

# PANEL PACKET

September 2023



Employment Training Panel





# PANEL NOTICE/AGENDA

## MEETING TIME/PLACE

Friday, September 29, 2023 at 9:30 a.m.  
CalEPA, 1001 I Street  
Sierra Room  
Sacramento, CA 95814  
Phone: (916) 327-5640

**This is a public meeting and the public may attend in person or virtually.**

To view or provide public comment via webinar, use the link below and use the raise-hand feature during public comment to be called on.

### **Join Zoom Meeting:**

<https://us06web.zoom.us/j/83076677851>

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**Conference code:** 1185529

(For assistance, login and raise hand or contact [Ryan.Boyd@etp.ca.gov](mailto:Ryan.Boyd@etp.ca.gov))

Call to Order by Chair Rebecca Bettencourt

- Roll Call
- Action to Approve September Panel Meeting Agenda
- Action to Approve August Panel Meeting Minutes

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Executive Report	Peter Cooper
• Budget/Other	Tara Armstrong
• Budget Update and Action on Allocations	Michael Cable
• Request Motion to Adopt Consent	Jaime Gutierrez
Calendar Projects/Action	

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Apprenticeship Overview Presentation	Willie Atkinson
	Heather Miguel

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Division of Apprenticeship Standards Apprentice Presentation	Eric Rood
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Review and Action on Healthcare Workforce Advancement Fund (HWAFF) Program Proposals	Kellen Hernandez
	Phil Boyer

Panel Date: September 29, 2023

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Review and Action on Proposals

Kellen Hernandez  
Ryan Swier  
Phil Boyer  
Heather Miguel

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Opportunity for Panel Members to Request Agenda Items for Future Panel Meetings

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Public Comment on Matters Not on the Agenda

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Public Meeting Adjourns

\*Public comment can be done in person or virtual

Under Government Code section 11123(a), all meetings of a state body are open and public, and all persons are permitted to attend any meeting of a state body, except as otherwise provided in that article. ETP may take action on any item listed in this Notice/Agenda. You can obtain further information about this Notice/Agenda by contacting Michael A. Cable, Staff Attorney, at (916) 327-5422, or Michael.Cable@etp.ca.gov, or sending a written request to Michael A. Cable, Staff Attorney, at Employment Training Panel, 1100 J Street, 4th Floor, Sacramento, California 95814. Written comments on agenda items should be submitted no later than 12:00 p.m. the business day before the meeting in order to afford adequate time to consider your comments.

This Notice/Agenda of Panel Meeting and related documents are available on the ETP website at [www.etp.ca.gov](http://www.etp.ca.gov). The dollar amounts shown in this Notice/Agenda are estimates only, subject to change up to and including the date of the Panel Meeting. Please continue to access the ETP website for current and updated information. In the event the Panel does not have a quorum at the Panel Meeting noticed herein, then those Panel Members in attendance will meet as a committee at the same time and place identified herein, and said Panel Members in attendance will meet as a committee in order to hear the items identified in this Notice/Agenda, but will not vote or take action. While ETP intends to webcast its meetings, it may not be possible to webcast the entire open meeting due to limitations on resources.

The meeting is accessible to the physically disabled. A person who needs a disability-related accommodation or modification in order to participate in the meeting, including without limitation auxiliary aids or services, may make a request by contacting Michael A. Cable, Staff Attorney, at (916) 327-5422, or Michael.Cable@etp.ca.gov, or sending a written request to Michael A. Cable, Staff Attorney, at Employment Training Panel, 1100 J Street, 4th Floor, Sacramento, California 95814. Providing your request so that it is received at least five (5) business days before the meeting will help ensure availability of the requested accommodation.

## **REVIEW AND ACTION ON PROPOSALS**

These funding proposals are listed by Regional Offices and do not reflect the actual order of presentation. They will be considered by the Panel in accordance with a Table of Contents to be published on the ETP website no later than Monday, September 25, 2023, although the Panel may still change the order at the meeting. In regards to those items indicated below as an Amendment, please note that the dollar amount only reflects the proposed amendment amount, and not the total funding amount for the contract. Funding proposals are reviewed by the Panel on a case-by-case basis, and any action on a funding proposal shall not be binding on any other funding proposal.

### **North Hollywood Regional Office**

Armstrong Garden Centers, Inc.-----	\$195,000
Brand Consulting Group, LLC dba Brand College -----	\$749,700
Doctors Hospital of Riverside LLC -----	\$458,850
Santa Clarita Community College District -----	\$749,785

### **San Diego Regional Office**

Barnett Quality Control Services, Inc. dba Nova Services -----	\$105,800
Johnson, Finch & McClure Construction, Inc. -----	\$354,246
Newman Replacement Windows, Inc. -----	\$201,250
St. Joseph Health Northern California, LLC (HWAF) -----	\$499,859
St. Mary Medical Center dba St. Mary Regional Medical Center (HWAF) -----	\$498,640
T C Construction Company, Inc.-----	\$356,891
Temecula Valley Hospital, Inc. -----	\$427,800

### **Sacramento Regional Office**

Kaweah Delta Health Care District Guild dba Kaweah Health (HWAF)-----	\$499,928
SOMA AEC, Inc. dba Oxman College (HWAF) -----	\$735,048

### **Program Projects Unit**

Alameda County Electrical Industry Apprenticeship & Training Trust-----	\$293,555
Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry-----	\$499,913
Brick Masons Apprenticeship and Training Trust -----	\$251,320

**Program Projects Unit** (continued)

Bricklayers and Allied Craftworkers Local No. 3 Apprentice Training Trust-----	\$156,914
California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Northern CA -----	\$499,272
California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Southern CA -----	\$499,599
California Tooling and Machining Apprenticeship Association-----	\$49,700
California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36-----	\$276,812
Carpenters Training Trust Fund for Northern California -----	\$499,892
Central Valley Electrical Industry Training & Educational Trust ----	\$134,968
Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund -----	\$499,653
Finishing Trades Institute of Northern California and Nevada Trust - Drywall Finishers/Floor Coverers FTI West-----	\$167,811
Finishing Trades Institute of Northern California and Nevada Trust - Glaziers FTI West-----	\$154,717
Finishing Trades Institute of Northern California and Nevada Trust - Painters FTI West -----	\$192,698
Glaziers, Architectural Metal and Glass Workers Local Union no. 636 -----	\$499,845
Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA-----	\$499,786
Joint Journeymen Apprentice Training Trust -----	\$498,317
Kern County Electrical Journeyman and Apprentice Training Trust-----	\$287,872
Laborers Health and Welfare Trust Fund for Northern California --	\$499,950
Laborers Training and Re-Training Trust Fund for Southern California -----	\$499,857
Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund-----	\$287,175
Local 228 - Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund -----	\$58,561
Local 246 Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund -----	\$225,990
Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry-----	\$499,941

**Program Projects Unit** (continued)

Local 442-Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund-----	\$84,976
Los Angeles County Electrical Educational and Training Trust Fund-----	\$475,258
Modesto Area Sheet Metal Apprenticeship Training Trust-----	\$37,980
N.E.C.A/I.B.E.W Inland Training Fund -----	\$499,600
Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund-----	\$104,168
Northern California Elevator Industry Joint Apprentice Training Committee Trust Fund -----	\$495,618
Northern California Tile Industry Apprenticeship and Training Trust Fund-----	\$173,000
Northern California Valley Sheet Metal Joint Apprenticeship and Training Trust Fund-----	\$452,732
Operating Engineers and Northern California Surveyors Pre- Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund -----	\$499,960
Orange County Electrical Joint Apprenticeship and Training Trust-----	\$499,352
Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California -----	\$193,725
Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County -----	\$499,339
Pipe Trades Apprentice & Journeyman Training Trust Fund of Santa Clara & San Benito Counties -----	\$499,587
Redwood Empire Electrical Joint Apprenticeship Trust-----	\$168,783
Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust-----	\$499,860
San Diego Electrical Training Trust-----	\$499,468
San Francisco Electrical Industry Apprenticeship and Training Trust-----	\$172,368
San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust -----	\$186,736
San Luis Obispo County Electrical Joint Apprenticeship & Training Trust -----	\$86,226
San Mateo County Electrical Apprenticeship and Training Trust---	\$499,857
Santa Barbara County Electrical JATC -----	\$104,411
Santa Clara County Electrical Industry Apprenticeship and Training Trust-----	\$499,510

**Program Projects Unit** (continued)

Sheet Metal & Air Conditioning Apprentice & Journeyman Training Fund -----	\$181,720
Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles-----	\$499,989
Sheet Metal Workers' Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund -----	\$499,610
Southern California Elevator Constructors Apprenticeship and Training Trust-----	\$499,827
Southern California Pipe Trades District Council 16-----	\$499,730
Southern California Plastering Institute Apprenticeship Trust-----	\$166,525
Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund-----	\$393,188
State Building and Construction Trades Council of California -----	\$499,920
Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund -----	\$499,797
Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust -----	\$283,370
Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee -----	\$102,114
U.A. Local 342 Joint Apprenticeship and Training Trust-----	\$499,965
UA Local 447 Joint Apprentice Training Center -----	\$499,604
United Association Plumbers Local 78-----	\$499,438
Valley Roofers Joint Apprenticeship Training Trust Fund -----	\$142,449
Ventura County Electrical Joint Apprenticeship and Training Trust Fund-----	\$139,280

## **PROPOSALS APPROVED**

### **BY DELEGATION ORDER FOR 08/15/23 – 09/18/23**

<b>≤ \$75,000</b>	<b>Approved Date</b>	<b>Approved Amount</b>
<hr/>		
<b><u>North Hollywood Regional Office</u></b>		
BGI Worldwide Logistics, Inc.	08/31/23	\$10,350
Skori, Inc.	09/12/23	\$74,704
<b><u>Sacramento Regional Office</u></b>		
Trinity Renovation, Inc. dba kitchenCRATE & bathCRATE	08/16/23	\$73,623



State of California—Labor and Workforce Development Agency

# Employment Training Panel

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Skori, Inc. dba West Coast Ambulance

Trinity Renovation, Inc. dba kitchenCRATE & bathCRATE



State of California

# M e m o r a n d u m

To: Panel Members

From: Peter Cooper  
Assistant Director

Subject: **Directions Meeting Sites**

Date September 29, 2023

The Employment Training Panel will meet on **Friday, September 29<sup>th</sup>, 2023 at 9:30 a.m.**

**California Environmental Protection Agency (Cal/EPA)**  
**Sierra Room**  
**1001 I Street, Sacramento, CA 95814**

Telephone (916) 327-5640 (ETP Central Office)

**Directions to the California Environmental Protection Agency - Sierra Room**

**From Sacramento International Airport:**

- Take **Hwy 5** South
- Exit on **“J” Street** to **11<sup>th</sup> St.**
- Turn Left on **11<sup>th</sup> Street**
  - Turn Left on **I Street**
  - **1001 I Street**

**From San Francisco**

- Take **I-80 E**
- Merge onto **I-5 N**
- Exit on **“J” Street** to **11th St.**
- Turn Left on **11th Street**
- Turn Left on **I Street**
- **1001 I Street**





# M e m o r a n d u m

To: Panel Members

Date September 29, 2023

From: Peter Cooper  
Assistant Director

Subject: **Future Meeting Sites**

<b><i>September Panel September 29<sup>th</sup>, 2023</i></b>	<b>In Person – CalEPA Sierra Room 1001 I St, Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</b>
<b><i>October Panel October 27<sup>th</sup>, 2023</i></b>	<b>In Person – CalEPA Sierra Room 1001 I St, Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</b>
<b><i>November Panel – N/A</i></b>	<b><i>No Panel Meeting</i></b>
<b><i>December Panel December 15<sup>th</sup>, 2023</i></b>	<b>In Person – CalEPA Coastal Room 1001 I St, Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</b>



**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL**

**Friday, August 25, 2023**

**Panel Members**

Rebecca Bettencourt  
Chair

Dee Dee Myers  
*Ex-Officio* Member

Rick Smiles  
Member

Ernesto Morales  
Member

Gretchen Newsom  
Member

Douglas Tracy  
Member

Madison Hull  
Member

Michael Hill  
Member

**Executive Staff**

Erich Shiners  
Acting Executive  
Director

Peter Cooper  
Assistant Director

Jaime Gutierrez  
Chief Deputy Director

Tara Armstrong  
Deputy Director of Technical Branch

**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL  
California Environmental Protection Agency  
1001 I Street, Byron Sher Auditorium, Second Floor  
Sacramento, California 95814  
Friday, August 25, 2023**

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

Chair Bettencourt called the meeting to order at 9:32 a.m.

**II. ROLL CALL**

Present

Rebecca Bettencourt  
Gretchen Newsom  
Rick Smiles  
Doug Tracy  
Michael Hill  
Chris Dombrowski

Not in attendance

Madison Hull  
Ernesto Morales

Executive Staff

Erich Shiners, Acting Executive Director  
Peter Cooper, Assistant Director  
Jaime Gutierrez, Chief Deputy Director  
Tara Armstrong, Deputy Director of Technical Branch

**III. AGENDA**

The August Agenda was reviewed.

ACTION: Member Newsom moved and Member Smiles seconded approval of the August Agenda with no changes. All Panel Members present voted in the affirmative for approval of the August Agenda.

Motion carried, 6 to 0.

**IV. MINUTES**

The July Meeting Minutes were reviewed.

ACTION: Member Newsom moved and Member Smiles seconded the approval of the July Meeting Minutes with no changes. All Panel Members present voted in the affirmative for approval of the July Meeting Minutes.

Motion carried, 6 to 0.

## **V. REPORT FROM THE ACTING EXECUTIVE DIRECTOR**

Today's meeting presents 62 proposals totaling approximately \$21.1 million. That number includes 8 approved Delegation Orders totaling \$326,485. If all proposals presented today are approved, the remaining contracting capacity for Fiscal Year 23-24 will be \$73 million.

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

Today you will see 13 projects worth \$7,543,351 to support 2,458 trainees. The last of the Healthcare Workforce Advancement Fund proposals will be heard in September (SOMA, St. Mary's and Kaweah Delta Health Care District). Today there are 10 Workforce Literacy Fund projects worth \$2,977,278 to support 1,998 trainees. After this Panel, we will have approved \$8,400,804 with another possible \$498,000 for the last remaining project. Leaving \$1.1 million for administration costs or potential amendments to increase contract amounts for high performing literacy projects.

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

Three main changes to Cal-E-Force for ETP. The first we have added a message for the subcontractors when they are applying for an entity to make sure they are going in the right path and not applying directly for themselves. The second is we have started the collection of occupations at enrollment to comply with our regulations and allow us to measure the individuals that are enrolled and trained. As well as to provide panel with data when we have repeat contractors. Lastly is the collection of occupations at final invoice, which will start at the end of this month.

## **VIII. LEGISLATIVE AND LEGAL UPDATE**

Governor signed AB 1766, which amends several Unemployment Insurance Code sections pertaining to ETP. The changes will take effect January 1, 2024.

SB 544 Bagley Keene was amended to require a majority of governing body members to be physically present for at least ½ of the body's meeting per year. Effective 01/01/26 that requirement would sunset and only one member need be physically present.

Updated to ETP's OSC regulation (approved at the April Panel meeting) has been approved by Labor Agency and will be filed with OAL next week. OAL has 30 days to review. Following the review is a 45-day public comment period.

Modifications in Motion, a reminder that if a proposal is modified orally, please state the modification in the motion to approve the proposal.

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

### **Regarding Funding:**

Expansion and CCC Funds will expire at the end of this State Fiscal Year 23/24, in June 2024. At the January 2023 Panel meeting, ETP announced that; "Expansion contracts could extend their contract term beyond 24 months, but not to exceed March 30, 2024." In order to assist in managing ETP staff's workload and meet the requirement of dispensing the funds by June 2024, we are requesting that any extension requests be made as soon as possible, and again, not to exceed March 30, 2024.

Today's Panel meeting for approximately \$21.2 million, includes eight Delegation Orders with a total of \$326,485. Delegation Orders are Proposals capped at \$75K and approved under delegated authority by the Executive Director on a continuous flow basis. If all proposals scheduled for this Panel Meeting are funded today, the Panel will be approving 64 projects including one Critical Proposal (\$749,800). These projects also include 13 Healthcare Workforce Advancement Fund projects for \$7 million and 10 Workforce Literacy projects for \$2.9 million.

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

There are 143 applications currently in demand and 117 applications are with the Regional Offices in development. With 24 applications under review with the applications and assessment unit and 2 submitted applications pending review. The estimated value of the 143 applications is \$28.3 million (\$22.8 million for single employers, \$1.8 million for multiple employer contracts, \$147,245 for small business, \$3.4 for apprenticeship proposals, and zero in demand for Critical Proposals (5 potential proposals supporting CHIPS Act and biotechnology). We are currently within our total allocations for this fiscal year 2023-24.

Update to consent calendar proposal Tab 13, ET23-0347 Rivian LLC this project was approved at the June Panel. It is back on the calendar due to a name change from Rivian Automotive LLC to Rivian LLC. Since this is not an executed contract we could not do an amendment to change the name. Also, the contracting entity changed the NAIC code and removed this proposal from being a priority industry. It is still considered a critical proposal.

## **X. CONSENT CALENDAR**

Tab 1 (Brothers International Desserts dba Brothers Desserts), Tab 2 (Central California Builders Exchange), Tab 3 (East County Economic Development Council), Tab 5 (Herman Weissker, Inc.), Tab 6 (Kern County Builders' Exchange Incorporated), Tab 9 (Ly Brothers Corporation dba Sugar Bowl Bakery), Tab 11 (North Point Healthcare & Wellness Center, LP dba Northpoint Healthcare Center), were pulled from the consent calendar.

