



Employment Training Panel

STATE OF CALIFORNIA

EMPLOYMENT TRAINING PANEL

California Department of Water Resources Building
1416 9th Street, First Floor
Sacramento, CA 95814
January 24, 2020
(916) 327-5640

Panel Members

Janice Roberts
Acting Chairperson

Gloria Bell
Member

Chris Dombrowski
Ex-Officio Member

Ernesto Morales
Member

Gretchen Newsom
Member

Rick Smiles
Member

Douglas Tracy
Member

Ali Tweini
Member

Executive Staff

Peter Cooper
Assistant Director

Jill McAloon
Chief Deputy Director

Michael Cable
Legal Counsel

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I. PUBLIC PANEL MEETING CALL TO ORDER

Acting Chairperson Janice Roberts called the meeting to order at 9:30 a.m.

II. ROLL CALL

Present

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

Executive Staff

Peter Cooper, Assistant Director
Michael Cable, Legal Counsel

III. AGENDA

Acting Chairperson Roberts asked if the Panel Members reviewed the Agenda for today's meeting.

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

Motion carried, 8 – 0.

IV. MINUTES

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

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

Motion carried, 8 – 0.

V. REPORT OF THE ASSISTANT DIRECTOR

Mr. Cooper welcomed the Panel Members, Applicants, and Stakeholders and reported that today's meeting is approximately \$15.5M with another \$276,000 in delegation orders, for a total of \$15.7M.

Mr. Cooper recognized the following persons in attendance: Amber Tarrac, San Diego Regional Office Manager; Ryan Swier, North Hollywood Regional Office Manager; Chris Hoover, San Francisco Bay Area Regional Office Manager; and Jana Lazarewicz, Sacramento Regional Office Manager.

Mr. Cooper stated that there are three Staff changes to report. Tara Armstrong is now Deputy Director for Technical Operations and explained how she will provide executive leadership over the Technical Branch of the agency. Tara will direct the ongoing development, implementation, and administration of Cal-E-Force, ETP's new management information system, and business reengineering efforts to leverage features of the system. Tara will serve as ETP's Chief Information Officer (CIO), managing issues affecting information security, operation recovery, and network security. ETP has created a new policy management position, and has hired Lis Testa as the new Policy, Research, & Legislative Specialist. She will facilitate panel, staff, and stakeholder input into ETP policy and promote greater consistency. This will include the Policy Committee meetings and policy proposals. Stakeholders are encouraged to send any policy suggestions, ideas, or questions directly to Lis Testa at Elisabeth.Testa@etp.ca.gov.

Mr. Cooper was sad to report that Jill McAloon, ETP's Chief Deputy Director, is retiring in February and wanted to acknowledge her contributions and thank her, both on a professional level and a personal level. Jill has worked over 30 years with ETP: Started as a student in CRU (Contract Review Unit) in 1988. She held many positions throughout her time at ETP for as long as anyone has been here, nearly from the very beginning, Jill has worked tirelessly for ETP and she has provided purpose and drive to teams, units and managers and staff. She has never failed to provide solace and a patient ear. We will miss her institutional knowledge, her professionalism and her peaceful nature.

Mr. Cooper reported that the Legislature has reconvened and the Governor's budget released on January 10th for 2020-21 proposes to appropriate \$103.6M to the ETF (Employment Training Fund), the same as the current year. Additionally, this year there is Budget Change Proposal to use General Fund monies to have ETP create a new program, the "Paid Family Leave Small Business Grant" and ETP will continue working with Labor Agency to develop the guidelines for this program.

Regarding the New Department: the Administration has proposed new department within our Labor & Workforce Development Agency (LWDA). Governor Gavin Newsom's Proposed State Budget for Fiscal Year 2020 - 2021 includes \$2.4 million in General Fund investment to establish the new department, the California Department of Better Jobs and Higher Wages.

Regarding the Department of Better Jobs and Higher Wages, historically the state has created workforce programs in various entities in response to specific needs and available funding. This has resulted in a fragmented workforce system. Such programs include the Workforce Innovation and Opportunity Act Program in the California Workforce Development Board, employer services funded by the Wagner-Peyser Act in the Employment Development Department, and the Apprenticeship USA grant within the Department of Industrial Relations. As rapid advancements in technology, automation, and artificial intelligence reshape the economy and the nature of work, more needs to be done to promote high-quality jobs and economic security for workers, families, and communities. Mr. Cooper went on to explain that the aligning fragmented workforce programs are a necessary component of these efforts and the budget proposes a new Department of Better Jobs and Higher Wages and statutory changes to consolidate the workforce functions dispersed across the Labor and Workforce Development Agency. The Department will be comprised of the California Workforce Development Board, the Employment Training Panel, Workforce Services Branch and Labor Market Information Division, which are currently in the Employment Development, and the Division of Apprenticeship Standards at DIR (Department of Industrial Relations).

