



Employment Training Panel

Expansion Funds Interim Report

Prepared for: Joint Legislative Budget Committee

Prepared by: Employment Training Panel

**Gavin Newsom, Governor
November 2022**

Table of Contents

Section 1: Introduction	4
Section 2: Objective	4
Section 3: Scope	4
Section 4: Financial Summary	4
Section 5: Outreach and Marketing	5
Section 6: Legislative Data Reporting Requirements	5
Section 7: Glossary	14
Section 8: Appendices	19
Appendix A: High Road Employer Reporting	19
Appendix B: Approved Expansion Contracts with Approved Amounts	20

LIST OF TABLES

Table 1. Counties served by approved Expansion contracts.....	7
Table 2. Approved contracts and enrolled trainees with a job creation or new hire component.....	8
Table 3. Training types and delivery methods.....	9
Table 4. Trainee age range data.....	10
Table 5. Self-reported trainee gender data.....	10

LIST OF FIGURES

Figure 1. Fourteen industries receive an ETP Expansion fund award and count by industry type.....	7
Figure 2. ETP trainee demographic characteristics reported for all in-progress Single Employer contracts	11
Figure 3. ETP trainee demographic characteristics reported for all in-progress Multiple Employer contracts	12

Disclaimer: The accuracy of the data provided in this report was verified current as of September 12, 2022 by the Employment Training Panel. All contracts are in-progress and additional trainees may be enrolled throughout the term of the two-year contract. Contractors may change contracting status at any time during the term of the contract.

Section 1: Introduction

Governor Newsom's FY 21/22 budget approved SB129, including \$50 million in general fund dollars for the Employment Training Panel (ETP) "to expand its programs into high demand sectors." This ETP program is known as "Expansion Funds". Funding is available for encumbrance or expenditure through June 30, 2024.

Section 2: Objective

The intent of the ETP "Expansion Funds" program is to ensure that this alternative funding source is consistent with ETP's mission to assist California businesses in the development of performance based training that will attract and retain businesses, provide workers with secure jobs that pay good wages, and have opportunities for career advancement. This includes the Legislative intent to meet the needs of small business.

Implementation of this program will parallel the ETP Panel's vision and goals to support sustainable economic development, as well as quality job training that is equitable and inclusive through strategic business, labor and government partnerships. Encompassed in these goals will support high-road employers, training that leads toward licensing and certification; and workforce training efforts for communities disproportionately impacted by the Covid-19 pandemic.

Section 3: Scope

ETP is required to provide an Interim and Final report to the Joint Legislative Budget Committee including information on the use and outcomes of the Expansion Funds. This report covers the time period of July 1, 2021 through November 30, 2022. The final report is expected November 30, 2024.

This report includes the following:

- A) Financial Summary
- B) Outreach and Marketing
- C) Legislative Data Reporting Requirements

Section 4: Financial Summary

Out of the allotted \$50 million ETP received in Expansion funds ETP approved 134 Single and Multiple Employer Contracts (MEC) totaling over \$44.8 million dollars in training funds to train incumbent workers. The remainder of uncontracted dollars is used for administrative purposes such as the development of guidelines, the development of individual projects, the monitoring and operations work of ongoing projects, preparation of financial and legislative reporting, and other costs associated with managing the program.

At the writing of this report, there were 37,569 estimated trainees who were eligible for immediate training as a result of the program.

Section 5: Outreach and Marketing

To promote the additional Expansion funding opportunities, ETP's Economic and Development Unit attended various economic and workforce development partner conferences across the state.

- Advisory Committee meeting for the Clean Transportation Program's 2021-2023 Investment Plan
- CAL Recycle Circular Economy Virtual Workshop
- CALED Rural Exchange
- CALED Statewide Training Conference
- California Labor Federation Building Workforce Partnerships Conference
- California Workforce Association (WORKCON 2021 and 2022; Youth Symposium 2021, and Meeting of the Minds 2022)
- CalWORKs Training Academy Summit
- CCCAOE Spring Conference 2022
- Contract Education Summit
- CubeSat Developers Conference Workforce Development Panels and Q&A session
- Department of Defense (DOD) Cybersecurity Partnership Update Meeting
- Homeboy Global Network Summit
- Lithium Valley Commission Presentation
- NAISTD Virtual Conference
- Prison to Employment P2E Summit 2022
- Quarterly Regional Rapid Response Roundtable Meetings with EDD WIOA Advisors
- UpSkill California Community College Collaborative
- Winter ICT Educators' Conference for the California Cybersecurity Career Education Pipeline and Pathway Project (C3EP3)
- ZEV Workforce Development Strategy Meeting

Section 6: Legislative Data Reporting Requirements

As a part of this report, this section will include information on the use and outcomes of the funds and data reflecting the 12 Legislative reporting requirements for the Expansion contracts currently in progress. Upon receiving the allocated \$50 million in additional funding, ETP has approved over \$44.8 million to train 37,569 workers in 138 contracts. This additional alternative funding is crucial for economic recovery caused by the pandemic for all businesses and trainees that will participate in training. To qualify for funding the applicant must meet all standard program criteria with a few notable exceptions: contracts may be amended up to the program project cap, backfilled positions are allowed and not required to be "net" new jobs. Public entities, and non-profit organizations that have elected an alternate method of financing its liability for unemployment insurance compensation, are eligible for Expansion Funds training contracts.

