scheduling and Installation
- Trenchless Video X-Ray
- Water Leak Video Inspection Tools

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- Osha 10

Productive Lab (Trainer-to-Trainee Ratio 1:1)

Trainees may receive any of the following:

Commercial Skills

- Thermal Dynamics
- Switches and Electrical Components
- Heat Pump Systems
- Air Conditioning Systems
- Metering Devices
- System Controls/STS
- Motors
- Whole Home Fans
- Inverter Type Systems
- Digital Tools

- Wiring
- Thermostats
- Tune Up Procedures
- Air Quality Diagnostics and Methodologies
- Ventilation Systems
- Barriers Methodologies
- Diagnostics
- HVAC Maintenance Service
- Drawings/Plans
- Pipes and Fittings (plastic) including Install
- Copper Pipe and Fittings
- Cast Iron Pipe and Fittings
- Fixtures and Faucets including Install
- Disposals
- Drains- Roof/Floor and Area
- Valves
- Water Heaters
- On Demand Hot Water Systems
- Pipes and Supply Lines
- Gas and Fuel Systems
- Back Flow Systems
- Sewage and Pump Systems
- WiFi Enabled Water Metering Systems
- Heat Pump Water Heaters



Retrainee-Job Creation
Training Proposal for:
Hydro-Aire Aerospace Corp.
Contract Number: ET23-0160

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate	Industry Sector(s):	Manufacturing (E) Manufacturing (33) Aerospace Related Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 477	U.S.: 2,000	Worldwide: 2,500
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	8%		

FUNDING DETAIL

In-Kind Contribution
\$806,931

Total ETP Funding
\$429,640

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Cont. Imp.	367	8-200	0	\$920	\$21.73
				Weighted Avg: 40			
2	Retrainee Job Creation Initiative Priority Rate	Business Skills, Cont. Imp.	100	8-200	0	\$920	\$19.23
				Weighted Avg: 40			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$21.73 per hour for Los Angeles County
 Job Number 2 (Job Creation): \$18.11 per hour for Los Angeles County

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

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

Up to \$2.50 per hour (Job Number 1) 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		
Accounting/Financial Staff		10
Engineering Staff		70
		24
HR/Admin Staff		13
		5
Information Technology Staff		9
Management		36
Operations/Production Staff		126
		100
		74

INTRODUCTION

Founded in 1943, Hydro-Aire Aerospace Corp. dba Crane Aerospace & Electronics (Crane) (www.craneae.com) manufactures critical systems and components for the aerospace and defense markets. Crane provides cabin systems, fluid management, and landing systems for both government and commercial customers. Headquartered in Lynnwood, Washington, Crane's California facility is located in Burbank. The Company has additional locations in the US, France,

and Taiwan. The training outlined in this proposal will target employees at the Burbank facility. This will be the Company's third ETP Contract, and the first in the past five years.

Veterans Program

Crane has not included a separate Veterans component in this proposal; however, the Company does recruit and hire Veterans through its normal hiring practices. The Company utilizes multiple recruitment resources including Hire Heroes USA, Military and Veterans Affairs, San Fernando Valley Veterans Employment Committee, Verdugo Woman Veterans, and other Veterans employment programs.

PROJECT DETAILS

Following years of reliance on aging and outdated manufacturing methods/processes, Crane is working to automate and develop technology-driven, fast-paced manufacturing processes. To sustain Crane's goal of long-term business, the Company must provide extensive skills training to newer employees, while also upgrading the skills and knowledge of workers with many years of service.

Crane's Focus Factory Vision program represents the Company's next level of Continuous Improvement training and Business Skills instruction to support the current and future needs of a growing business. This program represents a major commitment by the Company to its employees and various business units. Many of Crane's competitors are offshoring a significant amount of their manufacturing base to compete more effectively on price. In response, Crane must implement various process improvement principles to achieve its objective of crafting a more productive Lean organizational structure.

The Company is establishing the Focus Factory Vision for each work area to develop efficient, reliable work processes through automation and Lean Manufacturing philosophies. The proposed training will enable Crane to improve its manufacturing methods, product quality, and profitability. Further, this training will allow the Company to take on additional contracts and enter new markets.

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 demand and competition rising steadily from both domestic and international markets, Crane must improve its ability to be flexible and responsive to customer needs. The Company is expanding its product line and business capacity to support a growing list of contracts and overall business evolution. The Company hired approximately 67 new employees through the first half of 2022, and plans to fill more than 120 positions over the next 24 months. In this proposal, Crane has committed to hiring 100 new employees across all occupations (Job Number 2), which includes an estimated 80 new hires within the next 12 months. 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 as outlined below:

Business Skills: Training will be offered to all occupations. Training will focus on customer satisfaction, time management, sales and public relations, and project management.

Continuous Improvement: This training will be provided to all occupations and is the driving force behind Crane's Focus Factory Vision training program. Training will focus on reducing waste and improving productivity through Lean, Kaizen, and related process improvement techniques. Specific training objectives include increased efficiencies, more effective use of limited production space, increased product quality and service, and improved on-time delivery.

Alternate Recordkeeping

Staff has reviewed and approved Crane's request to use an alternate recordkeeping method.

Commitment to Training

Crane has an annual training budget of approximately \$50,000 for training at its California facility and includes new employee onboarding, general on-the-job training, and industry mandated training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Crane's Human Resources Director will oversee project administration. The Company's Director of Talent and Development will work closely with Human Resources and all department heads regarding training coordination, tracking, and documentation. Training will be delivered by in-house subject matter experts and vendors as needed. Training will take place at Crane's location in Burbank. The Company has a training schedule in place and is prepared to commence training upon contract approval.

DEVELOPMENT SERVICES

Abbott Consulting Group in Fairfield, Connecticut assisted with development for a flat fee of \$7,500.

ADMINISTRATIVE SERVICES

Abbott Consulting Group will also perform administrative services for a fee not to exceed 10% of payment earned.

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Business Skills

- Customer Satisfaction
- Dealing with Difficult Customers
- Export Compliance
- Business Ethics
- Time Management
- Project Management
- Sales and PR

Continuous Improvement Skills

- Kaizen Breakthrough
- Business Process Kaizen Workshop
- Invoicing Process Price vs. Quote, Credit & Collection
- Managing Daily Improvement (MDI)
- Lean Sigma Process Improvement
- Procurement
- Standard Operations
- Lean Sigma Value Chain
- Complex Assemblies-Setup Reduction
- Conventional Assembly – Quantity
- Level-load Customer Demand
- Streamline New Order Process
- Planning and Scheduling
- Shopfloor Kaizen
- Point Kaizen
- Point Lean Training
- Just in Time
- Design for Lean



Training Proposal for:
Yosemite Community College District, Columbia College

Contract Number: ET23-0165

Panel Meeting of: September 30, 2022

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100	Industry Sector(s):	MEC (H) Manufacturing (33) Transportation and Warehousing (48-49) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento, Stanislaus, Los Angeles, Alameda	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$243,120		\$16,640 8%		\$259,760

In-Kind Contribution:	50% of Total ETP Funding Required	\$229,000
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Cont. Impr., HazMat, Mfg. Skills, OSHA 10/30	210	8-200	0	\$688	\$21.57
				Weighted Avg: 28			
2	Retrainee	Business Skills, Comm'l. Skills, Computer Skills, Cont. Impr., HazMat, Mfg. Skills, OSHA 10/30	120	8-200	0	\$641	\$21.57
				Weighted Avg: 30			
3	Retrainee Priority Rate SB<100	Business Skills, Comm'l. Skills, Computer Skills, Cont. Impr., HazMat, Mfg. Skills, OSHA 10/30	40	8-200	0	\$615	\$21.57
				Weighted Avg: 25			
4	Retrainee SB<100	Business Skills, Comm'l. Skills, Computer Skills, Cont. Impr., HazMat, Mfg. Skills, OSHA 10/30	20	8-200	0	\$688	\$21.57
				Weighted Avg: 28			

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

Minimum Wage by County: Job Numbers 1-4: \$23.53 per hour for Alameda County, \$21.73 per hour for Los Angeles County, and \$21.57 per hour for Sacramento and Stanislaus counties.