Regarding the goal of unifying these programs is to create more effectiveness and efficiency in serving Californians and their career goals, along with employers and their business needs. There are several areas of the Governor's budget and his vision for California where ETP will play a key role, here are a few: A good example is ETP's support of High Road Training Partnerships, HRTPs. You will hear this term a lot in the coming months and ETP already supports many HRTPs. For example, the transportation agency training that uses CEC's funds includes a partnership with the transit authorities, the transit unions, and the community college. And, of course, the apprenticeship programs that we fund and support. HRTPs include all of these elements: Job quality Worker voice, usually through a union Environmental Sustainability Equity in both the supply of good jobs and the provision of training to the workforce.

Regarding the New Computer System and Process Improvements, work continues developing the pre-application and application processes within Cal-E-Force the placement system for ETP's legacy systems. The new system is being developed on the Salesforce Cloud and is currently supporting the migrated Employment Training Management System contracts. When completed during these fiscal years, Cal-E-Force will provide ETP customers and staff the ability to use web-based cloud technologies to dynamically submit, process and administer ETP training proposals and contracts throughout the contracting process. The system is being deployed in stages. The team is completing the testing of migrating existing legacy contracts to the new platform including multiple employer contractors (MECs) and other single employer contractors who migrated from yet another legacy system. A number of MECs have not accessed the existing application and provided feedback on system features. While we don't have a definite migration date, it will be during this fiscal year. The building and deployment of Cal-E-Force is a significant undertaking for ETP staff, facilitating ETP's ongoing effort to automate, streamline, and simplify the program. We have had and will continue to solicit stakeholder input for system features. Tara Armstrong is here to answer any questions you may have.

Regarding Funding: Today's panel meeting is approximately \$4.3M plus \$339,871 in delegation orders for a total \$ 4.6M. Regarding Alternative Funding: In the CEC's Clean Transportation Program we have \$1.4M left, but there are new projects in the que already that will use up these funds so we don't need any new applications right now. Regarding Core Funds for this Fiscal Year, if all proposals are funded today, the Panel will have approved just over \$70.5M in 216 projects to date, ETP will have approximately \$32.5 million for the remainder of the year with a demand of \$71.7M. Regarding Non-Priority Applicants: We listened to the Panel about not funding non-priority given the high volume of priority applications for funding and limited resources. We have sent letters to all non-priority applicants to let them know they will not be funded this fiscal year. If employers want to be considered for funding in the new fiscal year, they can reapply with a new pre-app in the new fiscal year. We have 3 panel meetings left to be funded this fiscal year and hope to spread out funding to \$10.8M per panel and we have February, March, and May. We are skipping April and June will be funded out of the next fiscal year.

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

There was a discussion regarding Tab 10 (Zukerman Family Farms, Inc.) and Tab 11 (Zuckerman-Heritage, Inc. dba Delta Bluegrass Company), and whether the applicants are the same or a related company.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Consent Calendar with the exception of Tab 11 (Zuckerman-Heritage, Inc. dba Delta Bluegrass Company). Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

VI. REVIEW AND ACTION ON PROPOSALS

SINGLE EMPLOYER CONTRACTS

Tab No. 12: OSI Optoelectronics, Inc.

Mr. Swier presented a proposal on behalf of the OSI Optoelectronics, Inc. which is requesting \$216,200 in ETP funding to train 225 workers and 10 job creation trainees. The company designs, develops and manufactures standard and customized photodiodes and optical sensors for various industries. OSI products are used in a broad range of applications, including aerospace and defense electronics, security and inspection systems, medical imaging and diagnostics systems, telecommunications, industrial automation, computer peripherals and gaming systems, and consumer products. The company also provides engineering support, sub-assembly and electronic device manufacturing. OSI is headquartered in Hawthorne, with two other locations in San Jose and Camarillo which are included in this ETP training proposal. This will be the Company's first ETP contract.

Mr. Swier stated that Staff recommends approval of this project and introduced Kevin Jardim - Vice President, Global Quality Assurance & Regulatory Affairs.

Mr. Jardim greeted the Panel and shared that OSI Optoelectronics has been around since 1987 and explained that the company does multiple industries such as medical device, aerospace, military, commercial, and that it is a global company. Mr. Jardim stated that when you go to the airport and you put your luggage or laptop bags into the x-ray machine, they are the ones that make those x-ray machines and noted they are very big on protecting the public. Recently they've been making a focus to bring business back into California. They need to make sure they keep those jobs and companies inside California.

When they do an acquisition, some of these companies are small and to make them more competitive, bring in more customers, he needs to train the skill sets of the employees, so they're very focused on really improving the workforce and keeping the people they have, and currently have right now 15 to 20 employees that are going to want to stay at the company, but they need to give them the right skill sets so they can be competitive. They are a very diversified company and are working on implementing a Veterans Program but don't have that now and are looking to bring that in the spring. Mr. Jardim added that of his six years of working there in the company about one and a half percent are veterans, but it's something they are taking a look at.

Mr. Tweini acknowledged and thanked Mr. Jardim for coming and asked how they heard about ETP since this is their first time.