The Legislative requirements are as follows:

Information on Participation of High Road Employers: The ETP Policy Committee worked with staff and stakeholders to draft a meaningful definition of High Road Employers (HRE) since there was no definitive definition of HRE in Legislation. The Policy Committee developed supplementary questions for contractors that will assist with a portion of the legislative requirements of this report. ETP provided a Legislative Data Questionnaire to all contractors whose employees or new hires are slated to receive training from the Expansion contract they are participating in. There were nine Legislative Data Questionnaires submitted and all data provided was self-reported by the contractors.

Number of Re-Employment Information: Out of the nine Participating Employers that completed the Legislative Data Questionnaire for the High Road Employers, 52 trainees were reported as being re-employed after a previous lay off.

Number of Applicants: Overall, 138 applicants submitted an ETP application to train incumbent workers. At the time of application, the total funding amount requested for training was \$48,392,662.

Number of Eligible Applicants: All 138 Single and Multiple Employer Contract applicants were deemed eligible under the Expansion guidelines.

Number of Awardees: Out of the \$50 million allotted to ETP in Expansion alternative funds, 138 awardees were approved for ETP funding through the Expansion program totaling in over \$44.8 million dollars in training funds for California workers. Four contractors cancelled their contracts prior to the start of training resulting in 134 contracts with reported data that will be shared throughout this report.

Industry Sectors that Received an Award: Single Employer trainees and MEC trainees employed within 365 participating employers are slated to receive ETP funded training in 14 various industry sectors. See Figure 1 for a breakdown by ETP's industry title which is based off of the North American Industry Classification System.

ETP Industry Title	Count of Industry
Agriculture	6
Construction	66
Finance & Insurance	4
Healthcare	11
Information	1
Manufacturing	81
Professional, Scientific, and Technical	25
Real Estate	1
Retail	3
Services (Other)	33
Trade (Wholesale)	24
Transportation and Warehousing	4
Waste Management	9
Grand Total	268

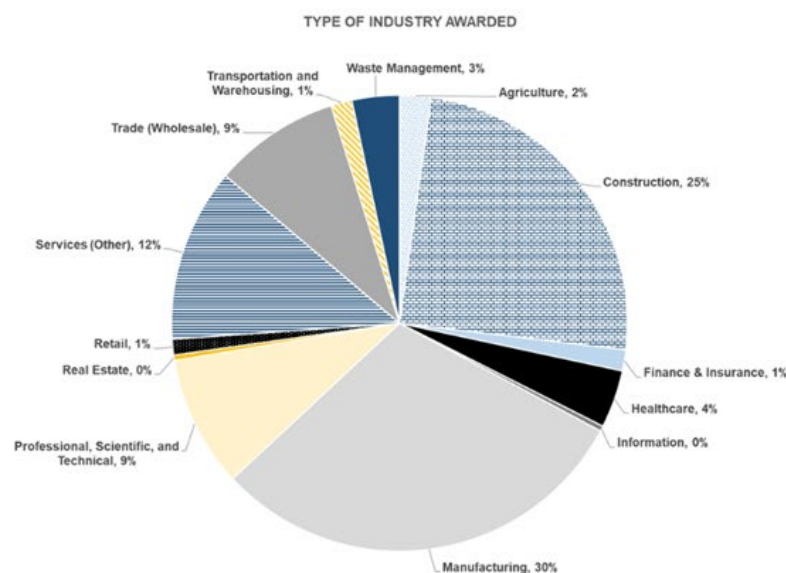


Figure 1. Fourteen industries receive an ETP Expansion fund award and count by industry type

Geographic Distribution of Awardees: Forty-three percent of participating employers serve trainees in High Unemployment Areas (HUA) of the state. As of the writing of this report, 6,060 trainees were enrolled in training courses in 19 counties throughout the state and 12 of those counties have a HUA component. See Table 1 for a breakdown of counties and trainees.

Table 1. Counties served by approved Expansion contracts

County	# of Enrolled Trainees	Percentage of Trainees Enrolled
Alameda County	828	14%
Contra Costa County	917	15%
Fresno County	38	1%
Kern County	287	5%
Kings County	1	0%
Los Angeles County	1,702	28%
Orange County	450	7%
Riverside County	191	3%
Sacramento County	555	9%
San Bernardino County	216	4%
San Diego County	285	5%
San Francisco County	125	2%
San Luis Obispo County	67	1%
San Mateo County	45	1%
Santa Barbara County	20	0%
Santa Clara County	102	2%
Solano County	81	1%
Tulare County	4	0%
Ventura County	146	2%
Grand Total:	6,060	100%

*Bolded counties are HUA

Number of Workers Served: There are 37,569 estimated trainees for the Expansion contracts currently in-progress who will receive training as a result of this alternative funding program.

Number of Workers Created Specific to New Hire and Job Creation: The ETP Panel prioritizes projects developed under the “Retrainee- Job Creation” guidelines, which demonstrates a strong link to job creation and business expansion, including employer’s investment in new workers or other measureable investments in hiring of workers and expansion of California’s workforce. There were 401 estimated trainees that were unemployed at the start of training (new hires) and 4,314 estimated job creation trainees slated to receive training out of the approved contracts.

Average Award Amount: The 134 awardees received an average of \$332,761 per contract.