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

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

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

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Administrative/Office		32
		100
Front Line Worker		25
		93
Production Staff		5
		36
Operations Staff		6

		21
Manager/Supervisor		26
		46

INTRODUCTION

Founded in 1968 and located in Sonora, Yosemite Community College District, Columbia College (Columbia College) (www.gocolumbia.edu) serves students throughout Stanislaus and surrounding counties. Columbia College offers over 40 areas of study, including certificates, Associates Degrees and university transfer preparation for industries including technology, logistics/warehousing, manufacturing, and health care. Columbia College is accredited by the Western Association of Schools and Colleges (WASC). Training will take place at participating employer's worksites. This is Columbia College's first ETP project.

Veterans Program

Columbia College targets Veteran owned businesses and women working in non-traditional jobs. The College also works with local Veteran's agencies to provide educational and job-related services to those in need.

PROJECT DETAILS

Training under this proposal will enable Columbia College to provide participating employers with the skills necessary to remain competitive within their industry. Columbia College works closely with the participating employers to identify topics that are designed to enhance employee productivity and increase each company's production and profitability by listening to the needs of each participating employer base. Training will ensure each participating employer can elevate their capacity to perform their job duties and enhance their company's local as well as global competitiveness.

Training Plan

Training will be delivered via Class/Lab, E-Learning, and Videoconferencing methods. Training will be delivered by in-house instructors as needed in the following:

Business Skills: Training will be offered to all occupations and will focus on project management. Training topics include Time Management and Project Management.

Commercial Skills: Training will be offered to Front Line Workers, Production Staff, and Operations Staff. Training topics include Blueprint Reading, Cost Estimating/Risk Analysis and Contract Strategies and Reporting.

Computer Skills: Training will be offered to all occupations on internal software. Training topics include Microsoft Office Suite (Intermediate/Advanced), Adobe Photoshop, and Computer Aided Design (CAD).

Continuous Improvement: Training will be offered to all occupations in improving workflow processes. Training topics include Operations and Production, 6 Sigma (White, Green, Yellow, and Black Belts), and Streamlining Internal Processes.

Manufacturing Skills: Training will be offered to Front Line Workers, Production Staff, and Operations Staff. Training topics include Supply Chain Management Techniques, Forklift Operator, and CNC Machining.

Certified Safety Training

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

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, Front Line Workers, Operations, Staff, Production Staff, and Manager/Supervisor may 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.

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. Participating employers provide company specific orientation and training including harassment prevention, safety protocol, and fire drills.

➤ Training Infrastructure

The Employment Director will be responsible for overseeing all aspect of the training project. Additionally three additional staff members will assist with project administration including trainee recruitment, trainee needs assessments, and enrolling and tracking trainees. Each participating employer has an assigned contact person to ensure communication and training schedule is coordinated.

Marketing and Support Costs

Columbia College partners with local community-based organizations, such as local Workforce Investment Boards (WIB) and the local WIOA Worksource Center system, which allows the College to recruit eligible ETP companies.

Columbia College is requesting the standard 8% support costs for outreach, recruitment and schedule coordination for retraining project. Recruitment includes trainee intake assessments to determine eligibility, job development, and job search assistance and placement. Staff recommends the 8% support costs for retraining.

Training Agency Certification

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

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

- Accreditation by WASC

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.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Business Skills

- Business Writing Skills
- Customer Service
- How to Manage Difficult Employees
- Motivating Workers
- Planning
- Problem Solving/Troubleshooting
- Project Management
- Sales and Marketing
- Stress Management
- Teams & Teamwork
- Time Management
- Working Effectively from Home
- Workplace Communication

Commercial Skills

- Blueprint Reading
- Business Math and Industry-Related Calculations and Conversions
- Contract Strategies and Reporting
- Cost Estimating / Risk Analysis

Computer Skills

- Adobe Acrobat and DocuSign
- Adobe DreamWeaver
- Adobe Illustrator
- Adobe Photoshop
- Computer Aided Design (CAD)
- Database Design & Deployment
- Effective Social Media Design
- Microsoft Office Suite (Intermediate/Advanced)
- QuickBooks and Quicken Accounting
- Solidworks
- Zoom, Microsoft Teams and WebEx

Continuous Improvement Skills

- 6 Sigma (White, Green, Yellow and Black Belts)
- Operations and Production
- Statistical Process Control
- Streamlining Internal Processes

Hazardous Materials Skills

- HAZMAT
- HAZMAT Awareness
- Safety Skills

Manufacturing Skills

- CNC Machining
- Effective Manufacturing Processes
- Forklift Operator
- Machine Maintenance and Repair
- Supply Chain Management Techniques
- Warehousing Operations, Distribution Processes and Controls

OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Yosemite Community College District, Colombia College CCG No.: ET23-0165

Reference No: 22-0613

Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: A L Gilbert Co.

Priority Industry? ☒ Yes ☐ No

Address: 304 N. Yosemite Ave.

City, State, Zip: Oakdale, CA 95361

Collective Bargaining Agreement(s): No

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 200

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

Company: DHL Worldwide Express

Priority Industry? ☒ Yes ☐ No

Address: 47682 Kato Rd.

City, State, Zip: Fremont, CA 94538

Collective Bargaining Agreement(s): No

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 400,000

Total # of full-time company employees in California: 500

Company: Honeywell International, Inc.

Priority Industry? ☒ Yes ☐ No

Address: 1740 Creekside Oaks Dr. #150

City, State, Zip: Sacramento, CA 95833

Collective Bargaining Agreement(s): No

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

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 103,000

Total # of full-time company employees in California: 2,000

Company: Kuehne + Nagel, Inc.

Priority Industry? ☒ Yes ☐ No

Address: 30805 Santana St.

City, State, Zip: Hayward, CA 94544

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 80

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 72,021

Total # of full-time company employees in California: 350

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Yosemite Community College District, Colombia College CCG No.: ET23-0165

Reference No: 22-0613

Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: LSG Sky Chefs, Inc.

Priority Industry? ☒ Yes ☐ No

Address: 6671 Lindbergh Dr.

City, State, Zip: Sacramento, CA 95837

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: 35,679

Total # of full-time company employees in California: 170

Company: Nippon Express USA

Priority Industry? ☒ Yes ☐ No

Address: 26534 Danti Ct.

City, State, Zip: Hayward, CA 94545

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: 32,094

Total # of full-time company employees in California: 500

Company: PDC, A Brady Business

Priority Industry? ☒ Yes ☐ No

Address: 25124 Springfield Ct. #200

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 100

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 450

Total # of full-time company employees in California: 300

Company: Sodexo

Priority Industry? ☒ Yes ☐ No

Address: 22 Cadillac Dr.

City, State, Zip: Sacramento, CA 95825

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: 35,000

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Yosemite Community College District, Colombia College CCG No.: ET23-0165

Reference No: 22-0613

Page 3 of 3

ALPHABETIZE BY COMPANY NAME

Company: Teledyne Technologies

Priority Industry? ☒ Yes ☐ No

Address: 16830 Chestnut St.