Mr. Jardim responded that he used to work for a company in Los Angeles, back in 2005, and they were getting ETP funding and saw this as a great opportunity when he went for the first time, it was a very positive experience but that's all he knew about it and thought would be a great opportunity.

Mr. Tweini then added that he is grateful that they are bringing in jobs to California and that a veteran's component is not just beneficial, but it's crucial in this type of business and have the best group of workers that could do the work and are more than happy to help out with whatever they need to create opportunities.

Acting Chairperson Roberts asked Mr. Jardim how successful he was on the last contract he was involved in since he has ETP experience?

Mr. Jardim responded that it was a large contract so they had a consultant company helping them out and when he was going through the process, he decided that he could probably do this on his own and that's how he found out as he got involved, along with working closely with the consultant and contacted his local rep, and she came and helped him with the application, making sure it was comprehensive and completed.

Acting Chairperson Roberts then stated she wants them to be successful on this contract and it's a small amount of dollars and not too concerned about that. But only that, he is the VP of Global Operations and does have a big span of responsibility and explained how it gets put on the back burner and asked Mr. Jardim if they have a human resource person?

Mr. Jardim responded exactly and that they also have ETP experience and he has some staff that also have experience in it, along with having the staff to take care of it. One part of it being the charge of Global Quality, it is his job to make sure that the employees have the resources they need and the training to be successful in their occupation.

Acting Chairperson Roberts added that they have no LMS systems and asked if they're familiar with rosters, tracking rosters and inputting the information into the database and added that is where everybody gets held up because nobody understands the rosters or money, and they kind of get lost in the shuffle somewhere along the line. And wants them to be successful and should usually have an administrator or somebody that helps out as he did on his last one. Acting Chairperson Roberts stated that if they do run into any problems, please address it to the staff right away or get a consultant halfway through the program.

Mr. Jardim wanted to clarify, that they do have an LMS system, and that's one of the reasons he wanted to do a contract with Cal Training.

Acting Chairperson Roberts asked about their curriculum and how a lot of the panel members probably don't exactly know what this curriculum looks like and it looks like a bunch of numbers and acronyms and was a little confused but found out what they were and what's great about it is that they are certifications and then asked if they do get certified in this training, are they going to get more money because of the certification?

Mr. Jardim responded that they do and when they do their annual reviews in July, they take that consideration. And when they do get certified, they do give them raises and that the company is pretty generous, giving 3% to 5% raises for most employees. If there are employees that have gone above and beyond the call to equity adjustment the company will give a little more than the standard, annual bonus. The more you cross-train, the more you're valuable to the company and have no problem paying people their pay worth.

Acting Chairperson Roberts added that she sees these contracts, first-timers, with no support, and gets a little bit worried. But it's a small amount of dollars and it sounds like they have all the right people on board to help them out and they didn't see the LMS system in here with them.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Tweini seconded approval of the OSI Optoelectronics, Inc. in the amount of \$216,200. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

Tab No. 13: Jon K. Takata Corporation dba Restoration Management Company

Mr. Hoover stated Jon K. Takata Corporation dba Restoration Management Company is a Priority Industry with total ETP funding being requested of \$479,136. Founded in 1985

and headquartered in Hayward, Jon K. Takata Corporation dba Restoration Management Company (RMC) provides disaster response services including emergency mitigation for single homes, businesses, and commercial buildings.

ETP-funded training will be delivered at its ten facilities (Los Angeles, Hayward, Benicia, San Jose, Stockton, San Diego, Sacramento, Lake Forest, Riverside, and San Mateo) located throughout Northern and Southern California. This proposal will be RMC's first ETP Contract. It does have a veterans component and in this proposal, RMC will include eight Veterans (Job Number 3) to participate in training. The Company is committed to retaining Veterans. Job postings are made directly with employment websites, including Indeed.com. Within Indeed's company structure is Indeed Military (a partner of Joining Forces), which provides tools for employers to connect with Veterans and military spouses seeking employment. Additionally, RMC's job postings are made within the Employment Development Department who also markets to veterans. There is a job creation component as well, RMC will hire 48 net new employees under job number two and within its training infrastructure. The VP of Human Resources will be the dedicated administrator and a 15-person team will manage the project to help ensure training delivery success.

The company has identified ten managers, one per site to coordinate training, delivery and track training hours. Additional support staff includes an LMS manager, HR Support Specialist for ETP enrollment and the tracking of hours. The Operations Manager will receive the performance of each manager involved in each location to ensure maximum performance overall. ETP training will be delivered by certified in house experts and vendors. RMC has hired Training Grants Intelligence, Inc. (TGII) to manage ETP's online systems.

Mr. Hoover stated that Staff recommends approval of this project and introduced Bernadette Calvo, VP of Human Resources; Marlee Takata, Human Resources Business Partner; Robert Sandoval, Regional Director; and, Angela Jones, Training Grants Intelligence, Inc. (TGII)- Development/Admin. Subcontractor.

Ms. Calvo thanked the Panel for the opportunity and the consideration of their proposal and was happy to answer any questions that they had.

