



Employment Training Panel

**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL**

Zoom Virtual Meeting  
April 2, 2021

**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

Madison Hull  
Member

**Executive Staff**

Reg Javier  
Executive Director

Peter Cooper  
Assistant Director

Michael Cable  
Legal Counsel

**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL**  
Zoom Virtual Meeting  
April 2, 2021

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

Acting Chairperson Janice Roberts called the meeting to order at 9:32 a.m.

**II. ROLL CALL**

Present

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

Executive Staff

Reg Javier, Executive Director  
Peter Cooper, Assistant Director  
Michael Cable, Legal Counsel

**III. AGENDA**

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

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

Motion carried, 8 to 0.

**IV. MINUTES**

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

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

Motion carried, 8 to 0.

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

Mr. Javier welcomed the Panel Members, Applicants, and Stakeholders and recognized the following persons in attendance: Lis Testa, Program Projects Unit Manager; Mario Maslac, Research and Analytics Division Manager; and Heather Miguel, Program Projects Unit Manager.

It was reported that today's meeting is approximately \$1.1M in applications with an additional \$176,789 in Delegation Orders, for a total of approximately \$1.3M.

Mr. Javier reported while we are continuing to right-size projects and strive to only bring the highest quality proposals to the Panel. We are tightening up our internal operations and contracting so there is greater consistency and panel truly gets what it paid for in approved contracts. Staff continue to work remotely and we are fully utilizing the benefits of the Zoom platform to increase communication and teamwork at ETP. Although the future is unknown, work is still underway for the creation of the new Department Better Jobs and Higher Wages. About a year and a half ago, the Governor announced that we're going to go through an effort to create a new department under the Labor and Workforce Development Agency to align all of the workforce resources at a state level.

Mr. Javier also reported last month, that Secretary Julie Su has been appointed by the Biden Administration to serve as the Deputy Labor Secretary for the Department of Labor, which is at the federal level. Ms. Su has gone through the Senate Confirmation hearings, and we should know in the next few days how the votes came in. Also, just a few weeks ago Marty Walsh was confirmed and sworn in as the new Labor Secretary. All of this means that soon we should have a new Secretary of the Labor and Workforce Development Agency, as well as a new Undersecretary.

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

Mr. Cooper reported today's panel meeting is approximately \$15.8M plus \$166,221 in delegation orders for a total \$15.9M.

Regarding Funding:

Today's panel meeting is approximately \$1.1M plus \$176,789 in Delegation Orders for a total \$1.3M. After today's panel meeting we will have \$18.6M left in contracting capacity.

Mr. Cooper then reported our financial picture has not changed much from the last time. As he has said for a number of months and will continue to say until the budget picture looks more promising, we must continue to tighten our belts, we are expecting our revenues to continue to fall significantly in the 2021-22 Fiscal Year. Once we have solid estimates from our Fiscal Unit regarding how much funding we will have for the next fiscal year, staff will present the Panel with a proposal regarding allocations. This will likely happen at the next Panel meeting in May.

Regarding the Pre-application and Application Processing:

Due to our dire budget situation, we are greatly reducing the number of pre-apps in our system and are in the process of sending out more deactivation letters. We know we won't even be able to fund all of the applicants that have COVID NAICS.

Regarding the COVID Pilot:

We are pushing all COVID Pilot pre-apps out to the Regional office for development. ETP Regional office staff has made the initial contact to the contractors for timely submittal of the applications. The remaining funds will be exhausted under the RESPONSE/RESPOND criteria. There are 3 COVID Pilot contracts going to the March panel for \$372,000. This program has been very popular and successful at getting funding out quickly to support employers and workers. After today's Panel, we will have funded a total of \$11,546,000 and supported 6,112 workers in new hire training in 69 contracts. There are currently 88 pre-apps in the regional office, for an estimated value of \$17M. Staff is continuing to process pre-apps to exhaust all remaining funds for this fiscal year.

Regarding Alternative Funding:

Paid Family Medical Leave (PFML) grant has \$1M. The Social Entrepreneurial for Economic Development (SEED) initiative has \$10M.

Regarding Core Funds for this Fiscal Year:

If all FY 20/21 proposals are funded today, the panel will have approved just over \$59.2M in 246 projects to date. ETP will have approximately \$18.6M for the remainder of the 20/21 Fiscal year with a demand of \$82.4M.

