



Employment Training Panel

**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL**

Teleconferenced Zoom Meeting  
**Friday, August 26, 2022**

**Panel Members**

Janice Roberts  
Acting Chairperson

Gloria Bell  
Member

Dee Dee Myers  
*Ex-Officio* Member

Ernesto Morales  
Member

Gretchen Newsom  
Member

Rick Smiles  
Member

Douglas Tracy  
Member

Madison Hull  
Member

**Executive Staff**

Reg Javier  
Executive Director

Peter Cooper  
Assistant Director

Jaime Gutierrez  
Chief Deputy Director

Tara Armstrong  
Deputy Director of  
Technical Branch/CIO

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

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

**II. ROLL CALL**

Present

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

Executive Staff

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

Absent

Ernesto Morales

**III. AGENDA**

July agenda was reviewed

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

Motion carried, 7 to 0.

**IV. MINUTES**

No changes to July Meeting Minutes

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

Motion carried, 7 to 0.

## **V. REPORT OF DIRECTOR**

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

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

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

## **VII. UPDATE ON CAL-E-FORCE**

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

## **VIII. REPORT FROM STAFF ATTORNEY**

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

## **IX. REPORT OF THE CHIEF DEPUTY DIRECTOR**

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

### **Regarding Funding**

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

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

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

### **Regarding Demand and Allocations:**

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

## **X. CONSENT CALENDAR**

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

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

Motion carried, 7 to 0.

## **XI. REVIEW AND ACTION OF CONSENT CALENDAR**

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

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

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

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

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

Motion carried, 7 to 0.

**Tab No. 6: Field Fresh Foods Incorporated**

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

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

Motion carried, 7 to 0.

**Tab No. 7: Ghiradelli Chocolate Company**

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

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

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

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

Motion carried, 7 to 0.

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

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

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

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

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

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

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

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

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

Motion carried, 7 to 0.

**Tab No. 10: James Caccia Plumbing, Inc.**

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

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

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

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

Motion carried, 7 to 0.

**Tab No. 11: La Tapatia Tortilleria, Inc.**

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

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

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

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

Motion carried, 7 to 0.

#### **Tab No. 12: Northrup Grumman Systems Corporation**

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

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

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

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

Motion carried, 7 to 0.

## **XII. REVIEW AND ACTION OF PROPOSALS**

### **SINGLE EMPLOYER CONTRACTS**

#### **Tab No. 17: Ducommun Aerostructures, Inc.**

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

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

Motion carried, 7 to 0.

### **Tab No. 18: Scaled Composites, LLC**

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

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

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

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

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

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

Motion carried, 7 to 0.

### **Tab No. 19: TTM Technologies North America, LLC**

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

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



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

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

Motion carried, 7 to 0.

**Tab No. 20: Bay Ship & Yacht Co.**

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

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

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

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

Motion carried, 7 to 0.

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

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

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

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

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

Motion carried, 7 to 0.

**Tab No. 22: Herman Weissker Power, Inc.**

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

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

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

Motion carried, 7 to 0.

**Tab 23** was withdrawn

**Tab No. 24: Crystal Creamery, Inc.**

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

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

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

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

Motion carried, 7 to 0.

**Tab No. 25: Mag Instrument, Inc.**

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

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

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

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

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

Motion carried, 7 to 0.

**XIII. MEETING ADJOURNMENT**

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