Table 2. Approved contracts and enrolled trainees with a job creation or new hire component

Contractor Name	Estimated # of Trainees	Trainees Enrolled
Job Creation		
Agilent Technologies, Inc.	50	161
Amcor Rigid Packaging	7	42
Apeel Technology, Inc.	202	16
Applied Composite Structures, Inc.	110	179
Applied Materials, Inc.	100	634
Arrow Sign Co	35	22
AWT Construction Group, Inc.	31	13
Blue Mountain Construction Services, Inc.	75	47
Brody Pennell Heating and A/C	29	15
Building Skills Partnership	190	117
California Manufacturing Technology Consulting	132	71
Cedars-Sinai Medical Center	125	84
Cepheid	500	1,263
Chrisp Company	98	25
Community Hospitals of Central California	200	201
Cook General Engineering, Inc.	8	8
Edwards Lifesciences, LLC	250	154
ELS Investments	59	32
Emergency Restoration & Cleaning Inc	10	4
Express Sewer & Drain, Inc.	25	6
FM Industries, Inc.	45	139
Gar Bennett	10	36
Gilmore Services, Inc.	86	37
Global Power Group Inc.	15	1
Gradelink Corporation	2	1
GS Williams Inc.	5	3
HP Hood, LLC	7	8
Kagome Inc.	21	26
Keysight Technologies, Inc.	100	161
Kirkhill Inc.	150	2
KLA Corporation	50	349
Kozy Shack Enterprises, LLC	35	28
Lam Research Corporation	75	358
Luxer Corporation	27	80
Mag Aerospace Industries, LLC	5	4
Nor-Cal Pipeline Services	50	1
NWESTCO, LLC	2	9
O'Brien Steel Erectors Inc	12	1
On-Time Air Conditioning & Heating LLC	32	50
Pitman Farms	30	260
Premier Medical Transport, Inc.	60	46
Providence West Valley Healthcare Center, LLC	160	78
Reliable Energy Management, Inc.	33	26
S. Bravo Systems, Inc.	20	26
Sacramento Employment & Training Agency	245	143
Schetter Electric, LLC	22	4
Service Champions, Inc.	50	16
Sierra Pacific Home & Comfort, Inc.	52	37

Simpson Strong-Tie Company Inc.	20	27
Soma AEC Inc.	19	26
SonRay Solar, Inc.	65	74
Sturgeon Services International, Inc.	16	32
Synergy Enterprises, Inc.	72	171
Tarzana Medical Center, LLC	75	45
Taylor-Listug, Inc.	65	80
The Chamber of the Chino Valley	80	35
Timberworks Construction, Inc.	80	268
Vellutini Corp	158	16
Vino Farms, LLC	17	25
Vision Care Center, A Medical Group, Inc.	10	70
Total Job Creation Trainees:	4,314	5,893
New Hire		
Employed Security Service Center, Inc.	100	31
Los Angeles Pacific College	46	26
Jewish Vocational and Career Counseling	130	119
JobTrain Inc.	125	44
Total New Hire Trainees:	401	220

Changes in Participant Employment Status as a Result of the Program: ETP continues to support job creation and workforce development throughout California by supporting projects with the greatest impact on the economy. As of the writing of this report, 134 contracts are currently in-progress and approximately 401 trainees will have gained permanent employment status as a result of participating in Expansion training. A total of 60 Single and MEC contracts had a job creation component with 4,314 trainees slated to receive valuable training.

Information on Participant Wage Gain: Performance is only available upon the close of the contract and *post retention wage* is not available at the writing of this report since all contracts are in progress in a two year term agreement. The *wage at enrollment* is the trainee's reported wages. The average wage at enrollment was \$49.76 and the median wage at enrollment was \$28.52. Trainees who successfully complete this funded training will result in an average wage gain of \$3.19 per hour. Wage progression will be measured at the end of the two year contract for trainees who received training.

Description of Use of Funds: ETP continues to support the growth of California's workforce through new hire training and retraining associated to job creation and business expansion. The trainees that participate in training will have opportunities for career advancement, higher wages, secure jobs, new skillsets, new certifications, staff development and professional growth.

See Table 3 for information on the four delivery methods and 14 training types that trainees will receive as a result of completing the training courses.

Table 3. Training types and delivery methods

Delivery Methods	# of Each Type Approved
Classroom/Simulated Laboratory	87

Computer Based Training	21
Productive Laboratory	20
Instructor Led/Distance Learning	80
Training Types	# of Each Type Approved
Business Skills	61
Commercial Skills	57
Computer Skills	75
Continuous Improvement	48
Hazardous Materials Skills	21
HazWoper	6
Literacy Skills	10
Management Skills	11
Manufacturing Skills	26
Medical Skills Didactic	13
Medical Skills Preceptor	9
Safety Skills- General	1
Safety Skills OSHA 10	39
Safety Skills OSHA 30	39

Trainee Demographic Information:

There were 34,488 total trainees whose demographic information such as age, education level, race/ethnicity, gender and veteran status was collected upon enrollment and is illustrated in the tables and infographics below. ETP has continued to prioritize training for veterans who are reentering California's civilian workforce. ETP's veteran training program helps unemployed veterans obtain high-skilled, high-wage jobs in secure industries. As a result of trainee participation, 682 veterans will receive training from the Expansion contracts.