Regarding Delegation Order:

These proposals will all be capped at \$75K to be approved under the Delegation Order on a continuous flow basis, which as of today we have approved a total of 24 delegations.

Regarding 20/21 program funding:

Currently, ETP has approximately 800 Pre-apps submitted, with a value just over \$82.4M.

Regarding Demand and Allocations:

Overall demand is currently \$82.4M, with \$18.6M left for fiscal year 20/21

Single Employer Contracts: requests in Regional Offices & AAU - \$56.6M

MEC requests - \$8.1M

Small Business requests - \$16.6M

Critical Proposals requests - \$769,000

Apprenticeships – currently \$299,000

Number of projects for 20/21 in AAU and applications received by the RO's currently total 800.

Mr. Cooper requested a Motion to Approve the Consent Calendar.

Acting Chairperson Roberts asked Mr. Cooper to share about a recent study by the Brookings Institution, which apparently determined that ETP was able to increase jobs at an employer site by an average of 22% after two years

Mr. Cooper shared ETP is once again getting national recognition. In a recent article in The Hill, there is discussion about an analysis that Brookings did that was based on the ETP evaluation that SPRA did for us. The Hill calls out ETP as a model for national recovery plans.

Acting Chairperson Roberts then stated so down the road it may help us with future funding correctly if we really handle the financial aspect of it.

Mr. Cooper replied its really good timing, and it could definitely help us get some extra alternative funding from the federal government or from the general fund here in California.

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

Motion carried, 8 to 0.

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

Tara Armstrong gave an update on the IT System, and shared how ETP has an online appeals submission for our customers now. It allows them to submit an appeal online, we receive it quickly. We can send, receive, review, process online and it's in our CAL-E-FORCE system. It allows us to have transparency throughout for all our contracts. Our staff is also working on a new grant management system also on our CAL-E-FORCE platform in Salesforce which we're working with other state partners to see how they do grants so we can join forces there and allow some flexibilities for any grants that we receive within ETP.

Ms. Armstrong then went on to give a CAL-E-FORCE update, stating staff are working on the migration for the multiple employer contracts and on the application roll out. If there are any question, please don't hesitate to email us at our command center. [ETPCalEForce@etp.ca.gov](mailto:ETPCalEForce@etp.ca.gov).

Acting Chairperson Roberts asked is there any transition with the new pre application process that CAL-E-FORCE also working on, or is that kind of a separate entity.

Ms. Armstrong replied they are absolutely working together and we have a workgroup working to see how it would work best for the future for applications and pre applications right now and they're also working in conjunction with our CAL-E-FORCE team to meet the requirements and work within a system seamlessly.

## **VIII. ANNUAL REPORT PRESENTATION**

Acting Chairperson Roberts then introduced Mario Maslac, Chief of Research and Analytics Unit.

Mr. Maslac presented to the Panel a PowerPoint presentation highlighting all the information in the annual report which falls broadly into three different groups. The first group is the approved contracting activity. Now this is what the panel is most familiar with and is seen every month and approve it. So looking at last year 308 contracts at 3000 trainees about \$92M, but the panel doesn't generally see are the ongoing contract. These are contracts that were started well before the report year, but they have not closed out yet. So these are still under management and still ongoing. They make up about a third of our contracting activity that's under management. And the final component are the completed contract. These are the contracts that have closed out during the report year, which we actually get to see the results of what the panel approved and see any differences from what the panel approved to what actually happened in this training. Looking over these numbers that the panel reserve deserves some recognition not only for the 308 contracts

that were approved last year, but over 1,000 contracts that were under management during the whole year, and about close to a quarter million trainees with which we were involved in just one fiscal year. Mr. Maslac then went to express how our staff tries to funnel as much money as possible to our priority industries. Last year 95% of Core funds were used for training in ETP's Priority Industries.

#### ETP's COVID-19 Response:

ETP developed and implemented a COVID-19 Response Plan to address the immediate needs of stakeholders caused by the COVID-19 outbreak and shelter-in-place orders. The Plan included the ability for contractors to request amendments such as extending the term of their contract, and allowing alternate recordkeeping methods for videoconference classes. The Plan also expedited processing for eligibility and development for companies declared essential industries by the Governor. ETP also developed a new COVID Rapid Reemployment and Retraining Pilot (COVID Pilot) program, which allows ETP to support essential industries in training newly hired staff. The Pilot reimburses up to \$200,000 per contractor for training on approved projects in industries that are critical to the health and welfare of Californians and the reopening of the economy.

