



**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL**

City Hall  
Council Chamber  
915 I Street  
Sacramento, CA 95814  
November 1, 2019  
(916) 327-5640

**Panel Members**

Janice Roberts  
Acting Chairperson

Gloria Bell  
Member

Cheryl Akin  
*Ex-Officio* Member

Gretchen Newsom  
Member

Rick Smiles  
Member

Douglas Tracy  
Member

Ali Tweini  
Member

**Executive Staff**

Peter Cooper  
Assistant Director

Jill McAloon Chief  
Deputy Director

Michael Cable  
General Counsel

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

Acting Chairperson Janice Roberts called the meeting to order at 9:28 a.m.

**II. ROLL CALL**

Present

Gloria Bell  
Gretchen Newsom  
Janice Roberts  
Rick Smiles  
Chris Dombrowski  
Ali Tweini  
Douglas Tracy

Absent

Ernesto Morales

Executive Staff

Peter Cooper  
Michael Cable

**III. AGENDA**

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

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

Motion carried, 7 – 0.

**IV. MINUTES**

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

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

Motion carried, 7 – 0.

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

Mr. Cooper welcomed the Panel Members, applicants, and stakeholders and new Panel Member Douglas Tracy. Mr. Cooper reported that following the last Panel Meeting in September, this is a moderate Panel Meeting. Today's Meeting is approximately \$23.4M with another \$847,407 in delegation orders, for a total just over \$24.2M.

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

Regarding budget and Alternative Funds, the Alternative and Renewable Fuel and Vehicle Technology Program has a new name: The Clean Transportation Program. This program is a partnership with the California Energy Commission for \$2M, approved through an interagency agreement, of which, there is currently \$1.3M remaining.

Regarding core funds for this fiscal year, Mr. Cooper reported that if all Proposals were funded today, the Panel will have approved a total of \$50.4M in 138 projects. ETP will have approximately \$52.6M for the remainder of the year with a demand of \$80M remaining for FY 2019/20.

Mr. Cooper reported, regarding SB-792 (the "ETP Bill") that was introduced in June 2019 and only included a few minor changes updating the WIOA references, it is not expected to move any further. The current focus has been on the bill language that will accompany the Governor's Reorg Plan concerning the new Future of Work Department. Please note, however, that the bill language that will accompany the GRP, will not include any significant or controversial changes, but will include the changes updating the WIOA references that were included in SB-792.

Mr. Cooper requested a motion to approve the Consent Calendar.

Ms. Newsom announced that she will need to recuse herself from Tab 4: CSI Electrical Contractors.

Acting Chairperson Roberts noted for the record that Tab 16: Therm-X has a high turnover rate at this time – over 21% - and if they do not meet the 20% turnover rate threshold during their 2-year program, they will take the 25% penalty.

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

Motion carried, 7 – 0.

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

### **SINGLE EMPLOYER CONTRACTS**

#### **Tab No 18: Lockheed Martin Corporation**

Mr. Swier stated that this is a proposal for Lockheed Martin Corporation. The Company designs, develops and manufacturers missile and aerospace transportation systems. This proposal targets workers in both Northern and Southern California including two divisions: Aeronautics and Space Systems. Lockheed Martin is dedicated to recruiting veterans in its most recent ETP agreement - 25% of the overall trainees were veterans. The company is requesting \$649,888 in funding to train 883 incumbent workers. ETP has received a letter of support from District Lodge 725 International. The contractor is also requesting a modification to extend the standard trainer-to-trainee ratio from 1:20 to 1:26 for business skills and continuous improvement training, affecting approximately 15% of the training plan. The company's locations in Palmdale and Edwards Air Force Base are located in HUAs (High Unemployment Areas). However, they are not requesting a wage modification.

Mr. Swier stated that Staff recommends approval of this project and introduced Jon Gustafson, Director of HR Economic Development Opportunities.

Mr. Gustafson stated that Lockheed Martin has over 9,500 employees in California. Mr. Gustafson shared that they have a couple major training initiatives, and mentioned that this is the first time they have combined applications to support both of their major locations in the north and the south. A couple of their major training initiatives also were pushed to the right, delayed beyond the contract period due to unforeseen operational changes that occurred and if there were any questions about the performance that they had on the last Space Systems contract in the north that resulted in a 68% spend. Mr. Gustafson stated that they do not foresee any risk of reoccurrence as this is the first time they are combining their operations into a single application, and, in addition, they have consistently spent \$400,000 to \$500,000 in each of the regional past ETP projects. Also ETP reimbursement rates have increased significantly from these past projects, and since they're confident in their ability to utilize the full award, they likely will do that before the performance period ends. Mr. Gustafson explained that they have had a recent number of contract wins, particularly in their aeronautics business and they have added over 800 new jobs in the LA region over the past couple of years. And many of those newer incumbents require substantial training and connection with these new contract wins. Mr. Gustafson then asked if the Panel had any questions.

Mr. Tweini stated that he wanted to applaud them and say thank you for including 25% of veterans, and noted that he has made it his responsibility and his duty to go around and

encourage everyone everywhere to do whatever they can to have opportunities for veterans and again thanked Mr. Gustafson for the 25%.

Acting Chairperson Roberts had a question on their trainer-to-trainee ratio. And asked about the 1:26 ratio, asking if they have two trainers present or just one trainer to train 26 employees.

Mr. Gustafson stated that it depends on what type of training they are doing. Obviously, if it's a lab-training type of training, the trainer-to-trainee ratio is lower. But with some of their other types of training, like project management or six sigma, the ration is higher.

Acting Chairperson Roberts then stated she was concerned with the validity of the training and she knows they've been a great partner with ETP, but this exception seems kind of odd and mentioned that she doesn't know if they had an exception last time or not.

Mr. Gustafson confirmed they did have this exception on their last project.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Ms. Bell seconded approval of the Proposal for Lockheed Martin Corporation in the amount of \$649,888. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 – 0.

**Tab No. 19: Safran Cabin Galleys US, Inc.**

Ms. Tarrac stated Safran Cabin Galleys US, Inc., headquartered in Huntington Beach, California, is a first-time Single Employer and this is a Priority Industry Retraining project. Safran Cabin Galleys US, Inc. is requesting \$488,865 in ETP funding, which if approved will include a Veteran's component to hire six Veterans-Job Creation for 12 net-new jobs and retrainees and plans to train 471 trainees, the bulk of which will be production, technical, and engineering staff. Safran Cabin is requesting a productive lab trainer-to-trainee ratio of 1:3 due to the equipment used during productive lab occasionally requiring up to three people to operate. Further, they're requesting to include 30 workers under the Temporary-to-Permanent Guidelines and they're planning to use an LMS which staff has reviewed and approved. This project will be overseen by the corporate Director of Training with support from a training coordinator.

Ms. Tarrac stated Staff recommends approval of this proposal and introduced Ferhand Lansangan, Corporate Training Director.

Mr. Lansangan stated that Safran Cabin Galleys designs, manufacturers, and maintains aircraft galleys for customers like Boeing, Airbus, Mitsubishi, and other aircraft and was excited to describe the changes in the aircraft industry and how Mitsubishi Aircraft Corporation has helped expand the regional air travel. This contract is to provide galleys for the space jet planes and has created a need to train their workers on new Mitsubishi manufacturing processes and procedures. Their workers will be cross-trained on Mitsubishi manufacturing procedures and operating requirements. All employees will be impacted by these changes and will be required

to learn new job skills. This is a big project and requires a great deal of training and Mr. Lansangan stated that they understand it will need more than 21,000 hours of training. This is a little bit more than 1,000 class hours per month and have achieved this in the past and are prepared to provide this training as they move forward. Safran Galleys understands this is a very large undertaking, and have a training infrastructure in place to meet their commitment. Safran Cabin Galleys has 25 in-house trainers who will provide training and contract with other vendors to provide additional training as needed and are ready to start training upon approval by the panel.

Ms. Newsom asked Mr. Lansangan how he heard about ETP.

Mr. Lansangan responded that there are a few companies in their aerospace family of products that also have contributed to or have taken part of the ETP program.

Ms. Newsom then stated that what they see for wages, under their first job number, looking at production workers, their wage starts at \$15.64 but under Job Number 2 and Job Number 3, which is the Job Creation and the Veterans component, the same classification of production workers starts at \$12.70. She also added that it doesn't feel very good for her to be voting for a proposal that has a lesser wage for veterans specifically and wanted some justification for it.

Mr. Lansangan responded that it's a starting wage and they promote from within very highly, the type of products they build is not common so they usually see skills and talents early on and promote those employees quickly through the organization.

Ms. Newsom then asked how quickly the veterans are going to get their wages increased from \$12.70 back up to the starting wage for the rest of the production workers of \$15.72. Then asked if, after they received this training, they get bumped up in their wage to at least \$15.

Mr. Lansangan said yes and usually more as soon as they see their skills after a 60 or 90-day review.

Ms. Newsom then addressed all the consultants in the room, stating that she hates when these kinds of proposals come forward because it looks like they are paying veterans less.

Ms. Bell asked how long it takes to get to that threshold for an increasing compensation.

Mr. Lansangan responded usually, when they bring in people, they have a 10 to 30-day review of their initial skills and usually after 30 to 60-days, is when they notice their talents and increase them accordingly.

Ms. Bell then asked Mr. Lansangan if he is saying 60 days.

Mr. Lansangan responded that it would be their maximum – that is their review time.

Ms. Bell then asked could it be 90 days.

Mr. Lansangan said it could also be 90 days, but usually when they recognize a star worker, they will increase them because they'll have more responsibility.

Ms. Bell then asked could it be six months.

Mr. Lansangan said not usually because they move pretty quickly through their manufacturing processes, and have to get those kinds of skills in place and people in place.

Mr. Tweini stated that it does not justify the fact that when those veterans come in, as far as expertise and training, they're the best in the industry to do the work that you want to do and he did not hear anything to justify that they should be paid less. Mr. Tweini pointed out that there's a big gap between \$12 something and \$15 and said he doesn't feel comfortable listening to this.

Ms. Newsom then asked if they would be willing to increase the wages of the six veterans they propose hiring up to the minimum threshold of what they're producing for Job Number 1.

Mr. Lansangan said yes, they could look into that.

Ms. Newsom then asked Mr. Lansangan if they would look into that or do it.

Mr. Lansangan said yes, they will do that.

Acting Chairperson Roberts mentioned that there may be very few people under that wage, but when they just see the optics, the optics don't look good. Acting Chairperson Roberts suggested that if there's one employee that is making less, to not even include them in the contract because all they see is that the gap doesn't look good.

Ms. Newsom added that they could also just pay them more.

Mr. Tweini then stated that, with the amendment that the veterans will be paid the same as the others, he will move to approve the motion.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the Amendment for Safran Cabin Galleys US, Inc., in the amount of \$488,865 with the agreed upon modification that the veterans under Job Number 3 be paid trainees no less than \$18.14, which is the Post Retention Wage amount under Job Number 1. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

### **Tab No. 20: Fox Factory, Inc.**

Mr. Hoover stated that Fox Factory, Inc. (Fox) is a Priority Industry and a Repeat Contractor, with total ETP funding being requested of \$499,215. Fox designs, engineers, manufactures, and markets performance-defining products and systems for many types of vehicles including bicycles, side-by-side vehicles, on-road vehicles, off-road vehicles, trucks, all-terrain vehicles (ATVs), snowmobiles, motorcycles, and commercial trucks.

Training will be delivered at Scotts Valley, Watsonville and El Cajon facilities. This will be Fox's third ETP contract and its third within the last five years. In this proposal, there is a Veteran's component and Fox will train eight veterans under Job Number 3. The company hires veterans

through the Work for Warriors program and recruiting firms like Lucas Group's military (veteran-staffing) agency. There's also a Job Creation component - Fox is committed to hiring 30 net-new employees under Job Number 2. These 30 net-new Job Creation workers will be under the panel guidelines for the Temporary to Permanent program, and the average time for converting temporary workers into full-time permanent employment is between three to five months.

The training infrastructure includes the Talent Acquisition Manager, who is the dedicated administrator, and an Administrative Assistant. Both will be responsible for collecting rosters and tracking hours. In addition, this Talent Acquisition Manager will oversee training and delivery. ETP funded training will be delivered by 25 in-house experts, which includes two newly hired Environmental Safety Managers and a safety committee comprised of leads, managers, and HR staff. Designated trainers from each facility will coordinate training schedules with the HR Manager.

Mr. Hoover stated that Staff recommends approval of this proposal, and introduced Martha Chavarria, Talent Acquisition Manager.