ACTION: Member Newsom moved and Member Smiles seconded approval of the Consent Calendar without Tabs 1 (Brothers International Desserts dba Brothers Desserts), Tab 2 (Central California Builders Exchange), Tab 3 (East County Economic Development Council), Tab 5 (Herman Weissker, Inc.), Tab 6 (Kern County Builders' Exchange Incorporated), Tab 9 (Ly Brothers Corporation dba Sugar Bowl Bakery), Tab 11 (North Point Healthcare & Wellness Center, LP dba Northpoint Healthcare Center). All Panel Members present voted in the affirmative to approve as moved.

Motion carried, 6 to 0.

## **XI. POLICY COMMITTEE MEETING UPDATES**

Meeting was held on August 8<sup>th</sup>, our first hybrid meeting with people attending both in person and via zoom. There were two items on the agenda, a discussion item on out of state vendors (specifically training vendors). ETP regulations allow for the use of out of state vendors only in certain circumstances, with justification and Panel approval. ETP has been more relaxed in recent years in this requirement and as a result of this discussion as of January 1, 2024, ETP will be closely following the regulatory requirements. The Cal-E-Force system and staff are currently being updated to accommodate this. This would be applicable to new contracts only.

The second topic was a discussion on recordkeeping rosters and learning management systems. This discussion helped to clear up some questions regarding these items and not further discussions or updated were deemed necessary.

## **XII. ACTION ON PROPOSALS**

### **HEALTHCARE WORKFORCE ADVANCEMENT PROPOSALS**

#### **Tab No. 16: Butte Glen Community College District**

Repeat contractor. Funding requested \$749,000 to train 395 retrainees and 175 job creation trainees statewide. Participating employers have provided Union support letters.

Question regarding certified nurse assistants and their wages. How soon can those starting at \$17 per hour expect to move up?

Annie Rafferty stated that they are starting at \$19.32. With wage progression up to \$26 per hour with healthcare.

ACTION: Member Smiles moved and Member Newsom seconded approval of the proposal submitted by Butte Glen Community College District in the amount of \$749,000. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

#### **Tab No. 17: Greater San Fernando Valley Chamber of Commerce**

Repeat MEC contractor. Funding requested \$749,808 to train 381 retrainees statewide. Participating employers have provided Union support letters.

Question was raised regarding the specialized license training, who are you using as your training vendors? There is nothing listed currently or the model you're using.

Nancy Hoffman stated there are 4 medical schools that they are in partnerships with and some have their own in house training. They will be customizing it based on need.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Greater San Fernando Valley Chamber of Commerce in the amount of \$749,808. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

#### **Tab No. 18: Murrieta Chamber of Commerce**

Repeat MEC contractor. Funding requested \$749,808 to train 381 retrainees statewide.

Questions regarding wages. The wages seem the same across every single occupation almost. Was this a copy paste error on staff or in the application? This will need to be updated by staff. It looks as though the contract post retention wage is established at \$22.66 an hour, then you are using up to \$2.50 per hour being used to meet the post retention way, which lowers the initial wage to \$20.26 per hour. So is there an effort to increase those wages further?

Patrick Ellis stated it may be a copy paste error on their part. Nurses should be \$30 per hour. The EMT's progress quickly, after the first certification they jump to \$25 per hour.

Request was made for the wages to be updated in the panel packet.

Staff clarified that the wage will remain at \$22.66 for the ETP minimum wage.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Murrieta Chamber of Commerce in the amount of \$749,808. All Panel Members present voted in the affirmative to table the proposal as moved.

Motion carried, 6 to 0.

#### **Tab No. 19: JVS SoCal**

Repeat contractor, priority industry. 9<sup>th</sup> ETP contract, 6<sup>th</sup> in last five years. Funding requested \$622,630 to train 95 CNA's under one job number. There is a correction Vladimir Bertat of Bertat Associate Advisors will be assisting with the project development for a \$5,000 flat fee.

Question regarding proposal which states that the proposed training will support 95 candidates earning certified nursing assistant certification and placement into full time jobs. Are you providing these certifications or do they have to seek those outside of training? The first wage range listed is \$17 - \$20 per hour. How soon can they expect wage progression?

Jody Doan replied that after completion of training they sit for their CNA exams. We expect an average of 7%-10% wage progression by the time they hit their 91<sup>st</sup> day of retention.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by JVS SoCal in the amount of \$622,630. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 20: Loa Family Community Development, Inc.**

First time contractor and priority industry. Funding requested \$747,792 to train 144 CNS's under job one. Correction they are requesting one to one ration for training.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Loa Family Community Development, Inc. in the amount of \$747,792. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 21: Edwards Medical Training Center, Inc.**

First time contractor. Funding requested \$237,134 to train 54 workers. Training will take place at their San Jose location.

ACTION: Member Smiles moved and Member Newsom seconded approval of the proposal submitted by Edwards Medical Training Center, Inc. in the amount of \$237,134. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 22: Shirley Ware Education Center**

Repeat contractor. Funding requested \$749,708 to train 92 workers. Training will take place at employer's worksites throughout California.

ACTION: Member Smiles moved and Member Newsom seconded approval of the proposal submitted by Shirley Ware Education Center in the amount of \$749,708. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 23: Workforce Development Board of Contra Costa County dba WDBCCC**

Repeat contractor. Funding requested \$741,040 to train 120 trainees. Training will take place in the Richmond, Alameda and Contra Costa county worksites.

Question for job number one the wage range for EMT's is \$23 - \$25 per hour. In job number two new hire, there are ten individuals and the range is \$19- \$22. Could those ten be moved into job number one?

Response by Jed Silver was that the application was written in February and due to a new collective bargaining agreement it pops it over that wage range.

Clarification from staff on the post retention wage for job number 2.

Request to reflect the new CBA and would we be able to use the same post retention wage as listed in job number one of \$23.59 per hour, still allowing for the healthcare benefit to meet that?

Jed Silver state he does not problem with that as long as the understanding is that the CBA presides.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Workforce Development Board of Contra Costa County dba WDBCCC in the amount of \$741,040 with the new wages intact. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 24: A Place Called Home**

First time contractor. Funding requested \$96,600 to train 21 retrainees.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by A Place Called Home in the amount of \$96,600. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 25: Henry Mayo Newhall Memorial Hospital**

First time contractor. Funding requested \$499,100 to train 301 trainees over two job numbers.

Request was made to move the wages listed under job number two job creation for the Patient Care Associate at CNA with a current range of \$18 per hour up to \$25.00 per hour.

Joe Green stated that the proposal was prepared before the CBA with the union. I would be happy to adjust it to the higher wages in job number two

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Henry Mayo Newhall Memorial Hospital in the amount of \$499,100. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 26: St. Joseph Health Northern California, LLC**

Withdrawn

**Tab No. 27: Chinese Hospital Association**

First time contractor. Funding requested \$101,384 to train 116 workers. Training will take place at Chinese Hospital's location in San Francisco.

ACTION: Member Smiles moved and Member Newsom seconded approval of the proposal submitted by Chinese Hospital Association in the amount of \$101,384 All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 28: Dameron Hospital Association**

First time contractor. Funding requested \$499,560 to train 120 workers. Training will take place at their location in Stockton.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Dameron Hospital Association in the amount of \$499,560. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 29: Kaweah Delta Health Care District Guild dba Kaweah Health**

Pulled

**WORKFORCE LITERACY CONTRACTS**

**Tab No. 30: El Camino Community College District**

**Tab No. 31: LA Downtown Medical Center, LLC**

**Tab No. 32: National Immigration Forum, Inc.**

**Tab No. 33: Taylor Farms Pacific, Inc.**

**Tab No. 34: UDW Resource Center**

**Tab No. 35: LY Brothers Corporation dba Sugar Bowl Bakery**

**Tab No. 36: True Organic Products, Inc.**

**Tab No. 37: Center for Employment Training**

**Tab No. 38: La Mejor, Inc.**

**Tab No. 39: Vision Y Compromiso**

Motion made to approve Tabs 30-39.

ACTION: Member Newsom moved and Member Smiles seconded approval of the motion to approve Tabs 30-39. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

## **PULLED CONSENT CALENDAR**

### **Tab No. 1: Brothers International Desserts dba Brothers Desserts**

Withdrawn

### **Tab No. 2: Central California Builders Exchange**

Repeat contractor. Funding requested \$197,074 to train 214 retrainees located in Central California.

Comment was made that the presented proposal is requesting 3 different wage degressions not progressions. There are two wage modifications for priority industry and HUA being requested. Taking the wage from \$41.20 down to \$17.00 per hour. Request was made to set wage at \$22.66 per hour with up to \$2.50 used for benefits, even if they are being paid prevailing wages after certification.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Central California Builders Exchange in the amount of \$197,074 with a post retention wage of \$22.66 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

### **Tab No. 3: East County Economic Development Council**

Repeat contractor. Funding requested \$118,080 to train 100 retrainees in job one. Headquartered in El Cajon, CA.

Comment was made that the curriculum list is sparse compared.

Request to update curriculum list with more of the actual curriculum not just the high level. Regarding computer based training will that just be the OSHA 10

James Sly replied yes, OSH 10 and possibly some cybersecurity training. We have people on staff for that.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by East County Economic Development Council in the amount of \$118,080. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 5: Herman Weissker, Inc.**

Member Smiles recused himself

Repeat contractor. Funding requested \$322,000 to train job creation trainees located throughout California.

ACTION: Member Newsom moved and Member Tracy seconded approval of the proposal submitted by Herman Weissker, Inc. in the amount of \$322,000. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

**Tab No. 6: Kern County Builders' Exchange Incorporated**

Repeat contractor. Funding requested \$197,074 to train 211 retrainees, located in Central California.

Request was made to increase the post retention wage to \$22.66 per hour.

Mikin Plumber agreed to the wage increase. She did clarify that some of the employees from the high schools and junior colleges and will probably not have access to prevailing wage as well as private sector companies they work with.

Staff confirmed that since they are not showing health benefits we were going to add the \$2.50 of health benefits.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Kern County Builders' Exchange Incorporated in the amount of \$197,074 with the post retention wage minimum of \$22.66 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 9: Ly Brothers Corporation dba Sugar Bowl Bakery**

Repeat contractor. Funding requested \$300,840 to train 269 workers including 39 new employees. Training will take place at Ly Brothers Hayward location.

Comment was made that ETP is about employing people to ensure they have higher wages and retraining of employees it is not supposed to replace current annual training budgets. The contract states the current annual training budget is \$40,000. Several contracts over the past few years have come back and forth. Do not rely on ETP funds. Your turnover rate sits at 13%, what are you doing to reduce that?

Michael Carter replied that they are implementing new incentive programs.

ACTION: Member Smiles moved and Member Newsom seconded approval of the proposal submitted by Ly Brothers Corporation dba Sugar Bowl Bakery in the amount of

\$300,840. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 11: North Point Healthcare & Wellness Center, LP dba Northpointe Healthcare Center**

First time contractor. Funding requested \$159,620 to train 105 retrainees and 40 job creation trainees located in Fresno County. Contractor is requesting an HUA wage modification for job numbers two and three.

Question would you be willing to move the CNA wages up for jobs two and three?

Jill Meeuwssen replied that they agree to move jobs two to \$21 per hour and job three to \$20 this was after the 130 was printed.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by North Point Healthcare & Wellness Center, LP dba Northpointe Healthcare Center in the amount of \$159,620. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**SINGLE EMPLOYER CONTRACTS**

**Tab No. 40: Alta Hospitals System, LLC**

Repeat contractor. Funding requested \$437,000 to train 295 retrainees and 120 job creation trainees located in LA County.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Alta Hospitals System, LLC in the amount of \$437,000 with the wage modification of \$24 for the LVN's. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 41: Appfolio, Inc.**

Withdrawn

**Tab No. 42: Browning Contractors, Inc.**

First time contractor. Funding requested \$244,720 to train 216 retrainees and 40 job creation trainees located in Fresno County. Additionally both job numbers are requesting a HUA wage modification.

Comment was made that the original wage was \$41.20 per hour and you are requesting it down to \$17 per hour with the HUA to be changed to up to \$22.66 per hour minimum and \$2.50 healthcare benefits to meet that wage.

Cynthia Cantu (Operations Manager) agree to the increase.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Browning Contractors, Inc. in the amount of \$244,720 with the new post retention wage of \$22.66 per hour minimum with the healthcare component. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 43: Fresno Skilled Nursing & Wellness Centre, LLV dba Healthcare Centre of Fresno**

First time contractor. Funding requested \$336,260 to train 205 retrainees and 80 job creation trainees, all located in Fresno County. Additionally job numbers two and three are requesting HUA wage modifications.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Fresno Skilled Nursing & Wellness Centre, LLV dba Healthcare Centre of Fresno in the amount of \$366,260 with the new stated higher wages. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 44: Peach Home Services dba Goetti Home Service, LLC**

Withdrawn

**Tab No. 45: Woodward HRT, Inc.**

Repeat contractor. 2<sup>nd</sup> ETP contract, 2<sup>nd</sup> in last five years. Funding requested \$427,800 to train 310 retrainees located in LA County. A union support letter has been received by the International Association of Machinists and Aerospace Workers.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Woodward HRT, Inc. in the amount of \$427,800. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 46: AM Ortega Construction, Inc.**

Member Newsom recused herself.

Repeat contractor. Funding requested \$335,340 to train 243 retrainees over two job numbers. Training locations in Lakeside California and Riverside County.

ACTION: Member Smiles moved and Member Hill seconded approval of the proposal submitted by AM Ortega Construction, Inc. in the amount of \$355,340. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

**Tab No. 47: DPR Construction, Inc.**

Member Smiles recused himself.

Repeat contractor. Funding requested \$119,600 to train 260 retrainees in one job number.

Question regarding VGC software, how is this training going to help retain or increase skill levels and ultimately wages?

Cari Williams replied that the last training was a VDC rollout for employees. This will be the second or third upskilling for them from engineers to managers and now executives.

ACTION: Member Newsom moved and Member Hill seconded approval of the proposal submitted by DPR Construction, Inc. in the amount of \$119,600. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

**Tab No. 48: Sempra Energy dba Southern California Gas Company**

Repeat contractor, 5th ETP contract, 2<sup>nd</sup> in the last five years. Funding requested \$400,200 to train 290 retrainees over 2 job numbers. SoCal Gas is headquartered in Los Angeles.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Sempra Energy dba Southern California Gas Company in the amount of \$400,200. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 49: Envoy, Inc. dba Envoy**

Priority Industry. Repeat contractor. Funding requested \$499,790 to train 176 retrainees under job one, with a priority rate and 25 under job number 2 for job creation retrainees. Training will be delivered at its headquarters in San Francisco.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Envoy, Inc. dba Envoy in the amount of \$499,790. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

### **Tab No. 50: Lam Research Corporation (Critical Proposal)**

Designated as a critical proposal by GoBiz. Priority industry. Repeat contractor. 10<sup>th</sup> ETP contract, fourth in the last five years. Funding requested \$749,800 to train 350 under job one retraining at the priority rate and 145 under job number two job creation. Training will be conducted at facilities in Fremont and Livermore.

Question was asked as to what the opportunity is to provide or connect the employees with an apprenticeship program to get an electrical license (ET card) and advance themselves so their hours will not be lost.

Question under job creation, (job number two) the engineers coming in with the wage range of \$35 to \$50 per hour, how soon would they be able to progress to the wages under job one?

Phil Herrera did not have the data but will get back to Panel.

Question regarding the CBT, listed is 0 to 71 hours, what is the real average?

Phil Herrera stated that it is between one and 4 hours.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Lam Research Corporation in the amount of \$499,790. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

### **Tab No. 51: NVIDIA Corporation**

Priority industry and first time contractor. Funding requested \$483,000 to train 1000 under job one retrainees at priority rate. Training throughout California.

Question the wage range is very wide specifically pertaining to the engineering/product development staff with the wage range from \$26.78 up to \$100 per hour, how many are in the lower range vs middle vs higher and how do they progress?

Michelle Brookner stated that about 70% are in the higher end, maybe 100 of the 600 are in the lower range. Once they get through retention they could be looking at the high end.

Question was asked regarding the actual average for the CBT? You listed 0 to 60 hours. Are there rolls that actually hit the 60 hours CBT?

Jess Ramos responded that there are some engineers that hit the 60 hours.

ACTION: Member Smiles moved and Member Newsom seconded approval of the proposal submitted by NVIDIA Corporation in the amount of \$483,000. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 52: Norman S. Wright Mechanical Equipment Corporation**

Priority industry. First time contractor. Funding requested \$300,150 to train 237 under job one retrainees and 20 under job two job creation. Training will be delivered at their Hayward and Rancho Cordova locations. Correction CBT courses have been withdrawn.

Question regarding the requested wage modification job number two for the technicians wages range from \$18-\$20 per hour for one subset, \$20-\$25 per hour for another and \$25-\$40 for the final set. Can you move the four from the job creation move up to the \$20-\$25 wage range?

Rich Leo agreed.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Norman S. Wright Mechanical Equipment Corporation in the amount of \$300,150 with the technicians under job number two with the minimum wage presiding at \$20.01. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 53: Wellpath Management, Inc.**

Priority industry and repeat contractor. 2<sup>nd</sup> ETP contract, second in last five years. Funding requested \$483,000 to train 1200 trainees under job one, priority rate medical skills training and 300 under job two, job creation. Training will be delivered at its Alpine facility and work sites, county jails and detention centers.