City, State, Zip: City of Industry, CA 91748

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 90

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 10000

Total # of full-time company employees in California: 1000



Panel Amendment #1 Proposal for:
Schilling Paradise Corp.
Contract Number: ET22-0152

Amendment Effective Date: April 1, 2022

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: L. Vuong

CURRENT PROJECT PROFILE

Contract Type: Priority/Retrainee Industry Sector(s): Construction

Counties Served: San Diego

Repeat Contractor: ☐ Yes ☒ No

Union(s): ☐ Yes ☒ No

Priority Industry: ☒ Yes ☐ No

Current Contract Term: December 13, 2021 to December 12, 2023

Substantial Contribution: ☐ Yes ☒ No

CURRENT FUNDING

Current Funding
\$322,575

AMENDMENT FUNDING

Requested Funding	Total Funding
\$0	\$322,575

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description (By Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Priority/Retrainee	Business Skills, Comm. Skills, Computer Skills, Continuous Impr, PL - Comm Skills	165	8-200	0	\$1,265	\$19.12
				Weighted Avg: 55			
2	Priority/Retrainee	Business Skills, Comm. Skills, Computer Skills, Continuous Impr, PL - Comm Skills	90	8-200	0	\$1,265	\$21.57
				Weighted Avg: 55			

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

Minimum Wage by County: Job Number 1: \$19.12 per hour for San Diego County

Job Number 2: \$21.57 per hour for San Diego County (utilizing 2022 ETP wages)

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

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 and 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Customer Service Staff		10
		2
		2
Engineering Staff		10
		5
Estimating Staff		5
		2
		2
General Laborer		50
		5
		5
Equipment Operator		10
		10
		5
Frontline Manager/Supervisor/Superintendent		5
		2
Project Manager		10
		5
Quality Control Staff		5
		5

Sales Staff		5
		5
Job Number 2		
Customer Service Staff		1
Engineering Staff		1
Estimating Staff		1
General Laborer		3
Equipment Operator		1
Frontline Manager/Supervisor/Foreman		1
Project Manager		1
Quality Control Staff		1
Wiring Staff		15
		65

INTRODUCTION

Founded in 2009 and headquartered in El Cajon, Schilling Paradise Corp. (Schilling) (www.schillingcorp.com) is a private independent company that provides general engineering services for both wet and dry underground utilities. Services include pipe for sewer, storm drain and water systems, electric, natural gas, cable, telephone and street lighting systems. Schilling operates as both Prime contractor and Subcontractor; and offers services for public works as well as private projects and manufactures concrete structures. The Company provides service for customers located in San Diego, Orange, Riverside, Imperial and San Bernardino Counties.

At the November 19, 2021 Panel Meeting, the Panel approved the current active Schilling ETP Contract (ET22-0152) under the Expansion Fund program in the amount \$322,575.

Subsequent to Panel approval, Schilling requested a revision to its Contract to add affiliate JAAM Builders, Inc. dba JAAM Electric (www.jaamelectric.com) (JAAM), and respective trainees, to Contract ET22-0152.

This proposal represents an Amendment to the approved Contract, and not a separate Contract. In addition, Panel staff has determined the changes requested can be considered as material changes from the Contract proposal approved by the Panel. Accordingly, this amendment request is before the Panel for consideration.

AMENDMENT DETAILS

ETP has determined that JAMM is a California employer, therefore, for ETP purposes, eligible as a closely related affiliate per Title 22, California Code of Regulations, Section 4409(a). As such, ETP may consider this request to add JAMM as an affiliate in Schilling's current Contract.

Founded in 2015 and located in El Cajon, JAAM has 100 full-time employees. JAAM provides electrical and construction services to regional and nationwide homes, including single and multiple homes and apartment complexes. In addition, JAAM provides ditch digging, demolition, debris removal, job estimation, and equipment operation. Its customers include KB Home, Shea Homes, Davidson Communities, D.R. Horton, and Lennar builders.

According to Contractor representatives, the Supply Chain crisis in the United States has severely affected Schilling. Materials that were once readily available are now delayed by nine or more months. This along with inflation has increased construction costs. These two factors have caused construction delays. Schilling is looking for ways to absorb costs and work more efficiently. The Companies anticipate costs would be better controlled by having Schilling and JAAM work closer together. In addition, the Companies will be able to reduce project delays. Accordingly, approval of the proposed Amendment will fund training to support this initiative, as well as fully utilize ETP funding.

As represented by the Contractor, Schilling and JAAM work hand-in-hand on residential electric construction projects. Schilling completes the first phase of the work and JAAM the second. During the first phase, the electrical infrastructure is designed, constructed, and installed; during the second phase, the infrastructure and wiring are modified and additional electrical components are installed. JAAM wires the installation and then works with SDG&E to receive approval to energize the electrical system. During this phase, once the electricity is on, many of the JAAM workers, are required to have electrical certification and licensure.

Contractor representatives further report that the JAAM workers (ETP retrainees) who perform electrical work on projects have met all requirements to be certified and licensed electricians. They were electrical apprentices or met the on-the-job experience requirements to be licensed. These workers perform multiple job functions, some of which requires a licensed electrician. Contractor representatives further state the training for JAAM workers does not overlap with any apprentice programs. All training is proprietary to Schilling and JAAM, which is not available from local apprentice programs.

Since its inception, the two companies share the same training program. JAAM does not have its own training infrastructure, employees from Schilling and JAAM receive the same training and classes at the same time, the two companies are located at the same address, and share a common management structure (one owner). Additionally, they share multiple departments such as HR, training, purchasing, administration, and finances.

Contractor representatives state there are no changes to the ETP approved curriculum and funding amount. It is anticipated that 90 JAAM employees (Job Number 2) will participate in training, of which 80 workers have electrician certification, however, ~~do not have the~~ their occupational title is Wiring Staff. According to its representatives, all Schilling and JAAM workers perform multiple functions and tasks such as digging ditches, clean up, documentation, operating equipment, customer services, project management, estimating, and all around business operations. Accordingly, the occupational titles of its employees are related and appropriately titled according to the two Companies' operations and establishments (Engineering Staff, General laborer, Equipment Operator, and Quality Control Staff).

If approved, this amendment will assist the two organizations with reducing costs, improving the profitability of the companies, and adjusting to the demands of the supply chain emergency. This will also help increase enrollment and training, with the intended result of increased potential earnings.

Summary of Amendment Changes:

- Adds Affiliate JAAM into Schilling ETP Contract ET22-0152;
- Creates Job Number 2 effective April 1, 2022;
- Increases Wages for Job 2 (Retraitees) to ETP Minimum Wages for Calendar Year 2022
- Decreases the Estimated Number of Trainees in Job Number 1 by 90 from 255 to 165; and;
- Increases the Estimated Number of Trainees in Job Number 2 from 0 to 90.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by Schilling under the current ETP Contract(s):

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET22-0152	\$322,575	12/13/2021 – 12/12/2023	178	TBD	TBD

Based on ETP Systems, 2,692.5 reimbursable hours have been tracked for potential earnings of \$61,928 (19% of approved amount). The Contractor projects final earnings of 100% based on training currently committed and in progress through September 2023.