Ms. Chavarria thanked the Panel Members for allowing her to be there and stated that she had been with the company for eight years. She was excited about this program because when she joined Fox, training was not happening the way it should, but the ETP program has really enhanced their training. It has changed the culture around training and they have developed so many programs, and with her being the Talent Acquisition Manager making sure that they are hiring the right people, getting them trained, getting them skilled, internal promotions, developing all these roles to promote within and giving them the skills. They've already had two successful ETP contracts, both earned 100% and knowing that this last contract ended in October of 2018, she kept this training going. They are already at 9,000 hours of training, and they continue to grow and build. Ms. Chavarria stated that she also believes in the Veterans Program and mentioned that she visits the one in El Cajon once a month. The two new Environmental Health Safety Managers they hired are from a military background, along with other managers, and the products that they build in the military. Ms. Chavarria stated that they are proud of their cool products that take a lot of work to build, the training of their production line workers, and their newly developed programs that trainees are now getting certificated in,. They have now just approved a new LMS program thanks to this and again, they just continuing to build and grow their business and their numbers show, and they keep growing the amount of people hired. Ms. Chavarria stated that they have 2,500 employees worldwide and just in the US today, they are over 1,000.

Ms. Bell congratulated them on their two contracts and thanked them for being successful and appreciated Ms. Chavarria's enthusiasm. Ms. Bell asked about the 30 temporary employees that they hire, and asked how they bring them in?

Ms. Chavarria explained they have a temp agency onsite and that is one of the things that they wanted so they can have somebody onsite that they control. They have job fairs onsite and work closely with them, making sure that they build that awareness around the community and building those individuals to come work for them.



Ms. Bell inquired about the 30 that they bring on, and what the probability is that they will make it.

Ms. Chavarria explained that they have a program that has a good structure to where they're already evaluated at 15, 30, and 60 days to make sure they're successful to be converted.

Ms. Bell stated that she also appreciates that they provide healthcare benefits for their temporary staff.

Ms. Chavarria stated that this is one of the best things that she has to do and also manages the temp business vendors, and making sure that all this is in place before they sign contracts with them.

Ms. Bell said to keep up the good work.

Mr. Tweini stated he never wants to miss an opportunity to say thank you to anyone who does anything for our veterans and appreciates that and stated that the Panel always likes to see more, but thank you for what you do.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Mr. Tweini seconded approval of the Proposal for Fox Factory, Inc. in the amount of \$499,215. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

### **Tab No. 21: Lam Research Corporation**

Mr. Hoover stated that Lam Research Corporation (Lam) is a Priority Industry and a Repeat Contractor, with total ETP funding being requested of \$562,350. The proposal for Lam has been designated a Critical Proposal by the Governor's Office of Business and Economic Development (GO-Biz) based on the Company's capital investment of \$170 million in its California facilities and commitment to adding 80 net new jobs in California. Lam designs, manufacturers, markets, and services semiconductor processing equipment used in the fabrication of integrated circuits. Lam's wafer fabrication equipment, products, and services are designed to help computer chip makers build smaller, faster and better performing products to be used in a variety of electronics, including mobile phones, personal computers, servers, wearables, automotive devices, storage devices, and networking equipment. Lam will train 735 incumbent workers and 80 newly hired frontline workers at both its Fremont and Livermore facilities. In this proposal, Lam has included a veteran's component under Job Number 3. The Company has committed to train 50 veterans. It also contains a Job Creation component. In 2018, Lam devoted \$1.2 billion to research and development and plans to invest over \$100 million in the next three years in advanced semiconductor-manufacturing tools, equipment, software, services, and supplies at its California facilities. Lam will hire 80 net new employees under Job Number 2. Under its training infrastructure, Lam's Director of Global Learning, its dedicated administrator, will oversee ETP training and their HR Department will oversee all workforce training across the entire organization and operates under the direction of a Senior

Vice President. Additionally, there will be several full-time administrative staff, training staff, and one management employee assigned to assist with administration and coordination for this project. The company has also retained a third-party subcontractor, Herrera & Company, to assist with its ETP administration.

Mr. Hoover stated Staff recommends approval for this proposal and introduced Arnold Maler, Director of Global Learning and Development and Phil Herrera, Herrera & Company.

Mr. Maler thanked the Panel and stated that he is the Global Learning and Development Manager at Lam, which is one of the leading semiconductor equipment companies in the entire world. They set off when he first started to have a four-year learning journey for employees. The first part of it was to set a training foundation that wasn't there before, which would reinforce the culture and business fundamentals for employees, design scalable leadership from all levels, and then basically design a strategy that is needed for all learners to grow and foster. This year, they built a continued leadership scaling model from the IC to the managers, and they've also started leveraging technology to address the needs of a diverse employee workforce. In 2020, they plan to optimize a seamless and robust learning architecture for all employees. And lastly, in 2021, they want to instill a lifelong learning culture and environment for all their employees. So, if approved by the Panel today, they will further enhance their training program going forward. Mr. Maler asked if the Panel had any questions.

Mr. Tweini thanked Mr. Maler for recruiting 50 veterans.

Ms. Newsom thanked Mr. Maler for the high wages and for paying the veterans the same amount and looking at the previous contract that they had, it was a real small amount and it looks like it's going to be 100% of that. Ms. Newsom pointed out that their requested funding is jumping from \$49,000 up to \$562,000 and asked how they are preparing for that.

Mr. Maler stated that, to his knowledge and prior to him coming, it was a single department that was actually applying for that. And since he joined the company, they now have a global initiative. So that's more or less what was coming through.

Ms. Newsom wished them the most success possible.

Ms. Bell asked how long he had been with the company.

Mr. Maler stated just under two years.

Ms. Bell said congratulations and asked Mr. Maler to tell her a little bit more about their commitment to training.

Mr. Maler stated actually, just as of two days ago, they got verbal commitment to hire two more training instructors on their staff and that they have a relatively small staff compared to most training organizations, but they do keep a ratio of in-classroom training under a maximum of 24. They plan to facilitate more on-demand training where trainees can take it, download it onto their phones and their laptops, so even without Wi Fi, they can actually enhance their training and take it when they want to take it.

Ms. Bell then asked about their strategies to hold their staff accountable for the training.

Mr. Maler said the staff is already committed to actually doing the training. Most the staff members have been in the training industry for at least 15 years. And they're just very, very well suited for the development in the cycle - they come from different companies such as INTEL and Applied [Materials] - so there are well versed in the semiconductor industry and how training needs to be applied.

Ms. Bell noted that she asked him these questions not to be punitive, but because she wants them to be successful.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Bell moved and Mr. Tweini seconded approval of the Proposal for Lam Research Corporation in the amount of \$562,350. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 22: Vander-Bend Manufacturing, Inc.**

Mr. Hoover stated Vander-Bend Manufacturing, Inc. (Vander-Bend) is a Priority Industry and a Repeat Contractor, with total ETP funding being requested of \$335,225. Vander-Bend provides contract manufacturing for custom precision sheet metal, welded frames, precision machining, custom-cable harness and electro-mechanical assembly. The Company also provides product design and a full range of support services. ETP funded training will be delivered to employees located in San Jose, Stockton and Rancho Cordova. Even though a Veteran's Job Number isn't included in this project, Vander-Bend actively seeks veteran recruitment organizations to attend meetings to recruit veterans. This will be Vander-Bend's second ETP project, the second within the last five years. There is a Job Creation component-the Company will hire 40 net new employees under Job Number 2 and within those 40 there will be 10 that are falling under the Temp-to-Perm program under the Panel guidelines and the average time for converting temporary workers into full-time permanent employment is six months.

Mr. Hoover stated Staff recommends approval for this proposal and introduced Louis "Matt" Howell, Training Manager and Greg Biggs, CEO.

Mr. Biggs thanked the Panel and stated that he worked with the City of San Jose and the Mayor's office for a number of years before they had their first ETP contract and that it was wildly disappointing, even though he served on every panel he could and put in a lot of effort, it just was not successful from a bureaucratic standpoint. Then they decided they better take matters into their own hands and create their own training program. They have been around since 1980 and never had a formal training program. And they hit a critical mass where they were not able to add people and thought they better own this and they then hired Matt Howell and started a curriculum and just now are completing their first contract. They started in 2017 and has been wildly successful. and aside from their expansion and acquiring other companies throughout the state, they have organically in their Silicon Valley location added about 200 people in the last 18 months, which they are pretty proud of that and a huge portion of that is

not only the handful of people they've brought through the program from ETP but also the existence that they have a training program. This new contract they are going for is larger than their last contract because they realized how successful it's been, and that they would like to continue growing those people that they brought in at the very lowest level and grow them through the organization. The enthusiasm from the people that have graduated through the program is infectious and it's done a lot of really positive things for their morale in the business and looking forward to continuing not only this contract and but looking forward to adding curriculum for the next contract.

Mr. Howell added that Mr. Biggs gave them that perfect picture from a higher level of CEO perspective and is here more to answer the nuts and bolts questions because he is the man on the ground.

Ms. Bell stated their attempts takes six months to get on board and asked if that is kind of long? Or is that in the metal industry and if that s their norm?

Mr. Howell then responded that he believes it's the norm, and that it is dictated more by the temp agency than them a lot. Oftentimes, the percentage out here buys a 70- 80% of the time they convert them before six months and sometimes they have to haggle with the temp agency to do that because they want to keep them on their system for six months.

Ms. Bell added that they can bring them on board, and they just have to convert them and pay some money to do that.

Mr. Howell stated that yes, they pay them the same amount.

Ms. Bell then asked out of those, he would say makes those six months because that's a long time.

Mr. Howell responded with that it is close to 100% and stated that their turnover is very low and thankfully even in the training portion of their employment, have just renegotiated with their temp agencies for a shorter period of time than the six months for financial reasons and when you're paying a temp agency, you're paying a premium for those employees. They would rather transfer a portion of that premium to the employee based on achievements they've made within the company, and then keep the rest for themselves to grow their department for training and other things. They've recently dropped that six to about four months, but that's as recent as two weeks ago with the application that was placed in before that, they're shortening that timeframe.

Ms. Bell then asked in those six months do they receive any form of benefits.

Mr. Biggs responded absolutely.

Ms. Bell then asked about healthcare.

Mr. Biggs responded yes.

Mr. Tweini then stated as far as the Veterans Program, he encouraged him to go deeper more than just an invitation to firms, to attend the meetings, and the panel would like to see this and encourages him and everyone else and noted that they're the best in the industry, and you

can't get any better than them to do the work for you and to recruit them, train them and have them part of.

Mr. Biggs stated that is something that they can tap into a little deeper, especially now that they're creating a higher level curriculum and mentioned they just hired a plant manager for their facility in Rancho Cordova and convinced him to move from Reno to California, which is no small fee based on cost of living and they have already as recently as yesterday have talked about other programs that he might be aware of when he was working in Reno, for the Tesla factory for recruiting veterans. It's not something they've seen a lot of but are open to, they have talked to people about ex-convicts transitioning as well as homeless programs and there are people coming off the street and trying to absorb them as well.

Ms. Newsom asked if he could elaborate on the workers that they're training and asked if they are receiving any kind of certifications that they can use throughout their career?

Ms. Howell responded with yes, based in their program on the National Institute of metalworking standards model, they are really ramping up to make it more of an apprenticeship.

Ms. Newsom then pointed out and stated that theirs is not an apprenticeship, correct.

Mr. Biggs responded that they get them halfway through the program, which is not a full blown apprenticeship program yet, but going to a meeting next Tuesday at the Diablo Valley College and the apprenticeship model is really where he thinks he is steering the program and hoping to give them a certain valid sort of certification that can be transferred from employee to employer state to state.

Ms. Newsom then stated that when he was mentioning earlier his dissatisfaction with a previous program asked if it was an apprenticeship that he is talking about.

Mr. Biggs then responded with no, it was an attempt by manufacturers in Silicon Valley to work with the city of San Jose to try to stitch together the junior colleges that have kids coming out of high school and had this utopian idea that he could get all these people in a room and they could solve this problem and it was just a miserable failure, because there was a lot of meetings and no action.

Ms. Newsom stated that they are seeing great success with the apprenticeship model, and there are existing apprenticeships in their local area and would highly encourage them to look at them.

Mr. Biggs responded with there's a couple of print programs for welders out in their area that appeals to their Rancho Cordova facility because they're perpetually short on that and that the manufacturers in the area are taking every human they possibly can get through their programs so transferring some of that within their facilities is definitely a goal.

Acting Chairperson Roberts stated congratulations on being 100% on their last one especially that they did it all by themselves and sounds like they have a lot of dedication to this program and are very enthusiastic and that she has tried to get through funds and various programs other than ETP and is glad they were able to help them move forward with their training program.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Bell moved and Mr. Smiles seconded approval of the Proposal for Vander-Bend Manufacturing, Inc. in the amount of \$355,255. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 23: Betts Company**

Ms. Lazarewicz introduced the proposal for Betts Company with a requested funding amount of \$416,990. Betts manufacturers, services, and distributes transportation parts such as heavy-duty springs, truck parts, and heavy-duty vehicle suppression. Betts customers include industrial truckers, aftermarket distributors, and heavy duty repair shops and manufacturers. The Company will train staff in new automated mechanical equipment, ERP software updates and workflow efficiencies. Training under this proposal will take place at their six locations in Fresno, San Joaquin, Sacramento, San Bernardino, Alameda and Los Angeles counties. This is Betts fourth ETP contract and the third in the last five years with good performance. The Director of Human Resources will coordinate all training efforts along with administrative staff support, and a support person at each facility will also assist with roster collection and hours tracking. Additionally, Betts has retained the services of a third-party administrator.