ACTION: Member Newsom moved and Member Smiles seconded to table the proposal submitted by Wellpath Management, Inc. in the amount of \$483,000. All Panel Members present voted in the affirmative to table the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 54: Gallo Glass Company**

Chair Bettencourt recused herself and Member Newsom presided.

First time contractor. Funding requested \$499,790 to train 530 workers. Training will take place at their Modesto headquarters.

ACTION: Member Smiles moved and Member Hill seconded approval of the proposal submitted by Gallo Glass Company in the amount of \$499,790. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

**Tab No. 55: Hall Ambulance Service, Inc.**

Repeat contractor. Funding requested \$441,600 to train 120 workers. Training will take place at their 16 locations in Kern County.

Concern was expressed regarding the low wages for EMT's. What are they starting at? How long does it take to complete the training?

Myron Smith stated that they starting wage is \$21 per hour after they complete their training (this does not include benefits). We pay for their tuition, books and hours they are in classes. During training they start at \$16.24. It takes 16 weeks to complete training.

Question was raised if they are earning, learning and working?

Myron Smith stated that they are not working until they have completed training and pass the exam.

Request was to staff to correct the post retention wage needs to be \$21 per hour and moving the minimum up from \$16.24 per hour to \$18 per hour.

Myron Smith agreed to the changes

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Hall Ambulance Service, Inc. in the amount of \$441,600 with the revised wage range for EMT's starting at a minimum of \$18 per hour to \$20 per hour for 60 of those trainees and a revised post retention wage to \$21 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**Tab No. 56: Person Centered Services, Inc.**

Repeat contractor. Funding requested \$100,045 to train 130 workers including 27 new employees. Training will take place at their 5 locations in Stockton, Lodi and Lockford.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Person Centered Services, Inc. in the amount of \$100,045 with a post retention wage revised to \$18 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

**MULTIPLE EMPLOYER CONTRACTS**

**Tab No. 57: Shasta Builders Exchange**

Repeat contractor. Funding requested \$462,480 to train 458 trainees including 133 new employees. Training will take place at their Redding location and work sites in Shasta, Glenn, Tehama, and Siskiyou.

Request to update the with the training vendors names.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Shasta Builders Exchange in the amount of \$462,480. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 6 to 0.

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

No comments were made.

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

No comments were made.

**XV. MEETING ADJOURNMENT**

Chair Bettencourt asked for motion to adjourn the panel meeting.

ACTION: Member Newsom moved and Member Smiles seconded to adjourn the panel meeting. All Panel Members present voted in the affirmative to adjourn the panel meeting as moved.

Motion carried, 6 to 0.

Chair Bettencourt Adjourned the meeting at 11:57 a.m.

## Single Employer Contractor

A single employer, ranging from a small business to a large publicly-traded corporation, may contract directly with the Panel. Usually, these are retraining projects for current employees.

- Unless funded under Special Employment Training (SET), a single employer must face out-of-state competition.
- A single employer must be subject to the Employment Training Tax.
- The employer must also make an “in kind” contribution toward the cost of training, as follows: 1) 100 or fewer employees, at least 50% of the ETP-funded amount; 2) more than 100 employees, at least 100% of the ETP-funded amount.
- The employer must provide union letters of support for employees who are represented. The employer should also be able to show how the training will enhance job security and improve opportunities for advancement.
- A single employer must establish the need for the particular training curriculum proposed.
- The employer must establish its ongoing commitment to training and represent that ETP funds will not displace existing resources.
- All single employer contracts are capped at \$500,000.

These features apply to core program funding.

## Multiple Employer Contractor

A Multiple Employer Contractor (MEC) may be a group of employers or a training agency, or a Workforce Investment Board.

- Up to 8% of program costs may be approved as additional funding for recruitment, placement and assessment activities. For New Hire training, the MEC may receive up to another 4% (total 12%). These costs must be justified.
- The project may be retraining or new hire training, or a combination of both. Training may take place at the worksite or a training center, or both.
- All MECs are capped at \$600,000 and are limited to one contract per Fiscal Year.

### *Retraining*

- Training hours for retrainees are capped at 200. The Panel may modify this cap for good cause on a case-by-case basis.
- The MEC must provide union letters of support for represented employees.
- The MEC must make an “in kind” contribution toward the cost of training, of at least 50% of the ETP-funded amount. These contributions may consist of:
  - 1) wages/benefits paid during training by participating employers;
  - 2) development, recruitment, placement, and assessment costs; and,
  - 3) facility and material expenses.
- The MEC must provide a list of participating employers to demonstrate actual employer demand for the occupational skills in the curriculum.
- The MEC must have a core group of participating employers for at least 80% of the training plan.
- Participating employers must be subject to the Employment Training Tax.
- Participating employers must demonstrate an ongoing commitment to training, and represent that ETP funds will not displace existing resources.

### *New Hire Training*

- Training hours are capped at 260. The Panel may modify this cap for good cause on a case-by-case basis.
- The MEC must have a plan for recruiting trainees and participating employers. As part of this plan, the MEC must have an advisory board of participating employers qualified to provide guidance on needed occupational skills.
- Training must be for job-related skills that apply to specific occupations in a given industry or to specialized occupations across an industry spectrum.
- For all occupations, the MEC should be able to show a statewide or local shortage of skilled workers.

These features apply to core program funding.

## Delegation Order Process

- The Panel has delegated authority to the Executive Director, without consultation with the Panel Chair, to approve (1) small business (100 or fewer employees) for \$75,000 or less, and (2) single and multiple employer proposals for \$75,000 or less.
- This procedure allows projects to be approved on a flow basis. This process recognizes the need for just-in-time training, and reduces or eliminates the need for a Consent Calendar.
- An ETP130 and Curriculum is prepared for each proposal. They are reviewed and approved after the Executive Director signs off. The effective date will be the date specified by the Field Analyst and if no date is specified, the earliest effective date of contract is the day after the project is approved by the Executive Director.
- A copy of approved Delegation Orders is included in each month's Panel Packet, for projects approved prior to the Panel meeting, as an informational item.



Employment Training Panel

# MEMORANDUM

To: Panel Members

cc: Peter Cooper, Assistant Director  
Jaime Gutierrez, Chief Deputy Director  
Tara Armstrong, Deputy Director/Chief Information Officer

From: Michael A. Cable, Staff Attorney

Subject: Pending Legislation; California Legislature; 2023-2024 Regular Session

September 20, 2023

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## I. ASSEMBLY BILLS

- **AB-86 Homelessness: Statewide Homelessness Coordinator.**  
Summary: Existing law establishes various programs to address homelessness, including requiring the Governor to create an Interagency Council on Homelessness. Existing law requires the council to, among other things, identify mainstream resources, benefits, and services that can be accessed to prevent and end homelessness in California and promote systems integration to increase efficiency and effectiveness to address the needs of people experiencing homelessness. This bill would require the Governor to appoint a Statewide Homelessness Coordinator, within the Governor's Office, to serve as the lead person for ending homelessness in California.  
  
Status: On 09/01/2023-In committee: Held under submission.
- **AB-241 Vehicular air pollution; Clean Transportation Program; vehicle registration and identification plate service fees; smog abatement fee extension.** Summary: This bill would make various changes to the Enhanced Fleet Modernization Program, the Clean Transportation Program, and the Air Quality Improvement Program, and extend the \$20 smog abatement fee imposed on certain vehicles until January 1, 2035. This bill would take effect immediately as an urgency statute.  
  
Status: On 09/14/2023-Ordered to inactive file at the request of Assembly Member Reyes.
- **AB-437 State government: equality.**  
Summary: This bill would require state agencies and departments, in carrying out their duties, to consider the use of more inclusive practices to advance equity, as specified.  
  
Status: On 09/11/2023-Ordered to inactive file at the request of Senator Becker.

- **AB-469 California Public Records Act Ombudsperson.**

Summary: This bill would establish, within the California State Auditor's Office, the California Public Records Act Ombudsperson. The bill would require the California State Auditor to appoint the ombudsperson subject to certain requirements. The bill would require the ombudsperson to receive and investigate requests for review, as defined, determine whether the denials of original requests, as defined, complied with the California Public Records Act, and issue written opinions of its determination, as provided. The bill would require the ombudsperson to create a process to that effect, and would authorize a member of the public to submit a request for review to the ombudsperson consistent with that process. The bill would require the ombudsperson, within 30 days from receipt of a request for review, to make a determination, as provided, and would require the state agency to provide the public record if the ombudsperson determines that it was improperly denied. The bill would, if requested by the ombudsperson, require any state agency determined to have improperly denied a request to reimburse the ombudsperson for its costs to investigate the request for review. The bill would require the ombudsperson to create a process through which a person whose information is contained in a record being reviewed may intervene to assert their privacy and confidentiality rights, and would otherwise require the ombudsperson to maintain the privacy and confidentiality of records, as provided. The bill would require the ombudsperson to report to the Legislature, on or before January 1, 2025, and annually thereafter, on, among other things, the number of requests for review the ombudsperson has received in the prior year.

Status: On 09/20/2023-Enrolled and presented to the Governor at 4 p.m.

- **AB-518 Paid family leave: eligibility: care for designated persons.**

Summary: This bill would expand eligibility for benefits under the paid family leave program to include individuals who take time off work to care for a seriously ill "designated person," defined as "any individual related by blood or whose association with the employee is the equivalent of a family relationship."

Status: On 09/13/2023-Ordered to inactive file at the request of Senator Durazo.

- **AB-749 State agencies: information security: uniform standards.**

Summary: This bill would require, by January 1, 2025, every state agency, as defined, to implement specified actions relating to data, hardware, software, internal systems, and essential third-party software, including multifactor authentication for access to all systems and data owned, managed, maintained, or utilized by or on behalf of the state agency. The bill would require state agencies to implement a Zero Trust architecture, as defined, and prioritize the use of solutions that comply with, are authorized by, or align to federal guidelines, programs, and frameworks. This bill would require the office's chief, no later than January 1, 2024, to develop uniform technology policies, standards, and procedures for use by all state agencies in Zero Trust architecture, including multifactor authentication, as defined, on all systems in the State Administrative Manual and Statewide Information Management Manual. The bill requires the chief to update requirements for existing annual reporting activities to collect information relating to the progress state agencies are making to increase internal defenses of agency systems. The bill would authorize the chief to update existing annual reporting activities to include how a state agency is progressing with respect to specified goals. The bill would also make related legislative findings and declarations.

Status: On 09/01/2023-In committee: Held under submission.

- **AB-1163 Lesbian, Gay, Bisexual, and Transgender Disparities Reduction Act.**  
Summary: This bill would impose the provisions of the above-described act on the Business, Consumer Services, and Housing Agency, the California Health and Human Services Agency, the Department of Housing and Community Development, and the California Commission on

early as possible following the effective date of this bill, but no later than July 1, 2025.

Status: On 09/13/2023-Senate amendments concurred in. To Engrossing and Enrolling. (Ayes 64. Noes 3.).

- **AB-1370 California Community Colleges Economic and Workforce Development Program.**  
Summary: This bill would revise and recast several provisions of the California Community Colleges Economic and Workforce Development Program. The bill would extend operation of the program indefinitely and would repeal the Job Development Incentive Training Program. The bill would revise and recast the principles governing the Economic and Workforce Development Program, provisions on the duties and membership of the program's advisory committee, the decision criteria for allocating program funds to colleges, and the definitions that apply to the program's provisions.

Status: On 09/01/2023-In committee: Held under submission.

- **AB-1766 Division of Occupational Safety and Health: Regulations.**  
Summary: Among other things, the bill would update statutory references within ETP's Enabling Legislation relating to the federal Workforce Innovation and Opportunity Act of 2014, the California Workforce Development Board, and local workforce development boards. Additionally, this bill would delete the statutory language declaring the intent of the Legislature that programs developed pursuant to these provisions not replace, parallel, supplant, compete with, or duplicate in any way already existing approved apprenticeship programs.

Status: On 07/27/2023-Approved by the Governor. Chaptered by Secretary of State – Chapter 133, Statutes of 2023.

## II. **SENATE BILLS**

- **SB-143 State government.**

Summary: Prior to July 1, 2023, existing law authorized, subject to specified notice and accessibility requirements, a state body to hold public meetings through teleconferencing and suspended certain requirements of the act. Among other things, this bill, until December 31, 2023, would reinstate the above-described authorization for a state body to hold public meetings through teleconferencing.

Status: On 09/13/2023-Chaptered by Secretary of State. Chapter 196, Statutes of 2023.

- **SB-322 Zero-Emission Vehicle Battery Manufacturing Block Grants Program.**

Summary: This bill would require the State Energy Resources Conservation and Development Commission, or an entity it contracts with, to administer its Zero-Emission Vehicle Battery Manufacturing Block Grant Program, and would impose eligibility, application scoring, workforce, and reporting requirements on the program. The bill would authorize the commission, or an entity it contracts with, to adopt procedures and criteria to supplement these requirements.

Status: On 09/01/2023-September 1 hearing postponed by committee.

- **SB-447 GO-Biz.**

Summary: This bill would authorize the GO-Biz to establish the Building and Reinforcing to promote social equity, civil rights, and anti-discrimination through marketing and advertising campaigns. The bill would also make nonsubstantive changes to these provisions.

Status: On 09/13/2023-Chaptered by Secretary of State. Chapter 199, Statutes of 2023.

- **SB-525 Minimum wage: health care workers.**

Summary: Among other things, this bill would require, beginning June 1, 2025, a health care worker minimum wage of \$25 per hour for hours worked in covered health care employment, as defined, subject to adjustment, as prescribed. From June 1, 2024 until June 1, 2025, the health care worker minimum wage would be \$21 per hour. The bill would provide that the health care worker minimum wage constitutes the state minimum wage for covered health care employment for all purposes under the Labor Code and the Wage Orders of the Industrial Welfare Commission. The health care worker minimum wage would be enforceable by the Labor Commissioner or by a covered worker through a civil action, through the same means and with the same relief available for violation of any other state minimum wage requirement. By establishing a new minimum wage, the violation of which would be a crime, the bill would impose a state-mandated local program.

Status: On 09/14/2023-Assembly amendments concurred in. (Ayes 31. Noes 9.) Ordered to engrossing and enrolling.

- **SB-534 Equitable Access to Job Opportunity Pilot Program.**

Summary: This bill would establish the Equitable Access to Job Opportunity Pilot Program, to be operative from January 1, 2024, to January 1, 2025, inclusive, to provide individuals without postsecondary education degrees from rural or low-income communities with financial aid for workforce development training and education to gain employment in key industries. The bill would require the board and the office to administer the pilot program, including identifying key industries and developing partnerships, pathways, and opportunities to ensure local development of those industries, as specified. The bill would require the board and the office to work with local stakeholders, including local workforce development boards, in securing job opportunities and building pathways and partnerships, as specified. The bill would require the board and the office, on or before January 1, 2027, to report to the Legislature on the effectiveness of the program, as specified. The bill would repeal the bill's provisions on January 1, 2028.

Status: On 09/01/2023-September 1 hearing: Held in committee and under submission.

- **SB-544 Bagley-Keene Open Meeting Act: teleconferencing.**

Summary: This bill would amend existing law that will remain operative after July 1, 2023, to remove indefinitely the teleconference requirements that a state body post agendas at all teleconference locations, that each teleconference location be identified in the notice and agenda of the meeting or proceeding, and that each teleconference location be accessible to the public. The bill would require a state body to provide a means by which the public may remotely hear audio of the meeting, remotely observe the meeting, or attend the meeting by providing on the posted agenda a teleconference telephone number, an internet website or other online platform, and a physical address for at least one site, including, if available, access equivalent to the access for a member of the state body participating remotely. The bill would require any notice required by the act to specify the applicable teleconference telephone number, internet website or other online platform, and physical address indicating how the public can access the meeting remotely and in person. The bill would revise existing law to no longer require that members of the public have the opportunity to address the state body directly at each teleconference location, but would continue to require that the agenda provide an opportunity for members of the public to address the state body directly. The bill would require a member or staff to be physically present at the location specified in the notice of the meeting.

Status: On 09/15/2023-Enrolled and presented to the Governor at 3 p.m.

- **SB-595 Covered California: data sharing.**

Summary: This bill would prohibit the California Health Benefit Exchange from disclosing to a certified insurance agent or a certified employment counselor personal information obtained from the Employment Development Department without the applicant's consent. The bill also would require a person or entity that receives information from the Exchange to take reasonable measures to safeguard the confidentiality of any personal information obtained from the Exchange and would prohibit a person or entity from using or disclosing that information for any purpose other than to market and publicize the availability of health care coverage through the Exchange to individuals, as directed by the Exchange.

Status: On 09/07/2023-Enrolled and presented to the Governor at 4 p.m.

- **SB-822 Workforce development: Interagency High Road Act.**

Summary: This bill would require the Department of Industrial Relations and the California Workforce Development Board to collectively be responsible for oversight and decision-making, including, among other duties, creating high road evaluation metrics and developing technical assistance and evaluation infrastructure. The bill would require, upon request by a state agency, to establish interagency agreements that advance the objectives of high road procurement, contracting, and incentive programs. The bill would require, by January 1, 2025, each state agency to report to the Legislature the agency's plan to incorporate high road employment requirements in that state agency's procurement processes, contracts, and incentives programs. This bill would make these provisions effective only until January 1, 2030, and repeal them as of that date.

Status: On 09/14/2023-Assembly amendments concurred in. (Ayes 31. Noes 8.) Ordered to engrossing and enrolling.