Exhibit B: Menu Curriculum

Class/Lab, Videoconference & E-Learning Hours

Job Numbers 1-2

Trainees may receive any of the following:

BUSINESS SKILLS

- Communication Skills
- Conflict Resolution
- Creating Project Bids
- Customer Specifications
- Dry Utility Estimates
- Product Knowledge
- Product Specifications
- Project Management
- Wet Utility Estimates

COMMERCIAL SKILLS

- Compliance Tracking
- Conduit Specifications
- Construction Services
- Covid-19 Procedures
- Crossing Procedures
- Equipment Cross-Training
- Equipment Maintenance
- Equipment Operation
- Equipment Set-Up and Testing
- Flatwork Procedures
- Forklift Operation and Safety
- Hand Holes
- Infrastructure Inspection Procedures
- Inspection Equipment
- Inventory & Raw Materials
- Mainline Procedures
- Management and Monitoring of Materials
- Planning & Due Diligence
- Points of Connection
- Quality Control
- Standard Operating Procedures
- Standards for Excellence
- Trenching Procedures
- Utility Structures

COMPUTER SKILLS

- Document Control
- Electronic Bids
- Internal Applications
- Inventory Management Software
- Job Tracking System
- Microsoft Office (Intermediate and Advanced)
- Project Management Software

- Scheduling & Planning Jobs
- Web-Based Computer Applications

CONTINUOUS IMPROVEMENT

- Decision Making Skills
- Job Site Quality Control
- Leadership Skills
- On-Site Organization
- Productivity Improvement Techniques
- Project Management
- Reducing Waste
- Team Problem Solving

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

Productive Lab Hours

0-60

COMMERCIAL SKILLS (1:3)

- Equipment Operation Procedures
- Inspection Procedures
- Maintenance Equipment Procedures
- Standard Operating Procedures
- Underground Construction Procedures

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:
Ender Technology Corporation

Delegation ≤ \$75,000 Single Employer

Contract Number: ET23-0156

Approval Date: September 7, 2022

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Job Creation Initiative Priority Rate Retrainee SB <100	Industry Sector(s):	Services (G) Professional, Scientific Technology (54) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 13	U.S.: 13	Worldwide: 13	
Turnover Rate:	3%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

In-Kind Contribution
\$20,862

Total ETP Funding
\$19,320

Small Business Only:	Owner <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Occupations to be Trained:	Owner, Technical Staff

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Priority Retrainee SB<100	Business Skills Computer Skills Continuous Impr.	13	8-200	0	\$1,380	\$24.00
				Weighted Avg: 60			
2	Job Creation Priority Retrainee SB<100	Business Skills Computer Skills Continuous Impr.	1	8-200	0	\$1,380	\$24.00
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: \$21.73 per hour for Los Angeles County

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

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

OVERVIEW

Year Company Founded:	2000	Company Headquarters: <input checked="" type="checkbox"/> Single location Carson, CA
Facility location(s) where training will occur	<ul style="list-style-type: none"> Carson (Los Angeles County) 	

Nature of Business:	<ul style="list-style-type: none"> Ender Technology Corporation (Endertech) specializes in software development and web design for businesses by providing online business solutions through web and software development. Endertech operates in five categories: design, software development, e-commerce, cloud, and marketing.
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	The Company's products and services assist customer plans, towards designing, developing, supporting, and enhancing websites, applications, and software systems.
Customer Base:	<ul style="list-style-type: none"> Customers include a variety of industries in the Los Angeles area as well as a wide variety of small and mid-sized businesses nationwide.
Business / Industry Needs / Changes	<ul style="list-style-type: none"> Technology is advancing at a rapid pace and new systems are constantly being introduced into the marketplace. Customers are continually expecting better and faster products and services. Transition to remote work due to COVID-19 pandemic. Endertech implements and upgrades software to keep up with technological advances and customer demands. Endertech is operating in a highly competitive technology industry. Therefore, the Company is committed to meeting technological challenges and customer expectations by delivering the products and services in a constantly changing environment. The Company anticipates growth in business; so therefore, has committed to hiring one new employee in Job Number 2 over the next two years.

Training Plan:

Need for Training:	<ul style="list-style-type: none"> To support this critical shift in business, Endertech has implemented a company-wide training program to provide workers with the necessary technical skills, required to integrate new products and services, adapt to new technologies and systems, develop more innovative products, exceed customer expectations, design a quick response time and reduce costs. Workers will gain the skills and experience needed to optimize job performance, attract new customers, and support the Company operations in California. Endertech will train employees on up-to-date software, application and system and transition into working remotely in order to remain competitive. All workers will receive Business Skills, Continuous Improvement and Computer Skills, which includes the latest technology platforms (Magento, Symfony, WordPress, Drupal, jQuery, and React.) In addition, trainees will be receiving best practices and system upgrades such as Selenium.
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	<ul style="list-style-type: none"> Upon completion of training, trainees have an opportunity to become certified in the following technologies: Amazon AWS, Apache CSS – Cascading Style Sheets, Drupal, E-Commerce, Google Cloud, Javascript and Hypertext Markup.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab ☒ E-Learning

Business Skills	Computer Skills	Continuous Improvement
Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function.	

Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	60 Hours
Endertech requests a waiver to exceed to the Weighted Average of 60 training hours per trainee. Given the need for intensive training of new high technology and complexity of learning software applications, the trainees will need to complete well over the 60 training hours. In addition, trainees may require more hours to complete training on multiple types of computer software as required by the customer or project.	

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Project Oversight: Endertech's President will oversee training and administration responsibilities including scheduling training, coordinating with staff, securing rosters and complying with all ETP requirements. Endertech has also retained a third party administrator, Training Funding Source to assist with administrative duties including enrollment, data tracking, invoicing and monitoring activities. A detailed training schedule is in place, and Endertech is ready for training to commence upon approval.
<ul style="list-style-type: none"> Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Computer Skills and Continuous Improvement <input type="checkbox"/> Vendor – Types of Training by vendor:
<ul style="list-style-type: none"> Administration: The President and Training Funding Source <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor

Repeat Contract

<ul style="list-style-type: none"> Number Of Contracts in last 5 years: 	This will be the Company's second contract in the last five years.
<ul style="list-style-type: none"> Training provided / focus in last Contract: 	<ul style="list-style-type: none"> Basic practices, software knowledge, and standard operating procedures. In person training method.
<ul style="list-style-type: none"> Difference in Training Plan: 	This proposal will focus on up-to-date applications, software, and systems and training new staff. Due to COVID-19 pandemic, the Company has completely transformed into working remotely, which implements new online collaboration software, business communication methods, customers' relations and training remotely. Trainees will learn new skill sets in order to adapt to the new business environment and keep up with technological advances. Trainees will not receive duplicate training.

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 \$ %
ET19-0369	Torrance	12/14/18 – 12/13/20	\$20,800	\$20,800 (100%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Funding Source	Seal Beach	\$1,900
Administrative	Training Funding Source	Seal Beach	13% of payment earned
Training Vendors	To Be Determined	To Be Determined	To Be Determined

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

Trainees may receive any of the following:

Business Skills

- Coaching
- Communication Skills
- Marketing
- Project Management
- Sales Techniques

Computer Skills

- Amazon AWS (Amazon Web Services)
- Google Cloud
- Programming Languages
- PHP (PHP Hypertext Preprocessor)
- Javascript
- CSS (Cascading Style Sheets)
- HTML (Hypertext Markup Language)

Continuous Improvement Skills

- Leadership Skills
- Team Processes
- Improving Documentation Processes
- Time Management



RETRAINEE-JOB CREATION
Training Proposal for:
Hansen Engineering Co.