#### Job Creation in the 2019-20 fiscal year:

ETP supported job creation, funding projects with demonstrated investment in California's economy, including critical proposals developed in conjunction with GO-Biz. The Panel also prioritized projects developed under the "retrainees - Job Creation" guidelines, which demonstrated a strong link to job creation and business expansion, including employer's investment in new workers, expanded or new facilities/new equipment/ or other measurable investments in new workers and expansion of California's workforce.

#### Small Business:

ETP also provided essential resources for small businesses who may not have the ability to provide training to their workers. During the 2019-20 fiscal year, small businesses made up 70 percent of the core funded contracts. ETP's Small Business Program provides higher training reimbursement rates for businesses with 100 or fewer employees in California. Small Businesses can contract directly with ETP or participate in a Multiple Employer Contract (MEC), reducing the employers' cost of administration.

#### Post Retention Wage:

Among ETP core and alternative funding, the average post retention wage for workers unemployed at the start of training (new hires) was \$17.38 per hour. The average post-retention wage for incumbent workers (retrainees) was \$32.36 per hour.

#### Success Stories - Reborn Cabinets, Inc.

There are many different COVID-19 stories for California manufacturers and their workers. Team Reborn is a stand out for its emergence and for supporting its new and existing workers at a time where many businesses have collapsed due to the impact of COVID, we have chosen to invest in training and equipment necessary to become more competitive and to ensure our Team Members personal success. Through this investment, we have expanded and grown to new heights. Our partnership with ETP and CMTC has provided invaluable support for our workforce development efforts and is part of this success story.

### Success Stories - Napa Valley College

With the assistance of ETP, Napa Valley College has been able to broaden the reach of our Small Business Development Center and to offer high level Food Safety training in the demand not only in the Bay Area but also all over California. ETP reimbursement eased the cost of training for many of our companies, often allowing them to send teams rather than single employees to training. As these workers are tasked to implement increasingly complex Food Safety processes, effective training is paramount and critically needed by the food processing, manufacturing, and hospitality employers we serve. While we have served some larger employers, our programs focused on smaller employers as the impact of our training is most important to the many small businesses we ultimately served. The training provided to these employers without a doubt has provided resiliency and helped them continue to provide food to the tables of Californians even through the pandemic.

### Success Stories - BioMarin Pharmaceuticals

Our recently completed ETP contracts were extraordinarily successful. ETP resources helped upskill our employees to operate enhanced manufacturing equipment for the culture and fermentation of cells used to produce our seven commercial products. We hired and trained over 500 manufacturing and technical employees to work in our new, state-of-the-art, 18,000 square-foot Novato gene therapy manufacturing facility. Because of ETP support, BioMarin now has a better skilled workforce that can understand and follow specific quality protocols and manufacturing procedures while at the same time, work efficiently and contribute to the high work standards required by the biopharmaceutical industry. Our senior management team was pleased with the results and felt privileged to partner with the ETP program to develop its employees. Lastly, we recognize the increasing challenges and concerns faced by its patients who have serious and life threatening rare disorders during the COVID-19 pandemic. BioMarin will continue to support the patients it serves while following the directives and guidance of local governments and authorities. As the threat of the coronavirus continues to grow globally, BioMarin is ramping up efforts to help those most susceptible to COVID-19.

### Success Stories - Butte Glenn Community College

The success of our Utility Line Clearance Arborist training program has positively impacted not only the lives of our trainees and fire impacted communities, but also the employers needing well trained and prepared workforce. These workers are trained and then working on the frontlines clearing trees, debris and forest fuels, safely and sustainably. Ultimately this public-private partnership has significantly improved California's fire readiness and will help to protect many vulnerable areas from the danger of catastrophic forest fires. As part of UpSkill California, ETP has proven to be a valuable partner helping our member community colleges deliver critically needed employer customized training statewide in the industry sectors most important to California's innovation, competitiveness, equity and resiliency.