- **SB-864 Workforce development: workplace rights curriculum.**

Summary: Among other things, this bill would require the California Workforce Development Board to assist the Governor with partnering with the Labor Commissioner and other subject matter experts in developing workplace rights curricula to be provided to all individuals receiving individualized career services, supportive services, or training services through the California workforce system. The bill would require each local workforce development board to ensure the provision of workplace rights training consistent with that workplace rights curricula. The bill would require the comprehensive 4-year local plan to include a description of how the local board plans to comply with this requirement. By imposing additional duties on local workforce development boards, the bill would impose a state-mandated local program. The bill would require the California Workforce Development Board to partner with the Employment Development Department and the Labor and Workforce Development Agency to ensure that local workforce development boards and one-stop career center providers are complying with those requirements.

Status: On 09/01/2023-September 1 hearing postponed by committee.

# EMPLOYMENT TRAINING PANEL

## Apprenticeship Program

Presenters: Heather Miguel, Manager, Program Projects Unit &  
Willie Atkinson, Manager, Assessment & Program Division



Projected Number  
of Projects

62

Fiscal Year  
23/24

Total  
Allocated Funding  
\$21.5M



# What's Next for ETP?

Continue collaboration with DAS, Community College Chancellors Office, and stakeholders on apprenticeships

Support Nontraditional Apprenticeships

Determine Funding Methodology via Apprenticeship Working Group

Diversity, Equity, and Inclusion



# FY 23/24 Updates

Funding Based on Demand

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Total Trainees

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Revised Agenda Order

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Completion Rates in Proposal

# Apprentice Spotlight





Questions?



**Training Proposal for:**

**Armstrong Garden Centers, Inc.**

**Contract Number: ET24-0213**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Paccarelli

**PROJECT PROFILE**

Contract Attributes:	Retrainee HUA	Industry Sector(s):	Agriculture Services Retail  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, San Diego, Orange, Alameda, Marin, Riverside, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 678	U.S.: 1,033	Worldwide: 1,033
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	20%		

**FUNDING DETAIL**

<b>In-Kind Contribution</b>
\$224,542

<b>Total ETP Funding</b>
\$195,000

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee	Business Skills; Commercial Skills; Computer Skills	283	8-200	0	\$600	\$22.66
				Weighted Avg.: 30			
1	Retrainee HUA	Business Skills; Commercial Skills; Computer Skills	42	8-200	0	\$600	\$17.00
				Weighted Avg.: 30			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:**

Job Number 1: \$24.72 for Alameda and Marin County; \$22.66 per hour for Los Angeles, Orange, San Diego, and Ventura, Riverside Counties

Job Number 2 (HUA): \$17.00 per hour for Ventura County

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☐ No ☒ Maybe

Job Number 1: Health benefits of up to \$2.50 will be used to meet the Post-Retention Wage

**Wage Range by Occupation**

Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1:</b>		
Accounting	\$25.56 - \$52.88	9
Administrative	\$32.73 - \$61.06	21
Grower	\$20.16 - \$25.00	28
	\$25.01 - \$42.00	3
Landscape Design	\$25.95 - \$60.00	24
Production	\$21.20 - \$25.00	11
	\$25.01 - \$43.27	4
Retail	\$20.45 - \$25.00	76
	\$25.01 - \$26.00	2
Sales	\$28.00 - \$74.52	16
Transportation	\$21.00 - \$25.00	20
	\$25.01 - \$29.00	8
Manager/Supervisor	\$22.00 - \$25.00	14
	\$25.01 - \$49.04	47
<b>Job Number 2 (HUA):</b>		
Grower	\$17.00 - \$20.00	30
	\$20.01 - \$22.75	8
Manager/Supervisor	\$27.70 - \$75.00	4

## **INTRODUCTION**

Founded in 1889 and headquartered in Glendora, Armstrong Garden Centers, Inc. (Armstrong) is an employee-owned company with over 200 acres of growing and production facilities in California serving the horticultural industry for over a century. Armstrong supplies its retail locations, independent garden centers, and commercial accounts such as hotels, cities, resorts, and golf courses throughout most of the Southwest and Pacific Northwest.

Armstrong is also a certified organic grower and produces hundreds of thousands of vegetables and herbs for growing and consumption. Its retail division serves as a distribution and selling point for most of the product grown and produced by the company. As a premier grower, Armstrong is on the cutting edge of new product introductions. It serves as an instrumental part of research and testing of new products as it relates to significant social and environmental impact such as water use and edible crops.

With 35 locations, the Company is currently the largest employee-owned garden retailer in the United States. This will be Armstrong's third ETP Contract, and the second within the last five years.

### **Veterans Program**

Although there is no Veteran component in this proposal, Armstrong is firmly committed to the hiring and development of Veterans. Armstrong has employees who are Veterans and who may participate in the proposed training. All qualified Veteran candidates are also encouraged to apply for positions through the normal company hiring policy.

## **PROJECT DETAILS**

The nursery industry has evolved over the last several years as the number of large and online retailers have claimed a higher share of the market. With market consolidation, grower/retailers such as Armstrong are compelled to provide a wider variety of plant products and deliver them to a larger geographical area while reducing costs and improving quality. These pressures have constricted margins and forced the company to reduce production costs, improve distribution efficiency, and raise quality standards. ETP funds will assist the Company in meeting customer demands, remaining competitive, and ensuring project integrity.

Armstrong's prior contracts focused on advancing its inventory management system, introduced drought and irrigation advancements, and continuous improvement techniques to bring consistency through the organization. In this proposal, employees will be trained on expanded products and services to support the changing needs of customers as business continues to level out post-COVID. Furthermore, its operation continues to expand with new offerings, requiring training on various areas including logistics and systems to process orders.

Many of its associates in its retail locations are California Certified Nursery Professionals and offer a unique service to the residents of California. As a locally-based company, Armstrong prides itself on beautifying the neighborhoods of California. With a strong dedication to promotion from within, Armstrong is looking to further expand both its associate base and reach throughout the market. The proposed training will ensure further growth and a stable future for all employee owners.

## Training Plan

Training will be delivered via Class/Lab as outlined below:

**Business Skills:** Training will be offered to all occupations which will focus on communication skills, customer service, product training, time management, and other strategic skills.

**Commercial Skills:** Training will be offered to Growers, Landscape Design, Production, Retail, Sales, and Transportation to help employees learn the Company's product offerings and services. This training will cover a wide range of topics such as growing and production, horticulture, landscape design, and waterwise gardening and design.

**Computer Skills:** Training will be offered to all occupations on how to use the Company's software systems to perform administrative and operational tasks more efficiently.

## High Unemployment Area

Some trainees (Job Number 2) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in Santa Paula (Ventura County) are in an HUA.

### ➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages.

Approximately 30 (9%) Growers will need the wage modification from \$22.66 to \$17.00 without health benefits.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Armstrong's annual training budget is approximately \$500,000 for OSHA-mandated training, sexual harassment prevention, and onboarding. Safety training is provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

Armstrong's Vice President of Human Resources will oversee the implementation of the project with the assistance of two staff members. An outside administrative consultant has been retained to assist with project administration and ensure that all training records meet ETP compliance.

Training will be conducted at all 35 Armstrong locations in California and will be provided by in-house subject-matter experts and vendors, as needed. A dedicated training staff will oversee training at each location and will collect and funnel the training documentation to the headquarters in Glendora. Armstrong has a training schedule in place and is prepared to commence training upon contract approval.

**PRIOR PROJECTS**

The following table summarizes Contractor's performances under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
18CS-0174	Multi-Cities	12/11/2017 - 12/10/2019	\$167,900	\$143,194 (85%)

**DEVELOPMENT SERVICES**

Armstrong retained Downey, Smith & Fier (DSF) in Lakewood to assist with development of this proposal for a flat fee of \$7,500.

**ADMINISTRATIVE SERVICES**

Armstrong also retained DSF to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Commercial Account
- Communication Skills
- Customer Acquisition/Sourcing
- Customer Service
- Leadership
- Product Training
- Program Initiatives
- Retail Account
- Risk Management
- Sales
- Social & Digital Marketing
- Time Management

**Commercial Skills**

- Class A Certification
- Growing and Production
- Horticulture
- Landscape Design
- Production Training
- Standard Operating Procedures
- Waterwise Gardening and Design

**Computer Skills**

- Computer-Aided Design (CAD)
- Software Systems



Retrainee-Job Creation

Training Proposal for:

**Barnett Quality Control Services, Inc. dba NOVA Services**

**Contract Number: ET24-0217**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** P. Duarte

**PROJECT PROFILE**

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SB <100	Industry Sector(s):	Services Professional, Scientific Technology  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 80	U.S.: 80	Worldwide: 80
Turnover Rate:	4%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL**

<b>In-Kind Contribution</b>
\$108,522

<b>Total ETP Funding</b>
\$105,800

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SB <100	Business Skills, Comm. Skills, Comp. Skills, Cont. Impr. OSHA 10/30	80	8-200	0	\$1,150	\$22.66
				Weighted Avg: 50			
2	Retrainee Priority Rate SB <100 Job Creation Initiative	Business Skills, Comm. Skills, Comp. Skills, Cont. Impr. OSHA 10/30	10	8-200	0	\$1,380	\$18.54
				Weighted Avg: 60			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Number 1: \$22.66 per hour in San Diego County; Job Number 2 (Job Creation): \$18.54 per hour in San Diego County.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1 and up to \$1.54 per hour for Job Number 2.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (Retrainee)</b>		
Administration Staff	\$20.16 - \$25.00	5
Supervisor/Manager	\$21.00 - \$25.00	1
	\$25.01 - \$26.00	4
Technical/Field Staff	\$20.16 - \$25.00	70
<b>Job Number 2 (Job Creation)</b>		
Technical/Field Staff	\$17.00 - \$20.00	2
	\$20.01 - \$21.00	8

**INTRODUCTION**

Founded in 2008 and headquartered in San Diego, Barnett Quality Control Services, Inc. dba NOVA Services (NOVA Services) (<https://usa-nova.com>) is a construction and architecture, engineering and design Company primarily operating in the environmental consultant industry with expertise in geotechnical engineering, geology, earthwork observation and materials testing, special inspection, and non-destructive testing. The Company specializes in providing a large variety of pre-construction, construction, and post-construction consulting services for new construction and renovations. Training will take place at the Company's single location in San Diego, CA.

NOVA Services has provided geotechnical services to more than 3,000 projects over its time including high-rise buildings, mixed-use developments, schools and universities, hospitals, municipal facilities and infrastructure, commercial, office parks, parking garages, and industrial developments. The Company's customers include, UCSD campus, Westfield UTC, Hotel Del Coronado, Rady Shell at Jacobs Park and Valley Center Municipal Water District. This is NOVA Services first Contract with ETP.

### **Veterans Program**

While the Company does not have a formal targeted Veteran program, the Company encourages veterans to apply for open positions. Veterans are given special consideration when they apply for jobs with the Company.

### **PROJECT DETAILS**

NOVA Services is facing a growing demand for innovative, sustainable and environmentally-friendly engineering designs. The civil engineering, planning, and surveying and mapping industry is changing rapidly. The Company will train its staff on how to use technology to better serve customers, ensure quality, and increase productivity while remaining competitive in the engineering market.

In addition, the Company is adopting a new software program that will aid in upgrading its employee's skills in word processing, design, and statistics to help them remain competitive, improve industry knowledge, and provide opportunity for growth. NOVA Services also anticipates a demand for drone surveys which requires specialized training to properly carry out map creation through using the data collected from the drone surveys. The Company's objectives are focus on increasing process efficiency and project management knowledge among engineers and support staff.

### **Retrainee - Job Creation**

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

NOVA Services will hire 10 new employees (Job Number 2) to address the increased demand in services and the expansion of its business capacity. The new employees will be trained on industry practices and services to become proficient. Training provided will cover recently purchased equipment which includes, Nuclear Soil Density Gauges, Shear Machine, and Multiple Forney LT Universal Testing Machines, rebar bend test kits and FRP Panel Attachments. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

### **Training Plan**

Training will be conducted via Class/Lab, E-Learning delivery methods in the following:

**Business Skills:** Training will be offered to all occupations and will include, Business Development, Communication, Product Knowledge, and Leadership.

**Commercial Skills:** Training will be offered to Technical Field Staff and will include Civil Engineering Procedures and Analysis, Surveying and Mapping Procedures and Analysis and Project Management Procedures.

**Computer Skills:** Training will be offered to all occupations and will include Adobe, AutoCAD Civil 3D, Microsoft Office and Engineering Design Software.

**Continuous Improvement:** Training will be offered to all occupations and will include Goal Setting, Process Improvement, Quality Improvement and Team Building.

### **Certified Safety Training**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom training for Technician/Field Staff and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Commitment to Training**

NOVA Services’ training annual budget is approximately \$100,000. Training includes state-mandated training, legal compliance training, basic construction skills, basic safety training and new-hire orientation. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **Training Infrastructure**

The Company’s President will oversee the project along with the Billing/Payroll Manager, Operations Manager and Project Coordinator who will collect and file rosters. Training will be delivered by in-house subject matter experts and outside vendors as needed. The Company has also retained a third party administrator to assist with the implementation, compliance and reporting for the Contract.

### **Impact/Outcome**

The proposed training will allow the Company provide trainees with the necessary industry knowledge and overall comprehensive training to adequately respond to the increased customer demand and industry changes. Training will provide employee growth opportunities while ensuring the best business practices and procedures to keep the Company competitive.

### **Alternate Recordkeeping**

Staff has reviewed and approved the Company’s request to use an alternate recordkeeping method.

### **DEVELOPMENT SERVICES**

The Company retained Training Funding Source (TFS) in Seal Beach to assist with development of this proposal for a flat fee of \$1,900.

### **ADMINISTRATIVE SERVICES**

TFS will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Business Development
- Client Relationships
- Communication
- Contract Writing
- Financial Management
- Leadership
- Negotiation
- Product Knowledge
- Risk Management
- Stock Ownership and Transition
- Teamwork
- Time Management
- Writing Skills
- Correspondences and Transmittals
- Contract Specifications

**Commercial Skills**

- Civil Engineering Procedures and Analysis
- Construction Administration
- Construction Observation (Including Testing Procedures)
- Electrical Design Procedures and Analysis
- Land Development Procedures and Analysis
- Mechanical Engineering Procedures and Analysis
- Project Management Procedures
- QSP/QSD (Qualified SWPPP Developer and Qualified SWPPP Practitioner)
- Structural Engineering Procedures and Analysis
- Surveying and Mapping Procedures and Analysis
- Water and Wastewater Procedures and Analysis

**Computer Skills**

- Adobe (Acrobat, Dreamweaver, Illustrator, InDesign, Photoshop)
- Ajera
- AutoCAD Civil 3D
- Bluebeam
- Microsoft Office
- Microsoft Windows
- Microstation
- Revit
- Engineering Design Software

**Continuous Improvement Skills**

- Goal Setting
- Planning
- Process Improvement
- Quality improvement
- Team Building
- Time Management

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



## Training Proposal for:

# Brand Consulting Group, LLC dba Brand College

**Contract Number: ET24-0212**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Paccarelli

## PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 SET Veterans HUA	Industry Sector(s):	MEC Information / Multi Media Multimedia/Entertainment Professional, Scientific, Technology Services  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Ventura, Orange, Riverside, San Bernardino, Kern, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤10%		

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$699,000		\$50,700 Jobs 1-6: 8% Job 7: 20%		\$749,700

In-Kind Contribution:	50% of Total ETP Funding Required	\$852,838
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee Priority Rate	Advanced Technology	170	8-200	0	\$1,476	\$22.66
				Weighted Avg.: 60			
2	Retrainee	Advanced Technology	71	8-200	0	\$1,283	\$22.66
				Weighted Avg.: 60			
3	Retrainee Priority Rate SB <100	Advanced Technology	90	8-200	0	\$1,467	\$22.66
				Weighted Avg.: 60			
4	Retrainee Priority Rate SET	Advanced Technology	75	8-200	0	\$1,467	\$30.90
				Weighted Avg.: 60			
5	Retrainee SET	Advanced Technology	40	8-200	0	\$1,283	\$41.20
				Weighted Avg.: 60			
6	Retrainee SET HUA	Advanced Technology	69	8-200	0	\$1,283	\$22.66
				Weighted Avg.: 60			
7	Retrainee Veterans	Advanced Technology	15	8-200	0	\$1,620	\$22.66
				Weighted Avg.: 60			

**\*Post-Retention Wage is the Contractual wage.**

**Minimum Wage by County:** Job Numbers 1-3 and 7: \$22.66 per hour for Los Angeles, Orange, San Diego, Kern, Ventura, San Bernardino and Riverside Counties

Job Number 4 (SET/Priority Industry): \$30.90 per hour

Job Number 5 (SET): \$41.20 per hour

Job Number 6 (SET/HUA): \$17.00 per hour for Los Angeles, Orange, San Diego, Kern, Ventura, San Bernardino and Riverside Counties

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums - medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☐ No ☒ Maybe

Participating employers may use up to \$2.50 in health benefits to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Data Engineer	\$26.90 - \$28.20	26
Desktop Support	\$20.16 - \$25.00	10
	\$25.01 - \$31.00	30

Network Operations Center (NOC) Technician/Engineer/Operator	\$22.66 - \$25.00	35
	\$25.01 - \$39.85	30
Network Administrator/Network Engineer	\$31.90 - \$55.00	50
PC Technician/Administrator	\$20.16 - \$25.00	30
	\$25.01 - \$26.10	30
Shoretel Engineer	\$22.66 - \$24.50	16
Support Technician	\$20.16 - \$25.00	22
	\$25.01 - \$26.10	20
System Administrator/System Analyst	\$28.60 - \$42.00	42
System Engineer	\$31.10 - \$39.90	50
Technical Support/Engineer/Analyst	\$28.20 - \$39.78	65
Manager/Supervisor (Job Numbers 1-3 & 7 only)	\$35.00 - \$47.50	54
Owner (for Small Business Only - Job Number 3)	N/A	20

## **INTRODUCTION**

Headquartered in Glendale, Brand Consulting Group, LLC dba Brand College (Brand College) ([www.brandcollege.edu](http://www.brandcollege.edu)) was established in 2004 as private training agency with primary focus in providing quality training in the area of Information Technology (IT). In November 2022, the school was certified as an Economically Disadvantaged Women-Owned Small Business by the U.S. Small Business Administration.