Mr. Tweini acknowledged and thanked them for their very strong veterans' program and stated that this is a strength for any company. Then stated that this is their first contract and asked if they have an in-house training program?

Ms. Calvo responded that yes they do have a live in-house training that they offer.

Mr. Tweini then added for them to keep doing what they're doing and thanked them.

Acting Chairperson Roberts congratulated them on their first time coming and that they pay high wages, have a lot of locations, and sounds like they have their act together with their 10 managers that have helped out with the contracts.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Tweini seconded approval of the Jon K. Takata Corporation dba Restoration Management Company in the amount of \$479,136 Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

Tab No. 14: Sierra Circuits, Inc. dba Sierra Proto Express

Mr. Hoover stated Sierra Circuits, Inc. dba Sierra Proto Express is a Priority Industry with total ETP funding being requested of \$350,681. Founded in 1986, Founded in 1986 and headquartered in Santa Clara, Sierra Circuits, Inc. dba Sierra Proto Express (Sierra) (www.protoexpress.com) is a printed circuit board (PCB) manufacturing and assembly company serving the aerospace, military, medical, automotive, and consumer electronics industries. The Company has three additional locations in Santa Clara and international sites in India. ETP-funded training will be delivered at Sierra's four locations in Santa Clara County only. Sierra's customers include Apple, SpaceX, Google, and Silicon Valley start-ups. The Company specializes in delivering PCBs within quick turnaround times by owning the manufacturing and assembly processes. It holds 15 patents for its unique PCB manufacturing process. This proposal will be Sierra's first ETP project. Even though veterans are not categorized under a separate Veterans' Job Number in this proposal, Sierra is committed to veteran inclusion and is working with Hiring Our Heroes and the Work For Warriors Program as part of its veterans' recruitment initiatives. Sierra will hire 50 net-new employees (Job Number 2). Training Infrastructure Sierra's Human Resource Director (dedicated administrator) will oversee the project with the Training Coordinator and Project Manager assisting with ETP administration and coordination with ETP staff. ETP-funded training will be delivered by eight internal trainers and by outside-training vendors. Training vendors will be identified for ETP record-keeping purposes as they are retained.

Mr. Hoover stated that Staff recommends approval of this project and introduced Peter Nyame, Director of Human Resources; Drew Whited, Project Manager.

Ms. Whited said good morning to the Panel Members and gave a little bit of information about the company stating that in 1986, they started with 15 employees and now grown worldwide to 565, 415 of which are in Sunnyvale, California, and several of that, the original 15 are still with them today. One of the programs they designed were Sierra University and their intent with ETP funding would be to continue to expand that program into a dedicated area for hands-on training, to do continuous improvement meetings to better the skill sets and career advancements on their associates and to support the continuation of the growing technologies within the circuits industry. Ms. Whited stated that she has ETP experience from her previous employer and was able to see firsthand exactly what needs to go into the program to make it successful and to get the most benefit from it.

Mr. Nyame said good morning to the Panel Members and stated that he is the Human Resources director at Sierra and wanted to say in addition to what was shared is they are a minority company. And diversity is one of their strong suits and have dedicated a lot of space

for training. And looking forward to being able to use these ETP funds to advance the training programs they already have and for future ones going forward.

Mr. Tweini acknowledged and thanked Mr. Nyame for coming and that they don't have a veterans component and asked if there is a lack of information and asked if they need support, or need help to cater to veterans, because that it's a minority-owned and woman-owned, and would like to include veterans if that's not a component, also that would make it better for their company.

Mr. Nyame responded with definitely and explained going through this ETP process has helped and focused on effort and making sure that they pay attention to the veterans. The two agencies they are working with, have jobs posted on the work for veterans website and found out that they have two applications and getting ready to interview two veterans and have two veterans in their company. They are dedicated to that type of service, and any type of assistance that they could use would do that. They are focused on going forward on making sure to reach out to the veterans.

Mr. Tweini stated that they can reach out to them and they can direct them to resources.

Acting Chairperson Roberts I'm just going to mention that their wages for their new hires are about \$3 lower than their retrainees and asked to give the difference of what that \$3 span.

Ms. Newsom also asked when do they move up to the higher wage.

Mr. Nyame responded that they do move up to the higher wage and the company is dedicated to training people so they bring them in at a lower rate usually that takes about 30 to 60 days for them to train, depending on the job and after the 60 days, they do move them up to the higher wage.

Ms. Newsom then asked if they would startup \$15.65, potentially, immediately after the 60 days to the \$18.50, and at least on the path to \$25.00.

Mr. Nyame responded with yes.

Acting Chairperson Roberts added that being he is an HR manager, has a lot of responsibilities, 50 new hires, and just taking that alone is a job in itself, and going to be responsible for the implementation and the administration of this training grant and being that he has had some ETP experience in the past but has only been with the company for 6 months, wanted to know who would take over if he is not with the company anymore, who would take over the grant.

Ms. Whited responded that as a project manager, plans to take a lot of the responsibility and planning of making ETP successful and just being involved with it and understand there's a lot of work that goes into it because she was able to see that first year how difficult it was and is comfortable to work with this team. Ms. Whited stated Mr. Nyame is extremely dedicated and supportive when needed and is committed to bringing a team that's going to support ETP as well, as far as administration and training needs.