Delegation \leq \$75,000 Single Employer

Contract Number: ET23-0162

Approval Date: September 13, 2022

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 Job Creation Initiative	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 38	U.S.: 38	Worldwide: 39	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

In-Kind Contribution

\$51,228

Total ETP Funding

\$48,714

Small Business Only:	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Occupations to be Trained:	Production, Administration, Supervisor/Manager

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority SB<100	Business Skills Computer Skills Continuous Impr. HazMat Mfg. Skills PL-Mfg. Skills	38	8-200	0	\$828	\$21.73
				Weighted Avg: 36			
2	Retrainee Priority Job Creation SB<100	Business Skills Computer Skills Continuous Impr. HazMat Mfg. Skills PL-Mfg. Skills	25	8-200	0	\$690	\$18.11
				Weighted Avg: 30			

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

Minimum Wage by County: Job 1: \$21.73 per hour and Job 2 (Job Creation): \$18.11 per hour

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 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
JOB 1:		
Production		7
		13
Administration		2
		3
Supervisor/Manager		6
		7
JOB 2:		
Production		10
		8
Administration		2
		3

Supervisor/Manager		1
		1

OVERVIEW

Year Company Founded:	1962	Company Headquarters: <input checked="" type="checkbox"/> Single location
Facility location(s) where training will occur		<ul style="list-style-type: none"> Harbor City – Los Angeles County

Nature of Business:	<ul style="list-style-type: none"> Hansen Engineering Co. (Hansen) (hansenengineering.com) is a company that engages in aerospace manufacturing and engineering of complex structural assemblies.
Customer Base:	<ul style="list-style-type: none"> Aerostructures Hamble Limited Airborne Systems, Korea Aerospace Ind. Inc Bell Helicopter Textron (Texas & Canada) Commercial and military industry Boeing, Ford, General Electric

Business / Industry Needs / Changes	<ul style="list-style-type: none"> Launch new product line Addition of 5 new equipment/machines Addition of production shift Expansion of current location into an adjacent area extending current facility by an additional 17,000 square feet to accommodate a larger production area
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> To achieve Hansen's ongoing business changes, process improvement and facility expansion mentioned above, training in Business Skills, Computer Skills, Continuous Improvement and Manufacturing Skills is essential to all their employees. Newly installed and acquired equipment will require up to 20 hours of training in a Productive Lab setting for production employees.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab☒ E-Learning☐ CBT☒ Productive Lab

Business Skills	Computer Skills	Continuous Improvement
Hazardous Materials	Manufacturing Skills	PL-Manufacturing Skills

Certified Safety Training	<input checked="" type="checkbox"/> Hazardous Materials (HAZMAT)
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Productive Laboratory	Justification: <input checked="" type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures
	0-20 PL Hours per-trainee
	Occupations Receiving PL Training: Production
The PL instructor must be dedicated to training, at a ratio of 1:1.	

Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function; or, <input checked="" type="checkbox"/> Expanding existing business capacity by adding a new production shift; <input checked="" type="checkbox"/> Opening specific new plants or facilities, expanding or upgrading existing facilities, and/or repurposing existing unused space/buildings or facilities
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Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Project Oversight: Hansen spends approximately \$100,000 annually for training. The Company has a detailed training plan in place and it is ready to begin training upon approval. For this ETP contract, Hansen Company President and a Human Resources staff will serve as project administrator and will be responsible for scheduling, coordinating and tracking training. Hansen has retained Training Funding Source (TFS) to assist in administration. The Company's HR Manager will collect rosters which will be transmitted to TFS.
<ul style="list-style-type: none"> Trainers: To Be Determined <input checked="" type="checkbox"/> In-house – Types of Training: <input checked="" type="checkbox"/> Vendor – Types of Training by vendor:
<ul style="list-style-type: none"> Administration: Hansen retained Training Funding Source in Seal Beach to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned. <input type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor

Repeat Contract

<ul style="list-style-type: none"> Number Of Contracts in last 5 years: 	1
<ul style="list-style-type: none"> Training provided / focus in last Contract: 	Training from prior contract was focused on: <ul style="list-style-type: none"> Hansen's ERP system (JobBoss) installed in 2018 ISO Certification New equipment training (CNC Machines)
<ul style="list-style-type: none"> Difference in Training Plan: 	<ul style="list-style-type: none"> Training on the upgrades on Hansen ERP System (JobBoss) New entry-level employees will receive training on Hansen ERP System, product knowledge/identification and various equipment and manufacturing processes. Incumbent workers will receive training on various equipment and manufacturing processes to support the additional production shift. Training courses in this training proposal are a combination of training topics provided in previous ETP contract and upgrades to prior training. Trainees in this proposal include incumbent workers who will receive training in higher level skills and newly hired employees who will need to attain a level of competence to enable them to perform their job functions efficiently and safely.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0180	Harbor City	04/02/18 – 04/01/20	\$55,380	\$55,380 (100%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Funding Source	Seal Beach	\$1,900
Administrative	Training Funding Source	Seal Beach	Fee not to exceed 13% of payment earned.
Training Vendors	To Be Determined	To Be Determined	To Be Determined

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

Trainees may receive any of the following:

Business Skills

- Coaching/Communication
- Conflict Resolution
- Customer Relations
- Accounting/Finance
- Goal Setting
- Inventory Control
- International Traffic in Arms Regulations (ITAR)
- Leadership
- Marketing & Business Development
- Performance Management
- Program Management
- Product Knowledge
- Project Management
- Team Cohesiveness

Computer Skills

- Accounting
- CAD/CAM
- Crystal Reports
- ERP Software
- Manufacturing
- MRP
- MS Office/ Project
- Payroll
- Program Management
- Purchasing
- Quote FX
- R4
- Scheduling
- Warehouse

Continuous Improvement Skills

- 6S
- AS9100
- Corrective/Preventive Actions
- Lean Manufacturing
- Process/Productivity/Quality improvement

Hazardous Materials Skills

- HazMat Handling

Manufacturing Skills

- Blueprint Reading
- Coordinate Measuring Machine (CMM) Inspection/Programming
- Equipment/Tool Operation, Maintenance & Troubleshooting
- Good Manufacturing Practices
- Inspection Techniques
- Preventative Maintenance
- Quality Systems
- Surface Mount Defects—Causes and Prevention
- Standard Operating Procedures
- Statistical Process Control (SPC)

Productive Lab (Trainer-to-Trainee Ratio 1:1)

Trainees may receive any of the following:

Manufacturing Skills

- Equipment Operations
- Materials Handling and Storage



Training Proposal for:
Inspec Testing, Inc.

Delegation ≤ \$75,000 Single Employer

Contract Number: ET23-0125

Approval Date: August 23, 2022

Panel Meeting of: September 30, 2022

ETP Regional Office: San Diego

Analyst: J. Lima

PROJECT PROFILE

Contract Attributes:	Priority Rate SB <100 HUA Retrainee	Industry Sector(s):	Other (J) Professional, Scientific Technology (54) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 31	U.S.: 49	Worldwide: 49
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution

\$107,925

Total ETP Funding

\$38,870

Small Business Only:	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HUA Only:	Number of trainees in HUA location: 26
Occupations to be Trained:	Administrative Support Staff; Inspectors; Managers

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority HUA SB<100	Business Skills Comm Skills Computer Skills Continuous Impr. OSHA 10 PL-Comm. Skills	26	8-200	0	\$1,495	\$16.17
				Weighted Avg: 65			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: HUA \$16.17 (San Diego)

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

Up to \$0.17 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
Administrative Support Staff		1
		1
		4
Inspectors		2
		5
		9
Managers		4

OVERVIEW

Year Company Founded:	1996	Company Headquarters: <input type="checkbox"/> Single location National City
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Facility Locations Outside CA	<ul style="list-style-type: none"> Honolulu, HI Chesapeake, VA
Total Number of Facility locations in California	1
Facility location(s) where training will occur	<ul style="list-style-type: none"> National City

Nature of Business:	<ul style="list-style-type: none"> Inspec Testing, Inc. (Inspec Testing) (www.inspectesting.com) works in nondestructive testing and inspection, welder performance qualification testing, welding procedure specification development, procedure qualification maintenance, and level III auditing services.
Customer Base:	<ul style="list-style-type: none"> Inspec Testing's customers include ship repair and ship building companies as well as Legoland, San Diego Sea World, SDGE, General Atomics, and SD Zoo. The Company also has customers in the public sector.