This will be Brand College's tenth ETP Contract, and the fifth within the last five years. Brand College is dedicated to help IT professionals and businesses succeed in today's technology-driven environment and to facilitate the career development of highly qualified professionals trained to design, implement, and maintain information systems. Participating employers qualify as high-tech companies, software publishing, broadcasting, internet publishing, web hosting and search portals, telecommunications, healthcare, manufacturing, and companies in the service industry. The "core" group of employers represents 80% of the requested funding, of which 67% are priority industries and 26% are small business.

### **Veterans Program**

Brand College will train 15 Veterans in this proposal (Job Number 7). A portion of the Veteran population participating in this project may include transitioning active duty Veterans who are within one year prior to their anticipated separation date from service. Higher support costs are available to reach participants for this program.

## **PROJECT DETAILS**

As the computer market enters into a new era of automation, business needs are being re-evaluated to take advantage of new technologies that are far more complex and sophisticated and require support personnel with advanced training and skills. These companies have become increasingly dependent on network infrastructure and data analysis. Highly-qualified individuals are needed to allow companies to improve their overall operations and IT solutions that will streamline processes, secure valued system data, and minimize downtime.

This proposal will focus on Advanced Technology with emphasis on network architecture and related systems infrastructure to ensure trainees are current on the most advanced network solutions

applications in the IT industry. Some participating employers are small and do not have a significant training budget; others are larger, more established companies that have stretched their training budgets to the limits and cannot provide the level of training they would like their employees to receive. ETP funds will augment participating employer budgets, which are used primarily for basic job skills and help these companies provide needed training to targeted IT staff.

## **Training Plan**

Training will be delivered via Class/Lab and E-learning in the following:

**Advanced Technology:** Training will be offered to all occupations designed to improve technical expertise of workers in the IT field. Due to the complex nature of the materials, AT training will be provided in classes with ten or fewer trainees to allow in depth coverage and personal attention from the instructor. If needed, a teacher assistant will be assigned to the class to assist trainees with lab and/or material.

## **Impact/Outcome**

Trainees may earn the following certifications: Cisco Certified Network Administrator, VMWare Certified Professional, Cisco Certified Network Professional, Cisco Certified Network Expert, and Certified Network Technologies Expert.

## **Curriculum Development**

Brand College provides training aligned with the requirements and expectations of the technology industry and California employers. Curriculum development entails participation by the school staff, educators, hiring managers, and graduating students. Feedback is solicited during exit interviews of previous participating employers and trainees for continuous improvement of the training programs.

The proposed curriculum was developed and reviewed by Brand College's Program Advisory Committee (PAC) which consists of IT professionals and employers. Utilizing their current industry knowledge and expertise, the committee evaluated each training program and recommended modifications and enhancements. Based on the PAC's recommendation, Brand College has made several adjustments in the program which resulted in overall improvements in student's academic success as well as their ability to secure and retain employment.

## **Special Employment Training**

Under Special Employment Training (SET), the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

### **➤ Wage Modification-Priority Industry**

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage. Brand College requests this modification from \$41.20 to \$30.90 for Job Number 4.

## **High Unemployment Area**

Some trainees (Job Number 6) work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. Participating employers in Job Number 6 are in HUA

cities located in Los Angeles, Orange, Kern, Riverside, Ventura, San Bernardino and San Diego Counties.

### ➤ **Wage Modification-HUA**

The 69 trainees in Job Number 6 work in a High Unemployment Area (HUA), with unemployment exceeding the state average by 25%. Participating employers in Job Number 6 are in HUA cities located in Los Angeles, Orange, Kern, Riverside, Ventura, San Bernardino and San Diego Counties. Trainees qualify for a Reduced Standard HUA Wage rather than the Statewide Average Hourly Wage. Brand College requests this modification from \$41.20 to \$22.66 in Job Number 6.

Approximately 25 Desktop Support, PC Technician and Support Technician will need the wage modification

### **Marketing and Support Costs**

Brand College continuously markets its training programs in a variety of ways including email, personal contact, telephone calls, direct mail, and participation in trade shows to recruit companies. It also relies on valuable contact data gathered from potential clients who frequently visit the school website receiving an average of 32 leads a week online. Through its many years of experience in providing IT training to the private sector, Brand College has accumulated a database of over 500 companies across various industries. It also receives a large number of business referrals from key partners such as Cisco.

Brand College requests, and staff supports, 8% support costs in Job Numbers 1-6 and 20% in Job Number 7 (Veterans) for continued employer recruitment, employer outreach, and assessment of employer-specific job training requirements.

### **Alternate Recordkeeping**

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

### **Training Agency Certification**

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

Brand College is eligible as a training agency based on the following:

- BPPE Licensure (Active)
- Accreditation granted by Accrediting Commission of Career Schools and Colleges;
- Successful past performance with ETP (see Prior Project table).

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ **Training Infrastructure**

Brand College's Director will oversee the implementation and administration of this project. There will be two dedicated staff who will coordinate marketing, recruitment, class scheduling,

and rosters to ensure that project administration adheres to ETP requirements. As a repeat ETP Contractor, Brand College has established a robust system for administering its contracts.

Training will be provided by Brand College instructors who are qualified to deliver training with an average of 10 years of experience in the IT industry. They have Bachelor's and/or Master's Degrees in Computer Information Systems and are certified to teach IT/Networking courses.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0312	\$599,940	06/02/22 - 06/01/24	405	44	\$450,052 (75%)

Based on ETP Systems, 18,220 reimbursable hours have been tracked for potential earnings of \$450,052 (75% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2023.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Brand College under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0336	Statewide	6/01/20 - 5/31/22	\$749,056	\$739,888 (99%)
ET19-0210	Statewide	9/10/18 - 12/08/20	\$948,593	\$948,593 (100%)
ET17-0426	Statewide	3/20/17- 3/19/19	\$948,986	\$948,324 (99%)

### **DEVELOPMENT SERVICES**

N/A

### **ADMINISTRATIVE SERVICES**

N/A

### **TRAINING VENDORS**

N/A

## **Exhibit B: Curriculum**

### **Class/Lab/E-Learning**

Trainees may receive any of the following:

#### **Computer Skills - Advanced Technology**

- Cisco Certified Network Administrator (CCNA)
- VMware Certified Professional on vSphere (VCP7)
- Cisco Certified Network Professional (CCNP)
- Cisco Certified Network Expert (CCNE)
- Certified Network Technologies Expert (CNTE)

**Participating Employers in Retrainee  
Multiple Employer Contracts**

***Self-reported listing of potential employers participating in the contract***

Contractor's Name: Brand Consulting Group, LLC

CCG No.: ET24-0212

Reference No: 24-0076

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ALPHABETIZE BY COMPANY NAME

Company: AAA Network Services

Priority Industry? ☒ Yes ☐ No

Address: 8401 Page Street

City, State, Zip: Buena Park, CA 90621

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 120

Total # of full-time company employees in California: 120

Company: Adept Fasteners, Inc.

Priority Industry? ☒ Yes ☐ No

Address: 27949 Hancock Parkway

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 210

Total # of full-time company employees in California: 165

Company: AllScripts

Priority Industry? ☒ Yes ☐ No

Address: 231 W. Orange Grove Ave.

City, State, Zip: Burbank, CA 91502

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 12

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 10,000

Total # of full-time company employees in California: 200

Company: All Covered

Priority Industry? ☐ Yes ☒ No

Address: 1051 E. Hillsdale Blvd., Suite 510

City, State, Zip: Foster City, CA 94404

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 41

Total # of full-time company employees in California: 41

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 2 of 14

ALPHABETIZE BY COMPANY NAME

Company: A2Z Development Center Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1620 26 <sup>th</sup> Street	
City, State, Zip: Los Angeles, CA 90404	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 850,000	
Total # of full-time company employees in California: 150,000	
Company: AT&T Services Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3800 Via Oro Ave.	
City, State, Zip: Long Beach, CA 90810	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 264,000	
Total # of full-time company employees in California: 34,500	
Company: ATOS IT Solutions	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6904 Tujunga Ave.	
City, State, Zip: N. Hollywood, CA 91605	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 120,000	
Total # of full-time company employees in California: 500	
Company: B&A Engineering Systems Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3554 Business Park Drive, Suite A1	
City, State, Zip: Costa Mesa, CA 92626	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 22	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 30	
Total # of full-time company employees in California: 30	

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 3 of 14

ALPHABETIZE BY COMPANY NAME

Company: Bluebeam, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 443 S. Raymond Avenue	
City, State, Zip: Pasadena, CA 91105	
Collective Bargaining Agreement(s):	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 414	
Total # of full-time company employees in California: 232	
Company: Boingo Wireless	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 10960 Wilshire Blvd., Suite 800	
City, State, Zip: Los Angeles, CA 90024	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 18	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 160	
Total # of full-time company employees in California: 145	
Company: CAREonsite	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1250 Pacific Avenue	
City, State, Zip: Long Beach, CA 92813	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,000	
Total # of full-time company employees in California: 500	
Company: Charter Communications LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 14221 Covello, Street, 1 <sup>st</sup> Floor	
City, State, Zip: Van Nuys, CA 91405	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 14	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 92,000	
Total # of full-time company employees in California: 9,673	

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 4 of 14

ALPHABETIZE BY COMPANY NAME

Company: Charter Impact	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 8500 Balboa Blvd., Suite 140	
City, State, Zip: Northridge, CA 91325	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 76	
Total # of full-time company employees in California: 76	
Company: Crown Castle Fiber	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 624 S. Grand Ave.	
City, State, Zip: Los Angeles, CA 90017	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 9	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 5,000	
Total # of full-time company employees in California: 595	
Company: Deluxe Shared Services	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2400 W. Empire Ave.	
City, State, Zip: Burbank, CA 91504	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 6,500	
Total # of full-time company employees in California: 2,366	
Company: Digital Network Services	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 20382 Hermana Circle	
City, State, Zip: Lake Forest, CA 92630	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 11	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 121	
Total # of full-time company employees in California: 121	

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 5 of 14

ALPHABETIZE BY COMPANY NAME

Company: DirectTV	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 12800 Culver Blvd.	
City, State, Zip: Los Angeles, CA 90066	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 24,700	
Total # of full-time company employees in California: 10,600	
Company: East West Bank	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 135 N. Los Robles, 8 <sup>th</sup> Floor	
City, State, Zip: Pasadena, CA 91101	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 14	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2,864	
Total # of full-time company employees in California: 350	
Company: Engineering Employees Services	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 888 S. Figueroa Street	
City, State, Zip: Los Angeles, CA 90017	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 7	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 95	
Total # of full-time company employees in California: 81	
Company: FM Seoul Song	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 4525 Wilshire Blvd., 3 <sup>rd</sup> Floor	
City, State, Zip: Los Angeles, CA 90010	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 31	
Total # of full-time company employees in California: 31	

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 6 of 14

ALPHABETIZE BY COMPANY NAME

Company: GMTO Corporation	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 465 N. Halstead Street	
City, State, Zip: Pasadena, CA 91107	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 70	
Total # of full-time company employees in California: 55	
Company: Golden State Foods Corporation	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 18301 Von Karman Avenue, Suite 1100	
City, State, Zip: Irvine, CA 92612	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 6,000	
Total # of full-time company employees in California: 4,000	
Company: Health Sources MSO Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 100 N. Stoneman Ave.	
City, State, Zip: Alhambra, CA 91801	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 45	
Total # of full-time company employees in California: 45	
Company: ICS INTELESYS	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3155-B E. Sedona CT.	
City, State, Zip: Ontario, CA 91764	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 9	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 25	

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 7 of 14

ALPHABETIZE BY COMPANY NAME

Company: JNT TEK	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 6464 Sunset Blvd.	
City, State, Zip: Hollywood, CA 90028	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 50	
Total # of full-time company employees in California: 10	
Company: LA Networks	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 15301 Ventura Blvd.	
City, State, Zip: Sherman Oaks, CA 91403	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 8	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 25	
Total # of full-time company employees in California: 25	
Company: Latham & Watkins	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 555 West 5 <sup>th</sup> Street, Suite 800	
City, State, Zip: Los Angeles, CA 90013	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 6,000	
Total # of full-time company employees in California: 2,000	
Company: Life Care Assurance	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 21600 Oxnard Street, Suite 1500	
City, State, Zip: Woodland Hills, CA 91367	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 209	
Total # of full-time company employees in California: 209	

**Participating Employers in Retrainee  
Multiple Employer Contracts**

***Self-reported listing of potential employers participating in the contract***

Contractor's Name: Brand Consulting Group, LLC

CCG No.: ET24-0212

Reference No: 24-0076

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ALPHABETIZE BY COMPANY NAME

Company: Lotte Advanced Materials

Priority Industry? ☒ Yes ☐ No

Address: 6 Centerpointe Drive

City, State, Zip: La Palma, CA 90623

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 1,200

Total # of full-time company employees in California: 105

Company: Mechanix Wear Inc.

Priority Industry? ☒ Yes ☐ No

Address: 28525 Witherspoon

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 135

Total # of full-time company employees in California: 50

Company: Mega International

Priority Industry? ☐ Yes ☒ No

Address: 9720 Wilshire Blvd.

City, State, Zip: Beverly Hills, CA 90212

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 326

Total # of full-time company employees in California: 326

Company: Niagara Bottling, LLC

Priority Industry? ☒ Yes ☐ No

Address: 1440 Bridgegate Drive

City, State, Zip: Diamond Bar, CA 91765

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 10

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 4,000

Total # of full-time company employees in California: 2,200

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 9 of 14

ALPHABETIZE BY COMPANY NAME

Company: Oakwood Worldwide	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 2222 Corinth Ave.	
City, State, Zip: Los Angeles, CA 90064	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 3,000	
Total # of full-time company employees in California: 200	
Company: Partners in Care Foundation	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 732 Mott Street, Suite 150	
City, State, Zip: San Fernando, CA 91340	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 126	
Total # of full-time company employees in California: 126	
Company: Preferred Long Distance	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 16830 Ventura Blvd., Suite 350	
City, State, Zip: Encino, CA 91436	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 34	
Total # of full-time company employees in California: 34	
Company: Psychemedics Corporation	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 5832 Uplander Way	
City, State, Zip: Culver City, CA 90230	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 269	
Total # of full-time company employees in California: 174	

**Participating Employers in Retrainee  
Multiple Employer Contracts**

***Self-reported listing of potential employers participating in the contract***

Contractor's Name: Brand Consulting Group, LLC

CCG No.: ET24-0212

Reference No: 24-0076

Page 10 of 14

ALPHABETIZE BY COMPANY NAME

Company: Resource Search Company

Priority Industry? ☐ Yes ☒ No

Address: 7800 Beverly Blvd.

City, State, Zip: Los Angeles, CA 90036

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 69

Total # of full-time company employees in California: 5

Company: Riot Games

Priority Industry? ☒ Yes ☐ No

Address: 12333 W. Olympic Blvd.

City, State, Zip: Los Angeles, CA 90064

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 15

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 2,200

Total # of full-time company employees in California: 1,400

Company: SADA Systems

Priority Industry? ☒ Yes ☐ No

Address: 5250 Lankershim Blvd.

City, State, Zip: North Hollywood, CA 91601

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 15

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 200

Total # of full-time company employees in California: 200

Company: Service Titan

Priority Industry? ☒ Yes ☐ No

Address: 801 N. Brand Blvd.