Ms. Lazarewicz stated Staff recommends approval of this proposal and introduced Yolanda Escamilla, Director of Human Resources and Johnathan Lee, Director of IT.

Ms. Escamilla said good morning and she is the Director of Human Resources along with Johnathan Lee, Director of Strategy and IT. Betts is a 151-year-old company, the oldest company, family owned business in Fresno, California and they are proud to have completed their fourth contract with ETP this past March and are here to continue to invest in their employees and continue work on the different initiatives they have now, and have a new leadership team over the last two years, and definitely a new commitment to training.

Mr. Lee added that with the prior contracts, they were able to really establish a wonderful foundation for all levels and every employee in the company and what they're looking to do now with this new contract, is to continue to elevate the company further and in three specific ways. Number one is continue to build and solidify that foundation that they've already worked on. The second one is get the people to more of a of a technological advancement mindset as they introduce new products, and even potentially some services into the marketplace. The third one is to get them to incorporate new technologies for their everyday use for their everyday positions and this is going to be a critical juncture for them to be able to move forward in that way.

Mr. Tweini said thank you for presenting today and since their company has been here since 1868, he wants to encourage them to have a stronger veteran program to include veterans on their training, because all the areas that they listed, has plenty of talented veterans, that they can fill these gaps and do great work.

stated he absolutely agrees and thinks they have the opportunity now that they have thought about it and to actually have a awaiting into their recruiting programs. Someone had military background. And as a real life example, a week and a half ago, they just promoted somebody to be the leader of one of their locations. It's a very powerful story because he had an eight-year career with them, his entire business career was with them and that he has a 12-year career because he served in the Navy for four years first, and he started in the warehouse, very physical, demanding job, warehouse and driving deliveries. Then he got promoted to counter then he got promoted to outside sales and now he's actually the leader of that facility, in eight years, and he's really a model for them and the fact that he had the military background was a big enabler for him as he would testify.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Ms. Bell seconded approval of the Proposal for Betts Company in the amount of \$416,990. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

#### **Tab No. 24: ClarkWestern Dietrich Building Systems LLC**

Ms. Lazarewicz introduced a proposal from ClarkWestern Dietrich Building Systems LLC (ClarkWestern). The requested funding amount of \$372,600 will train workers including 15 new employees. ClarkWestern specializes in steel construction products and services for interior and exterior framing. They also produce clips, connectors, barrier mesh and other accessories. ClarkWesterns products are utilized throughout the United States and abroad, primarily in construct commercial buildings, including schools, hospitals, office parks and stadiums. ClarkWestern will train staff on a new production line, new equipment operation and maintenance of existing equipment, as well as the development and implementation of new features to their building information modeling CAD software. Training under this proposal will take place at their three facilities in Carlsbad, Woodland and Riverside. This is Clarkwesterns third ETP contract and the third in the last five years with good performance. A plant manager at each facility will oversee and coordinate training and managers will collect and review ETP rosters. A staff member at the company's headquarters will also oversee the contract. Additionally, ClarkWestern has retained the services of a third party administrator.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Frank Gomez, Plant Superintendent and Angela Jones, Training Grants Intelligence.

Mr. Gomez said good morning to the Panel Members and that he is the plant superintendent for Clark Dietrich Building Systems and this is their third project and on behalf of their company wanted to say thank you for the previous funds provided and for consideration for this request. This represents the three locations in California. He works at the Woodland facility, but also have worked for many years at Riverside facility in Southern California. And has knowledge of both facilities and the training programs that they have there, and was a big part of implementing those trainings that they conduct there and has been with the company 26 years and is a veteran himself and knows that their company very aggressively looking for veterans,

they look for people with those types of leadership skills that they can promote to administrative or leadership type roles and for the sake of brevity, would like to turn it over and If they have any questions that he may answer for them.

Mr. Tweini said thank you for his service and would like to see a stronger veteran program as much like he said he been in the company for 26 years and being that he is a veteran himself, he knows that a stronger program will do better, because we all have to be committed to do what we can to include them just a lot more than just having like FEMA or online and we can include them. This is there third contract with us and they like to see a stronger, veteran program.

Mr. Gomez responded with yes, absolutely and their company has earned several awards over the past few years from organizations like Victory for being a top military friendly recruiter, including military spouse, employers, but that they can always do better and he personally am part of the interviewing process as well and he looks specifically for those types of individuals that have those skills.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the Proposal for ClarkWestern Dietrich Building Systems LLC in the amount of \$372,600. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 25: Collins Electrical Company, Inc.**

Ms. Lazarewicz introduced a proposal from Collins Electric Company, Inc. (Collins Electrical) with a requested funding amount of \$596,160. Collins Electrical is an electrical contractor that specializes in Commercial- Industrial Design and Build Projects as well as solar engineering projects. Their customers include institutional healthcare, multi-family housing and manufacturing facilities. Training in all performance management, Lean Six Sigma and electrical processes and techniques in order to increase staff's knowledge, project efficiency and work quality. The Company recently invested in a new Project Management Tracking System, as well Design Build software to assist with their sales processes. Training under this proposal will take place at their facilities in Stockton, Modesto, Marina, Dublin, Fresno and West Sacramento. This is Collins Electricals first ETP project. The Human Resources manager and two additional staff members will oversee the project administration and operations managers at each location will collect rosters, maintain records and scheduled training. Additionally, Collins Electrical has retained the services of a third party administrator.

Ms. Lazarewicz stated Staff recommends approval of this proposal and introduced Susan Rodriguez, HR Manager and Angela Jones, Training Grants Intelligence.

Ms. Rodriguez said good morning to the Panel Members and stated that she is the HR manager for Collins Electrical headquartered in Stockton and that this is their first proposal



with ETP and is extremely excited for the opportunity for these training funds and appreciates their consideration and here to answer any questions that they may have.

Ms. Newsom asked Mr. Rodriguez to differentiate the training that they are seeking to provide for the workers, specifically the electricians that could not be provided by their JTC.

Ms. Rodriguez responded with yes, they did exclude the apprentice, because they are through the IBEW and they want to focus on their journeyman electrician, especially those going into leadership roles such as foreman. So they are investing especially in those positions. They are currently seeking supervisory training for them and as well as their construction wireman, and they are very entry level as they await most of them to get into apprenticeship and plan on investing in them as well.

Ms. Newsom then asked if the local apprenticeship program or JTC is not providing the leadership development courses and classes that they are seeking to provide to their workforce.

Ms. Rodriguez responded with no, not at this time.

Acting Chairperson said congratulations on this being their first contract and likes to see people, new blood here in our system and that and it looks like a solid contract.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Newsom moved and Mr. Tweini seconded approval of the Proposal for Collins Electrical Company, Inc. in the amount of \$596,160. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

### **Tab No. 26: Eagle Systems International, Inc. dba Synergy Companies**

Ms. Lazarewicz presented a Critical Proposal from Eagle Systems International, Inc. dba Synergy Companies. The requested funding amount of \$650,095 will train staff including 56 new employees and 20 new veteran employees. Synergy Companies is a full-service energy management organization that provides comprehensive energy management and environmental solutions, such as water conservation, energy efficient heating, ventilation, air conditioning, and plumbing to residential and commercial customers. The Company also partners with utility companies to drive down carbon emissions, demands on water resources and grid demand. Synergy Companies will train staff on core technical training in HVAC, plumbing, and new technologies, which include electrification conservations, renewable energy storage, and implementation of SMART CONTROL technologies. Staff will also receive training and updated California Title 24 Regulations in order to meet Green Clean Technology efficiency standards. Training under this proposal will include six locations. This is Synergy Companies' first ETP project. The HR Director and support staff at each location will coordinate all training efforts, and additionally, the Company has retained the services of a third-party administrator.

Ms. Lazarewicz stated that Staff recommends approval for this proposal and introduced David Price, General Manager; Kirsten Nilsson, HR Manager; and Jill Meeuwsen, Synergy Management Consultants.

Mr. Price said good morning to the Panel Members and thanked them for their consideration and they appreciate ETP and the opportunities that it provides to the Synergy Company. It has been around since the early 80s and has been here since 1982. And they are boots on the ground company who does environmental remediation and weatherization programs statewide. They are part of the boots on the ground people that work in the disadvantaged communities, doing the EAS programs, which are energy assistance programs, and other programs with the municipalities for energy conservation and savings. Also they are reducing the carbon footprint and helping California reach their goals as such. They are excited about a wonderful opportunity and fuel switching and going into electrification, especially in the Central Valley. The San Joaquin Valley has 12 pilot programs that have been mandated by the state and their RFP has been selected and it's an outstanding operation to combine different resources and additional training is needed. They are anxious and excited to be able to continue participating on these much needed programs, especially in the environment that we have around us today and appreciate again this opportunity and look forward to be able to increasing their training. The founder of Synergy Companies, is a man named Steven Shellenberger and he has a training organization called Becoming Your Best and they get his training quarterly and they have trainers and HR managers in each office who train the trainers in a variety of ways and they And we also have trainers in the field. In fact, their lead trainer out of their Stockton office is a veteran and is anxious and excited to be able to have more veterans come on and probably about 6% to 7% of their workforce right now are veterans and they want to increase that.

stated he just wanted to acknowledge and say thank you every time he sees that there is a veteran component and that just gives him a joy, that something good is happening and said to keep up the good work and just to make sure whatever they do, that the veterans are paid equal to what everybody else are paid with any contract that they have.

Mr. Price responded with absolutely and typically their veterans do, they hire at a higher rate than they do their regular employees just because of their experience and their leadership.

Ms. Newsom asked for the workers that they're training, what certifications are they receiving?

Mr. Price responded with the utility companies, for example, PG&E and SoCal Gas, they require different certifications through their Stockton training centers and other centers for natural gas procedures and all of that type of thing as well. But in addition to that, they want to be able to take people in the different disadvantaged communities and hire them, which require a lot more individual training and being able to help them come up to speed on the regulations associated with it. Safety is also a big deal.

Ms. Newsom then asked for his thoughts on coordinating with an apprenticeship program and that it seems like their program might be applicable to a pre apprenticeship program.

Mr. Price introduced Kirsten Nilsson and she is their HR manager and she has reached out to many of those programs, especially, some of the community colleges and others and they had

varied success, some they got good, but it's also been very challenging to coordinate on some of those programs.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Bell moved and Mr. Tweini seconded approval of the Proposal for Eagle Systems International, Inc. dba Synergy Companies in the amount of \$650,095. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 27: Producers Dairy Foods, Inc.**

Ms. Lazarewicz presented a proposal from Producers Dairy Foods, Inc (Producers Dairy). The requested funding amount of \$595,125 will train workers including 15 new employees. Producers Dairy produces and distributes dairy and non-dairy food products. The Company provides products to public schools, grocery chains, and food beverage distributors worldwide. Producers Dairy will train staff on new equipment, a new organic product line, new packaging, and new software training will provide staff with upgraded skills and cross training on machinery. Training under this proposal will take place at their nine distribution centers in two manufacturing plants located throughout Northern and Central California. This is Producers Dairy's second ETP contract and the second in the last five years with good performance. The Director of Human Resources will oversee the training project and a department manager will schedule an administrator training. Also an administrative assistant and each facility will assist with roster collection. Additionally, Producers Dairy has retained the services of a third-party administrator.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Brandy Williams, Chief People Officer; Tatiana Cofta, Environmental Health and Safety Manager; and Beth Ingle, BLI Company.

Ms. Williams said good morning to the Panel and they are just thrilled to be there in front of them again for this second contract. They just finished up their first and in that time they've had a ton of growth. So it has been money and investment well spent. They have added 162 new positions and being they are a company of 650 is a really huge investment, of that number 16% of those were veterans that were specifically targeted. In fact, last week, she was in their Fairfield facility and just hired another Navy veteran that's going to be part of her HR team and is very happy to report that. They are an 88 year old company, located and based out of Fresno, California. They are a third generation family owned and operated company and she personally was born and raised in Fresno and grew up drinking Producers milk as a kid so it's really neat for her to be part of that story. Over five million half pints of little milk that they produce every week goes into and fill the bellies of kids throughout the state and that's important to be a part of that, that journey for them. For them, they have invested so much whether it was through ETP funding or through their own funding in terms of developing their people. It's important to note that 50% of their leaders, whether they are in leadership positions today, or high potentials, are through internal promotion. They try their very best not to go outside unless they

need to, because they really want to create career paths for all of their people. 57% of newly or of leaders were actually hired or promoted within the last two years. they have a turnover rate voluntary and retiree of 7.5% which is really unheard of in manufacturing it's very difficult to obtain. They're not only a manufacturer but over 300 of their people are Class A, Class B commercial drivers that has a record low unemployment rate at this point in time. They have a 13% total turnover rate, which again is remarkably low for the industry. They've dedicated in the last 18 months alone, over 60,000 hours of training into their people. 8000 hours of leadership development and when you think of why do people want to belong to Producers, they're not Pepsi, McDonald's, or Google. They're a little family owned and operated company based out of Fresno and they believe in their culture. They are purpose driven and believe in nourishing the lives through their healthy product, through the lives of children, and through the lives of families. They believe in investing in our communities, believe in investing in their company, their people, and put their money back in, and don't take it out and give huge bonuses and payments that were given to executives. That's not what they do, they invest it back into their facility. They're adding two new organic lines and both of their Fairfield facilities which they just acquired, it hasn't quite been two years and in their Fresno plant as well and of that they've also upgraded their fleet to low emissions California regulations. They believe heavily in vocational training programs and that's really important for them and actually sits on the Central California Manufacturing Advisory Board, where they created and are the founding employer to create a maintenance apprenticeship program, and they are getting their certification through the Department of Industrial Relations. They created a vocational training program for truck drivers so they will hire Class C, have the workers loaders non DOT regulated and then they can work their way into either a Class B or a Class A vocational training program for them. They are also paying for their education, paying for their schooling, and providing the OJT for them and are feeding themselves and creating succession plans for a lot of folks that are retiring. They don't see a lot of folks that want to go into truck driving so how can they incentivize that and reward that, their total rewards platform speaks for itself 95% of their health benefit platform, whether that's medical, dental, vision, life insurance is paid by the employer and have a comprehensive wellness program. They have a 5% ER match on 401k, 90 day waiting period, which it speaks very highly to what they've invested in their people and have tuition reimbursement, whether that's on the vocational side or traditional academic, or through the apprenticeship program as well and will leave it there and then open it up for them to ask any questions that they might have.