Table 4. Trainee age range data

Age Group	# of Trainees in Group	Percentage of Age Group
25-34	10,003	29%
35-44	11,179	32%
45-54	5,958	17%
55-64	3,179	9%
65 and Older	594	2%
Under 25	3,575	10%
Grand Total:	34,488	100%

Table 5. Self-reported trainee gender data

Gender	# of Trainees	Percentage of Gender
Female	8,826	26%
Male	25,652	74%
Non-Binary	10	0%

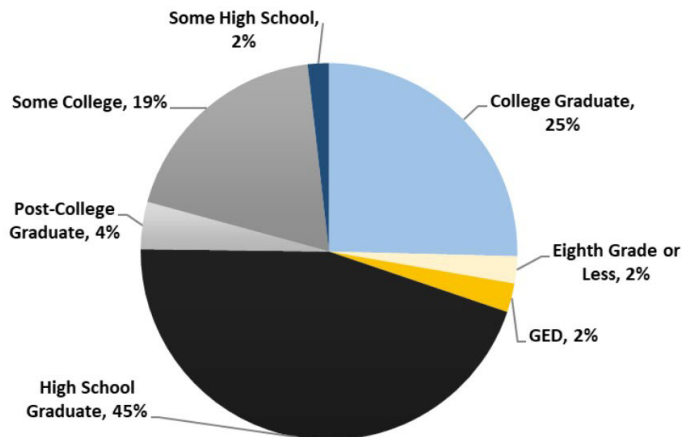
Grand Total:	34,488	100%
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Figure 2. ETP trainee demographic characteristics reported for all in-progress Single Employer contracts

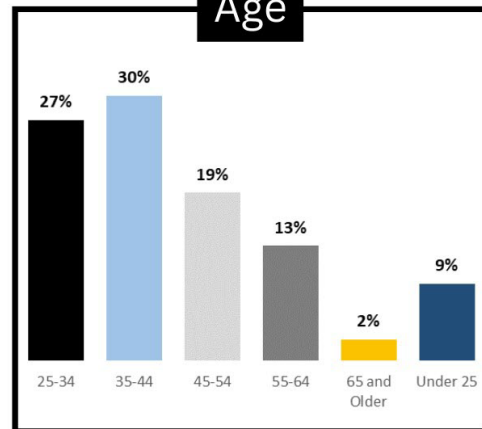
TRAINEE DEMOGRAPHICS

ETP trainee demographic characteristics have been reported for sex, age, education, ethnicity, and veterans.

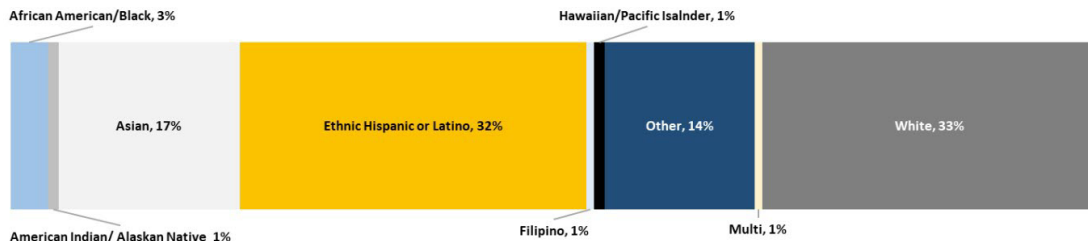
Education



Age



Race/Ethnicity



413 Veterans

**ETP participants who specified a veteran status*

Gender

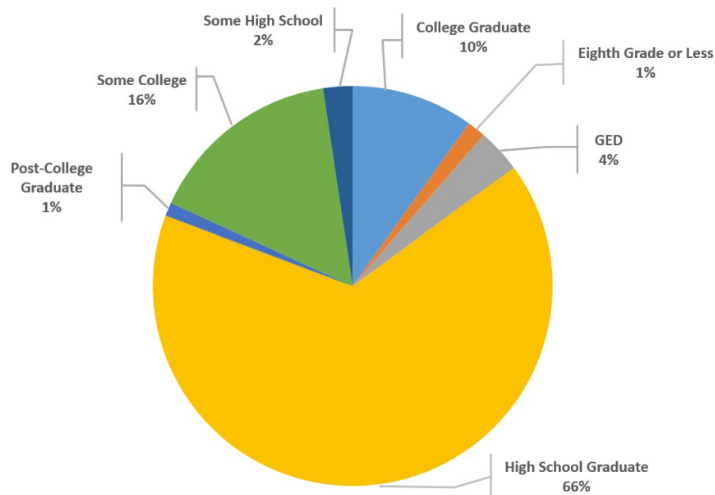


Figure 3. ETP trainee demographic characteristics reported for all in-progress Multiple Employer contracts

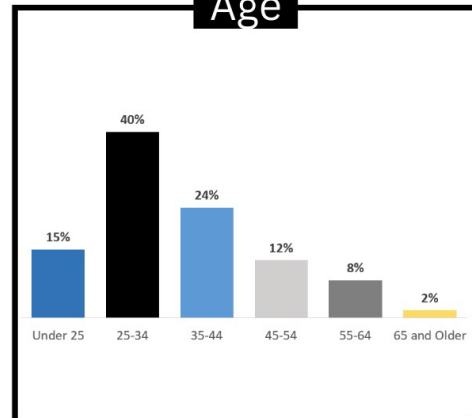
TRAINEE DEMOGRAPHICS

ETP trainee demographic characteristics have been reported for sex, age, education, ethnicity, and veterans.