City, State, Zip: Glendale, CA 91203

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 10

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 845

Total # of full-time company employees in California: 713

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 11 of 14

ALPHABETIZE BY COMPANY NAME

Company: Southern California Edison Co.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2244 Walnut Grove Avenue	
City, State, Zip: Rosemead, CA 91770	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 13,358	
Total # of full-time company employees in California: 11,232	
Company: Syndeo dba Broadvoice	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9221 Corbin Ave.	
City, State, Zip: Northridge, CA 91324	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 200	
Total # of full-time company employees in California: 119	
Company: Talent & Acquisition LLC dba Stand 8	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 100 W. Broadway, #650	
City, State, Zip: Long Beach, CA 90802	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 145	
Total # of full-time company employees in California: 145	
Company: Tech Verb	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 645 West 9 <sup>th</sup> Street, Suite 110-377	
City, State, Zip: Los Angeles, CA 90015	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 9	
Total # of full-time company employees in California: 9	

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 12 of 14

ALPHABETIZE BY COMPANY NAME

Company: TBI Management Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 2627 North Hollywood Way	
City, State, Zip: Burbank, CA 91505	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 349	
Total # of full-time company employees in California: 349	
Company: Turn Around Communications	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1325 Pico Street, Suite 101	
City, State, Zip: Corona, CA 92881	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 213	
Total # of full-time company employees in California: 20	
Company: Unitas	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 700 Flower Street	
City, State, Zip: Los Angeles, CA 90017	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 50	
Total # of full-time company employees in California: 40	
Company: Universal Music Group	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 21301 Burbank Blvd.	
City, State, Zip: Woodland Hills, CA 91367	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 8,320	
Total # of full-time company employees in California: 5,421	

## Participating Employers in Retrainee Multiple Employer Contracts

### *Self-reported listing of potential employers participating in the contract*

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 13 of 14

ALPHABETIZE BY COMPANY NAME

Company: Veterinary Centers of America	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 12401 W. Olympic Blvd.	
City, State, Zip: Los Angeles, CA 90064	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 87	
Total # of full-time company employees in California: 87	
Company: Wesco Aircraft	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 27727 Avenue Scott	
City, State, Zip: Valencia, CA 91355	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 8	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 3,000	
Total # of full-time company employees in California: 500	
Company: Wescom Credit Union	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 123 S. Marengo	
City, State, Zip: Pasadena, CA 91101	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 9	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 800	
Total # of full-time company employees in California: 800	
Company: West Coast Catalog	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 1605 W. Olympic Blvd., Suite 600	
City, State, Zip: Los Angeles, CA 91005	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2,279	
Total # of full-time company employees in California: 2,279	

**Participating Employers in Retrainee  
Multiple Employer Contracts**

***Self-reported listing of potential employers participating in the contract***

Contractor's Name: Brand Consulting Group, LLC	CCG No.: ET24-0212
Reference No: 24-0076	Page 14 of 14

ALPHABETIZE BY COMPANY NAME

Company: World Wide Technology	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1165 W. Walnut Street	
City, State, Zip: Compton, CA 90220	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 4,350	
Total # of full-time company employees in California: 214	

Company: Yamaha Motor Corp USA	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6555 Katella	
City, State, Zip: Cypress, CA 90630	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 52,664	
Total # of full-time company employees in California: 5,000	



## RETRAINEE-JOB CREATION

Training Proposal for:

**Santa Clarita Community College District**

**Contract Number: ET24-0222**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** J. Romero

### PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SB <100	Industry Sector(s):	MEC Manufacturing Aerospace Related Biotechnology/Life Sciences  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

### FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$701,270		\$48,515 8%		\$749,785

In-Kind Contribution:	50% of Total ETP Funding Required	\$875,000
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills; Comp. Skills; Cont. Impr., Mgmt. Skills; MFG Skills; Hazwoper; OSHA 10/30	650	8-200	0	\$1,082	\$22.66
				Weighted Avg: 44			
2	Retrainee Job Creation Initiative Priority Rate	Business Skills; Comp. Skills; Cont. Impr., Mgmt. Skills; MFG Skills; Hazwoper; OSHA 10/30	45	8-200	0	\$1,033	\$18.54
				Weighted Avg: 42			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

Job Number 1: \$22.66 per hour for Los Angeles, Orange, San Diego, Ventura, Santa Barbara, and San Luis Obispo Counties and \$24.72 per hour for Alameda, Marin, San Mateo, Santa Clara and San Francisco Counties, and \$23.59 per hour for Contra Costa county.

Job Number 2 (Job Creation): \$18.78 per hour for Los Angeles, \$18.54 per hour for Orange, San Diego, Ventura, Santa Barbara and San Luis Obispo Counties and \$19.66 for Contra Costa and \$20.60 for Alameda, Marin, Santa Clara and San Francisco counties.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☐ No ☒ Maybe

Participating employers may use health benefits to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (Retrainee)</b>		
Electro-Mechanical Technician	\$30.00 - \$45.00	25
Machinist	\$22.00 - \$27.00	30
	\$27.01 - \$32.00	30
Quality Control/Assurance	\$26.00 - \$36.00	25
Tool Maker	\$22.00 - \$25.00	5
	\$25.01 - \$28.00	10
Team Lead	\$20.16 - \$25.00	20
	\$25.01 - \$31.00	20
Purchasing/Inventory/Buyer	\$20.16 - \$25.00	15
	\$25.01 - \$38.00	20
Planner	\$24.00 - \$29.00	15

	\$29.01 - \$42.00	20
Operator	\$20.16 - \$25.00	20
	\$25.01 - \$28.00	20
Designer	\$20.16 - \$25.00	5
	\$25.01 - \$34.00	10
Assembler	\$20.16 - \$25.00	10
	\$25.01 - \$30.00	20
Engineer	\$30.00 - \$64.00	30
Programmer	\$20.16 - \$25.00	10
	\$25.01 - \$38.00	20
Technician	\$24.00 - \$29.00	20
	\$29.01 - \$34.00	20
Production Coordinator	\$22.00 - \$27.00	10
	\$27.01 - \$30.00	20
Inspector	\$22.00 - \$25.00	15
	\$25.01 - \$28.00	10
Clerk	\$20.16 - \$24.00	25
Analyst	\$22.00 - \$25.00	15
	\$25.01 - \$34.00	15
Sales	\$24.00 - \$29.00	5
	\$29.01 - \$38.00	5
Maintenance Mechanic	\$26.00 - \$40.00	35
Manager/Supervisor	\$25.00 - \$65.00	75
<b>Job Number 2 (Job Creation)</b>		
Electro-Mechanical Technician	\$25.00 - \$30.00	2
Machinist	\$20.00 - \$23.00	2
Quality Control/Assurance	\$22.00 - \$25.00	2
Tool Maker	\$18.54 - \$22.00	3
Team Lead	\$20.00 - \$23.00	2
Purchasing/Inventory/Buyer	\$18.54 - \$23.00	2
Planner	\$20.00 - \$25.00	2
Operator	\$20.00 - \$24.00	2
Designer	\$20.00 - \$25.00	2
Assembler	\$18.54 - \$23.00	3
Engineer	\$25.00 - \$35.00	2
Programmer	\$18.54 - \$35.00	2
Technician	\$18.54 - \$25.00	3
Production Coordinator	\$18.54 - \$30.00	2
Inspector	\$25.00 - \$35.00	2
Clerk	\$18.54 - \$23.00	2
Analyst	\$22.00 - \$30.00	2

Sales	\$21.00 - \$25.00	2
Maintenance Mechanic	\$18.54 - \$30.00	3
Manager/Supervisor	\$25.00 - \$35.00	3

## **INTRODUCTION**

Founded in 1969, Santa Clarita Community College District (SCCCD), ([www.canyons.edu](http://www.canyons.edu)) also known as the College of the Canyons is a fully accredited two-year community college. SCCC offers a full range of academic, career, and technical education, vocational, and workforce skills training programs. SCCC offers associate degree and certificate programs and serves more than 32,000 students per year at campuses in Valencia, Canyon Country, and online.

SCCC serves a 367 square mile area and actively participates in several innovative partnerships that have redefined the traditional role of community colleges. Through its Workforce and Economic Advancement Division and other campus departments, SCCC collaborates with nearly every social service agency in the community, school districts, the City, the Santa Clarita Economic Development Corporation, the Chamber of Commerce, and hundreds of local businesses.

In addition to meeting the academic needs of students seeking transfer and career technical education, the college also plays a key role in developing the economy of its service area. The Workforce and Economic Advancement Division at SCCC generates approximately \$3 million per year to provide cutting-edge training for more than 5,000 individuals, and nearly 1,700 area companies. SCCC focuses on connecting education with workforce development, job retention and job creation.

Through its contract education unit, Employee Training Institute (ETI), it has distinguished itself as one of the leading community colleges in California in academics and workforce development by providing customized training and education programs that support economic and community growth in the region. Through ETI it connects with business leaders and helps assess their training needs through regular and ongoing communication with employers via face-to-face meetings, emails, phone calls, and surveys. ETI continues to learn about employers and employee's professional development and training needs through employer needs assessments, and continues closely collaborate with businesses to assist in the skill development of employees. This will be SCCC's 18th ETP Contract, their fourth in the last five years.

### **Veterans Program**

Participating employers actively hire Veterans and Veterans will be trained in this project.

### **Retrainee – Job Creation**

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

SCCC projects participating employers will hire 45 new employees (Job Number 2) over the course of the Contract training period. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. Turnover Rate penalty is not assessed for job creation.

In addition to backfilling positions vacated by employees who retired or promoted to higher positions, Participating employers are trying to hire and fill positions that require new skills as

automation, advanced technology, robotics, and other changes in technology applications in the advanced manufacturing industry are creating a need for an expanded workforce.

## **PROJECT DETAILS**

The need for training is growing rapidly due to the changing labor market and new technology brought on by the recent pandemic. California employers, especially manufacturers, are having difficulty maintaining their competitive edge with hiring shortages and difficulty retaining skilled labor. Other factors include rapid advances in technology and a rising number of competitors from overseas and from other states. These factors make it difficult to recruit, train, and retain a skilled workforce. Employers regularly inquire about ETP funding and continually state that they need ETP funding through SCCCD to enhance their training programs. ETP training funds allows employers to provide a broader range of skills training to help their employees be more efficient and effective in their jobs. Companies are sending more employees to training to stay current with changing technologies and trends. In addition, employers are expecting employees to have the necessary skills to be effective in today's advanced technology environment, and they are asking more of their employees.

SCCCD is in the first phase of creating a world-class Advanced Technology Center (ATC) to meet the workforce and economic development needs of North Los Angeles County. The rapid growth in industrial automation and advanced technology, with its focus on "Industry 4.0", and an aging workforce population in these industries has created the urgent need for skilled workers in several essential infrastructure sectors, including: integrated advanced manufacturing/computerized machining, welding/material joining, robotic welding, integrated personal fabrication, and integration with the Internet of Things. The ATC will use a variety of training methods and delivery formats to meet the needs of traditional and non-traditional students, unemployed workers, and incumbent workers needing additional training and/or certification. SCCCD will also expand existing K-14+ pathways to train the workforce of the future, creating a well-trained pipeline of students prepared to enter these fields immediately upon graduation from SCCCD.

ETI selects subject matter experts with extensive experience in developing and delivering customized training courses, to work closely with companies to customize courses to meet the training needs of their workforce. ETI's training programs are conducted either at the employer's site or at SCCCD campuses and facilities.

Participating employers include manufacturing, aerospace, biotechnology, logistics and warehousing, as well as a multitude of other service-related businesses. Workers participating in these training will develop the skills that they need to not only retain their employment, and also have the opportunity to advance to the next level of upper mobility in the organization. SCCCD's ETI serves small to medium sized companies. In their previous contract, approximately 42% of the participating employers had fewer than 100 employees, and approximately 31% of the employers had between 101-250 employees, which is 73% of the employers utilizing our ETP funding. As the economy continues to improve, there is an increasing demand for training as companies strive to become more effective and remain competitive, making ETP funds critical to this effort.

## **Training Plan**

Training will be conducted via Class/Lab and E-Learning delivery methods in the following:

**Business Skills:** Training will be offered to Managers, Supervisors, Team Leads, Engineers, Programmers, Purchasing Staff, and Clerks. Training topics will focus on project planning, customer service, and business performance.

**Management Skills:** Training will be offered to Managers and Supervisors to enhance leadership skills. Courses provided will improve management skills to motivate and train staff in the workplace.

**Computer Skills:** Training will be offered to all occupations to increase staff ability to utilize computer software programs on a daily basis.

**Manufacturing Skills:** Training will be offered to Managers/Supervisors, Team Leads, Operators, Assemblers, Engineers, Programmers, Technicians, Inspectors, Mechanics, Designers, Tool Makers, Production Coordinators, and Machinists. Training delivered will improve staff skill sets and introduce updated methods in lean manufacturing.

**Continuous Improvement:** Training will be offered to all occupations to increase productivity and improve employer operating functions. Training will include topics on team building, problem solving, and decision making.

**Hazardous Materials:** Training will be offered to Supervisors, Team Leads, Machine Operators, Technicians, and Inspectors. Training provided will learn methods and techniques to properly handle hazardous chemicals.

### **Certified Safety Training**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Hazardous Waste Operations and Emergency Response Standard (HAZWOPER): This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Commitment to Training**

Participating employers will continue to provide company-wide training alongside ETP training such as safety, sexual harassment prevention, and other on-the-job training.

ETP funds will not displace the existing financial commitment to training of participating employers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### **➤ Training Infrastructure**

SCCCD’s Employee Training Institute staff will perform all administrative duties including data entry, tracking and scheduling, customizing curriculum, and meeting with ETP staff to monitor the training program.

**Impact/Outcome**

SCCCD offer various certifications that can be earned through our programs. Following are some of the certifications which can be earned after completing our training programs: Certified SolidWorks Associate, Certified SolidWorks Professional and Certified SolidWorks Expert; Association of Operations Management Certified in Production and Inventory Management and Certified Supply Chain Professional; and Project Management Institute Project Management Professional certification; Lean Six Sigma Yellow Belt, Green Belt, and Black Belt Certifications for Continuous Improvement, and National Institute of Metalworking Skills, and Manufacturing Skill Standards Council, FANUC Certifications.

**Marketing and Support Costs**

SCCCD continuously updates its curriculum offerings to ensure training programs meet the needs of participating employers. Training programs have been developed alongside Employer Advisory Groups who are considered experts in manufacturing, computer technology, and electronics fields. ETI staff has increased its working relationships with employers and meets with business leaders regularly to expand and grow the college's training programs.

SCCCD has also developed a broad network of active connections with CEO's, managers, professional organizations, non-profit resource groups, and WIOA funded organizations. Advisory boards comprised of business leaders in the local community are advocates of ETI training programs and refers ETI on a regular basis. ETI works closely with strategic workforce partners including the City of Santa Clarita, the Santa Clarita Economic Development Corporation, and Santa Clarita Chamber of Commerce, as well as industry groups such as the Valley Industrial Association, the Aerospace and Defense Forum to better understand the training and development needs of the Santa Clarita workforce. ETI also records member feedback from organizations during presentations to professional groups such as the Association for Supply Chain Management, Association for Talent Development, Professionals in Human Resources Association and other groups. In addition, surveys are conducted on a regular basis that informs ETI of both employer and employee training needs.

Following each training session, participants are given surveys on training provided. SCCCDCD conducts evaluations at the completion of the course in each class where the participant anonymously evaluates the training course and the instructor including both number ratings and antidotal comments. When appropriate, the College conducts a pre and post assessment to quantify the impact of skill attainment and follow up with employers after the course to confirm observable improvements in job performance and have regularly scheduled meetings with employers to review the impact of our training programs. In addition, ETI staff will continue to market SCCCDCD training programs to local economic development groups to secure new training opportunities with new employers. As a result, the College is requesting and staff recommends 8% support costs to help with marketing and employer feedback.

**Trainer Qualifications**

ETI employs instructors with strong backgrounds in training, manufacturing, and engineering. Instructors meet with participating employers to develop the best suited training program for their company. By doing so, companies are able to target key areas to increase efficiencies and improve employee skills. All trainers are accomplished in adult education and adult learning theory.

## Training Agency Certification

SCCCD is accredited by the Accrediting Commission for Community and Junior Colleges and Western Association of Schools and Colleges.

## Tuition Reimbursement

SCCCD represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0189 (CCCF)	\$1,508,841	12/20/21 - 03/30/24	2,147	1,969	\$1,330,884 (88%)

ET22-0189 is a CCCF project. Based on ETP Systems, 55,967 reimbursable hours have been tracked for 1,983 enrollees out of 2,161 estimated trainees with potential earnings of \$1,364,500 (90%) of the approved amount. The Contractor projects final earnings of 100% based on the currently committed training.

## PRIOR PROJECTS

The following table summarizes Contractor's performance by SCCC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0162	Los Angeles, Ventura, Santa Barbara, San Luis Obispo	02/01/18 - 01/31/20	\$699,573	\$699,573 (100%)
ET17-0263	Los Angeles, Ventura, Santa Barbara, San Luis Obispo	10/31/16 - 10/30/18	\$548,205	\$548,205 (100%)

## DEVELOPMENT SERVICES

N/A

## ADMINISTRATIVE SERVICES

N/A

## TRAINING VENDORS

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Business Grammar and Writing Skills
- Change Management
- Communications Skills
- Conflict Resolution
- Customer Service Excellence
- Leadership Principles
- Finance for the Non-Financial Manager
- Descriptions, Salary Schedules, Performance Appraisals)
- Meeting Facilitation
- Negotiation Skills
- Performance Management
- Presentation Skills
- Problem Solving and Decision Making
- Team Building
- Time and Priority Management

**Computer Skills**

- Mastercam (CAD/CAM program)
- SolidWorks (CAD/CAM program)
- CATIA (CAD/CAM program)
- NX (CAD/CAM program)
- Microsoft Excel, Word, Access, PowerPoint for Business Applications
- Power BI Desktop
- Computer Skills for Production & Inventory
- Cybersecurity
- Security+
- Network+
- A+
- Python Programming
- Linux
- Microsoft Project
- MRP/ERP/SAP/Oracle
- Database Essentials
- Basic MS Office

**Continuous Improvement Skills**

- Lean Six Sigma Yellow, Green, and Black Belt Certifications
- Lean Processes and Principles
- Six Sigma
- Kaizen Methodology
- Statistical Process Control
- Quality Concepts

- Total Quality Management
- ISO
- Just-In-Time Processes
- Production Scheduling
- Value Stream Mapping
- Leadership Skills for Frontline Workers
- Advanced Leadership Skills
- Process Mapping
- Project Leadership and Management
- Project Management
- Agile Project Management
- Customer Service Skills

#### **HazWoper**

- Certified Hazardous Waste Operation Response

#### **Management Skills (Managers/Supervisors/Leads Only)**

- Leadership Skills Development
- Motivation
- Coaching
- Generational Diversity Leadership

#### **Manufacturing Skills**

- Print Reading
- CNC Machine Operation
- CNC Programming
- CMMI (Coordinate Measurement Machine Inspection)
- Geometric Dimensioning and Tolerancing (GD&T)
- Operations Management
- Fundamentals of Planning
- Manufacturing Control
- Production Operations
- Parts and Products Manufacture
- Equipment Operation
- Assembly Procedures
- Inventory Control
- Warehousing
- Manufacturing Practices
- Hydraulics
- Welding
- Inspection Techniques
- Industrial Maintenance
- Programmable Logic Controllers
- Robot Operator
- Robot technician
- Mechatronics
- Supply Chain Automation
- Shop Math

- Shop Measurements
- Supply Chain Management Skills
- APICS Certified in Production & Inventory Management 8.0 (CPIM)
- APICS Certified Supply Chain Professional (CSCP)
- APICS Certified Logistics, Transportation and Distribution (CLTD)
- APICS Essentials Skills for Production, Inventory
- Management, Warehouse and Stockroom Employees
- Warehousing Control and Tracking
- Distribution Systems
- Logistics and Shipping
- Quality Control
- Inventory Management
- Forklift Operation

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30

# Participating Employers in Retrainee Multiple Employer Contracts

## Self-reported listing of potential employers participating in the contract

Contractor's Name: Santa Clarita Community College District

CCG No.: ET24-0222

Reference No: 24-0180

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ALPHABETIZE BY COMPANY NAME

Company: B & B Manufacturing

Priority Industry? ☒ Yes ☐ No

Address: 27940 Beale Ct.