Ms. Bell said welcome and thank you and asked about their growth and why there's so much growth.

Ms. Williams responded with the contents of a person stomach don't change, and what traditional consumers consume hasn't changed from year to year. And in fact, if you think about the last few years, what's competing with milk because milk consumption continues to decline on an average of one to three percent right? You think water, bottled water is actually the number one competition when it comes to milk consumption and also lifestyle habits have changed back in the 60s and 70s. The company was founded eighty years ago. And has not been there quite that long. But you would take a gallon of milk and could put it on the dinner room table and oftentimes families don't have meals like that anymore. So their lifestyle patterns have changed and what they have to do is have to take from others, they have to go

and provide better service, better quality and they are able and have seen a 6% growth rate, just last year alone, and in a market that is continually declining and if you average with a 3% decline, plus a 6% growth rate, that's actually 9%.

Ms. Bell stated if you were dependent on her, you grow broke because she is lactose intolerant and asked if they consider the growth, is it different contracts that you receive?

Ms. Williams responded with yes, some of them are proprietary and when we go into a Costco, you know you're drinking Kirkland, you're drinking brand specific and asked if everybody heard of Dutch Bros? They were awarded the entire contract for within the state, that was huge for their Fairfield operation.

Ms. Bell said congratulations because your muscles like your people stay with you, and appreciates her being here and how they are dealing as well with an aging workforce?

Ms. Williams responded with absolutely, especially in Fairfield.

Ms. Bell then asked what their strategies around that are.

Ms. Williams responded with what she just talked about, the vocational training program, the apprenticeship program, they're feeding themselves.

Ms. Bell then mentioned employee engagement.

Ms. Williams stated they are creating their own pipeline of talent.

Mr. Tweini stated she mentioned their veterans program and this is their second application with us and their previous one did not include veterans and this one did not include veterans so looking at the numbers he would have loved to see a number of veterans that are given the opportunity to be trained. Yes these jobs, considering the geographic area that they cover and there's a lot of qualified veterans that can be trained for these jobs. And stated it's unfortunate because they don't highlight that and yet you can tell that they absolutely do that. They're just not taking credit for it so it's definitely something that will be in future applications.

Acting Chairperson Roberts had a question regarding training curriculum, it's looks pretty small, at least what they see here, and their training almost 100% of their employees, and must have trained 100% of their employees in the past as well on their last contract, because it's about the same amount and assuming it's the same group and just wondering how they're going to manage all this training, and just a small amount of training curriculum and asked do they do anything other than what they see before them? Or do they just do this. Because just looking at all this, doesn't see anything around truck driving or anything like that.

Ms. Williams responded with all of that, in fact, they just launched a train the trainer that, they spent as just a company, over \$40,000 on with Smith system training.

Acting Chairperson Roberts stated she is familiar with Smith training, but that she doesn't see it in here and that if she comes before the panel, again, would like to see a more robust, detailed curriculum than this, because looking down here and have seen a lot of, continuous improvement, some computer skills and doesn't see anything around truck driving, and when looking under who's their training vendors, she doesn't see anything on Smith training. So for

her it's a little bit weak on the training and knows that they're going to train 100% of their employees and were successful last time, and obviously got the menu right method, but just would like to see more robust training, and especially if they're going to enhance the training of their previous training program, would like to see it put in here.

Ms. Bell stated she thinks that's a very good point, because she saw that as well and have 20 trainings listed and for half a million dollars, and they should just balance it and is not listed.

Acting Chairperson Roberts added she is a trainer and would look at that going, Yeah, maybe \$100,000 with the training here and this is all she is seeing and that they don't go out to their plant or anything like yeah, it's just in the future would like to see something more robust and just that detailed and that goes with their consultant who is over helping.

Ms. Williams stated when the ETP rep came and actually observed one of their trainings, it was a full day of PSM, which is ammonia and if you think of refrigeration, there's a ton that goes in there recertified training.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Ms. Bell seconded approval of the Producers Dairy Foods, Inc. in the amount of \$595,125. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

#### **Tab No. 28: Simpson Strong-Tie Company Inc.**

Ms. Lazarewicz presented a proposal on behalf of Simpson Strong-Tie Company. The requested funding amount of \$450,708 will train workers including 15 new employees. Simpson Strong-Tie Company is a large supplier of metal conductors, shear wall panels as well as anchor and fastening systems for building construction to help the structural integrity of homes and other buildings. They are one of the largest suppliers of structural building products worldwide. Simpson Strong-Tie Company will train staff on a new ERP-SAP system, a new assembly line, and new equipment. Staff will also receive training with technological and process improvement skills to be more efficient and productive. The Company has three facilities throughout California in Pleasanton, Stockton and Riverside. The training under this proposal will take place at their Stockton location only. This is Simpson Strong-Tie Company's sixth ETP contract and their Stockton facility's third ETP contract in the last five years with good performance. This project also falls under the Pilot Guidelines for the Repeat Contractor Rule. The training manager will oversee training and a training coordinator will collect and maintain training rosters. Additionally, they have retained the services of a third-party administrator.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Luis Rodriguez, Manager and Angela Jones, Training Grants Intelligence.

Mr. Rodriguez said good morning to the Panel Members and stated he is the training and quality manager for the Stockton facility since Simpson Strong-Tie Company started 63 years

ago, the Company was founded in Oakland, California. Today they have three facilities in California and help build safer structures economically. Simpson Strong-Tie Company does this by designing, engineering, and manufacturing. No structural connectors and other related products that meet or exceed their customer needs and expectations and have truly appreciated previous ETP funds that have allowed their employees to advance their manufacturing capabilities and said thank you for considering their project today and here to answer any questions.

Ms. Newsom asked if they anticipate or foresee having any difficulties meeting their contract.

Mr. Rodriguez responded no.

Ms. Newsom then added that looking at an article that stated September 10, 2019, where it says hundreds of Simpson Strong Tie workers are on strike over pensions, health benefits, and wages.

Mr. Rodriguez responded that it has been settled and everybody is back to work and that their company is invested millions of dollars into a new ERP system and currently have a dot base system that was developed for themselves years ago and going into that alone is going to take a lot of man training hours for that.

Ms. Newsom then stated that their application says that the production workers are represented by CWA and asked if there is also a separate contract with SMART104.

Mr. Rodriguez stated that there is, but they did not include them into this contract.

Ms. Newsom then asked if the strike is still happening.

Mr. Rodriguez said no, at the beginning of September everything settled and everyone came back to work.

Acting Chairperson Roberts wanted to make a note for the Panel Members and they will see the Repeat Contractor Rule here in the Panel Packet. This is the first one they've seen since they've implemented the Repeat Contractor Rule, which was in July of 2018. When they start to see contracts come through now and in the future, they're going to look at the date of July 20, 2018 and going to start implementing the Repeat Contractor Rule and they're going to see more and more of this as more companies come through.

Acting Chairperson Roberts ask if the Panel has any questions

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Ms. Bell seconded approval of the Proposal for Simpson Strong-Tie Company in the amount of \$450,708. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

## **MULTIPLE EMPLOYER CONTRACTS**

### **Tab No. 29: El Camino Community College District, Center for Applied Competitive Technologies**

Mr. Swier presented a proposal for El Camino Community College District, which was requesting \$749,196 in funding, inclusive of Support Costs. This project will train approximately 614 retrainees and 150 Small Business retrainees statewide. The College established its Business Training Center for Customized Training to advance California's economic growth through education, training, and services contributing to workforce technology and business development. The proposed training will be provided to manufacturers and other employers facing out-of-state competition statewide. Training is customizable to meet specific employer's needs. This is El Camino's twenty-third ETP contract and ninth in the last five years, including AB118 funded projects. The most recent updated report performance shows organization has tracked 77% of the prior agreement and projects earnings of 100%.

Mr. Swier stated that Staff recommends approval of this project and introduced Eldon Davidson, Director, Center for Customized Training.

Mr. Davidson stated it's a pleasure working with the Panel and all the manufacturers and the aerospace people that they serve and this is definitely having an impact on their operations, and improving their efficiencies. They revamped their curriculum to be more robust and also going to be spending quite a bit of time working with manufacturers that have Department Defense contracts to bring them in line with being cyber ready and they did include cyber security in this round and working with other colleges to do that .They just hosted a statewide cyber security with their other colleges a couple of weeks ago to prepare for this with 6000 manufacturers in the state of California and it's very important because if they don't, if they're not in compliance with Department Defense, beginning in 2020, probably in July, they could lose their Department Defense contracts. They went into action to try to assist their manufacturers and is pleased to say they are online with the alternative fuel grant, and it's all ready to go so they'll be submitting that and hopefully, see the Panel again in January and asked the Panel if there are any questions he can answer

Acting Chairperson Roberts stated it just seems like they just saw them but it's been over a year since they have.

Mr. Tweini wanted to say thank you for coming and for all they do and would like to see a stronger veterans program. A lot more than just inviting someone with that capacity and with the number of people that they train, with the geographic area that they covered and is sure that there is a lot more veterans.

Mr. Davidson responded that he is glad Mr. Tweini brought up that topic because that's very dear to his heart and knows personally, when he was in Alaska, he worked extensively with the veterans and was given the opportunity to put them to work in a high unemployment area that was like 65% to 70% in the rural area and his wife is also employed, working with veterans and the military people. He does preach that everywhere he goes because he has a wonderful wealth of skills and knows that when they start looking at cyber security that is going to be a target. They just received a grant from Cascade working Department Defense and one of those



is actually going to be working with their military facilities around the state. In regards to certifications, they're looking to have multiple certifications that they can pass on to give these people certificates that they can take with them.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Bell moved and Mr. Tweini seconded approval of El Camino Community College District, Center for Applied Competitive Technologies in the amount of \$749,196. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 30: Gnomon, Inc. dba Gnomon School of Visual Effects**

Mr. Swier presented a proposal for Gnomon School of Visual Effects which is requesting \$206,500 in funding, inclusive of Support Costs. This project will train approximately 175 retrainees statewide. Gnomon is an accredited, for-profit college that focuses on artistic and technical training for careers in visual effects, animation, and games industries. The trainees will be trained in the most current advanced technology versions of digital software and hardware. Approximately 80% of the training will be delivered at Gnomon facility in Hollywood and the other 20% at employers' worksites. This will be Gnomon fourth ETP contract, and the first within the past five years.

Mr. Swier stated that Staff recommends approval of this project and introduced Lily Feliciano, Manager, Industry Outreach and Development.

Ms. Feliciano said good morning to the Panel Members and thanked them for having her there. Gnomon School was founded in 1997, which is considered the dark ages of visual effects training and it was born out of a need to deliver the latest industry standards skills to fledgling artists and workers that wanted to enter career paths and animation, film, television, post production, visual effects and the games industries. Today Gnomon has achieved accreditation as the top visuals effects school providing the industry growth standard of training to the entertainment industry. Full time students exiting Gnomon certificate and degree programs in entertainment arts are entering the game industry. With top skills and impressive work to offer California game studio developers in particular and with extensive knowledge in the latest industry software. They are the new hires with speed efficiency and they enter the industry ready to build their experience and level up with ETP and their offerings. Those who are already working in these industries have a valuable opportunity to stay fresh and up to date on the very latest software and industry standards for visual effects and games development design and production. The industry is tough, it's competitive and it's thriving. Gnomon aims to support those workers seeking opportunity to learn the new tools and integrate a seamless pipeline with their respective teams and coworkers and asked the Panel if they had any questions,

Mr. Tweini stated this is not their first time coming here and doesn't see a strong Veterans program even though he sees a generic one that they hire, recruit and invite people. But

doesn't see from the previous one that they included veterans in their program and would like to see it included.