### Success Stories - Kern Community College District

Ashton works at Bakersfield Family Medical Group, where she was initially hired as a temporary purchasing clerk. She took our Customer Service training and earned a permanent Purchasing Clerk position. She was promoted to Health Information Management Supervisor and then took New Supervisor training, Leadership training, and Customer Service for Leaders. She was then promoted to Purchasing Supervisor and has taken Leadership Level II, and Performance Management training. She has nearly doubled her earnings in under two years.

### ETP Operational Highlights:

ETP's Information Technology (IT) staff implemented technologies, processes and procedures to allow the vast majority of ETP employees to work remotely in a safe and effective matter during the COVID-19 pandemic. ETP's IT deployed the use of a Virtual Private Network (VPN) and next gen endpoint protection, allowing staff to connect to ETP's network safely. Deployed video conferencing technologies like Zoom, GoToMeeting, and Microsoft Teams. Working with the Cal-E-Force team, helped deploy DocuSign for electronic signatures across ETP. ETP's Regional Office (RO) and Program and Policy Unit (PPU) staff supported contractors in the ever-changing work environment, adopting new processes and methods to continue to provide the same high level of service through virtual monitoring. In addition to all of the usual tasks being done remotely due to the pandemic, ETP's RO/PPU staff processed an unprecedented number of contract revisions under the COVID Response Plan in a very short timeframe. ETP's Business Services division, comprised of Admin and HR teams quickly developed and deployed emergency COVID policies and procedures which allowed for a safe environment for essential staff working in the office. The Admin/HR teams helped order emergency supplies, prepared the office to comply with COVID guidelines, ensured staff have necessary supplies and equipment at home and developed and deployed policies around emergency telework and COVID related time off. ETP's Contract Review Unit (CRU) implemented electronic signatures for ETP contracts, facilitating easier remote contract processing. ETP's Fiscal Unit developed new processes and procedures that allowed the majority of staff to work remotely and continue to process invoices and issue payments.

ETP's executive Staff and Policy Manager continued to hold formalized Policy meetings to discuss and guide policy changes by engaging its stakeholders despite the COVID-19 restrictions. ETP's Cal-E-Force (CEF) team continued the development of the new system and repeatedly worked over weekends and into the evenings to help facilitate migrations of different contractor groups out of ETP's outdated Legacy systems. Staff from across ETP supported the team with testing and data validations. As a result of their work, 858 contracts were migrated and all Single Employer contracts are now managed through Cal-E-Force Working with ETP IT, the CEF team helped implement DocuSign throughout ETP, allowing thousands of documents to be routed electronically instead of requiring wet signatures on physical documents. In addition to supporting CEF development and implementations efforts, the CEF team was able to quickly stand up the technology solution for administering ETP's Paid Family Leave Small Business (PFL SB) Grants and Social Entrepreneurs for Economic Development (SEED) Grants.

Acting Chairperson Roberts then stated that probably our emphasis will be on new job creation versus retraining. It will be really important that our contractors emphasize job creation.

Mr. Maslac responded absolutely, we pumped the brakes just before the pandemic on this and because the economy was humming along really, really great. The unemployment rate was great and we pumped the brakes on job creation because there wasn't really that much of a need for it. But now we're still at a pretty high unemployment rate and sees this as being very important.

Ms. Newsom commended staff and thanked them for their hard work on the presentation, stating that it was sincerely impactful. Ms. Newsom stated that the more we can share these personal stories, of how ETP's training dollars are personally impacting the workers, the more we can see the impact of our training dollars on the individual worker. Ms. Newsom stated that she admires the fact that the group put in that extra effort to make sure that those stories were included here.



Additionally, Ms. Newsom wanted stakeholders and contractors to know that she thinks there needs to be a focus and better effort on engaging more women and veterans, so that women and veterans are also being directly impacted by our training dollars. Ms. Newsom stated that this is an area of priority for her, and perhaps others, so Ms. Newsom indicated that she hopes some folks are listening and hearing that is going to be a priority at least of hers.

Acting Chairperson Roberts added she was also pleasantly surprised that the data demonstrated that over 50% of ETP's trainees were high school graduate or below.