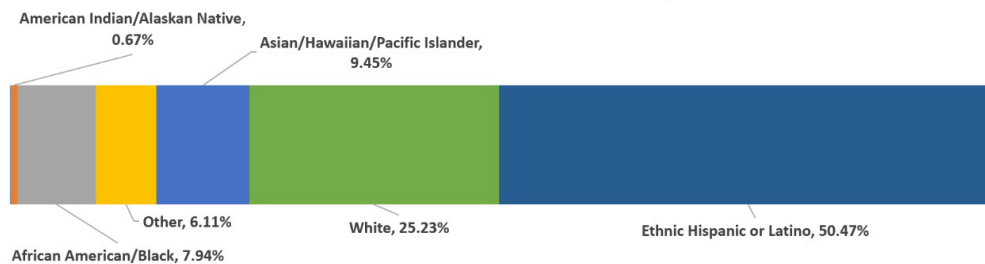
Education



Age



Race/Ethnicity



269 Veterans

**ETP participants who specified a veteran status*

Gender



Section 7: Glossary

GLOSSARY

CALIFORNIA ADVANCED DEFENSE ECOSYSTEM NATIONAL CONSORTIA EFFORT (CADENCE) - The California Governor's Office of Planning and Research (OPR) Military Affairs Unit, is designated by the U.S. Department of Defense (DOD) Under Secretary of Defense for Acquisition and Sustainment as a Defense Manufacturing Community, and includes multiple national security project components. CADENCE aims to strengthen the resiliency of the national security innovation and manufacturing base and support critical manufacturing sectors that provide key resources to the American warfighter and address DOD's modernization priorities.

CALIFORNIA ADVANCED SUPPLY CHAIN ANALYSIS AND DIVERSIFICATION EFFORT (CASCADE) - The California Advanced Supply Chain Analysis and Diversification Effort initiative is funded by the U.S. Department of Defense to bolster California's defense supply chain cybersecurity resilience.

CALIFORNIA AIR RESOURCES BOARD (CARB) - The California Air Resources Board (CARB) is charged with protecting the public from the harmful effects of air pollution and developing programs and actions to fight climate change. From requirements for clean cars and fuels to adopting innovative solutions to reduce greenhouse gas emissions, California has pioneered a range of effective approaches that have set the standard for effective air and climate programs for the nation, and the world.

CALIFORNIA ASSOCIATION FOR LOCAL ECONOMIC DEVELOPMENT (CALED) - The California Association for Local Economic Development is the premier statewide professional economic development organization dedicated to advancing its members' ability to achieve excellence in delivering economic development services to their communities and business clients. CALED's membership consists of public and private organizations and individuals involved in economic development: the business of creating and retaining jobs.

CALIFORNIA COMMUNITY COLLEGE ASSOCIATION FOR OCCUPATIONAL EDUCATION (CCCAOE) – California Community College Association for Occupational Education has a long tradition of support and advocacy within the California Community College System. Our organization exists to serve as a statewide advocate for administrators and educators working in vocational education. To this day, a mandate continues through membership conferences, legislative advocacy training, and member education resources available to all 115 community colleges in California.

CALIFORNIA DEPARTMENT OF RESOURCES RECYCLING AND RECOVERY (CALRecycle) - California's Department of Resources Recycling and Recovery brings

together the state's recycling and waste management programs and continues a tradition of environmental stewardship.

CALIFORNIA LABOR FEDERATION (CALFED) - This federal-state-local program aims to improve long-term management of the water and ecosystems of California's Central Valley, focusing on the Sacramento-San Joaquin Delta. The program studies, monitors, and implements actions to improve water quality, water supply, ecosystem health, and levee stability.

CALIFORNIA WORKFORCE ASSOCIATION (CWA) - The California Workforce Association is a nonprofit member association, which represents all 46 of the Workforce Development Boards in the State of California, as well as over 70 other affiliate members from labor, education, industry, Chambers of Commerce, government and community-based organizations.

CALIFORNIA WORKFORCE INVESTMENT BOARD (CWIB) - Established by Executive Order in response to the mandate of the federal Workforce Investment Act (WIA) of 1998, the California Workforce Investment Board (WIB) assists the Governor in setting and guiding policy in the area of workforce development. The WIB is responsible for assisting the Governor in performing the duties and responsibilities required by the WIA.

COLLECTIVE BARGAINING AGREEMENT (CBA)- Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more. Collective bargaining is a way to solve workplace problems and also the best means for raising wages.

DEPARTMENT OF DEFENSE (DOD) - The Department of Defense is America's largest government agency. Its mission is to provide the military forces needed to deter war and ensure the nation's security.

ELECTRIC VEHICLE (EV) - An electric vehicle also called an EV, uses one or more electric motors or traction motors for propulsion. An electric vehicle may be powered through a collector system by electricity from off-vehicle sources, or may be self-contained with a battery, solar panels or an electric generator to convert fuel to electricity. EVs include, but are not limited to road and rail vehicles, surface and underwater vessels, electric aircraft and electric spacecraft.

EMPLOYMENT TRAINING PANEL (ETP) – Established in 1982, the Employment Training Panel is a business and labor-supported state agency that funds the costs of vocational training. ETP is governed by an 8 member Panel. ETP is funded by a tax on employers, collected alongside the Unemployment Insurance tax. ETP does not regularly receive General Fund support.

ETP's CORE PROGRAM- ETP's core program is funded by the Employment Training Tax (ETT), paid by California companies participating in the Unemployment Insurance

system to promote the development of California workers. ETT revenues are deposited in the Employment Training Fund (ETF), established to fund ETP and its training programs. ETP does not use Federal or State General Funds to fund its program.

GOVERNOR'S OFFICE FOR ECONOMIC DEVELOPMENT (GO-BIZ) - The Governor's Office of Business and Economic Development serves as the State of California's leader for job growth and economic development efforts.