Ms. Feliciano said thank you and just side note to that is she did inquire with their recruitment team and their team that does registration for the school, for the program students and they told her that they're at just under 30 students that have gone through the Gnomon program for training going into the visual effects industry and she plans on working closely with their recruitment director who's a new hire just from this year, she's doing an amazing job with outreach efforts and she spoke to her and the Veteran Affairs offices are definitely going to be included in offering opportunities and letting them know what opportunities are available. In the game industry, a lot of the knowledge that a veteran could bring to the table with some of these games is extremely valuable and as part of her outreach efforts, plans on asking many of the HR directors and those that she works with that are in hiring for the game studios, how many of their employees are veterans, just so that she has those numbers as well.

Ms. Newsom added that it says on their application that they're a for profit college, but none of the workers that you're training are going to be charged any tuition.

Ms. Feliciano responded with no.

Ms. Newsom then stated she was just wondering how this works out and asked if they take some classes and then they should opt into paying for separate course.

Ms. Feliciano responded with no, there's no pressure whatsoever. This school currently has undergrad programs students and there are still a lot of people working in the industry that opt to come and take individual courses just because the software changes so rapidly and so in order for them to feel like they are at the top of their game, which it's easy in six months, you could quickly fall behind when somebody who's maybe 23-24 years old comes in and they know more than you do. So a lot of people opt to come in and do retraining on their own. They're so excited that through their employer, they have the opportunity to do that training through ETP and have been getting the most amazing responses.

Acting Chairperson Roberts stated they hadn't been back for five years, but they had previous contracts years ago and asked Ms. Feliciano is she knows why they stopped coming after a certain period of time.

Ms. Feliciano said to her knowledge, she actually worked for Gnomon previously, and started working there in 2004 and left in 2011 and went and did consulting work and then just came back this year. She wasn't involved in the ETP program at that time and her ETP experience has been in the last five years and believes that at that time they were working with a consultant and they were also going through accreditation at the same time and accreditation is such a huge task and undertaking that she believes their staff resources were like, the consultant was part of doing and running the ETP program, but then there was some reason why they decided because of accreditation just to focus on that and the consulting relationship that was bringing in ETP business, but stated that she is the point of contact now and is very focused on ETP.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Gnomon, Inc. dba Gnomon School of Visual Effects in the amount of \$206,500 Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 31: Kern Community College District**

Mr. Swier presented a proposal on behalf of Kern Community College District (Kern Community), who is requesting \$678,514 in funding, inclusive of Support Costs. This project will train approximately 600 retrainees and 163 Small Business retrainees statewide. Kern Community is committed to providing training opportunities to small rural companies that typically have limited funding available for their employees. Kern Community is also determined to help unemployed or underserved individuals with multiple barriers by providing job search, interview skills, work experience, and job placement services. This will be their twelfth agreement and the fifth in the last five years. The most recent updated performance shows the organization has tracked in 100% of the prior agreement and projects to earn 100% of that agreement.

Mr. Swier stated that Staff recommends approval of this project and introduced Dave Teasdale, Director of Economic and Workforce.

Mr. Teasdale said good morning to the Panel Members and thanked them for letting him come and talk about their proposal and would love to be able to brag about the things they've been able to do as partners with ETP the last few years but in the spirit of brevity, he just wanted to remind them where they are. Kern Community College District is a three college district that serves current Kern, Los Angeles, Riverside, San Bernardino, Fresno, and Ventura Counties. It's a high unemployment, high poverty, low educational area and what he is most proud of is what they've been able to do in partnership with their employers. The Workforce Development Boards and Economic Development Corporations. They take people who have entry level positions, lower skill, and are able to upscale them, give them increase knowledge and see them get promoted and advanced within their company. Opening up new slots for people coming in at the entry level position and continue to advance and is happy to answer any questions they may have about their proposal.

Mr. Tweini stated he would like to see a stronger veterans program in the area that they're in and stated he currently represents people in Kern County and is familiar with the area and that there is a lot of veterans.

Mr. Teasdale responded that Edwards Air Force Base is in their service area and noted that two contracts ago, they did have a veteran's job number and didn't do well on it. The employees in their area love to hire veterans and are training dozens and dozens of veterans in their incumbent worker job numbers. But that being said, they are working on a homeless to work initiative that they will be partnering with and a lot of the veterans that need training to get into jobs also have additional business barriers that are standing in the way of their employment and thinks there's an opportunity for them to partner with some of those community organizations and create a special program for those veterans. The ones coming directly out

of service with the MLS is that the employers love do really, really well and see them as they're advancing within their organizations, but there are other veterans that they could be serving.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Newsom moved and Mr. Tweini seconded approval of the Kern Community College District in the amount of \$678,514. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 32: Mt. San Antonio College**

Mr. Swier presented a proposal on behalf of Mt. San Antonio College, which is requesting \$355,050 in funding, inclusive of Support Costs. This project will train approximately 250 retrainees, and 120 Small Business retrainees in Southern California. Training will assist them in adopting new business practices, incorporating new technology, and becoming leaner and more efficient through continuous improvement strategies. This will be the College's fourth ETP contract and the fourth within the past five years. The most recent updated performance shows the organization has tracked 99% of the prior agreement and projects to earn that amount.

Mr. Swier stated that Staff recommends approval of this project and introduced Paulo Madrigal, Director, Community & Contract Education.

Mr. Madrigal said good morning and he is the Director of Community and Contract Education for Mt. Antonio College and that community colleges is part of their mission. and their mission as an educational institution is to not only take care of their own students on campus, it's also their community, making sure that their employers can have the best of that they can link with them, and can partner them with them and can provide the best training that they have. Their goal is always to keep those employers close to their campus because that provides employment to their community and that also provides a lot of internship opportunities to their students. They have to look at it in different ways and want those employers to stay with them and want their community to take advantage of those jobs around them and their students to have an opportunity to get to those openings whenever they come up and with that would like to open it up for questions.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Ms. Newsom seconded approval of Mt. San Antonio College in the amount of \$355,050. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 33: Riviera, Inc. dba The Enterprise U**

Mr. Swier presented a proposal on behalf of The Enterprise U which is requesting \$749,630 in funding, inclusive of support costs. This project will train approximately 526 retrainees and 150 Small Business retrainees statewide. Enterprise U provides training services consulting, coaching, and software solutions to clients in the industries of manufacturing, entertainment, engineering, technology, logistics, and biotechnology. This will be Enterprise U's tenth ETP contract although the current contract does not term until October 2020. The contractor anticipates funds to be exhausted by October 2019. The most recent updated performance shows the organization has tracked 99% of the prior agreement and projects earnings of 100%.

Mr. Swier stated that Staff recommends approval of this project and introduced Winny Ho, Executive Director.

Ms. Ho said good morning and thanked the Panel for this opportunity to present their project to the ETP panel. They have been educating Californians for the past 35 years, and are proud of the reputation they've earned for providing tailored educational solutions, and strategic training to their clients. Over 90% of the funding from their previous contract went to training priority and small businesses and the funding they've provided to them does support the highest funding priorities. This next contract, they will continue focusing on supporting small, fast growing companies that will contribute greatly to the California economy, but do not yet have the internal resources to provide their own corporate universities. Internally, their VP is a veteran and they try hard to work with employers who have active veteran recruiting programs.

Mr. Tweini stated that this is their tenth contract and could do better in recruiting veterans and getting veterans to have the same opportunity like any others that they can get.

Ms. Ho thanked Mr. Tweini for that feedback and work with employers, providing a private on site class, so they don't necessarily recruit.

Mr. Tweini then stated the outreach could be throughout to get veterans to be part of the program.

Ms. Ho then responded that they will take that into consideration.

Ms. Newsom then added seeing that one of the companies that they are going to provide training for are employees of Lyft and estimated a number of employees to be trained under this agreement is 150 and then asked what kind of employees are those and asked if those are the drivers?

Ms. Ho responded that they are not the drivers but payroll employees.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Ms. Newsom seconded approval of the Riviera, Inc. dba The Enterprise U in the amount of \$749,630. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

### **Tab No. 34: Santa Clarita Community College District**

Mr. Swier presented a proposal on behalf of the Santa Clarita Community College District which is requesting \$749,760 in funding, inclusive of Support Costs. This project will train approximately 488 retrainees and 150 Small Business retrainees statewide. The College provides customized training and educational programs that support economic and community growth in the region through its Contract Education Unit. Participating Employers include manufacturers, aerospace, biotechnology, logistics and warehousing, and a multitude of other service related businesses. This will be the fifteenth ETP agreement and the fifth within the past five years. The most recent updated performance shows the organization has tracked 96% of the prior agreement and projects earnings of 100%.

Mr. Swier stated that Staff recommends approval of this project and introduced John Milburn, Executive Director, Employee Training Institute.

Mr. Milburn said good morning to the Panel Members and wanted to thank Margarita Paccarelli and Ryan Swier at the North Hollywood office for helping them get their application together and before them today. They work closely with hundreds of manufacturers in their area, local manufacturers, predominantly in aerospace, also medical device and other industries. They are very excited to continue to bring ETP funding to these companies as they need it and also are seeing new companies moving to their area and also seeing some companies as they look to expand maybe out of state. ETP is always a critical tool and resources that they use to try to keep their companies there in the area and with that opened it for any questions they might have.

Acting Chairperson Roberts stated she appreciates them training companies in Valencia, which is right where they're located.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Ms. Newsom seconded approval of the Santa Clarita Community College District in the amount of \$749,760. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

### **Tab No. 35: Union Roofers Joint Apprenticeship and Training Fund**

Mr. Swier presented a proposal on behalf of the Union Roofers Joint Apprenticeship and Training Fund who is requesting \$748,860 in funding, inclusive of Support Costs. ETP has received the Union support letter by the United Union of Roofers, Waterproofers and Allied Workers, Local 36 and 220 supporting this proposal. Training includes multiple aspects of the roofing industry such as tiles, shingles, solar panels, damp roofing, solar roof tiles, metal roofing, and waterproofing systems. The project will train 260 journeyworkers and 360 apprenticeship workers. The contractor actively recruits veterans with the Helmets-to-Hardhats organization, but it's not seeking to separate veteran's job number. This will be their third ETP agreement. The most recent updated performance shows the organization has tracked 111% of the prior agreement and projects earnings of 100%.

Mr. Swier stated that Staff recommends approval of this project and introduced Guadalupe Corral, Apprenticeship Coordinator.

Ms. Corral said good morning and thanked the Panel for the past contracts and it has really helped them a lot. Their graduation ratio is increasing and they are also doing a lot of upgrade classes, water recapturing systems and are turning more and more employable now and asked if the Panel if they have any questions.

Ms. Newsom asked what are they doing to recruit more women into the trades and what are they doing to recruit more veterans.

Ms. Corral stated that they work with Helmets-to-Hardhats and they have been members for about 15 years and currently have about 20 veterans in their system, and recruit women from WINTER and also there's another agency that they recruit from is in Southern California. They do have about 10 women in their trade, and stated roofing is a very difficult waterproofing trade but they recruit forcefully and try to give women the opportunity to come into school and complete and they do have journeywomen that have completed the course and again, it's that's all part of their organization.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Ms. Newsom seconded approval of the Union Roofers Joint Apprenticeship and Training Fund in the amount of \$748,860. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

### **Tab No. 36: East County Economic Development Council**

Ms. Tarrac presented a proposal on behalf of the East County Economic Development Council which is an alliance of key representatives from business, community, education, government, and industry leaders to support economic development in the region. This is a first time, Multiple Employer, Priority Industry project, which, if approved will focus on training Veterans, At-Risk Youth, Multiple Barriers, and New Hire trainees in East County San Diego. They're requesting \$239,705 in ETP funding, inclusive of Support Costs, and plan to train 40 trainees, of which five will be veterans. In order to meet the gap in the market of skilled machinist the ECEDC plans to collaborate with QCMI and the Grande Foundation, QCMI's non-profit foundation arm to train workers in machinists skills and cyber security. This project will be overseen by the ECEDC's President and CEO with support from the Program Coordinator at the Grande Foundation. The ECEDC is requesting an exception to the training vendor limitation to allow for the Contractor, a nonprofit, to provide a portion of administrative duties with the Grande Foundation, also a nonprofit, providing training, development, and some administrative services. Executive staff have diligently reviewed this and determine this is consistent with the intent of the rule. Therefore Staff recommends approval of this exception.

Ms. Tarrac stated that Staff recommends approval of this proposal and introduced Jo Marie Diamond, President and CEO and Rick Urban, COO and CFO of QCMI.

Ms. Diamond thanked the Panel for hearing their proposed project. East County EDC was formed in 1984 and represents the eastern sub region of San Diego County. Throughout their history they have long been champions of manufacturing and by extension, the entire supply chain supporting defense aerospace and the San Diego regions innovation economy. They have the largest manufacturing week event in San Diego County, as well as regular tours of manufacturers of panels, some of the manufacture are in this room today, and they actively seek women and veterans at these outreach events. Through their employer-facing work, over the years (studies, focus group, site selection meetings), they have heard repeatedly and emphatically that their manufacturers see the lack of skilled workforce and the pipeline of skilled workers as their number one impediment to continued growth in the state of California. That's why they're so thrilled to work with ETP and the Grande Academy and QCMI to offer training to produce a skilled workforce that meets the demands of numerous advanced manufacturing employers and are able to see a list of employers who are on a waiting list for these graduates. ETP is a critical partner on the CASCADE effort and for that reason, they've decided to address cyber security training specifically as it relates to the industrial environment in this training proposal. Although this is their first time with ETP, they have confidence in their long track record of both performance and compliance with grants and contracts on the federal, state, and local levels. They have been a prime contractor to the Department of Defense on an unusual feat for a Sub-Regional Economic Development Council and they feel satisfied that they will be able to meet the requirement to this.