Acting Chairperson Roberts stated all they want is for them to be successful, that's their goal, and to come back again some other time with a 100% success rate. However, if they

come back with less than stellar performance, their dollars will be cut. They have four locations, one person living here for six months and 50 new employees, that's a job in itself, let alone trying to administer training grants.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Tracy seconded approval of the Sierra Circuits, Inc. dba Sierra Proto Express in the amount of \$350,681. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

Tab No. 15: Champion Home Builders Services, Inc.

Ms. Lazarewicz presented a proposal on behalf of the Champion Home Builders Services, Inc. in the amount of \$373,428. Champion Homes designs and builds manufactured housing, modular housing, and park model homes. Their homes are sold to independent dealers for sale to customers throughout the United States and Canada. Champion Homes will train staff including veterans and 38 new employees on process improvements and new ERP software and new equipment. Training under this will take place at their four locations in Riverside, Tulare and Yolo counties, the division manager and corporate executives will oversee this training project and an operational excellence coordinator at each location will also assist with training events and completing rosters. Additionally, Champion Homes has retained the services of a third-party administrator. This will be Champion Homes's first ETP contract.

Ms. Lazarewicz stated Staff recommends approval of this proposal and introduced David Whiddon, Division Manager; John Twomey, Subcontractor-Integrated Solutions.

Mr. Whiddon said good morning to the Panel and thanked them for considering their proposal and explained that they build affordable housing and shared the growth that they expect to see over the next couple of years is incredible, especially here in California because of the housing issues in California. Champion Home Builders is an old company but a new company because two companies merged. Its been about a year and a half ago now, and it's international but in the United States, it has 32 manufacturing facilities. four in California and want to prepare themselves for the onslaught of housing need that we are going to be having. They have pretty aggressive hiring expansion plan over the next few years, starting with this year, they have two facilities that are adding to their facility already in the specifically looking at the ADU segment, which is something that has been pushed by the governor. To allow the smaller units to be on the secondary units at existing home sites. It's a market segment that is just poised to expand and grow and have two facilities that already have expanded and going to be expanding their facility and in Woodland to try to meet this demand and explained that there's going be a lot of training they have ahead of them for new employees.

Ms. Bell asked if they manufacture tiny homes as well.

Mr. Whiddon responded yes, but the tiny home is phasing out into the ADU type of thing. So the tiny homes, people went and looked at them and they told them they can't live in this. The ADU aspect is a HUD code product and there's a minimum of square footage required and must have a kitchen and bathroom and it's regulated by the federal government by HUD code. The tiny homes at this point unregulated and it's pretty scary for the people that buy them.

Ms. Bell then asked what the square footage regulation for these homes are.

Mr. Whiddon responded that about 350 square feet would be about the minimum that you could have because you have that certain bedroom size, living room size. Still very small and typically the ADU is 450 to 1200 square feet.

Mr. Tweini acknowledged and thanked them for the veteran's program but also concerned and wants to see veterans wages to fit or if not the same as others or a little higher.

Ms. Bell had an additional question, asking if they are involved in the housing for the homeless? And ask to explain a little more about that.

Mr. Whiddon responded with yes and explained their facility in Corona is working on a project that is state-funded in Los Angeles, that they're doing the containers which come to them then they are putting the windows and do all the inside. In Los Angeles, there's a piece of property between three freeways and they put the first four or five there last month and more are coming down the line. They are also working in Woodland with one of the agencies, and there's going to be a homeless center, close to their factory where there's going to be 61 ADU homes, and then hopefully they will be building those. Along with that is a dormitory, rec area, healthcare and employment resource, to help them rehabilitate them. That's been a process going for a while and going to be breaking ground on it soon.

Ms. Newsom added that she very strongly believes that policies and resources used to address homelessness or the affordable housing crisis should not perpetuate poverty. Those that are building affordable housing should be paid good wages so that they are not living in those housing, low income or homeless persons. Their wages under job number two, are pretty abysmal. \$13.25 and going up to \$30 but hope that they all aspire to reach that \$30 and asked how soon are they receiving the training and then moving up in their wage progression?

Mr. Whiddon responded that the \$13.25 is the minimum hiring.

Ms. Newsom pointed out that what she sees is 200 employees might start at \$13.25 and asked for him to speak on that.

Mr. Whiddon responded with the average in the HUA areas for the production workers, the averages around \$19 are started with \$13.25 and then within 90 days, their training should be complete then they get on a bonus program where then are at \$15 to \$16 an hour. If they don't get into that area, then they probably are moving on to something else. But doesn't have the exact number of how many right now are at that but if that is just the entry-level and within the 60 to 90 days, they should be moving up to the higher level.

Ms. Bell then stated the new hires start at \$13.25 and they go for 90 days and asked if they are an attempt to hires. Then asked when do they receive medical benefits.