HIGH ROAD EMPLOYER (HRE) - An employer that has either wages at or above the current special employment training wage, which this year is \$39.21 an hour, and/or they have a Collective Bargaining Agreement, and/or they are a participant in a High Road Training Partnership (H RTP). They must have one or more of those things *and* a turnover rate less than 10% *and* they will have to provide answers to a set of questions that deal with other high road characteristics. The questions that will be asked are narrative in nature, such as "Please describe the benefit packages you offer your employees" and "Please describe what kinds of flexibility you offer to your employees (for example: different shifts, ability to telework, etc.)." This definition was approved by the ETP Panel at the May 2022 Panel meeting with the understanding that a narrative will be added into the Legislative report explaining how it was difficult to come up with a definition and that the definition is live and can be added to or subtracted as needs arise later.

HIGH ROAD TRAINING PARTNERSHIP (H RTP) - The High Road Training Partnerships initiative is a modest, but critical \$10M demonstration project designed to model partnership strategies for the state. Ranging from transportation to health care to hospitality, the H RTP model embodies the sector approach championed by the Board-industry partnerships that deliver equity, sustainability, and job quality. Along with these program investments, the Board is producing a body of policy and principle to guide related undertakings across the workforce system.

HIGH UNEMPLOYMENT AREA (HUA) - If the State average unemployment rate is less than 10 percent, HUA is defined as counties with an unemployment rate 25 percent higher than the State average or sub-county areas containing large numbers of unemployed workers and having an unemployment rate 25 percent higher than the State average. If the State average Unemployment Rate is 10 percent or higher, HUA is defined as counties with an unemployment rate 15 percent higher than the State average or sub-county areas containing large numbers of unemployed workers and having an unemployment rate 15 percent higher than the State average. HUA is based on data from EDD's Labor Market Information Division.

INFORMATION COMMUNICATIONS TECHNOLOGIES (ICT) - Information and Communication Technology is a blanket term encompassing all the technologies and services involved in computing, data management, telecommunications provision and the internet. These technologies all deal with the transmission and reception of information of some kind. ICT permeates all aspects of life, providing newer, better, and

quicker ways for people to interact, network, seek help, gain access to information and learn.

MEETING OF THE MINDS - Meeting of the Minds is an internationally recognized nonprofit organization with world-class events, year-round leadership programming and an unparalleled digital platform.

MULTIPLE EMPLOYER CONTRACT (MEC) - A multiple-employer contractor serves multiple participating employers under a single ETP contract and may be: 1) a consortia (group of employers); 2) a training agency (private training entity or local educational agency; or 3) a local Workforce Development Board.

NON-PROFIT- A group organized for purposes other than generating profit and in which no part of the organization's income is distributed to its members, directors or officers. Non-profit organizations include churches, public schools, public charities, public clinics and hospitals, political organizations, legal aid societies, volunteer services organizations, labor unions, professional associations, research institutes, museums, and some governmental agencies.

NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM (NAICS) - The standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. It was developed jointly by the U.S., Canada and Mexico in order to provide new comparability in statistics about business activity across North America.

PARTICIPATING EMPLOYER - ETP uses this terminology when indicating companies whose employees or new hires will receive training as a result of participating in a multiple employer contract's training project. They are not the contract holder yet they are able to participate in the training once the company has been deemed eligible by ETP.

POST RETENTION WAGE- ETP reporting requirement for a trainee that has been retained as an employee within a company for at least 90 days after the last date of training.

SENATE BILL 162- The Community of Economic Resilience Fund Program. Existing law establishes the Employment Development Department (EDD) within the Labor and Workforce Development Agency. Existing law grants the Director of Employment Development duties, purposes, responsibilities, and jurisdiction exercised by the Director of Benefit Payments relating to job creation activities, among other things. The California Workforce Innovation and Opportunity Act establishes the California Workforce Development Board as the body responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system and the alignment of the education and workforce investment systems to the needs of the 21st century economy and workforce. The act also provides for training partnerships that are overseen by the board, including the High Road

Training Partnerships initiative, a demonstration project to model partnership strategies for the state among various industry sectors, and that is industry based and worker focused in order to build skills for California employers that, among other things, generate family-supporting jobs.

SPECIAL EMPLOYMENT TRAINING (SET) - ETP uses this terminology in applicable contracts. The Special Employment Training projects are designed to improve skills and employment security of frontline workers in projects that do not meet standard employer or trainee eligibility requirements, but area a priority for workforce training.

ZERO EMISSION VEHICLE (ZEV) - A zero-emissions vehicle, or ZEV, is a vehicle that emits no exhaust gas from the onboard source of power. Harmful pollutants to health and the environment include particulates, hydrocarbons, carbon monoxide, ozone, lead and various oxides of nitrogen.

Section 8: Appendices

Appendix A: High Road Employer Reporting

Per SB129, ETP is required to report on the participation of high road employers supported with this funding. In order for ETP to report on “High Road Employers,” for the purposes of this funding it was necessary for the Panel to first develop and approve a definition of this term (see below) since no such definition is currently available in California statute. It should be noted that while SB162 provides a definition of “High Road Strategy,” it does not define “High Road Employer.”

This High Road employer definition is not use in any way for eligibility determination for any ETP program. It is only used for reporting purposes. As of the writing of this report, ETP has received nine returned responses for the supplementary questionnaires sent to contractors. ETP will continue to collect responses to this set of questions- described below- from participating employers.

The Panel adopted the following definition:

A High Road Employer has one of the following attributes:

1. Has either:

- a) Wages at or above the SET wage (currently \$39.21/hour); and/or,
- b) Has a CBA; and/or,
- c) Is a participant in an H RTP

AND

2. Has a turnover rate less than 10%

AND

3. Will provide responses to a set of questions dealing with the other high road characteristics, for example: benefit packages (both content and waiting periods), job flexibility, employee development, diversity and inclusion, employee participation in company governance, company engagement with the community, promotion of health and safety in the workplace, and environmental sustainability efforts.