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 200

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 216

Total # of full-time company employees in California: 216

Company: Classic Wire Cut Company, Inc.

Priority Industry? ☒ Yes ☐ No

Address: 28210 Constellation Road

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 180

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 129

Total # of full-time company employees in California: 129

Company: DrinkPAK, LLC

Priority Industry? ☒ Yes ☐ No

Address: 21375 Needham Ranch Parkway

City, State, Zip: Santa Clarita, CA 91321

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 30

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 204

Total # of full-time company employees in California: 204

Company: Lief Organics, LLC

Priority Industry? ☒ Yes ☐ No

Address: 28903 Avenue Paine

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 130

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 210

Total # of full-time company employees in California: 207

**Participating Employers in Retrainee  
Multiple Employer Contracts**

***Self-reported listing of potential employers participating in the contract***

Contractor's Name: Santa Clarita Community College District

CCG No.: ET24-0222

Reference No: 24-0180

Page 2 of 2

ALPHABETIZE BY COMPANY NAME

Company: Northrop Grumman Systems Corp

Priority Industry? ☒ Yes ☐ No

Address: 3520 E. Avenue M

City, State, Zip: Palmdale, CA 93550

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 90

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 90,000

Total # of full-time company employees in California: 27,725

Company: Western Jet Aviation, Inc.

Priority Industry? ☒ Yes ☐ No

Address: 16101 Saticoy St

City, State, Zip: Van Nuys, CA 91406

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 76

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 103

Total # of full-time company employees in California: 103



## Healthcare Workforce Advancement Fund (HWAF)

### Training Proposal for:

**SOMA AEC, Inc. dba Oxman College**

**Contract Number: ET24-0141**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** C. Kaiser

### PROJECT PROFILE

Contract Attributes:	HWAF (Alt / Gen) SB <100 Priority Rate HUA Medical Skills Training Job Creation Initiative	Industry Sector(s):	MEC (H) Healthcare (62)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, Yuba	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤0%		

### FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$687,240		\$47,808 8%		\$735,048

In-Kind Contribution:	50% of Total ETP Funding Required	\$650,000
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Contract Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate	Continuous Impr, Medical Skills-Didactic, Medical Skills-Preceptor	100	8-400	0	\$2,952	\$22.66
				Weighted Avg: 120			
2	Retrainee Priority Rate Job Creation Initiative	Continuous Impr, Medical Skills-Didactic, Medical Skills-Preceptor	149	8-400	0	\$2,952	\$18.54
				Weighted Avg: 120			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

Job Number 1: \$24.72 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$23.59 per hour for Contra Costa County; and \$22.66 per hour for Napa, Solano, Sonoma, and Yuba.

Job Number 2: (Job Creation) \$20.60 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$19.66 per hour for Contra Costa County; and \$18.54 for Napa, Solano, Sonoma, and Yuba Counties.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Participating employers may use up to \$2.50 per hour of health benefits to meet the Post-Retention Wage for Job Numbers 1 and 2.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1:</b>		
Certified Nursing Assistant	\$20.16 - \$22.00	51
Licensed Vocational Nurse	\$27.00 - \$30.00	19
Mental Health Aide	\$20.16 - \$22.00	11
Registered Nurse	\$30.01 - \$35.00	8
Restorative Nursing Assistant	\$20.16 - \$22.00	11
<b>Job Number 2 (Job Creation)</b>		
Certified Nursing Assistant	\$18.54 - \$20.00	52
	\$21.01 - \$22.00	70
Licensed Vocational Nurse	\$25.01 - \$27.00	9
Mental Health Aide	\$20.16 - \$22.00	14
Registered Nurse	\$28.00 - \$30.00	4

## **HEALTHCARE WORKFORCE ADVANCEMENT FUND (HWAFF) PROPOSAL**

SOMA AEC, Inc. dba Oxman College as a Multiple Employer Contractor (MEC), is eligible for HWAFF in accordance with Governor Newsom's FY 22/23 budget, approved in AB178. Pursuant to Unemployment Insurance Code section 10214.6, the Panel has adopted HWAFF guidelines to expend \$25 million in general fund dollars as an Alternative Funding Source program.

### **INTRODUCTION**

Founded in 1991, SOMA AEC, Inc. dba Oxman College (Oxman College) ([www.oxmancollege.com](http://www.oxmancollege.com)) is a private, post-secondary vocational school. The College provides training in computer programming, computer applications, continuous improvement, and healthcare to employers throughout California with a primary focus in the Bay Area and Sacramento region.

The Oxman College Healthcare Advancement Fund proposal was first brought before the Panel at the July 21, 2023 Panel Meeting. The proposal was tabled until such time Oxman College could return to the Panel to respond to the Panel's inquiries and address concerns. Since attending the July Panel, Oxman College considered the Panel's questions and concerns and have subsequently adjusted the proposed training plan as follows:

- Limiting the focus of their employer engagement to the Bay Area counties and Yuba County rather than targeting the entire state.
- Based on the change to planned counties, the HUA wage modification (reduction from ETP Standard minimum wages) is no longer needed. Consequently, the HUA job numbers have been eliminated from the training plan.
- The planned number of trainees has respectively increased in remaining Job Numbers 1 and 2.
- The occupation titles listed in both job numbers have been consolidated to focus on participating employer needs in the counties Oxman College will now narrowly serve. In addition, the average training hours have been decreased from 150 average hours to 120 average hours.

This project will be Oxman College's seventeenth ETP Contract, and its sixth in the last five years. This proposal focuses on training in Medical Skills for long-term nursing facilities in the healthcare industry. ETP-funded training will be delivered at participating employer locations (Bay Area Counties and Yuba County) and at Oxman Colleges approved Bureau of Private Postsecondary Education (BPPE) locations in Daily City and Citrus Heights.

### **Veterans Program**

Although this project does not include a Veteran's Job Number, Oxman College offers priority enrollment to Veterans into programs, as well as priority hiring for the college's faculty and staff.

### **Retrainee – Job Creation**

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

As a result of needs assessment and direct interviews with participating employers, the College has identified an increased employer demand for various entry-level healthcare workers. As such, the College has included 149 Job Creation trainees. Oxman College will conduct outreach and recruitment as well as work with referral programs such as CalJobs, county Social Services agencies, WorkSource Centers, and local community organizations such as Refugee Programs, Catholic Charities, JVS, and Asian Resources Community Services.

Participating employers will hire the new employees (Job Number 2) and commence the ETP training upon hire. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

## **HWAF PROJECT DETAILS**

### **Employer Demand / Need & Trainee Population**

Oxman College has provided a list of planned participating employers (100B) eligible under HWAF as non-profit and public employers. The Contract end term date will be no longer than March 30, 2027, therefore, Oxman College has committed to market and recruit multiple additional eligible employers to participate in HWAF training. Employers are health care providers statewide with a focus in the Bay Area and the Sacramento area.

The list of Retrainee participating employers submitted are self-identified as not-for-profit health care providers. Oxman College has reported all participating employers will only be HWAF eligible non-profit and public employers in accordance with ETP HWAF Guidelines. Therefore, Oxman College understands ETP reimbursement can only be earned if retention occurs with HWAF eligible employers.

The participating employers are healthcare facilities providing long-term, rehabilitation, skilled nursing, and mental health services. The facilities must establish and maintain a continuous quality improvement program which promotes improved patient care and patient satisfaction. Oxman College reached out to the Directors of Nursing (DON) and Directors of Staff Development (DSD) at the participating employers to discuss curriculum needs. The curriculum was developed based on the medical skill needs and the current Medicare and California Department of Public Health (CDPH) requirements for long-term care facilities.

Since 1995, Oxman College has provided onsite training to employers in the medical field and for the last eight years, has provided ETP funded healthcare and medical skills training to for-profit hospitals and nursing facilities. During that time, Oxman College noted the same training need for non-profit hospitals and nursing facilities. For this proposal, Oxman has reached out to underserved groups of healthcare employers that otherwise would not have access to the same training opportunities for-profit hospitals.

According to the data published by CalMatters, the number of older Californians will double by 2030, comprising a quarter of the state's population, which will significantly increase the need for healthcare workers, nursing assistants, and nurses. This increase in demand is expected to continue in the next decade due to the aging population and long term effects of the COVID-19 pandemic.

The pandemic saw an increase in need for trained nursing staff. According to a recent survey by the American Health Care Association, majority of nursing home operators nationwide face staffing shortages and experience problems with hiring qualified nursing assistants. Nursing assistants have a vital role in the daily care of patients and are called a 'backbone' of nursing facilities. These staffing shortages can drastically affect quality of care; therefore, nursing homes

must continue to develop strategies to recruit, train, develop, and maintain a diverse healthcare workforce.

Training will focus on critical providers of patient care such as certified nurse assistants and licensed nurses who have an important role in addressing inequalities in healthcare, patient care, and improving patient health. A goal of this training is to promote best practices in each trainee's daily routine and improve the overall quality of patient care at each facility.

Some of the participating employers stated the need for additional training resources for immigrants and refugees. Immigrants represent a high percentage of workers in the healthcare support occupations. According to the Migration Information Source, in 2018 more than 2.6 million immigrants, including 314,000 refugees, were employed as healthcare workers in United States. Currently, the Bay Area has experienced a large influx of immigrants from Ukraine. Many of them are interested to work in healthcare but need the additional training to be employed in the medical field.

Oxman College will offer the option to train at their campus locations or onsite at the participating employers location. Onsite training provides flexibility and a customized curriculum for the employer and trainee to meet their needs. The flexibility allows the trainee to remain at the job site instead of removing them from the workplace which can cause more of a strain on the employer already faced with a critical shortage in healthcare workers. Training will lead to an improvement in clinical skills which can lead to upskilling and a better annual evaluation. The better the evaluation, the more opportunity for an increase in the trainee's wage, promotion opportunities, and provide healthcare services to meet the needs of that area.

Training will help health care facilities develop knowledgeable healthcare workers and increase quality of care and retention rate. Trainees will upgrade their skill level, facilities will be able to retaining qualified personnel, and together, patients and residents will receive the needed direct patient care and behavioral services. This can lead to increased profitability of the facility and in turn, support expansion and job creation.

### **Career Advancement / Pathways & Wage Progression – High Road Strategies**

The provisions within AB 178 state these funds shall be made available to support the Employment Training Panel training health and social workers. This funding shall meet the requirements of "high road" as specified in Sections 14005 and 14013 of the Unemployment Insurance (UI) code which defines "high road" as a set of economic and workforce development strategies to achieve economic growth, economic equity, shared prosperity and a clean environment. The strategies include, but are not limited to, interventions that: (1) Improve job quality and job access, including for women and people from underserved and underrepresented populations. (2) Meet the skill and profitability needs of employers. (3) Meet the economic, social, and environmental needs of the community.

Participating employers support career ladder programs, such as healthcare aid to Certified Nursing Assistant (CNA), CNA to Licensed Vocational Nurse (LVN), and LVN to Registered Nurse (RN).

- Participating employers are committed to increasing diversity in the healthcare profession, including job access for women and people from underrepresented communities. About 75 percent of nursing assistants and nurses at participating long-term care facilities are women and at least 80 percent of the training participants represent diverse racial and ethnic backgrounds including Hispanics, African-Americans, Asians, and Pacific Islanders.

- Participating employers will provide paths for career and wage progression for trainees who participate in training. For example, healthcare aides and nurse assistants will be offered training to obtain their CNA certificate. Other certifications include restorative nurse assistant, intravenous therapy certificate, and blood withdrawal for LVNs.
- Some of the employers developed a skills and experience reward program, in which advanced CNA job categories are established to reward CNAs who stay in the field or gain specialty skills
- Support also includes accommodating workers' schedules while attending classes and providing tuition reimbursement financial assistance.

Due to the current high demand for certified nurse assistants and nurses, many long-term care facilities provide regular wage increases to retain employees and attract new applicants. As a Multiple Employer Contractor, Oxman College's goal is to give priority to the participating employers that can demonstrate wage progression of 10 percent or more during the time of the contract.

### **Licenses and Certifications**

All occupations will receive Basic Life Support (BLS) certification and Advanced Cardiac Life Support (ACLS) certification. LVN's will receive IV Therapy and Blood Withdrawal certifications. Oxman College will also provide certifications to trainees who complete training for CNA and Restorative Nurse Assistant (RNA).

### **Impact & Outcomes**

Consistent with Panel goals and identified workforce needs, the HWAF Guidelines approved by the Panel identify intended outcomes to address the healthcare and behavioral health workforce needs. Oxman College has specified the following results it intends to achieve as a result of training funded by the HWAF, and how.

Quality of care is a critical component in achieving desired health outcomes for individuals and an important factor in fulfilling social needs of the community. Challenges to meeting the needs include personnel shortages, keeping up with advances in medical information, advancing health equity, and patient safety. Staffing shortages cause the employers to utilize a large number of on-call and registry personnel which can be very costly. By offering the training under this program, the employers will increase retention in the number of incumbent healthcare workers limiting the amount of on-call need. The training will help participating employers to address and improve upon the challenges they face along with contributing to serve the economic and social needs of local communities.

Participating employers are looking for innovative methods to recruit and retain healthcare workers. For example, many of the employers support the California Association of Health Facilities (CAHF) initiative 'Drive to 25' to increase CNA wage levels gradually to \$25.00 per hour by 2025. To promote this drive, Oxman College will focus servicing participating employers who are committed to wage increases and upskilling retrainees. The ETP funded training will provide upgraded skills for nursing assistants and licensed nurses. Training will also help medical facilities retain qualified personnel and allow trainees to obtain additional certifications such as RNA certification and Crisis Prevention & Intervention (CPI) certification for behavioral health along with specialty skills training such as dementia care and infection prevention. Training also provides direct patient care and behavioral services to local residents to meet the community needs.

**Diversity, Equity, and Inclusion (DEI) Plan / Policy**

Oxman College has provided ETP with a copy of its DEI policy (attached).

**Contract Term Length**

Contract terms may be up to four (4) years. Oxman College expects to complete all training and retention by December 30, 2025.

**Training Plan**

Training will be delivered via Class/Lab and/or E-Learning by in-house instructors as needed in the following:

**Continuous Improvement:** Training will be offered to Certified Nurse Assistants, Licensed Vocational Nurses, and Registered Nurses on training topics that include Communication Skills, Critical Thinking Skills, Problem Analysis and Problem Solving.

**Medical Skills- Didactic:** Training will be offered to Certified Nurse Assistants, Licensed Vocational Nurses, and Registered Nurses on course topics like Respiratory Care, Infection Control, and Mental Health. Trainees will participate in clinical skills training, including both didactic and preceptor training.

**Medical Skills- Preceptor:** Training will be offered to Certified Nurse Assistants, Licensed Vocational Nurses, and Registered Nurses on course topics like Wound Management, Clinical Skills Review and Patient Assessment and Care. Trainees will participate in clinical skills training, including both didactic and preceptor training.

**Alternate Recordkeeping**

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

**Tuition Reimbursement**

Oxman College represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

**High Unemployment Area**

Some trainees (Job Numbers 1 and 2) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Participating Employer locations in Yuba County are in an HUA.

However, Oxman College is not requesting a wage modification.

**Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law. Training varies by each participating employer and is both job specific and companywide. Training includes mandatory organization-wide in-service training in such topics as elder abuse, OSHA, harassment prevention, and confidentiality. These trainings will continue to be provided without ETP's support.

### ➤ Training Infrastructure

The Program Administrator will be working with school staff who have experience in managing ETP Contracts. The Program Coordinator, Marketing Specialist, and two Training Coordinators will be responsible for scheduling, collecting and uploading the training rosters to Cal E-Force. A dedicated Project Manager with Oxman College coordinates and customizes onsite training with the participating employer's administrator. The employer provides a list of qualified trainees and sets up a training schedule with Oxman College. These dedicated staff members are experienced in the ETP process and are administering the current agreement.