Mr. Urban stated that although their training program may be new to ETP, the actual training program has been in place since 2015. They have done seven cohorts with 50 graduates and 48% of those have been placed in manufacturing. The other two were offered jobs, one moved to Las Vegas and the other one decided to stay as a chef and of those 48 employees, none of them are in the current position they were originally hired in, they all have been promoted and 25% of those people were veterans. When they leave, the reason they get promoted is they're not just trained in manufacturing, they're trained in inspection and they have a green belt for Six Sigma. They also are level one for non-destructive testing and they understand first article inspections, they understand quality clinics, and are able to go into any position in manufacturing. Typically, they move around a little bit because they're very valuable employees..

Acting Chairperson Roberts asked Ms. Tarrac why they didn't put the Participating Employers under this Agreement.

Ms. Tarrac responded that this is a partnership with QCMI and so that is the only Participating Employer in this instance.

Ms. Bell pointed out that on their roster of training, there are 13 listed that they are going to be providing and they are asking for a quarter of a million dollars. Ms. Bell asked if there is any additional training that is not listed on the back page that the Panel is not seeing.

Mr. Urban responded that that training is actually 320 hours just for the manufacturing training, and QCMI is contributing the additional amount of that training, and then the cyber security is an additional eight hours. The total training hours that they'll get is 328 hours and on the lab portion of it, the training ratio is two trainees to one trainer; and the ratio of on the floor on the



equipment training, which is majority of the training, is a 1:2 and the total number of hours that they're going to actually get is 328 hours.

Ms. Bell stated that she is not asking about the hours, but asking about the specific topics that they're providing.

Mr. Urban responded back that those are the training modules and it may not look like many different training modules, but they are very extensive and very robust.

Mr. Tweini thanked them for recruiting and including veterans in the program and stated that's what they like to hear and asked how they heard about ETP.

Mr. Urban responded that Quality Control actually has had two contracts and they're on their third contract, and they have earned 100% of those contracts.

Ms. Diamond added that they have worked with ETP over the decades and in the 90s, would tell their employers to run the other direction from taking an ETP contract, and whatever the Panel and the program has done in the last 10 years, has been extraordinarily positive and now have people lining up to do it and mentioned that it's not your grandmother's ETP, but that the Continuous Improvement in the program has been extraordinary and they've been tracking the improvement and can tell the quality of the program has improved, how the administrative burden is clearer for people to understand what they're getting into, and they've been working with ETP and ETP is their partner on CASCADE as well.

Acting Chairperson Roberts asked to clarify who the Grande Foundation is.

Mr. Urban explained that it is their nonprofit and they had been doing this training under a nonprofit arm of their company. The other companies that are involved, and they have a list of companies that are actually waiting for their graduates for this program from a General Atomics to a small shop and out in East County, they have a nonprofit, a 501C3, that is a Grande Foundation and then have a for-profit arm which is QCMI.

Acting Chairperson Roberts stated that she worried about these projects, and this is one that they struggled with in the past, is that they are coming through as the entity but yet the Grande Foundation is getting all the funds and they're administering it, developing it, training it, so they're getting the majority of most of all the funds except the Support Costs, except they have a little small one through 171 Comply. Acting Chairperson Roberts explained that she just wants to avoid the situation where you work with this gal here, and stated that they work with this group, then go to another group in San Diego and work with another Chamber of Commerce, then get all the funds again. That is one thing they wanted to get away from.

Mr. Urban added he is also the Chairman of the East County EDC, and is not working with any other organization.

Ms. Diamond stated that because The Grande is C3, a nonprofit, it doesn't have members, but they are the member-based nonprofit that allows that sort of independent, honest broker, that brings in any employer who's worthy of taking the training.

Acting Chairperson Roberts stated they had problems when they put a program in place to ensure that this couldn't happen, but they eliminated that, and she sees more and more people

coming through doing this. Acting Chairperson Roberts stated that she just doesn't like to see somebody get all the funds when they're not the actual entity that's coming before the Panel.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the East County Economic Development Council in the amount of \$239,705. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No 37: Murrieta Chamber of Commerce**

Ms. Tarrac presented a proposal on behalf of the Murrieta Chamber of Commerce which is located in Southwest Riverside County and is a nonprofit alliance of businesses in the Murrieta area and which partners with the City of Murrieta and other local Chambers. This is a Repeat Multiple Employer, Priority Industry project which will include retrainees and Small Business trainees. They're requesting \$749,040 in ETP funding, inclusive of Support Costs and plan to train 640 trainees. If approved this would be Murrieta Chamber of Commerce's fourth ETP contract and the third in the last five years. Although this project does not include a Veterans component, Participating Employers may potentially include veterans. Further, some of the Participating Employers may be in High Unemployment Areas, however, they are not requesting a wage modification. This project will be overseen by Murrieta Chamber's President and CEO with support from the Murrieta Business Relations Coordinator. An administrative subcontractor, DLI & Associates, LLC, will also assist with the project administration. Training vendors include Custom Corporate Communications, University of California Riverside Extension, and Western Training Group.

Ms. Tarrac stated that Staff recommends approval of this proposal and introduced Patrick Ellis, President and CEO.

Mr. Ellis thanked the Panel for this opportunity. Mr. Ellis stated that they have been extremely successful in the past with their contracts, and continue to look to do the same in the future. They work very closely with UCR extension as well as the Riverside County Workforce Development Board (which he sits on the board of, as well), looking for the different opportunities to help the businesses that need that assistance. To the point of veterans, he has the opportunity, because of his association with Workforce Development Board this year and in 2020 he will be going through the Honorary Commander Program at March Air Reserve Base, to be looking to incorporate what they can do more of to help the individuals coming out of that base and then also taking that to Camp Pendleton since they are literally halfway between the two bases, and see what they can do to more effectively help the veterans that are either coming out of the system or looking to create their own type of opportunities within the workforce. They are very much looking forward to the next year of developing their programs to specifically target veterans.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Ms. Bell seconded approval of the Murrieta Chamber of Commerce in the amount of \$749,040. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 38: University of California, Riverside-Extension**

Ms. Tarrac presented a proposal on behalf of the University of California, Riverside-Extension, which is located in Riverside and serves adult learners throughout Southern California. While this would be UCR Extension's first Multiple Employer Priority Industry project they would be leading, UCR Extension has provided ETP funded training as a training provider in over 20 ETP MECs. They're requesting \$321,604 in ETP funding, inclusive of Support Costs, and plan to train 232 trainees. The training plan will include business and manufacturing skills and training will be conducted at Participating Employers' sites and at the Extensions campus in Riverside. This project will be overseen by UCR Extension's entire Custom Programs team, which has extensive knowledge with ETP regulations and ETP eligible training. The UCR Extension has a robust tracking system to track Participating Employers and training for trainees which will ensure there's no concurrent enrollment in any MEC ETP contracts.

Ms. Tarrac stated that Staff recommends approval of this proposal and introduced Lisa Miller, Director of Custom Programs.

Ms. Miller said hello and thank you for having them there and that she is the Director of Custom Programs for UC Riverside Extension and her colleague Desiree is their manager of their custom programs and gave a little bit of background since this is their first contract that they are asking and stated that their Extension is part of the community facing arm of UC Riverside. They focus on continuing and professional education and their goal is to work on upscaling the labor force within the Inland Empire. They have been servicing across 20 multiple employer contracts ETP programs since 2002. They have worked in conjunction with Riverside Economic Development Agency the Southeastern Los Angeles County Workforce Development Board and the Murrieta Chamber of Commerce and as a result of the knowledge and expertise that they have gained over the last 17 years in handling their ETP funded programs, they have decided that they would like to move forward with requesting their own contract. This will give them more agency in the management of their programs and in the allocation of their funds. They have recently hired a brand new staff member who is going to specifically be the coordinator of their ETP programming. But in addition to all of that, they do have four full time staff members who also support this including herself as a director, Desiree as their manager, and have a director of corporate partnerships and have an administrative assistant and are also bringing on an intern just so that they ensure that they have the support that they need in order to do all the tracking and administration of the contract, which is that one part of the contract that they have never administered before. They also have a robust marketing department that supports all of Extension but will also be assisting with any marketing initiatives that they need for their ETP funded programs and have a large pool of instructors that they use for their curriculum development and who help them create tailored programs for all of their employers that they work with and then they are also the ones who are doing the introduction. One of the things that she has noted in listening to all of these

presentations is the focus on veterans and knows that in their proposal, it doesn't specifically state the outreach that they have, although they do work with companies that actively recruit veterans, and also do track that but Extension as a whole, beyond just the custom programs does have quite a few initiatives in which they are working robustly in order to make sure that they're bringing in veterans and in educating our veteran workforce for the jobs of the future and one of the things that they're moving forward with in the very near future is their apprenticeship model that veterans will be a very large part of as well. As a whole UCR Extension is very committed to educating their veterans as they enter the workforce. They are very excited to be able to ask for this contract on their own and to be able to help keep an upscale the skills of their employees in the Inland Empire, and for the state of California and for the future as well and asked if they have any questions, they are happy to answer them.

Acting Chairperson Roberts stated it's unfortunate that they have two contracts in here, one that they're the training entity on the consent calendar, and that they're getting 100% of that dollars, and then they're coming forward for another one and on this one, this a red flag for her and is familiar with continuing education programs out of schools there. It's a profit organization and asked if they're a profit organization.

Ms. Millers responded with no, they are a nonprofit and are self-sustaining in the sense that they need to make sure that they pay the bills and the staff salary. But they are nonprofit that is not the goal and that they are the University of California, Riverside. They're not an external entity to the University of California, Riverside and so their mission is in line with the university.

Acting Chairperson Roberts then asked if they bring in other groups like businesses, Riverside County entity that they're fully training on and was just wondering how many other companies do they do a full hundred percent training on other than what she sees here.

Ms. Miller stated what they have right now is a few companies they have because they are also training with Riverside EDA and does have some companies that they have marked specifically to finish out the rest of the training that they had with them, and not going to be taking anything away from what they've already committed to them and have added several companies that they intend to move forward with, that are going to be exclusive to UCR and what they're looking for is that you see gold stamp certificate which they offer. This will give them a little bit more agency to be able to manage the programs that they had, some of the programs unfortunately, will wound up having to put on the side burner because Riverside Extension ran out of funding, where if they had their own contract, would have been able to offer those courses on their own. And ran into some of these hiccups along the way that they've decided for the best interest of their employers, that it would be best for them to have their own contract. So that way they have continuous opportunities instead of having to wait for these gaps.

Acting Chairperson Roberts stated she is glad they have a plan moving forward, and just gets all muddy for her.

Mr. Tweini made a quick comment and asked on the same line as far as veterans concern with their program. Education is a key and lived in Riverside right by March Air Base and he represents a good number of people and they serve or maybe some of the workers in their

area represent and he is with the Teamsters 2010. And they can get good quality high paying jobs.

Ms. Miller stated that's their goal and to make sure that they are serving our veterans and quite frankly, the Inland Empire as a whole so that the people don't have to commute long distance in order to get well-paying jobs.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Mr. Tweini seconded approval of the University of California, Riverside-Extension in the amount of \$321,604. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

### **Tab No. 39: Contra Costa Workforce Development Board**

Mr. Hoover presented a proposal on behalf of the Contra Costa Workforce Development Board., which is a Priority Industry and the total funding being requested is \$220,240. Established in 1975 and located in Concord, the Contra Costa Workforce Development Board (WDBCCC) is a public-private partnership that provides local and regional workforce development services and training to the unemployed for the community participating employers and use. The training will take place at the Kaiser Permanente School of Allied Health (KPSAH) and Richmond. This will be WDBCCC first ETP contract to train 40 unemployed individuals in Contra Costa County upon completion of training and passing a certification exam, trainees will be placed and retrained in full-time jobs at Kaiser or other health industries in Contra Costa County. Even though a veteran's Job Number isn't included, WDBCCC recruits veterans through its advertisements and mailing lists. Within its training infrastructure, WDBCCC's Health Lead, who's the dedicated administer, will oversee all ETP training. Training will be scheduled and conducted at KPSAH and clinical preceptor training will be delivered at Kaiser Permanente hospital and clinics in Contra Costa County. The Health Lead, along with three part-time administrative support staff, will monitor the training and its trainees throughout the process by collecting rosters, uploading training data, and meeting with ETP staff. WDBCCC is requesting and Staff recommends 8% support costs to assist with recruitment and training assessment.

Mr. Hoover stated that Staff recommends approval for this proposal and introduced Bob Redlo, Health Lead for Contra Costa Workforce Development Board (CCWBD).