Appendix B: Approved Expansion Contracts with Approved Amounts

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Account Name	Approved Amount	Estimated Number of Trainees
A. PREMAN ROOFING, INC.	\$199,479	177
A. TEICHERT & SON, INC.	\$499,100	620
AGILENT TECHNOLOGIES, INC.	\$499,100	345
ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD	\$199,260	135
AMCOR RIGID PACKAGING	\$477,135	332
APEEL TECHNOLOGY, INC.	\$599,656	459
APPLIED COMPOSITE STRUCTURES, INC.	\$499,744	529
Applied Materials, Inc.	\$498,640	338
ARROW SIGN CO	\$22,425	65
AWT CONSTRUCTION GROUP, INC.	\$144,532	106
BIOMARIN PHARMACEUTICAL INC.	\$494,500	350
BIVAR, INC.	\$33,810	35
Blue Mountain Construction Services, Inc.	\$171,120	405
Bricklayers And Allied Crafts Local No. 3 Apprentice Training Trust	\$131,134	74
Brody Pennell Heating and A/C	\$97,520	61
BUILDING SKILLS PARTNERSHIP	\$479,218	672
California Family Foods, LLC	\$106,260	75
California Labor Federation, AFL-CIO	\$462,784	448
CALIFORNIA MANUFACTURERS AND TECHNOLOGY ASSOCIATION	\$599,440	508
CALIFORNIA MANUFACTURING TECHNOLOGY CONSULTING	\$599,694	762
CAPITAL CONCRETE SOLUTIONS INCORPORATED	\$53,130	44
CARPENTERS TRAINING TRUST FUND FOR NORTHERN CALIFORNIA	\$598,290	259
Cedars-Sinai Medical Center	\$499,100	310
CENTRAL VALLEY ROOFERS & WATERPROOFERS JOINT APPRE	\$190,930	130
CEPHEID	\$391,000	500
CFHS Holdings, Inc.	\$498,525	289
Children's Hospital of Orange County	\$499,100	124
Chrisp Company	\$397,670	280
Comfort Now, Inc.	\$84,180	61
Community Hospitals of Central California	\$464,600	625
CONAGRA FOODS PACKAGED FOODS LLC	\$385,020	372
COOK GENERAL ENGINEERING, INC.	\$90,229	67
Creating Coding Careers	\$198,375	75

Appendix B: Approved Expansion Contracts with Approved Amounts

Account Name	Approved Amount	Estimated Number of Trainees
Darin Fong and Associates, Inc. Consulting Structural Engineers	\$11,730	17
DE HART PLUMBING, HEATING & AIR, INC.	\$40,250	35
DELPHON HOLDINGS INC	\$52,440	123
Diamond Technologies, Inc.	\$59,800	30
DISTRICT COUNCIL 16 NORTHERN CALIFORNIA JOURNEYMAN AND APPRENTICE TRAINING TRUST FUND	\$199,170	146
DISTRICT COUNCIL 16 NORTHERN CALIFORNIA JOURNEYMAN AND APPRENTICE TRAINING TRUST FUND	\$199,170	146
DISTRICT COUNCIL 16 NORTHERN CALIFORNIA JOURNEYMAN AND APPRENTICE TRAINING TRUST FUND	\$199,170	146
ECONOMIC DEVELOPMENT COLLABORATIVE VENTURA COUNTY	\$106,600	100
EDWARDS LIFESCIENCES LLC	\$247,250	250
Elica Health Centers	\$289,800	105
ELS Investments	\$203,274	243
Emergency Restoration & Cleaning Inc	\$43,700	30
EMPLOYED SECURITY SERVICE CENTER, INC.	\$269,400	100
Express Sewer & Drain, Inc.	\$232,300	120
FM INDUSTRIES INC	\$496,800	345
FRESNO MADERA KINGS & TULARE COUNTIES JATC	\$339,635	107
Fullerton Chamber of Commerce	\$496,440	970
GAR BENNETT	\$74,520	142
Gilmore Services, Inc.	\$303,600	165
GLOBAL POWER GROUP INC	\$138,000	100
GRADELINK CORPORATION	\$38,180	27
GS WILLIAMS INC	\$23,000	15
Hoag Memorial Hospital Presbyterian	\$499,100	217
HP HOOD LLC	\$292,560	318
INTUITIVE SURGICAL, INC.	\$496,800	900
JEWISH VOCATIONAL AND CAREER COUNSELING SERVICE	\$491,530	130
JOBTRAIN INC	\$381,250	125
KAGOME INC.	\$244,260	255
Kern County Electrical Journyman and Apprentice Training Trust	\$322,462	89
KEYSIGHT TECHNOLOGIES INC	\$494,500	325
KIRKHILL INC.	\$468,050	550
KLA CORPORATION	\$499,100	345
Kozy Shack Enterprises, LLC	\$409,400	255