## **IX. (SEED) GRANT AWARDEES**

Ms. Testa shared that through an open and competitively bid process, ETP released the Solicitation for Proposals for the Social Entrepreneurs for Economic Development (SEED) Grant on January 21, 2021. The application period closed on March 3, 2021. The SEED Grant is composed of two separate grant programs: the SEED Entrepreneurship Program (which provides entrepreneurial training and micro-grants to Limited English Proficient individuals and immigrants to assist them in launching a small business that meets a social issue or community need), and the SEED Demonstration Project (which provides entrepreneurial training and micro-grants to Limited English Proficient individuals and immigrants to assist them in forming or sustaining a worker cooperative or employee-owned small business in a low-wage industry). A total of \$9,650,000 is available under this grant, with \$8,650,000 allocated to the SEED Entrepreneurship Program and \$1,000,000 allocated to the SEED Demonstration Project. We received a total of 51 applications; 41 for the SEED Entrepreneurship Program, and 10 for the SEED Demonstration Project. Below is a listing of the applications the scoring committee has recommended for funding. This list has been posted on the ETP website since 3/24/2021.

### Proposed Awardees SEED Entrepreneurship Program:

Asian Pacific Islander Small Business Program: \$329,441

(Participating organizations: Chinatown Service Center; Koreatown Youth & Community Center; Thai CDC; United Cambodian Community; Little Tokyo Service Center)

Bay Area Community Resources: \$200,000 (Participating organization: Skysthelimit.org)

Immigrants Rising: \$5,410,559 (Participating organizations: Pilipino Workers Center; Ahri Center; Central Valley Immigrant Integration; Trans Queer Liberation Movement; Dreamers in Tech; The UndocuBlack Network; La Cocina; Inclusive Action for the City)

Inland Coalition for Immigrant Justice: \$800,000 (Participating organization: Asociacion de Emprendedores)

Interfaith Movement for Human Integrity: \$200,000

Local Initiatives Support Corporation (LISC) San Diego: \$1,000,000 (Participating organizations: UC San Diego, Center for Community Health; Haitian Bridge Alliance; License to Freedom; Somali Bantu Community Center of San Diego; South Sudanese Community Center; Refugee Assistance Center; Horn of Africa; Chicano Federation of San Diego County; Karen Organization of San Diego;

United Women of East Africa Support Team)

The Latina Center: \$210,000 (Participating organization: The Renaissance Entrepreneurship Center)

Women's Economic Ventures: \$500,000 (Participating organization: Mixteco Indigena Community Organizing Project)

SEED Demonstration Project:

Democracy At Work: \$1,000,000 (Participating organizations: Clean Carwash Campaign; Cooperacion Santa Ana; Cooperation L.A.; Pilipino Workers Center; United Taxi Workers of San Diego)

Ms. Testa stated Staff is requesting approval of the proposed awardees, with their accompanying funding amounts, as listed above, pending the results of any submitted appeals, if any.

Ms. Newsom inquired what region approximately Immigrants Rising is in.

Ms. Testa replied they are headquartered in San Francisco, however, they are actually serving the entire state for this.

Ms. Newsom asked is there an opportunity to hear back from these various organizations about their success and the impact on the individual apps, and entrepreneurs.

Ms. Testa replied, yes.

Ms. Testa then stated Staff is requesting approval of the proposed awardees, with their accompanying funding amounts, as listed above, pending the results of any submitted appeals, if any.

Acting Chairperson Roberts asked the Panel if there were any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the proposed awardees, with their accompanying funding amounts, as listed above, pending the results of any submitted appeals. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative the proposed awardees, with their accompanying funding amounts.

Motion carried, 8 – 0.

## **X. FUNDING STRATEGIES FOR FY 20/21**

Ms. Testa then shared how each year, we review our funding strategies for the coming fiscal year in mid to late spring. Additionally, this year, we held a Policy Committee meeting in January to solicit

ideas and suggestions on these items from stakeholders. This meeting generated a lot of discussion, and allowed stakeholders to contribute to the policy formation discussions by providing them a chance to express their needs and desires regarding our funding strategies, and more importantly, for them to express the reasons why they favor the strategies they expressed. Similarly, all ETP managers were provided a forum to provide their input, and a town hall meeting was held for all ETP staff to provide their ideas as well. These forums generated many ideas in areas other than funding strategies, as well, such as training hours, repeat contractors, wages, and more – however these items will not be discussed during this presentation. The feedback and suggestions we obtained from stakeholders, managers, and staff, along with data driven reports and fiscal projections for the coming year were all taken into account as we formed these recommendations for funding strategies for FY 21/22, including: project caps, reimbursement rates, and moratoriums. Allocations for contractor types cannot be formalized at this time, since we are still pending the May Revise of the state budget for the final fiscal information for next FY.