Mr. Redlo said it's a pleasure to be here and said thank you to all the staff that helped put this together. The medical assistant occupation has changed so much over the last four or five years before medical assistance, were folks that sort of when you went to a clinic, you'd see them they would room you and that was it. But now under the new transformation of healthcare delivery, medical assistants do a great deal more. They do EKG, they do phlebotomy, and involved in team care. They're involved now on behavioral health, their wages have increased probably almost doubled in the last five years. So they're kind of crucial to the way they do to healthcare delivery. So this program is it trains at the highest level, it's a yearlong program. It

involves an extensive clinical programs and this it's an entry level job and really proud of the effort for diversity and inclusion and here to answer any questions.

Mr. Tweini asked how did they hear about ETP, that's number one. The second thing is he would like to see more veteran's programs, on their initiative going forward, because this is a good thing to do and there will be the best workforce that they can have.

Mr. Redlo said he has known about ETP for quite a while and been involved with the California Workforce Board for a long time. And would like to do a lot more health education training, and do it at a higher level and get people through career pathways and work with their partners to do that. It's not so easy to use these programs in the health sector, and don't have a traditional apprenticeship model, etc. So it's difficult, but thinks they are all learning how to work with each other. And have a lot of opportunity here. And the healthcare sector in California is huge, maybe the number one sector in the state, so lots of opportunity.

Acting Chairperson Roberts stated when she sees these contractors come through, with the other ones, they're getting 100% of the training under this contract, right? And they see Kaiser come through at least every other month, they're coming through all the time. So as they look at this, and just wants to make sure that the staff understands that when Kaiser comes through this Kaiser School of Allied Health of Richmond, need to look at them as a one group and so they're getting all these funds from them but they could come through

Ms. Newsom added under a new hire.

Acting Chairperson Roberts just want to make sure that when doing this because they have to spread funds around and doesn't want one company like Kaiser to get all the funds of all these multiple contracts plus are doing the training for them. And is not disputing the training, they have three pages of training curriculum and got a lot of training going on for medical assistance. So it sounds like they've got a really robust training program right but need to look at this little more carefully when they see other contracts come through under the same entity like Kaiser.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Newsom moved and Mr. Smiles seconded approval of the Contra Costa Workforce Development Board in the amount of \$220,240. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

#### **Tab No. 40: Jewish Vocational and Career Counseling Service**

Mr. Hoover presented a proposal on behalf of the Jewish Vocational and Career Counseling Service. They are a priority industry and a repeat contractor. Total ETP to be funding is \$597,398. JVS operates a wide range of employment services and vocational training programs including job search, job readiness, job placement, specialized vocational training, and career counseling. These services help unemployed and underemployed clients with multiple barriers, learn skills to acquire gainful employment and career oriented positions. Training will be delivered out of its center-based San Francisco headquarters and through

partnerships with vendors, such as San Francisco State and University of the Pacific. This will be JVS's sixth ETP contract, third in the last five years. And even though a veteran's Job Number isn't included, JVS continues to serve veterans and participates in veteran outreach activities internally to recruit applicants. It's training infrastructure consists of a Chief Strategy Officer, Chief Program Officer, Director of Client Services, Senior Manager of Data Quality and Evaluation Services, and a Public Funding Coordinator, who will all oversee the administration. Training will be provided by nine in-house experts and vendors. JVS also retained Steve Duscha of Duscha Advisories to assist with administration and JVS requests 12% Support Costs to assist with the effective implementation of this project which will require ongoing recruitment, assessment, and oversight. Staff recommends the 12% Support Costs.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Lisa Countryman, Chief Strategy Officer; Abby Snay, Chief Executive Officer (CEO); and Steve Duscha, Steve Duscha Consultant.

Ms. Countryman thanked the Panel Members and stated that JVS was founded 45 years ago to help struggling San Francisco Bay Area residents find jobs. Their clients want an opportunity to earn families sustaining wages, and their programs give them the skills experience and connections they need to do just that. They want to thank them for the support that they've already provided, which has helped expand services to an increasing number of vulnerable people who are struggling to earn a living wage. Today, are asking for help to continue to support training for those who've been left behind by the Bay Area's economic boom and proposing a new hire training for entry level positions with a focus in healthcare and technology. No one will be placed in a job at less than \$16 an hour and most will be placed at \$20 an hour or more and believe that everyone deserves a chance at it job at decent pay. That is what JVS is about and that is what this application is about and wanted to additionally note they actively recruit veterans in partnership with veteran serving offices at the community college partners they work with, and also through a long standing partnership with Swords to Plowshares and love to answer any questions now.

Mr. Tweini wanted to say thank you because of the strength of their veteran program, and also do a lot of good work in community and knows very much of their organization, all the work that they do and want to acknowledge and thanked them and to continue doing the good work, good paying jobs is what we need for these people.

Acting Chairperson Roberts stated they have their work cut out, doubling their amount and doubling employees and obviously see a big need in their area and wish them the best.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the Jewish Vocational and Career Counseling Service in the amount of \$597,398. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

## **Tab No. 41: John Muir Charter Schools**

Mr. Hoover presented a proposal on behalf of the John Muir Charter Schools. This is a Priority Industry and total ETP funding being requested is \$270,510. Headquartered in Nevada City, John Muir Charter Schools provides educational programs designed to meet the needs of the youth of California Conservation Corps, Local Conservation Corps, YouthBuild and Workforce Innovation and Opportunity Act Programs. This will be JMCS's first ETP contract. JMCS will partner with a nonprofit training vendor, Rancho Cielo, Inc. (Rancho Cielo) of Monterey, to deliver vocational skills training under ETP's Ex-Offender/At-Risk Youth (New Hire) program. Rancho Cielo has been serving the ex-offender/at-risk youth population since 2004. Rancho Cielo also has experience providing job training and supportive services such as job placement and life skills counseling for these populations and it will assist JMCS in satisfying ETP's job placement requirements. Training will be delivered at Rancho Cielo's facility in Monterey. JMCS requests 12% Support Costs to assist with the effective implementation of this project, which will require on-going recruitment, assessment, and oversight. Staff recommends the 12% support costs. JMCS's Fiscal Analyst (dedicated administrator) and a Program Analyst will oversee the project and administration. JMCS hired Steve Duscha Advisories to assist with ETP administrative tasks. ETP training will be provided by five in-house experts within Rancho Cielo. Support services are also provided by Rancho Cielo and with assistance from JMCS as needed.

Mr. Hoover stated that Staff recommends approval for this proposal and introduced Susie Brasa, CEO; Rachael Navarrete, Fiscal Analyst; and Steve Duscha, Steve Duscha Advisories.

Ms. Navarrete said good day and she is the fiscal analyst. And this is the first time applying for an ETP contract. They provide support and academic education for the young people enrolled in the California Conservation Corps, Local Conservation Corps, Youthbuild and have programs, and operate about 35 sites around the state of California. In this particular contract, will be partnering with Rancho Cielo to provide vocational education, training for the youth and nearby areas. Rancho Cielo was founded in 2000 by a Monterey County Judge. The goal was to provide alternative education and vocational training for at risk youth. The judge wisely thought that a good education and training program could reduce crime keep young people out of jail and improve lives. Most of the early students at Rancho Cielo were referred by courts and the probation department. Some still are but others are now referred by schools, counselors, social agencies, doctors, families and program graduates. So in addition to personal counseling and support services, Rancho Cielo splits the students time between academic classes geared to earning high school diplomas and vocational training and culinary construction and agricultural mechanics. In this application, are asking for help, and the vocational training for 71 young people. And like to answer any questions they might have.

Ms. Bell stated first of all, is a first contract and are in good hands with Steve and glad they connected with Steve because he's got a lot of good, he knows what he's doing. And also appreciate all the work Rancho Cielo has done because she comes from the area and seen the tremendous turnaround in youth, especially the youth who have really got into the program and successful got out.



Ms. Newsom asked about after they graduate out of the program, is there's a certain term limit for how long they can participate through their program. And are they connecting them to other opportunities in their respective field? Like for instance, the construction one really caught her eye and asked do they get the opportunity to tour local apprenticeship programs so then they can transition the skill set that they learned, similar to a pre-apprenticeship into an apprenticeship.

Ms. Brasa replied yes.

Mr. Tweini stated thank you for saving the youth at risk and giving opportunities and second chance for offenders. And always tries to reach out to these people and make sure that we give an opportunity to people.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the John Muir Charter Schools in the amount of \$270,510. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

#### **Tab No. 42: Laborers Training and Retraining Trust Fund for Northern California**

Mr. Hoover presented a proposal on behalf of the Laborers Training and Retraining Trust Fund for Northern California. They are a Priority Industry and a Repeat Contractor requesting total ETP funding of \$746,160. The JATC serves eight Northern California Laborers Union Locals (73, 185, 261, 270, 294, 304, 324 and 1130), representing 29,000 journeyworkers and 4,450 apprentices. ETP training is center-based and will be conducted at the San Ramon Training Center and other designated training facilities throughout the Central Valley, Northern California, and San Francisco Bay Area. This is the JATC's fifth ETP Contract; the fourth in the last five years. Twenty-five veteran apprentices under Job Number 3 will be trained. NorCal Laborers 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 Executive Director of the Laborers' Training Center (who is the dedicated administrator) with 11 JATC staff, will assist in ETP administration, including marketing, scheduling, recruitment, and needs assessments. ETP training will be delivered by 15 full-time , in-house subject-matter experts. The JATC has also retained Strategy Workplace Communications to assist with ETP administration. NorCal Laborers JATC is requesting 8% in Support Costs for Job Numbers 1 and 2 and 20% for Job Number 3 to fund recruitment and conduct ongoing assessments of employer-specific job requirements. Staff recommends the 8% in Support Costs with 20% in support costs for Veterans (Job Number 3).

Staff recommends approval for this proposal, including the requested waiver for the trainer-to-trainee ratio of 1:25 for all retrainees, that would include the journeyworkers and apprentices, and for the inclusion of the first-year apprentices, which were both granted in their last contract.

Mr. Hoover introduced Leonard Gonzales, Executive Director for Laborers' Training & Retraining Trust Fund for Northern California; Kelly Greer, Strategy Workplace Communications; and Nica Constante, CalFED.

Mr. Gonzales said he is the Executive Director for the Labor's Training and Retraining Trust Fund for Northern California, which covers the 46 Northern California counties. In this particular project they are looking to target 574 individuals: 149 journeymen, 400 apprentices, and 25 veterans. Helmets-to-Hardhats is one of the primary links to doing the recruitment and outreach for them. Mr. Gonzales said they have a separate entity, which is their nonprofit - the Laborers Community Training Foundation, which runs a lot of pre-apprenticeship programs, focused primarily on female cohorts through that program. Under this program, from 2013 to 2018, they have trained 3,796 community residents that have an interest in building trades, and of that, 12% were females who have come into their apprenticeship into the Laborers.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Newsom moved and Mr. Tweini seconded approval of the Laborers Training and Retraining Trust Fund for Northern California in the amount of \$746,160. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

Acting Chairperson Roberts made a request that Tab Nos. 43 and 44 be reviewed together. There being no objection by any Panel Member, Tab Nos. 43 and 44 were reviewed together.

**Tab No. 43: California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund-Northern California**

Ms. Lazarewicz presented a proposal on behalf of the California Field Ironworkers Apprenticeship Training and Journeymen Retraining fund of Northern California. The requested funding amount of \$745,190 seeks to train journeyworker, apprentice, and pre-apprentice ironworkers. This will be NorCal Ironworker's sixth ETP Contract, the fifth in the last five years.

**Tab No. 44: California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund-Southern California**

Ms. Lazarewicz presented a proposal on behalf of the California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund Ironworkers and they are requesting \$740,505 in funding to train journeyworkers and apprentice ironworkers in Southern California. SoCal Ironworkers has served the industry's training needs. This is the sixth ETP Contract, the fifth in the last five years with good performance. The Apprenticeship Coordinator and two Training Coordinators, who were involved in previous ETP training contracts, will assist with administration. The staff will coordinate training and review attendance rosters for ETP compliance. SoCal Ironworkers employ four full-time and fifteen part-time trainers who will deliver all training and document the training in accordance with ETP regulations. SoCal

Ironworkers have contracted with Strategy Workplace Communications to assist with administration.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Dick Zampa, Apprenticeship Director; and Nica Constante, California Labor Federation.