Business / Industry Needs / Changes	<ul style="list-style-type: none"> The change in customer requirements and its own business goals requires Inspec Testing to establish company standards and expectations related to work process efficiency and employee job competency. The Company plans to utilize Key Performance Indicators to measure performance and make necessary adjustments/improvements and evaluate the overall success of the Organization.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> Comprehensive leadership and critical thinking skills will be provided to top-level staff and the management team to implement new procedures and improve existing business processes. To upskill its employees, it needs to provide extensive Inspection Skills to Inspectors as well as provide Quality Systems and Procedures training to its entire workforce
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab

☒ E-Learning

☒ Productive Lab

OSHA 10	Business Skills	Computer Skills
Commercial Skills	Continuous Improvement	PL – Commercial Skills

Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10 <input type="checkbox"/> HAZWOPER <input type="checkbox"/> Hazardous Materials (HAZMAT)
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Productive Laboratory	Justification: <input checked="" type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures <input checked="" type="checkbox"/> Certification Standards
	0-40 PL Hours per-trainee
	Occupations Receiving PL Training: Administrative Support Staff; Inspectors; Managers
The PL instructor must be dedicated to training, at a ratio of 1:1.	

Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	65 Hours
The Company has performed well under past contracts with a 96% success rate having a weighted average of 55 hours. The Company anticipates more training to occur in order to help develop new and current Managers and Inspectors. The increase in hours will allow trainees to keep within the company standards of skill level.	

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Project Oversight: The Company's Controller will oversee the project. The Company has a detailed training plan in place and is ready to begin ETP training upon approval.
<ul style="list-style-type: none"> Trainers: <input checked="" type="checkbox"/> In-house – Types of Training: Business, Commercial, Computer, Continuous Improvement, OSHA 10, PL Commercial. <input type="checkbox"/> Vendor – Types of Training by vendor: TBD
<ul style="list-style-type: none"> Administration: The administration of the ETP project will be overseen by the Controller. <input checked="" type="checkbox"/> In-house <input type="checkbox"/> Subcontractor

Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

Repeat Contract

<ul style="list-style-type: none"> Number Of Contracts in last 5 years: 	2
<ul style="list-style-type: none"> Training provided / focus in last Contract: 	<ul style="list-style-type: none"> Some curriculum topics are repeated from the prior contracts; however, the subject matter has been updated Meeting new regulations within the industry
<ul style="list-style-type: none"> Difference in Training Plan: 	Numerous employees have transitioned to new roles and/or the industry has new regulations that require the Company to train to keep its competitive advantage.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0200	National City, CA	3/22/18 to 3/21/20	\$44,330	\$42,698 (96%)
ET16-0312	National City, CA	12/31/15 to 12/30/17	\$40,768	\$39,533 (97%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	None	None	None
Administrative	None	None	None
Training Vendors	TBD	TBD	TBD

Exhibit B: Menu Curriculum

Class/Lab Hours/E-Learning

Business Skills

- Estimating
- Job Costing
- Basic Finance and Accounting Skills
- Leadership Skills (Future Managers)
 - Defining Leadership
 - Coaching and Counseling
 - Accountability
 - Business Writing
 - Leading Change
 - Empowerment
- Advanced Leadership Skills (Current Managers)
 - Motivation
 - Managing Meetings
 - Delegation
 - Critical Thinking
 - Lean Systems
 - Managing By Metrics (Key Performance Indicators)
 - Planning and Organizing
 - Critical Thinking

Commercial Skills

- Computed Radiography
- Eddy Current Skills
- Inspection/Testing Skills
- Liquid Penetrant I & II
- Destructive Skills
- Magnetic Particle I & II

Computer Skills

- Microsoft Office (Intermediate & Advanced)
- Security Software
- AutoCAD (Computer-Aided Design)

Continuous Improvement Skills

- Quality Systems (ISO 9001)
- Train-The-Trainer

OSHA 10 (OSHA certified instructor)

- OSHA 10

Productive Lab Hours (Trainer to Trainee Ratio 1:1) 0-40

Commercial Skills

- Computed Radiography
- Eddy Current Skills
- Inspection/Testing Skills



RETRAINEE-JOB CREATION
Training Proposal for:

Method Technologies Inc.

Delegation \leq \$75,000 Single Employer

Contract Number: ET23-0154

Approval Date: August 23, 2022

Panel Meeting of: September 30, 2022

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative SB <100	Industry Sector(s):	Services (G) Professional, Scientific Technology (54) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Orange	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 42	U.S.: 42	Worldwide: 42	
<u>Turnover Rate:</u>	8%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

In-Kind Contribution

\$88,422

Total ETP Funding

\$50,370

Small Business Only:	Owner <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Occupations to be Trained:	Account Manager, Technician, Supervisor/Manager, Owner

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority SB <100	Business Skills Computer Skills	42	8-200	0	\$1,035	\$21.57
				Weighted Avg: 45			
2	Job Creation Priority SB <100	Business Skills Computer Skills	5	8-200	0	\$1,380	\$19.07
				Weighted Avg: 60			

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

Minimum Wage by County: Job 1: \$21.57 per hour in Orange County. Job 2: \$17.81 per hour in Orange County.

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job 1.

OVERVIEW

Year Company Founded:	2007	Company Headquarters: <input checked="" type="checkbox"/> Single location
Facility location(s) where training will occur	<ul style="list-style-type: none"> Cypress, Orange County 	

Nature of Business:	<ul style="list-style-type: none"> Method Technologies Inc. (Method Tech) is an IT and other technology-related services provider which includes managed IT services, structured cabling, web design and metrics, web hosting services and telecommunications and 24/7 monitoring services.
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Customer Base:	<ul style="list-style-type: none"> Customers consist of small businesses such as insurance offices, accounting companies, attorneys, property management, and healthcare businesses.
Business / Industry Needs / Changes	<ul style="list-style-type: none"> As a result of its growth, the Company has the need to hire additional staff to adequately provide a high level of service to their clients. Company is adding new employees at a rate of 3-4 annually, driving the need to upskill employees to prepare for the onboarding of new hires Due to ongoing changes in technology, the Company must keep up with continued education and certification requirements in the IT industry. The IT industry is also constantly evolving, from new programs and features, to new threats and risks such as viruses and ransomware.

Training Plan:

Need for Training:	<ul style="list-style-type: none"> The hiring of new staff requires implementing an in-depth training program, Method Tech. Method Academy is an internal extensive on-boarding program consists of 120 training courses (approximately 6 months) of on various technology services and systems. To keep up with new technologies and stay ahead of advancing threats, Method Technologies will provide training and continued education on how to stay ahead of these changes as this is critical towards keeping their clients protected.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab

☒ E-Learning

Business Skills	Computer Skills
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Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	60 Hours is being proposed for Job Number 2
Trainees in Job Number 2 will go through a new internal training program, Method Academy, which is an extensive on-boarding program to provide in-depth training to new hires. The training program lasts 6 months, and consists of 120 courses.	

Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

Learning Management System

Method Tech will be using their own in-house learning management system called "Method A.I.R". ETP staff has reviewed and approved this system.