#### Project Caps:

Staff would like to keep our caps the same for FY 21/22 as they were this FY. While true that if we lowered caps, we could serve more contractors – we are concerned that lowering caps would make the ETP program cost-prohibitive for some contractors. Additionally, we are putting our focus on enhancing the quality of the projects Panel approves – stakeholders have already seen many changes in this direction (ie: changes to how wages are displayed in the proposals, closer review of proposals by the field offices and Panel, etc), and will continue to see additional efforts along these lines in the coming months.

Acting Chairperson Roberts added regarding manufacturing, I understand that a lot of the manufacturing that has come in this year, have been put on hold because they don't meet the COVID NAICS code versus just a regular NAICS code and inquired if that is going to be lifted.

Ms. Testa replied they are a priority industry, so they are not under a moratorium at all. A lot of manufacturing NAICS codes were not included in the COVID pilot but that COVID pilot did have manufacturing codes for food manufacturing, also for healthcare protective equipment manufacturing, like the people who are making masks and respirators. But it didn't have any other manufacturers in it aside from that, but that was specifically for the COVID pilot. But we're not accepting any more applications for those.

Staff would like to request a motion to approve the project caps reimbursement rates and moratoriums.

Mr. Duscha wanted to commend the staff for not rushing into making complete recommendations on this until we know how much money is going to be in the budget. There are a number of us who are working very hard to increase the ETP budget beyond \$80M, and suspects our executive director is working behind the scenes on that as well. Feel quite positive about it, I think we're going to get some more money and it's a good idea, not to put plans in concrete until you know how much money there is. I also want to suggest that as the process goes forward on the system for allocating and spending money next year that you focus on the statutory priorities for spending money, which include a priority for manufacturing which state clearly that ETP as a high wage high skill program, it clearly states joint Labor management projects get priority and that business expansion projects and new hire projects get priority.

Ms. Greer thanked the panel and how it's supported the many registered apprenticeship programs during this very difficult year. Despite the challenges of keeping their classes going the JATC were able to pivot to online classes and in person classes when possible. They were able to move forward with providing new journey level workers and keeping California construction companies on track with projects nontraditional apprenticeship programs, such as hospitality and food service were able to upscale their current job leveled job journey level workers and provide on line classes as well. She urged the ETP staff and panel to consider providing the same percentage of funding for fiscal to 21/22 as this year, finally, the term high road job has been consistently mentioned often high wage jobs is incorrectly used to be high wage jobs, this is not the complete meaning of this term as utilized by the California workforce Development Board and the California future of work condition. High roads jobs, provide a living wage, but they also provide stable and predictable pay safe and favorable working conditions control of our work schedules, health care and dental care, paid time off, pensions, safe and dignified work environments and opportunities for training and job advancements. Finally, workers voice to ensure these life and work conditions in most cases, a collective bargaining agreement is in place high wage jobs are connected to industry based worker focused training partnerships that build skills

Acting Chairperson Roberts added we have a lot of employers in California that pay into the fund, and they also have to have our consideration. This is not a JATC program. There are many employers out there, and ETP must be fair and equitable in how it distributes funding. I appreciate your comments, but we also need to look at how to funding multiple entities across the state.

Ms. Testa asked the Panel if there were any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

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

Motion carried, 8 – 0.

## **XI. REVIEW AND ACTION ON PROPOSALS MULTIPLE EMPLOYER CONTRACTS**

### **Tab No. 4: Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA**

Ms. Miguel presented a proposal on behalf of Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA which is a repeat contractor and requesting \$243,000 in ETP funding to serve 324 apprentices and serves 48 counties. An additional 80 acres are devoted to a training yard and maintenance area where hands-on training is conducted in a simulated lab environment. The Operating Engineers JAC currently represents over 693 apprentices in Northern California. This is Operating Engineers JAC's fourth ETP Contract, and the third in the last five years.