Mr. Whiddon explained the medical benefits start at 60 days and explained in Woodland their hiring start wage for somebody who has no experience is \$14. In the HUA areas, it's a little bit lower than that, it is \$13.25 but by the time they go through the training, and they become productive members of the team and they start sharing in the production bonuses, their wage goes up.

Ms. Bell then asked if anybody that's been there for 90 days is not making \$13.25.

Mr. Whiddon responded that they shouldn't be and explained that at the end of the 90 days should be bumped up to go on to production bonus, which would bring them up to the \$15-\$16 an hour at that point.

Mr. Tracy asked if it is done by a piece worker or done by the hour.

Mr. Whiddon explained it's done by a certain amount of dollars that go through the department and that is divided up between the department and typically works out to be about \$2 to \$3 an hour.

Ms. Bell then asked if that's part of the completion of a project building or is that ongoing.

Mr. Whiddon explained that's ongoing and that's it is weekly.

Mr. Tracy then asked if enough homes aren't potentially built, the wages could potentially stay at the \$13 level.

Mr. Whiddon clarified that their base rate also increases. So most of my folks, I think the average base hourly rate is around \$17 an hour then they would get a base rate increase, and then they would also be able to participate in the bonus pool.

Ms. Bell then asked do they participate in the bonus after the 90 days.

Mr. Whiddon confirmed.

Ms. Newsom clarified that after the 90 days, their base rate is increased, they have the opportunity to participate in the bonus and have health care.

Acting Chairperson Roberts thanked them for coming for the first time to the panel and stated that Champion Homes has been around for a long time and was confused because he mentioned that they are a relatively new company.

Mr. Whiddon explained that both Skyline and Champion are older companies. Skyline started in 1951 and Champion started a little bit later than that and merged companies about a year and a half ago. There's a new upper management team. The CEO is new to the company. They have a lot of synergies that they're trying to get together, ERP program, and a lot of combining processes.

Acting Chairperson Roberts then asked Mr. Whiddon how long he has been with the company and asked who's going to administer this.

Mr. Whiddon responded since 2001 and they have a team at each division, that's going to be overseen by the General Manager, directors at each facility, onboarding training staff, and HR staff at each facility.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Champion Home Builders Services, Inc. in the amount of \$373,428. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

Tab No. 16: Brick Masons' Apprenticeship and Training Trust Fund

Ms. Lazarewicz presented a proposal on behalf of Brick Masons' Apprenticeship and Training Trust Fund which is with total funding being requested of \$229,440 will train Apprentice and Journeyworkers in the Brick Mason trade under this project. Although Brick Mason is not having a separate job number for Veterans, Brick Mason works with Helmets to Hardhats and actively recruits Veterans into their program. works with the organization "Women in Non-Traditional Employment Roles" (WINTER). Brick Mason visits this facility to talk to women about the opportunities and benefits of starting a career in the mason industry. Brick Mason also offers an open house where they can visit the training site and take a tour of the training center and actively recruit women into the program. Brick Mason currently trains approximately 480 Journeyworkers and 100 Apprentices and has developed a training plan to increase skills and provide hands-on experience for those who are new to the trade. New projects under this contract include the block in Disneyland, parking structures in the Westin Hotel, the George Lucas Museum, LAX, UCSD- Living and Learning Center, and a Youth Detention Center-San Luis Obispo. This project will be overseen by the Apprenticeship Director. Brick Mason has also retained in the services of a third-party administrator.

Ms. Lazarewicz stated that Staff recommends approval of this proposal, and introduced Robert Collins, Apprenticeship Coordinator; Steve Duscha, Subcontractor-Duscha Advisories.

Mr. Collins said good morning to the Panel and introduced his advisory Steve Duscha. Like other trades, they are facing demands to reduce their cost while improving the quality and precision of their work. Their contractors expect even the beginning apprentices to be highly productive their first day on the job. With the panel's continued help, they can beat their competition with union workers, high skills, good pay, and good benefits. And was happy to answer any of your questions.

Ms. Newsom asked to elaborate on their program that is attracting more women to join the apprenticeship program.

Mr. Collins explained they work with WINTERS, visit them frequently and also do job fairs with them. They also have them come to their open house where they show them hands-on labor ethic and help them decide whether this fits their career.

Ms. Newsom then asked of their hundred apprentices, how many of them are women.

Mr. Collins responded that right now they only have one female. Unfortunately, their trade isn't really attractive for women due to its physically demanding a lot of heavyweight being lifted constantly. But they do work very hard to try to attract women into trade.

Ms. Newsom suggested for them to look to some other programs like The Iron Workers and also some might argue that they encounter the same. They're doing a good job of getting more women into the trade than 1%.

Mr. Tweini thanked them for coming and mentioned that the women's program is important and that he represents the Skill Trade Workers with UC and Cal State System and mentioned that they are doing their in-house program to attract women and veterans to employment and encouraged them to look further and do more.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Bell asked for a motion.