Training Infrastructure & Administrative Plan

- **Project Oversight:**

The project will be administered by the CEO, CTO, and Administrative Manager. These individuals will be responsible for the collection and tracking of rosters and hours in the ETP systems. Method Technologies has also retained the services of a third party consultant to assist in the administration of the project.
- **Trainers:**
 - ☒ In-house – Types of Training: Business Skills and Computer Skills.
 - ☐ Vendor – Types of Training by vendor:
- **Administration:**

The Company has retained the services of Training Funding Source in Seal Beach to provide administrative services for this training project.
 - ☐ In-house
 - ☒ Subcontractor

Repeat Contract

• Number Of Contracts in last 5 years:	1
• Training provided / focus in last Contract:	<ul style="list-style-type: none"> • Cloud Management and deployment • Web Design • Network Security
• Difference in Training Plan:	Focus on emerging threats and security such as ransomware and malware. The Company will continue to build on employees' skills to ensure that they are keeping up-to-date with the latest technological trends, new products and services and general demands of the industry, as well as staying a step ahead of their clients' needs to anticipate change and/or new products or services.

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 \$ %
ET16-0237	Cypress	11/03/15 – 11/02/17	\$48,100	\$39,133 (81%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Funding Source	Seal Beach	\$1,900
Administrative	Training Funding Source	Seal Beach	Not to exceed 13% of payment earned.
Training Vendors	TBD	TBD	TBD

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

Trainees may receive any of the following:

Business Skills

- Customer Acquisition Sales
- Customer Interaction/Quality Control
- Office Equipment Operations
- Proposal Procedures
- Standard Operating Procedures
- Workplace Privacy

Computer Skills

- Backup Disaster Recovery (BDR) Systems
- Copiers/Printers/Scanners
- Customer Related Portal
- Databases
- Disk Encryption
- DNS - Domain Name Systems Networking
- Email Services
- ESET
- Field Procedures
- File Sharing
- Firewalls
- Hardware – Configuration and Troubleshooting
- Microsoft Office
- Network Attached Storage (NAS)
- Office 365
- Paging
- Powershell Scripting
- QuickBooks
- Routing
- Software - Configuration and Troubleshooting
- Storage Area Networking (SAN)
- Servers – Loading, Configuring, and Troubleshooting
- Spam Filtering
- Surveillance
- Switches
- Telephony
- Uninterruptible Power Supply (UPS)
- Wiring
- Virtualization
- Web Filtering
- Website Hosting
- Wireless Networks
- Workstations - Loading, Configuring, and Troubleshooting



Training Proposal for:
Oceanside Glasstile Company

Delegation ≤ \$75,000 Single Employer

Contract Number: ET23-0153

Approval Date: September 15, 2022

Panel Meeting of: September 30, 2022

ETP Regional Office: San Diego

Analyst: K. Hernandez

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing (E) Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 25	U.S.: 33	Worldwide: 425
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution

\$55,354

Total ETP Funding

\$23,000

Out-of-State Competition	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Occupations to be Trained:	Production Staff, Customer Service/Sales Staff

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority	Business Skills Comm Skills Computer Skills Continuous Impr. HazMat PL-Mfg. Skills Mfg. Skills OSHA 10/30	25	8-200	0	\$920	\$21.57
				Weighted Avg: 40			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Number 1: \$21.57/hr. for San Diego 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.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Production Staff		20
Customer Service/Sales Staff		5

OVERVIEW

Year Company Founded:	1992	Company Headquarters: <input type="checkbox"/> Single location Carlsbad, CA
Facility Locations Outside CA	<ul style="list-style-type: none"> Tijuana, Mexico 	
Total Number of Facility locations in California	2	
Facility location(s) where training will occur	<ul style="list-style-type: none"> Carlsbad, CA 	

Nature of Business:	<ul style="list-style-type: none"> Founded in 1992 and headquartered in Carlsbad, Oceanside Glasstile Company (OGC) (www.glasstile.com) manufactures glass tile and related products while servicing the tile/hard surface industries. The Company also manufactures art glass for the glass art and hobby industries. In addition, OGC has expanded into high-end glass markets by utilizing pre- and post-consumer recycled content in production.
Customer Base:	<ul style="list-style-type: none"> OGC's customers include distributors, retailers, artists, designers, builders, architects, glass tile installers and specialty construction/renovation companies.

Business / Industry Needs / Changes	<ul style="list-style-type: none"> OGC plans to upgrade numerous business and manufacturing processes, which will require Customer Service/Sales Staff and Production Staff to learn these processes. The Company plans to implement lean manufacturing principles to help improve its operational efficiencies. OGC has been searching for a CRM software that has the capability to visually represent all sales and manufacturing processes in stages as it closes deals/sales. This software will support the Company's need to accurately bid on jobs and project costs. The new CRM software OGC has acquired will require a significant investment in resources and human capital to implement correctly. OGC is implementing and integrating Pipedrive's customer relationship management (CRM) software for Customer Service/Sales Staff and Sage's enterprise resource system software for Production Staff. The CRM software will generate sales quotes, real time reports and analytics that the Company's Customer Service/Sales Staff will use to improve customer service, quality interactions, and sales efficiency.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> To support the implementation of new manufacturing processes, training will focus on teaching Production Staff how to safely and efficiently utilize welding equipment, mills, lathes, and saws. Training will be provided to implement manufacturing lean principles, 5S activities, kaizens (continuous improvement) and kan-ban ordering system.
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	<ul style="list-style-type: none"> The Customer Service/Sales Staff will need a significant amount of training to learn how to utilize the CRM's features, automation and analytics.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab

☒ E-Learning

☒ Productive Lab

Business Skills	Computer Skills	Commercial Skills
Continuous Improvement	Manufacturing Skills	

Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30 <input checked="" type="checkbox"/> Hazardous Materials (HAZMAT)
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Productive Laboratory	Justification: <input checked="" type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures
	12 PL Hours per-trainee
	Occupations Receiving PL Training: Production Staff
The PL instructor must be dedicated to training, at a ratio of 1:1.	

Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Project Oversight: <p>The President will oversee all aspects of the training project. The Human Resources Manager will be responsible for reports and internal data collection for tracking purposes. High-level subject-matter experts and Managers/Supervisors will deliver training. In addition, OGC has retained an administrative subcontractor to provide additional administrative support.</p>
<ul style="list-style-type: none"> Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Computer, Computer, Continuous Improvement and Manufacturing Skills <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: Business Skills and Continuous Improvement

- **Administration:**

OGC staff will collect and keep training rosters and required documentation in its Carlsbad facility. A third party administrative vendor has been retained to assist with administration.

- ☒ In-house
- ☒ Subcontractor- Training Funding Service

Repeat Contract

<ul style="list-style-type: none"> • Number Of Contracts in last 5 years: 	1
<ul style="list-style-type: none"> • Training provided / focus in last Contract: 	<ul style="list-style-type: none"> • All staff received training on lean manufacturing processes. • All staff received training focused on the capabilities of their new production equipment.
<ul style="list-style-type: none"> • Difference in Training Plan: 	OGC's second training project focuses on all departments unlike the first project, and is based on the experience the Company gained from the ET22-0314 project. The Company started investing in outside trainers for Sales Staff and added one-on-one coaching opportunities for professional development beyond just technical training.