Ms. Miguel stated that there are representatives here to answer any question that the panel members may have and introduced Greg Gasaway, Director of Apprenticeship; Elsa Gil, Office

Manager; Miriam Ortiz, Executive Secretary; Catherine Lytle, Director of Training.

Ms. Newsom inquired from the applicant to inform us of approximately how many women are in your apprenticeship program I know it's not a requirement.

Mr. Gasaway replied currently at 669 apprentices and 66 are females.

Acting Chairperson Roberts stated regarding your performance it has been right sized so obviously you have the right infrastructure to support your \$250,000 and hoping it doesn't run into the 26% as you did the previous contract.

Ms. Ortiz stated we will be working closely with ETP making sure that we are following the correct tracking systems and needs to be submitted for funding, understanding the process is key, we now have more experience writing staff that will be monitoring accurate information that will make it easier.

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 Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA proposal in the amount of \$243, 000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

#### **Tab No. 5: State Building & Construction Trades Council**

Ms. Miguel presented a proposal on behalf of State Building & Construction Trades Council. They are a repeat contractor requesting \$377,061 to serve approximately 21 journey workers 190 apprentices, 11 veteran apprentices and five pre apprentice new hire trainees. This project includes multiple giant apprentice training committees and training will be provided at each organization's location.

Ms. Miguel stated that there are representatives here to answer any question that the panel members may have and introduced Jeremy Smith, Deputy Legislative Director; Kelly Greer, Strategy Workplace Communications

Ms. Newsom inquired from the applicant to elaborate on what they're doing to further ensure that more women are included an apprenticeship programs.

Mr. Smith responded that we have started at the top, so to speak at the legislature over the last couple years, with a couple pieces of legislation that we passed two years ago to include codified apprenticeship training requirements that were created out of the Obama Administration to that end. Another piece of legislation Labor agency to create outreach protocols for women and minorities and that trickles on down to our local unions it's absolutely something that is important to all of our unions to get more representation from all minority groups, including women. Over 90% of the women who are in apprenticeship in California are in joint Labor management programs, which will

be covered by the unions that are part of our Council but part of this proposal.

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 State Building & Construction Trades Council proposal in the amount of \$377,061. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative to approve the proposal.

Motion carried, 8 to 0.

## **XII. OPPORTUNITY FOR PANEL MEMBERS TO REQUEST AGENDA ITEMS FOR FUTURE PANEL MEETINGS**

Acting Chairperson Roberts asked for panel members to comments on agenda items for future panel meetings.

None were given.

## **XIII. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA**

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

John Bauer stated the Governor just finished the Future of Work Commission report that just came out and one of the big findings in that report was the fact that, while the probability of low wage employment is reduced by 33% with a college degree, it is reduced by 39% if they're a union member. Having said that one of the things I would like you all to think about in your data collection and utilization is at some point, and maybe, starting with the next fiscal year is really being able to look at those wages and who gets trained in terms of those folks being represented or not, and being a union member or not and starting to look at that and curious as to whether those wage levels were median or mean, but I think it would be really helpful I think in terms of addressing and equality and vulnerability, we certainly have the most accountable workforce dollars that are out there, but also understanding, a little bit more of sort of within your Job creation and new employers and MEC and apprentice programs where those wages are getting you to that average.

Phillip Herrera made a comment about quality over quantity and expressed when it comes to applications in this next fiscal year. At some point staff, the senior management team will have to look at some sort of scoring that you'll have to do to delineate the quality of applicants over the quantity and critical proposal caps and the other incentives that are available to say advanced manufacturers growing in the state that have a compelling story, supported by the governor. The lower the cap is the less it compares to some of the other incentives, So if you have a company that's growing in the state and they're going to get a award and some of these other things, and the cap for ETP is getting lower and lower for these big projects, it's tougher for us to get ETP as part of that package Mr. Herrera expressed that we want to look at the critical proposal cap and remain hopeful that the governor will restore our money and will be bringing it up again in May. If,

he doesn't then of course we'll just stick with the current cap, so if we do get that money back would want the panel to consider raising the caps on proposals.

Steve Duscha added that we should be focusing on union wages within ETP contracts, and that might tell us a lot about how much of the work that ETP is doing.

#### **XIV. MEETING ADJOURNMENT**

Acting Chairperson Roberts adjourned the meeting at 10:57 a.m.

.