Appendix B: Approved Expansion Contracts with Approved Amounts

Account Name	Approved Amount	Estimated Number of Trainees
Lam Research Corporation	\$494,500	350
Lockheed Martin Corporation	\$499,744	776
LOS ANGELES COUNTY ELECTRICAL EDUCATIONAL AND TRAINING TRUST FUND	\$594,830	280
Los Angeles Metropolitan Transportation Authority	\$497,168	386
LOS ANGELES PACIFIC COLLEGE	\$154,200	146
LUXER CORPORATION	\$150,190	143
MAG AEROSPACE INDUSTRIES, LLC	\$148,120	200
MICHAELS STORES PROCUREMENT COMPANY INC	\$269,928	200
NATIONAL VETERANS CHAMBER OF COMMERCE - NVCC	\$74,800	100
Nibbi Bros. Associates, Inc.	\$483,000	350
NOR-CAL PIPELINE SERVICES	\$180,320	171
NORTHERN CALIFORNIA LABORERS JATC	\$595,265	535
NORTHERN CALIFORNIA TILE INDUSTRY APPRENTICESHIP AND TRAINING TRUST FUND	\$114,053	68
NWESTCO LLC	\$34,638	35
O'BRIEN STEEL ERECTORS INC	\$209,760	152
O'NEIL DIGITAL SOLUTIONS, LLC	\$55,200	80
ON-TIME AIR CONDITIONING & HEATING LLC	\$400,200	232
OPERATING ENGINEERS AND NORTHERN CALIFORNIA SURVEYORS PRE-APPRENTICESHIP, APPRENTICESHIP AND JOURNEYMAN AFFIRMATIVE ACTION TRAINING FUND	\$599,200	286
Orange Coast Memorial Medical Center	\$499,675	589
ORANGE COUNTY ELECTRICAL JOINT APPRENTICESHIP AND TRAINING TRUST FUND	\$598,590	270
Pasadena Hospital Association, LTD	\$499,008	678
PHARMAPACKS LLC	\$275,310	244
PITMAN FARMS	\$402,040	814
Pomona Valley Hospital Medical Center	\$498,916	374
PREMIER MEDICAL TRANSPORT INC	\$497,904	264
PROFESSIONALS IN HUMAN RESOURCES ASSOCIATION	\$599,440	508
PROVIDENCE WEST VALLEY HEALTHCARE CENTER LLC	\$499,560	825
QUALITY CONTROLLED MANUFACTURING INC	\$91,080	88
Reliable Energy Management, Inc.	\$253,805	140
S. BRAVO SYSTEMS, INC.	\$132,365	119
S. MARTINELLI & COMPANY	\$197,846	253
SACRAMENTO AREA ELECTRICAL WORKERS JOINT APPRENTICESHIP AND TRAINING TRUST	\$598,270	263

Appendix B: Approved Expansion Contracts with Approved Amounts

Account Name	Approved Amount	Estimated Number of Trainees
SACRAMENTO EMPLOYMENT & TRAINING AGENCY	\$563,750	655
SANTA CLARA COUNTY ELECTRICAL JOINT APPRENTICESHIP AND TRAINING TRUST	\$596,592	444
SCHETTER ELECTRIC, LLC	\$186,760	181
SCHILLING PARADISE CORP.	\$322,575	255
SERVICE CHAMPIONS, INC.	\$345,000	200
SHEET METAL & AIR CONDITIONING APPRENTICESHIP & JOURNEYMAN TRAINING FUND	\$361,555	123
SHEET METAL WORKERS LOCAL UNION NO 104 AND BAY AREA INDUSTRY TRAINING FUND - NORTH BAY	\$597,766	298
SHEET METAL WORKERS' LOCAL UNION NO 104 AND BAY AREA INDUSTRY TRAINING FUND - SOUTH BAY	\$597,821	293
Sierra Pacific Home & Comfort, Inc.	\$244,260	177
SIMPSON STRONG-TIE COMPANY INC.	\$249,941	321
SOLANO-NAPA COUNTIES ELECTRICAL INDUSTRY APPRENTICESHIP & TRAINING TRUST	\$379,180	98
SOMA AEC INC	\$596,304	159
SonRay Solar, Inc.	\$330,510	414
SOUTH BAY WORKFORCE INVESTMENT BOARD INC.	\$590,780	515
STATE BUILDING & CONSTRUCTION TRADES COUNCIL	\$596,859	366
STATIONARY ENGINEERS NORTHERN CALIFORNIA AND NORTHERN NEVADA APPRENTICESHIP AND	\$598,752	316
STURGEON SERVICES INTERNATIONAL, INC.	\$345,000	250
SUNDT CONSTRUCTION INC	\$93,150	90
SYNERGY ENTERPRISES, INC.	\$448,500	387
TAIT & ASSOCIATES INC	\$74,382	98
Tarzana Medical Center, LLC	\$499,905	524
TAYLOR-LISTUG, INC.	\$299,920	392
The Chamber of the Chino Valley	\$249,845	535
THE SHIRLEY WARE EDUCATION CENTER SEIU-UNITED HEALTHCARE WORKERS-WEST	\$584,400	120
Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust	\$242,201	262
Timberworks Construction, Inc.	\$451,950	575
UFCW LOCAL 5	\$286,866	103
UNICAL AVIATION INC.	\$354,200	333
UNION ROOFERS JOINT APPRENTICESHIP AND TRAINING FUND	\$594,600	600
VALLEY COMMUNICATIONS, INC.	\$92,460	67
VELLUTINI CORP	\$499,560	543
VENTURA COUNTY ELECTRICAL JOINT APPRENTICESHIP AND TRAINING TRUST FUND	\$233,550	69
Vino Farms, LLC	\$313,260	297

Appendix B: Approved Expansion Contracts with Approved Amounts

Account Name	Approved Amount	Estimated Number of Trainees
VISION CARE CENTER, A MEDICAL GROUP, INC.	\$175,628	233
W C HEATING & AIR CONDITIONING, INC.	\$65,550	75
WONDERFUL PISTACHIOS & ALMONDS LLC	\$499,744	679
Total: 134 Contracts	\$44,589,942	37,569