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 \$ %
ET20-0314	Carlsbad	4/2/2020-4/1/2022	\$36,225	\$27,703 (77%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Funding Source	Seal Beach	\$1,500
Administrative	Training Funding Source	Seal Beach	Up to 13% of payment earned.
Training Vendors	To Be Determined	To Be Determined	To Be Determined

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

Trainees may receive any of the following:

Business Skills

- Change Management
- Budgeting
- Building a Team
- Business & Financial Planning
- Coaching Skills
- Collaboration
- Communication
- Conflict Management
- Customer Collections
- Customer Satisfaction
- Developing Internal Employee Opportunities
- Leadership Training
- Problem Solving
- Product Knowledge
- Risk Management
- Time Management

Commercial Skills

- Hazardous Communication
- Hand and Power Tools
- Job Costing
- Personal Protective Equipment (PPE) Awareness
- Respirator Protection

Computer Skills

- Adobe Illustrator, Photoshop
- Company Website Development
- Customer Relationship Management Software (Pipedrive)
- Enhancing Email Skills (Archive, Etiquette, Efficiency)
- Microsoft Office- Advanced (Word Excel, PowerPoint)
- Payroll
- Sage PFW ERP/Batch Master/Sage Payments

Continuous Improvement Skills

- Process Improvement
- Productivity Improvement
- Quality Systems and Procedures
- Team Building/Problem Solving/Decision-making

Hazardous Materials Skills

- Flammable Liquids
- Gases
- Hazard Communication (HazCom)
- Material Safety Data Sheet (MSDS)
- Toxic and Infectious Substances

Manufacturing Skills

- Art Glass
- Equipment Operation
- Bagging Machines
- Frit, Stringer, Noodle, Rod, Cullet
- General Safety
- Heat & Illness Prevention
- Installation Procedures
- Job Cost
- Material Sourcing
- Materials Handling and Storage
- Nuggets, Billets, Rocks, and Casting Blocks
- Power Tool Use and Guarding
- Product Knowledge
- Respiratory Protection
- Recycled Content
- Quality Control
- Samples, Kits, and Rack Packs
- Site Logistics
- Slips, Trips and Falls
- SWPPP (Storm Water Pollution Prevention Program)
- Tile Production

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Productive Lab (Trainer-to-Trainee Ratio 1:1)

Trainees may receive any of the following:

Manufacturing Skills

- Equipment Operations
- Bagging Machines
- Proper Blending of Clays & Glazes
- Material Sourcing
- Materials Handling and Storage
- Power Tool Use and Guarding
- Product Knowledge
- Respiratory Protection
- Slips, Trips and Falls
- SWPPP (Storm Water Pollution Prevention Program)



RETRAINEE-JOB CREATION
Training Proposal for:

Pathway Humanity Personnel, SPC

Delegation ≤ \$75,000 Single Employer

Contract Number: ET23-0155

Approval Date: September 16, 2022

Panel Meeting of: September 30, 2022

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative SB <100	Industry Sector(s):	Services (G) Priority Industry: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Counties Served:	Contra Costa, Santa Cruz	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 4	U.S.: 4	Worldwide: 4	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

In-Kind Contribution
\$40,000

Total ETP Funding
\$51,405

Small Business Only:	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Occupations to be Trained:	Administrative and Clerical Support Staff, IT Desktop Support Staff

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee SB<100	Business Skills Computer Skills	3	8-200	0	\$1,035	\$21.57
				Weighted Avg: 45			
2	Job Creation Retrainee SB<100 Temp-to-Perm	Business Skills Computer Skills	30	8-200	0	\$1,610	\$17.64
				Weighted Avg: 70			

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

Minimum Wage by County: Job Number 1: Contra Costa County - \$23.30 per hr. and Santa Cruz County - \$21.57 per hr. Job Number 2: Contra Costa County - \$19.42 per hr. and Santa Cruz County - \$17.64 per hr.

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 trainees.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 - Retrainees		
Administrative and Clerical Support Staff		1
		2
Job Number 2 – Job Creation and Temp-to-Perm		
Administrative and Clerical Support Staff		10
		10
IT Desktop Support Staff		5
		5

OVERVIEW

Year Company Founded:	2019	Company Headquarters: <input type="checkbox"/> <i>Single location</i> Concord, CA
Total Number of Facility locations in California	One location as of the date of the proposal, but a second location (Santa Cruz) plans to open in the fall of 2022.	
Facility location(s) where training will occur	<ul style="list-style-type: none"> • Concord (Contra Costa County) • Santa Cruz (Santa Cruz County) 	

Nature of Business:	<ul style="list-style-type: none"> • Pathway Humanity Personnel, SPC (Pathway) is a job readiness and placement staffing agency that assists individuals seeking job opportunities throughout the United States. • Training is only for full-time permanent employees, not for the nurses being placed on temporary assignments. This is in keeping with the Panel's standards to fund training for the employees of a staffing agency such as Pathway. (Title 22, CCR Section 4427.)
Customer Base:	<ul style="list-style-type: none"> • Pathway's customer base includes industries such as healthcare, clerical and administrative, industrial and construction, engineering and information technology, professional management, and human resources (HR). • Pathway's customer base also includes individuals seeking employment.

Business / Industry Needs / Changes	<ul style="list-style-type: none"> • Pathway seeks to expand operations to cities with high poverty in order to continue mission to help underrepresented individuals become successful and self-sufficient. • The Company must also train current and new staff on the services it provides so that staff are able to assist the customer base. • In the healthcare industry, Pathway currently assists individuals in finding jobs as Administrative and Clerical Support Staff in hospitals. Over the next two years, the Company will begin to help individuals find job opportunities relating to the medical field. • Pathway is expanding its services to include career mentoring, coaching, and labor relations.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> • Pathway seeks funding to upgrade incumbent workers' skillsets to help advance their knowledge in operation procedures so that they have the opportunity to work with the Company's growing customer base. • In the fall of 2022, Pathway has plans to open another facility in Santa Cruz as the Company plans to expand its service in an area of high poverty. Newly-hired staff will need the proposed training to learn the Company's operation procedures from the beginning of employment.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab

☒ E-Learning

Business Skills	Computer Skills
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Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function; or, <input checked="" type="checkbox"/> Opening specific new plants or facilities, expanding or upgrading existing facilities, and/or repurposing existing unused space/buildings or facilities
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	70 hours for Job Number 2
For Trainees in Job Number 2 (Job Creation), Pathway is requesting a weighted average of 70 hours as these are new employees and will need additional training to learn all operations' procedures.	

The following Modification(s) fall within Panel guidelines:

Veterans Program

Number of Veterans	While there will not be a separate Job Number for Veterans in this proposal, Pathway works with the Contra Costa Workforce Development Board to help place veterans into jobs. Additionally, the Company's website contains information on how veterans can use its service to find job opportunities throughout the United States.
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Temp-to-Perm

Average days to convert temporary workers to full time permanent employment.	6 months
Employer-paid healthcare premiums while on temporary status.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No It is expected that these workers will receive employer-paid health benefits immediately upon hire.

Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Project Oversight: Pathway's President/CEO (dedicated administer) will oversee the proposal. The Company's HR Manager will also assist in providing internal administrative duties. Once the Santa Cruz facility opens, its Program Manager will oversee training administration at that location. The President/CEO will deliver in-house training, and the Company plans to use a third-party vendor to deliver training that has yet to be determined.
<ul style="list-style-type: none"> Trainers: <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills and Computer Skills. <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined (TBD).
<ul style="list-style-type: none"> Administration: Pathway's President/CEO and HR Manager will be providing internal administrative duties. <input checked="" type="checkbox"/> In-house <input type="checkbox"/> Subcontractor

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	N/A	N/A	N/A
Administrative	N/A	N/A	N/A
Training Vendors	TBD	TBD	TBD

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

Trainees may receive any of the following:

BUSINESS SKILLS

- Agile Development
- Cost Management
- Customer Relationship Management
- Education Skills Improvement
- Government Contracting Position
- Leadership Skills
- Project Management
- Proposal Writing
- Stakeholder Management

COMPUTER SKILLS

- Cloud Security & Information Assurance
- Computer Literacy
- Microsoft Office (Intermediate and Advanced)
- Web Design