Mr. Zampa stated he is the Director of SoCal Ironworkers apprenticeship program and currently have 3,400 ironworker apprentices. Training plans for 2020 include an anticipated increase in their program size (take applications five days a week); an upgrade to their training center in Fresno; they are currently adding a training center in Fontana; a women's pre-apprenticeship course and veteran's pre-apprenticeship courses are on their 2020 schedule where they will receive direct-entry into the program. Continued safety and skills training for apprentices and journeymen that build bridges, plants, buildings, and other structures in this great state and they currently operate five training centers and two satellite training centers in California.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Newsom moved and Mr. Tweini seconded approval of the California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund-Northern California in the amount of \$745,190. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**ACTION:** Ms. Newsom moved and Mr. Tweini seconded approval of the California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund-Southern California in the amount of \$740,505. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

#### **Tab No. 45: California Workforce Association**

Ms. Lazarewicz presented a proposal on behalf of the California Workforce Association. The requested funding amount of \$749,924 provides training and technical assistance crucial to the success of California's efforts in meeting the challenges of preparing the workforce for the future. Annually, CWA sponsors a number of workshops and conferences on workforce policy, One-Stop partnerships and service delivery, and youth employment and training. This will be CWA's sixth ETP-funded project and the fourth in the last five years with good performance. CWA represents all 45 workforce development boards in the State of California and over 70 members from Labor, Education, Industry, Chambers of Commerce, Government, and community-based organizations. CWA also sponsors a number of on workforce policy and youth employment and training. Employers are primarily manufacturing companies that seek retraining to enhance skills of employees to improve productivity and eliminate waste from work processes. Additionally, CWA will provide medical skills training to ensure all regulatory changes are met while improving quality processes, outcomes, and measures. Training will help employers meet competitive challenges. Please also note that there is an update to CWA's active project list on page 7 – they are currently at 100% of the approved amount.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Brandon Anderson, Operations Director and Steve Duscha, Steve Duscha Advisories.

Mr. Anderson thanked the Panel and stated that the California Workforce Association is a nonprofit membership group that represents the WIOA system in California (Workforce Innovation and Opportunity Act). Their application is for a Multiple Employer project to help train workers for employers referred by local workforce development boards, consultants, and other workforce intermediaries. They have no preferred trainer, nor training program and their employers that you see listed in the packet will provide their own training or select from their own training vendors. They serve a wide variety of small businesses and larger businesses with smaller training programs.

Mr. Tweini suggested they encourage their Participating Employers to hire more veterans in their trainings.

Mr. Anderson said this is something that came up last board meeting and some of the things they might be able to do is enhance the referrals between workforce boards and our MEC. And one of the key things, apart from supportive services through programs like apprenticeship, would be through the WIOA mandate in priority of service and serving targeted populations to help their referring workforce developing boards encourage employers that they are working with, in their recruitment, not only in their training referral, to recruit more veterans and individuals with significant barriers to employment.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Ms. Newsom seconded approval of the California Workforce Association in the amount of \$749,924. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 46: Northern California Construction Training, Inc.**

Ms. Lazarewicz presented a proposal on behalf of the Northern California Construction Training, with requested funding amount of \$254,064 to provide employment training and pre-apprenticeship programs to prepare at-risk youth for entry into a variety of construction trades. NCCT curriculum includes a range of skills that were developed using input from employers and labor unions in the construction industry. At the completion of training, it is planned that these trainees will be placed in a DAS-approved apprenticeship program and began their retention period with employers in the building trades industry. NCCT training program and pre-apprenticeship programs are offered at their facilities in Sacramento, San Joaquin, Stanislaus, Mendocino, Placer, and Yolo Counties. This is their sixth ETP contract and the second in the last five years with good performance. They have multiple staff members who are involved in previous ETP contracts also administering the project.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Becky Cline, Office Administrator and Jim Cline, Instructor Foreman.

Mr. Cline said good morning and thank you for considering their proposal. NCCT is a construction training program and the goal is to place their trainees into full-time employment and provide both classroom and hands-on training. They are active within the community and their students have had hands-on training with projects such as Sacramento Kings Gardens. They are open to the public, but the majority of trainees are at-risk youth, legally challenged and underrepresented communities with other employment barriers. To date, they have placed 80% of their students into full-time employment and with ETP funding they will continue to provide this worthwhile training.

Acting Chairperson Roberts asked out of the 48 trainees that they are going to be training, how many are at-risk?

Mr. Cline said 100%.

Acting Chairperson Roberts wished them luck and really commend them for that. Acting Chairperson Roberts asked if on their last project where they got 100%, if they were all at-risk youths, as well.

Mr. Cline said yes and noted that everybody that they train, they train them in a pre-apprenticeship standard to enter into the apprenticeships that have already come before the Panel. And they get them ready to where they can be successful within an apprenticeship training.

Ms. Newsom asked, from their last contract and the pre apprentices trained, how many of them were successfully placed in apprenticeship programs or are currently employed?

Mr. Cline stated he doesn't have that statistic in front of him.

Ms. Cline said that they place 100% of their trainees, and she would say about 85% of them are Union.

Ms. Newsom asked if their previous set of pre-apprentices are still employed, either as an apprentices or as pre-apprentices, at this point.

Ms. Cline said yes.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Ms. Newsom seconded approval of the Northern California Construction Training, Inc. in the amount of \$254,064. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

Acting Chairperson Roberts made a request that Tab Nos. 47, 50, 51, and 52 be reviewed together. There being no objection by any Panel Member, Tab Nos. 47, 50, 51, and 52 were reviewed together.

**Tab No. 47: Alameda County Electrical Industry Apprenticeship & Training Trust**

Ms. Testa presented a proposal on behalf of the Alameda County Electrical Industry Apprenticeship & Training Trust in the amount of \$746,290. Founded in 1946, Alameda County Electrical operates a Zero Net-Energy training center where they train in inside wiring for aspiring electricians. Both apprentices and journeyworkers will participate in this proposed project. Additionally, Alameda County Electrical has requested a separate veteran's Job Number, and also works with Tradeswomen, Inc. to recruit women into the trades. Alameda County Electrical's prior projects have all been strong performers, and their current contract shows 79% completion at this time, and is projected to earn the full contract value. [Updated amount.]

Ms. Testa stated that Staff recommends approval of this proposal and introduced Donald Dones, Assistant Training Director, Arthur Hernandez, 4<sup>th</sup> Year Instructor, and Nica Constante, Consultant.

**Tab No. 50: Los Angeles County Electrical Educational and Training Trust Fund**

Ms. Testa presented a proposal on behalf of the Los Angeles County Electrical Educational and Training Trust Fund in the amount of \$749,520. Founded in 1964, Los Angeles County Electrical continues to train inside wiremen in standards of the trade while also training on new electrical requirements to meet the needs of energy efficient electrical solutions. They have requested a separate Job Number to train 30 veterans, and actively recruit women through multiple avenues. This is Los Angeles County Electrical's fourth ETP contract, and the first within the last 5 years.

Ms. Testa stated that Staff recommends approval of this proposal and introduced Diana Limon, Training Director and Nica Constante, Consultant.

**Tab No. 51: San Francisco Electrical Industry Apprenticeship & Training Trust**

Ms. Testa presented a proposal on behalf of the San Francisco Electrical Industry Apprenticeship & Training Trust in the amount of \$749,597. Founded in 1962, SF Electrical provides training for inside wiremen at its training facility in San Francisco. Inside wiremen install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial, and residential establishments. SF Electrical has requested a separate veteran's Job Number, and also actively recruits women. SF Electrical's prior projects have all been strong performers. Their current contract, now at 79%, is set to earn 100% of the contract value. [Updated amount.]

Ms. Testa stated that Staff recommends approval of this proposal and introduced Peter Chursin, Training Director and Nica Constante, Consultant.

**Tab No. 52: Santa Clara County Electrical Joint Apprenticeship & Training Trust**

Ms. Testa presented a proposal on behalf of the Santa Clara County Electrical Joint Apprenticeship & Training Trust in the amount of \$746,701. Santa Clara County Electrical was founded in 1958 and serves close to 600 apprentices and over 2,000 journeyworkers, providing training in electrical systems and component wiring. For this project, Santa Clara County Electrical will train 37 veterans on a separate Job Number. They also outreach heavily to

encourage more women to join the trades. All of Santa Clara County Electrical's prior projects were extremely strong performers, and their current, now at 76%, is set to earn 100%. (Updated amount.)

Ms. Testa stated that Staff recommends approval of this proposal and introduced Robert Moreno, Training Director and Nica Constante, Consultant.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the Alameda County Electrical Industry Apprenticeship & Training Trust in the amount of \$746,290. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the Los Angeles County Electrical Educational and Training Trust Fund in the amount of \$749,520. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the San Francisco Electrical Industry Apprenticeship & Training Trust in the amount of \$749,597. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the Santa Clara County Electrical Joint Apprenticeship & Training Trust in the amount of \$746,701. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 48: Northern California Tile Industry Apprenticeship and Training Trust Fund**

Ms. Testa presented a proposal on behalf of the Northern California Tile Industry Apprenticeship and Training Trust Fund in the amount of \$224,701. Please note that there was an amendment to their trust which changed the trust's name. NorCal Tile trains apprentices and journeyworkers in 46 Northern California counties in the tile finisher and layer trades for both residential and commercial projects. The glass, ceramic, and stone tiles these trainees work with can be laid in floors, walls, exterior veneers, stairs, or fireplaces. NorCal Tile works with Helmets-to-Hardhats and has requested a separate veteran's Job Number for this proposal. NorCal Tile also performs outreach to women through such organizations as Trades Women and Rising Sun. This is NorCal Tile's second ETP contract, and is their first project within the last 5 years.

Ms. Testa stated that Staff recommends approval of this proposal and introduced: Mark Ansell, Apprenticeship Coordinator; Monique Sanchez, Secretary; and Nica Constante, Consultant.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Ms. Newsom moved and Mr. Tweini seconded approval of the Northern California Tile Industry Apprenticeship and Training Trust Fund in the amount of \$224,701. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 49: Heat & Frost Insulators and Allied Workers of Northern California and Local No. 16 Apprentice Training Trust Fund**

Ms. Testa presented a proposal on behalf of the Heat & Frost Insulators and Allied Workers of Northern California and Local No. 16 Apprentice Training Trust Fund in the amount of \$554,400. Heat & Frost Insulators provides training for insulators at their training facility in Benicia. These trainees learn to insulate hot and cold water pipes, heating and air conditioning systems, and other types of mechanical equipment to help conserve energy, control condensation, and prolong the lifecycle of the equipment being insulated. Although not requesting a separate veteran's Job Number, Heat & Frost Insulators perform outreach to veterans through Helmets-to-Hardhats, and to women through women's-only career fairs and Women In The Trades conferences. All of Heat & Frost Insulator's prior projects have earned at or near 100%, and this current contract, now at 86%, is set to earn 100% of the contract value. [Updated amount.]

Ms. Testa stated that Staff recommends approval of this proposal and introduced Bill Hodges, JATC Coordinator and Steve Duscha, Consultant.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the Heat & Frost Insulators and Allied Workers of Northern California and Local No. 16 Apprentice Training Trust Fund in the amount of \$554,400. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No.53: Southern California Sheet Metal Joint Apprenticeship & Training Committee**

Ms. Testa presented a proposal on behalf of the Southern California Sheet Metal Joint Apprenticeship & Training Committee in the amount of \$743,280. SoCal Sheet Metal provides training for both apprentice and journeyworker sheet metal workers at their \$6 Million, 80,000 square-foot facility in the City of Industry in Southern California. Only apprentices will participate in this proposal. Although not requesting a veteran's Job Number, SoCal Sheet Metal actively recruits veterans and holds a Veterans Boot Camp twice yearly. They also work



with WINTER (Women in Non-Traditional Employment Roles) to recruit women into the sheet metal trade. All of SoCal Sheet Metal's prior projects were exceptionally strong performers, and their current contract has tracked well over 100% of training hours, and is expected to earn a full 100%.

Ms. Testa stated that Staff recommends approval of this proposal and introduced: Lance Clark, Administrator; Oscar Meyer, Apprenticeship Advisor for LA USD; and Steve Duscha, Consultant.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Smiles moved and Mr. Tweini seconded approval of the Southern California Sheet Metal Joint Apprenticeship & Training Committee in the amount of \$743,280. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

#### **Tab No. 54: U.A. Local 342 Joint Apprenticeship and Training Trust**

Ms. Testa presented a proposal on behalf of the U.A. Local 342 Joint Apprenticeship and Training Trust in the amount of \$723,600. U.A. Local 342 operates a 45,000 square-foot facility in Concord, where they will train both apprentices and journeyworkers for this proposed project. Training includes installation, service, and repair of plumbing and HVAC systems, and for piping systems for hospitals, semiconductors, and pharmaceutical manufacturing. This JATC actively recruits veterans through both Helmets-to-Hardhats and the Veterans in Piping program, although they are not requesting a separate Job Number. They also recruit women into their program. U.A. Local 342's prior projects have all earned at or near 100%, and their current contract has tracked enough hours to earn the full contract value.

Ms. Testa stated that Staff recommends approval of this proposal and introduced Al Garcia, Training Director, and Steve Duscha, Consultant.

Acting Chairperson Roberts ask if the Panel has any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

**ACTION:** Mr. Tweini moved and Mr. Smiles seconded approval of the U.A. Local 342 Joint Apprenticeship and Training Trust in the amount of \$723,600. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

#### **AGENDA ITEMS FOR FUTURE MEETINGS**

Acting Chairperson Roberts asked for any future agenda items, and whether anyone wanted

to bring any questions or concerns to the Policy Committee Meeting, which could also be sent to Mr. Cable, since not all Panel Members attend.

**X. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA**

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

None were given.

**XI. MEETING ADJOURNMENT**

Acting Chairperson Roberts adjourned the meeting at 12:31 p.m.