ACTION: Ms. Newsom moved and Mr. Tracy seconded approval of Brick Masons' Apprenticeship and Training Trust Fund in the amount of \$229,440. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

Tab No. 17: California Manufacturers and Technology Association

Ms. Lazarewicz presented a proposal for California Manufacturers and Technology Association which is a Priority Industry with total ETP funding being requested of \$749,429. will train workers including veterans throughout California. This will be CMTA's sixth ETP-funded project in the past five years with good performance. CMTA represents a large number of California's manufacturing, processing, service, and technology-based companies. For over 20 years they have worked closely with member companies to implement successful work skills, training programs, which have led to the creation and retention of high wage high skilled jobs.

Ms. Lazarewicz stated that Staff recommends approval of this proposal, and introduced Lance Hastings, President; Rob Sanger, Marketing Manager.

Mr. Hastings said good morning to the Panel thanked them for the opportunity to visit. CMTA has a very long record and history of partnership with ETP and brings a lot of the funds and

training programs to the smaller and medium-sized manufacturers. They also aggregate that through their services and have the compliance services in the house through Rob Sanger and appreciate the work over the years and for their 102-year-old trade association.

Acting Chairperson Roberts stated they have been a great partner with ETP and appreciate them coming every so often because they do an excellent job and had a question about the union letter and was stated that it would be supported.

Mr. Sanger responded correct and Union Letters of support have not been submitted yet for their respective members of participating employers with collective bargaining agreements.

Mr. Tweini acknowledged and thanked Mr. Hastings for including veterans and that they have been coming for six years and always include veterans in the program and encouraged strength.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of California Manufacturers and Technology Association in the amount of \$749,429. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

Tab No. 18: International Union of Elevator Constructors Local No. 18

Ms. Lazarewicz stated that the International Union of Elevator Constructors Local No. 18 is a Priority Industry and a Repeat Contractor with total ETP funding being requested of \$374,112 will train apprentice workers on the installation, service and maintain increasingly complex computer systems that control elevators. This is Elevator Constructors' second ETP project in the last five years with good performance. Elevator constructors provide up to date industry skills training in the monitor modernization of elevators, which includes the process of upgrading critical parts to enable it to handle the technology. Elevator Constructors Local Area Coordinator will oversee project administration and they have retained the services of a third-party administrator to assist with administrative duties. They also haven't placed an approved LMS to track the training.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Tony Gazzaniga, Business Manager; Steve Duscha, Subcontractor-Duscha Advisories.

Mr. Gazzaniga said good morning to the Panel and explained how the company assembles, repair, construct, elevators, moving blocks, escalators, everything across the Southern California area. They have over 600 apprentices and over 1300 working journeyman and shared how those numbers are increasing and are currently in the middle of new recruitment and have 1000 applicants. They completed their first ETP contract year ago and invoiced

over 100% of the contract amount. Mr. Gazzaniga stated they are here to ask for help to continue and improve their quality of retraining the industry standards and thanked them for their help and the consideration of their application. Mr. Gazzaniga noted that they work extensively with Helmet to Hardhats and last year graduate over 28 veterans this year currently have over 28 veterans now in the program and allow direct entry to recruit and do well with the veteran's programs. Last year they received an award for it. As far as the woman in the trades their numbers are changing and like a lot of the other building trades have been actively pursuing bringing more women into trading and their current recruitment that we have going on right now. Normally we get two to three, but between Helmet to Hardhats and bringing more veterans and this recruitment, have over 45 women right now that are currently in this current recruitment, which is phenomenal numbers, historically, they haven't had that many. In Local 18 they have 19 women currently working in the trade out of those numbers.

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 the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the International Union of Elevator Constructors Local No. 18 in the amount of \$374,112. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

Tab No. 19: El Camino Community College District, Center for Applied Competitive

Mr. Swier stated that El Camino Community College District, Center for Applied Competitive with total ETP funding being requested of \$532,950 inclusive of support cost. This project and will train approximately 425 retrainees statewide. El Camino is a repeat multiple employer contractor with both core and alternative funded contracts. The proposed training will focus on a variety of clean transportation powered by electric and hydrogen fuel. The core group will participate in employers include both private and public employers, with the majority being public entities and mass transit. ETP has received letters of support from six of the seven collective bargaining units and the core group of participating employers. The remainder of the remaining letters support will be collected before the start and training and an effort to reach a wide spectrum of training to cover a variety of alternative fuel design topics training with reflection general principles as well as manufacturer-specific systems.

Mr. Hoover stated that Staff recommends approval of this proposal, and introduced Eldon Davidson, Director of Contract Education.

Mr. Davidson stated this has been a long road and explained how they have done alternative fuel for seven years. In the first year only had 50% performance and came to the panel and said that was not a failure but had so much training to do with the cities and the transits who were not familiar with ETP and had to bring them up to speed and then after that had it in the 90% range. Even though this contract is going to be short, having this infrastructure in place is going to help move these dollars and real proud because Southern California Regional Transit Training Consortium (SCR TTC) of all the transits will be part of their project, a lot of the transits that they work with they've already represented, but having this group is going to add to training more individuals across.

Acting Chairperson Roberts asked if they are one of the companies that were using most of the AB118 funds as mentioned though they're all spoken for.

Mr. Davidson responded that he is not aware and thinks they are the last one of this group but not sure how many other companies and thinks they are probably one of the few and stated how the college world has been very, very successful. Mr. Davidson then stated he thinks a lot of it has to do with the great partners they have but it's the location also they are in the heart of it and have Cerritos College and Long Beach City College, and it concentrates on the heavy equipment or the heavy side of it along with the buses and college transits which helps the city and he doesn't know where they stand with others, but they have been very successful.

Mr. Tweini wanted to make a quick comment and thanked them for coming and sees the letters of support from 1952 to 1992 and shared he is a teamster. Mr. Tweini stated they encourage and strongly support the veterans component in any program and should encourage people to come to the program to hire veterans.

Mr. Davidson explained that he does care and shared that last month he was heavily involved in Alaska with the Wounded Warriors program and worked with Senator Murkowski and having an extremely successful program that had unemployment rates of 67% and giving people who are 50-60-year-old getting jobs and noted that they do have a Veterans Center. Mr. Davidson explained that he was responsible and evaluating that center and was very proud of what he had found, but the only thing he wished was that veterans weren't a voluntary check. Mr. Davidson noted that a lot of times what happens when it gets to a very busy HR person, they mostly check the things that are required. He wishes it was a requirement because he would like to track that data. like they do with all other data. He guarantees he does visit with the employer and does bring up veterans and pleased to say a lot of employers he visits with manufacturing, they do recognize the skills that veterans bring to the table. He is trying to take the passion and move it into the workplace and seeing how they can be more active and start collecting this data because he, would like to know, of the number of people they serve, how many of them are veterans? He has been thinking of how they could do that and one of those maybe just doing a separate application with the participants instead of coming from the employer on some of these questions, ask them separately, and thinks they might have a better return on data.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of El Camino Community College District, Center for Applied Competitive in the amount of \$532,950. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

AMENDMENTS

Tab No. 20: Butte Glenn Community College District

Ms. Lazarewicz presented a proposal on behalf of Butte Glenn Community College District which is an amendment to request additional funding for Butte Glenn Community College District. The requested amount of \$149,907 will train workers throughout California. During development, Butte Glenn College created a conservative training plan to maximize training for employers and through continuous marketing and training and development, participating employer's interest and customized training programs have increased. Additionally, Butte Glenn Colleges requesting additional funds to continue to meet post Camp Fire recovery employer needs to upskill employees and retain key talent in California.

Ms. Lazarewicz stated Staff recommends approval of this proposal and introduced Annie Rafferty, Director of Butte College - The Training Place

Ms. Rafferty said good morning and stated that on behalf of Butte Glenn Community College employers wanted to express their deep appreciation to the E TP panel as a true partnership and assisting their community to rebuild its efforts. Their training plans are focused on upscaling and also retaining talent, as their community continues to struggle over a year later in an unprecedented event, and so as their training plans and come back for the additional funds is to continue those plans and with standardized work, but mainly in the retaining talent is being able to promote from within. Their employers are focused on some of those individuals who have been impacted and, and key positions that may have left the area. So being able to cross-train, and upskill those individuals as providing promotional opportunities for those employees and in the areas of their manufacturers and some of those clients that she thinks are important to mention is California Olive, and agricultural equipment. This is a unique contract and is a new employer that on shares, third love, and that is an open sharing project that came from the Philippines. They have a strong leadership program, they're committed to their employees and as the community embraced being able to learn how to recover through the initiative, their HR directors who she works with and the key leaders of their operations got together and the appreciation for ETP being part of that. So these additional funds will assist their employers in being able to continue those plans, including the response to the governor's office in the shortage of CNA workers, and so this project continues to add new trainees for CNA and opens it up for questions.

Acting Chairperson Roberts congratulated them on this being their third amendment and sounds like they've been very conservative, having met the mark, came back and met the mark

again and glad our amendment system is working with them on that because it's sometimes very hard for people to do and it sounds like they've accomplished that and congratulated them on getting that through.

Mr. Tweini acknowledged them and thanked them for all that they do, and thanked them for being persistent and to continue to do what they do. We need these types of people who stand up when things happen

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of Butte Glenn Community College District amendment in the amount of \$149,907. Acting Chairperson Roberts called for a vote, and all Panel Members. present voted in the affirmative

Motion carried, 8 – 0.

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

Acting Chairperson Bell asked for any future agenda items from Panel Members.

None were given.

VIII. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

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

Mr. Duscha shared that along time ago, he was the executive director of ETP and was young and stupid and made a lot of mistakes but one of those things that he did right was to hire Jill McAloon She has been a great ETP employee, knows the program and knows how to deal with lots of things coming at her, including abuse from me from time to time and wanted to issue a blanket apology for some of that abuse that he caused because she's been a great employee and we will all miss her and knows the agency will miss her.

IX. MEETING ADJOURNMENT

Acting Chairperson Roberts adjourned the meeting at 10:45 a.m.