Oxman College trainers are fulltime employees employed with the college. Trainers have college degrees and expertise in the healthcare field. Classroom/laboratory training, both on-site and at participating employer locations, will be delivered by highly-qualified Oxman College instructors who are subject-matter experts with industry and clinical expertise and professional teaching skills. Oxman College's clinical instructors and preceptors are nurses who hold at least a Bachelor's in Nursing along with specialized medical certifications

### Marketing and Support Costs

Oxman College's marketing program recruits participating employers by meeting with the employer and assessing job needs and meeting company requirements such as certifications and licenses. It also identifies potential hires through referrals by the Employment Development Department (EDD), county Social Services agencies, WorkSource centers, and community organizations. The school recruits prospective employers using a combination of resources such as its peer referral system, flyers, brochures, and catalogs as well as direct telephone and email contacts with employers.

Oxman College is requesting and staff recommends the standard 8% support costs for outreach, recruitment and schedule coordination for this project.

### Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

Oxman College is eligible as a training agency based on the following:

- BPPE

### **ACTIVE ALTERNATIVE FUND OR CORE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0104 (Expansion)	\$596,304	12/20/2021 – 12/19/2023	293	218	\$596,304 (100%)

Oxman College has an active contract with ETP under the Expansion Funds program, with a term of 12/20/2021 to 12/19/2023. Of an estimated 293 trainees, 218 have been placed and out of the Contract amount of \$596,304, \$564,348.60 has been earned. Based on ETP Systems, 26,627 reimbursable hours have been tracked for potential earnings of \$596,304 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through September 2023.

**PRIOR ALTERNATIVE FUND OR CORE PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0238 (CORE)	Statewide	12/14/20 – 12/13/22	\$449,196	\$445,973 (99%)
ET20-0125 (CORE)	Statewide	9/1/19 – 8/31/21	\$747,118	\$747,118 (100%)
ET18-0128 (CORE)	Statewide	9/1/17 – 8/31/19	\$943,400	\$943,400 (100%)

**PRIOR COVID PERFORMANCE**

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0185 (COVID)	Statewide	10/26/20 – 10/25/22	\$200,000	\$200,000 (100%)

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

N/A

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Continuous Improvement Skills**

- Communication Skills
- Customer Service
- Interdepartmental Collaboration
- Problem Analysis and Problem Solving
- Quality Assurance/Performance Improvement (QAPI)
- Conflict Resolution Skills
- Critical Thinking Skills
- Organization and Time Management Skills
- Leadership Skills
- Six Sigma in Healthcare
- Team Building in Healthcare

**Medical Skills (Didactic)**

- Advanced Cardiac Life Support (ACLS)
- Alzheimer's Disease and Related Disorders
- Antibiotics Stewardship
- Assault Crisis Management
- Basic Life Support (BLS)
- Bipolar Disorder
- Blood borne Pathogens
- Change in Condition Management
- Communication in Nursing
- COVID-19
- CPI De-Escalation Skills
- Culturally Competent Care
- Dementia Care
- Depression Causes/Intervention
- Diabetic Management
- Dialectical Behavior Therapy (DBT)
- Documentation/Abbreviation
- Evaluation and Assessment Procedures/Criteria
- Healthcare Provider BLS/CPR
- Infection Control
- Interdisciplinary Team Process
- Intravenous Therapy
- Medical Diagnosis
- Medical Direction in Long-Term Care
- Medication Administration Management
- Mental Health
- Nursing Assistant Training Program
- Nursing Assistant Skills

- Pain Management (Acute and Chronic)
- Pillars of Recovery
- PointClickCare Software
- Preventive Skin Care Measures
- Problems and Needs of the Aged
- Psychosocial Rehabilitation
- Psychotropic Medication Side Effects
- Reporting to MDs-Assessing Clients
- Resident and Family Education
- Respiratory Care
- Restorative Nurse Assistant
- Restraint and Restraint Reduction
- Safe Transfer
- Signs and Symptoms of Cardiopulmonary Distress
- Skin Assessment
- Social and Recreational Needs of the Aged
- The Wellness Recovery Action Plan
- Therapeutic Communication
- Urinary Management
- Weights, Vitals, and Immunizations
- Wound Management

**Medical Skills (Preceptor)**

- Activities of Daily Living
- Antibiotics Stewardship
- Assessing of Tube-Fed Individuals with Diabetes
- Assisting and Performing Self-Care Skills with Patients
- Assistive Devices
- Bowel and Bladder Care
- Training of Patients Breathing Patterns and Respiratory Function
- Cardiac Conditions
- Charting Care of Clients with COPD
- Care of Clients with Diabetes
- Care of Clients with Hypertension
- Clinical Skills Review
- COVID-19
- CPI De-Escalation Skills
- Colostomy Care
- Conduct Range of Motion Exercises with Patient
- Dementia Care
- Dementia/Alzheimer's Enteral Feeding Management
- Entry Level Nursing Skills
- Facilitating Functional Gains of Each Patient
- Feeding Tube (Insertion, Intermittent, and Continuous)
- Functional Mobility and Ambulation
- Gastrointestinal Conditions
- Identification of Patient Change in Condition
- Identification of Skin Impairments and Prevention

- Immunizations
- Incontinence Management (Colostomy Care)
- Infection Control
- Intravenous Therapy
- Isolation Techniques
- Managing Patients with Neurovascular Conditions
- Medication Management
- Monitoring of Cardiovascular Changes
- Nursing Assistant Training Program
- Nursing Assistant Skills
- Operate Safety Devices with Patient
- Pain Management
- Patient Assessment and Care
- Patient Care of Foot and Hand
- Patient Safety
- PointClickCare Software
- Positioning of Patients for Correct Body Alignment
- Preceptor Skills (Train-the-Trainer)
- Preventing and Identifying Complications Related to Tube Feeding
- Proper Use of Exercise Equipment
- Rehabilitation Services (Physical, Occupational, and Speech Therapy)
- Residents with Special Needs
- Respiratory Care
- Restorative Nursing Assistant Care
- Safe Patient Handling
- Setting Behavioral Program Objectives for Patients
- Signs and Symptoms of Cardiopulmonary Distress
- Skeletal/Orthopedic Conditions
- Special Program Techniques for the Mentally Disordered
- Therapeutic Activities
- Therapeutic Exercises
- Weights and Vitals
- Wound Management

# Participating Employers in Retrainee Multiple Employer Contracts

## Self-reported listing of potential employers participating in the contract

Contractor's Name: SOMA AEC, Inc. dba Oxman College  
Reference No: 22-1011

CCG No.: ET24-0141  
Page 1 of 2

ALPHABETIZE BY COMPANY NAME

Company: Adventist Health and Rideout	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 726 4th Street	
City, State, Zip: Marysville, CA 95901	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 102	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 200	
Total # of full-time company employees in California: 200	
Company: Masonic Homes of California/ Lorber Skilled Nursing Facility	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 34400 Mission Blvd	
City, State, Zip: Union City, CA 94587	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 220	
Total # of full-time company employees in California: 100	
Company: Promedica Rossmoor	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1226 Rossmor Parkway	
City, State, Zip: Walnut Creek, CA 94595	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 70	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 140	
Total # of full-time company employees in California: 140	
Company: Promedica Skilled Nursing and Rehab Tice Valley	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1975 Tice Valley Blvd	
City, State, Zip: Walnut Creek, CA 94595	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 60	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 120	
Total # of full-time company employees in California: 120	

**Participating Employers in Retrainee  
Multiple Employer Contracts**

***Self-reported listing of potential employers participating in the contract***

Contractor's Name: SOMA AEC, Inc. dba Oxman College		CCG No.: ET24-0141
Reference No: 22-1011		Page 2 of 2
Company: Villa Siena		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1855 Miramonte Ave		
City, State, Zip: Mountain View, CA 94040		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 10		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 80		
Total # of full-time company employees in California: 80		

## **Diversity, Equity and Inclusion Policy**

Updated 3/1/2023

SOMA AEC Inc dba Oxman College is committed to fostering, cultivating and preserving a culture of Diversity, Equity and Inclusion.

Our personnel is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of our culture and company's achievements. We strive to create a working and learning environment that is safe and supportive for all.

**We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.**

SOMA AEC Inc dba Oxman College diversity initiatives are applicable to our practices and policies on recruitment; admissions; compensation and benefits; professional development; training; promotions; layoffs; terminations; and the ongoing development of a work environment built on the diversity, equity and inclusion that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.
- Equitability in extending opportunities for expression, participation, and advancement to each member of our school community, including students, staff, faculty and administrators.

All employees of SOMA AEC Inc dba Oxman College have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

We create a supportive learning environment to foster open communications of diverse perspectives to better serve all individuals and support all of our employees.

We believe that when each of us contributes our best, it supports our ability to grow our organization, as well as individual and collective talents. Therefore, SOMA AEC Inc dba Oxman College is committed to being an employer that embraces all individuals and ideas, and places diversity, equity, inclusiveness, respect and service as our core values.



## Healthcare Workforce Advancement Fund (HWAF)

Retainee

### Training Proposal for:

**St. Joseph Health Northern California, LLC**

**Contract Number: ET24-0185**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** S. Phillips

### PROJECT PROFILE

Contract Attributes:	HWAF (Alt/Gen Funds) Priority Rate Retrainee Medical Skills Training	Industry Sector(s):	Services Healthcare  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Humboldt, Napa	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No California Nurses Association		
Number of Employees in:	CA: 2,929	U.S.: 2,929	Worldwide: 2,929
<u>Turnover Rate:</u>	2%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

### FUNDING DETAIL

In-Kind Contribution
\$1,939,248

Total ETP Funding
\$499,859

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Contractual Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Medical Skills Training	Computer Skills, Continuous Impr, Medical Skills - Didactic, Medical Skills - Preceptor	211	8-400	0	\$2,369	\$22.66
				Weighted Avg: 103			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1 (Retrainee): \$22.66 for Napa and Humboldt Counties.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$1.42 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Medical Assistants	\$21.24-\$25.00	5
	\$25.00-\$37.11	5
New Graduate Nurses (New Graduate RNs)	\$41.52-\$80.00	100
Registered Nurses (RNs)	\$45.79-\$98.43	90
Social Workers	\$29.90-\$72.11	11

**HEALTHCARE WORKFORCE ADVANCEMENT FUND (HWAFF) PROPOSAL**

St. Joseph Health Northern California, LLC as a Single Employer Contractor, is eligible for HWAFF in accordance with Governor Newsom FY 22/23 budget, approved in AB178. Pursuant to Unemployment Insurance Code section 10214.6, the Panel has adopted HWAFF guidelines to expend \$25 million in general fund dollars as an Alternative Funding Source program.

**INTRODUCTION**

Founded in 2017, St. Joseph Health Northern California, LLC (St. Joseph) ([www.providence.org/about/northern-california](http://www.providence.org/about/northern-california)) provides comprehensive inpatient and outpatient medical services as well as community outreach services through four acute care hospitals located in Northern California.

Services are provided across Humboldt, Napa, and Sonoma counties, all of which consist of rural and rural-urban communities with a large focus on agriculture.

The region where the hospital is located has been impacted by severe drought, unprecedented destruction caused by wildfires, the COVID-19 pandemic and now significant rainfall and flooding. The onslaught of natural disasters and the pandemic have created significant strain on the hospital's resources at a time when demand for its services has increased significantly. St. Joseph is working to not only maintain but improve patient care and outcomes while addressing equipment and supply shortages, supporting a vast number of residents (Over 700,000 residents) in various degrees of emotional, physical, mental and financial strain, as well as address a critical shortage of skilled healthcare workers needed to meet current patient demand.

With the assistance of ETP funds, St. Joseph seeks to address the concerns outlined above so that the hospital can continue to deliver quality care to patients in rural areas who otherwise would not have access to healthcare.

This is the hospital's first ETP project and training will take place at three facilities located in Humboldt and Napa Counties.

### **Veterans Program**

As a values-based organization with a legacy of purpose, St. Joseph recognizes that military skills and experience uniquely contribute to the hospital's goal of delivering world-class health with human connection. Therefore, the hospital participates in local job fairs that are promoted to veterans. The hospital also posts on its Veterans landing page on the St. Joseph website. Jobs are further posted on <https://veterans.usnlx.com>, a National Labor Exchange, which is a powerful tool that amasses job postings and connects state and federal agencies, nonprofit and Veteran organizations, as well as disability and diversity partners to assist employers in recruiting underserved populations.

### **Union Support**

New Graduate Nurses and Registered Nurses are represented by California Nurses Association. The union has submitted a letter of support for this training project.

## **HWAF PROJECT DETAILS**

### **Employer Need & Trainee Population**

St. Joseph is facing incredible strain due to a shortage of skilled workers and an increase in demand for its services. In the midst of this strain, the hospital is still seeking to improve patient care and outcomes. As a result, St. Joseph is implementing new technologies and practices to ensure patient care is delivered efficiently and to the benefit of all patients served.

Low staffing levels impact safety and patient care and negatively affect the well-being of the workforce. In the geographic location where the four facilities are located, local openings for nurses exceed 1,400. There are openings for over eight hundred (800) LVNs and Nurse Assistants, and there are five hundred fifty (550) openings for Medical Assistants (according to the US Department of Labor Employment & Training Administration via CareerOne Stop).

To meet the need for workers, St. Joseph projects to hire four hundred (400) healthcare workers over the next three to four years. The most needed vacancies are as follows:

- New Graduate Nurse/ Registered Nurse – 147 openings;
- Licensed Vocational Nurse – 2 openings, with plans to expand a new care model that incorporates LVNs into the hospital setting;
- Nurse Assistants – 39 openings;

- Healthcare Technicians/ Technologists – 36 openings; and
- Social Workers – 6 openings.

To decrease vacancies and accelerate hiring, St. Joseph has waived the 20 years of experience requirement necessary to obtain a BSN for certain nursing job openings. The hospital has also implemented a strategy to win back alumni via semi-annual outreach highlighting commitment to caregivers, inspiring them to rejoin the workforce if able. Other recruitment efforts include a caregiver referral program, driving growth in quality candidate pools and unique applicants through events and outreach, and implementing a caregiver video platform for caregivers to upload video testimonials. The hospital further offers the Education Benefit Program with Guild.

The counties served are, on average, 25% Hispanic and are primarily rural or urban-rural. St. Joseph is proud to fill vacancies from candidates in local communities that reflect the service area's diversity, and the hospital has found that employees from the community often understand the realities of providing healthcare in rural areas better than non-rural counterparts. St. Joseph also provides additional training resources when necessary to ensure that all workers have the skills necessary for career advancement and provide quality care to patients. Offerings include two programs to increase the number of youth interested in the healthcare workforce: 1). a health professions education program where several hospital departments dedicate staff time and resources to train interns (pharmacy, occupational therapy, physical therapy, social work, and nursing) and 2). The Health Careers Exploration Summer Institute (HESI Program), which is a summer program for high school students that allows them to explore various careers in healthcare.

St. Joseph is introducing new technology to continue to provide quality patient care. New technology includes a new cleaning system (Trophon), a new tele-sitter program (remote visual monitoring system), new transcatheter aortic valve replacement (used to clear blockages – minimally invasive), ENFit Global standard connection system, Bard DigniShield Stool Management System, new Pyxis (Medication management software), and upgrades to EPIC (electronic health record system) and My Chart.

### **Career Advancement & Wage Progression**

The provisions within AB 178 state these funds shall be made available to support the Employment Training Panel training health and social workers. This funding shall meet the requirements of "high road" as specified in Sections 14005 and 14013 of the Unemployment Insurance (UI) code which defines "high road" as a set of economic and workforce development strategies to achieve economic growth, economic equity, shared prosperity and a clean environment. The strategies include, but are not limited to, interventions that: (1) Improve job quality and job access, including for women and people from underserved and underrepresented populations. (2) Meet the skill and profitability needs of employers. (3) Meet the economic, social, and environmental needs of the community.

The hospital offers compensation, education, human resources, and employee resource teams dedicated to ensuring jobs offer competitive wages and benefits, satisfying work, learning and development opportunities, support systems, and work-life balance for employees. While St. Joseph recruits throughout the region, state, and nation, the hospital often prefers to hire from the local community and reach underserved populations.

To that end, every three years, the hospital conducts a Community Health Needs Assessment, identifying the top concerns and priorities that need to be addressed through its Community Investment Program. A multi-faceted plan is developed to deploy resources and programs into the community to address health disparities and other social determinants to healthcare. Additionally,

St. Joseph is committed to an Environmentally Preferable Purchasing program that aims to reduce its supply chain's environmental impact by aligning with goals to reduce greenhouse gas emissions and waste and minimize chemicals of concern, reducing its carbon footprint.

St. Joseph believes in providing staff with the necessary support which includes the best clinical training, mentoring and education. As such, the hospital has set up an internal structure to ensure these goals are met. These internal structures include:

- Nursing professional advancement committee which oversees RN advancement via a clinical ladder. The program provides a clear career pathway and supports RNs seeking professional advancement in nursing;
- The Clinical Academy, which is a nationally accredited, evidence-based program that provides a pathway to nurse residency and fellowship;
- New Graduate Nurse Residency – a twelve month program that provides support to new graduates as they transition to clinical rotations. The program combines classroom, simulation and authentic patient experiences with support of experienced preceptors/mentors;
- Experienced RN Fellowship - twelve month program that is designed for career advancement and guided transition into a new specialty through a structured curriculum, prepared preceptors, and hands-on learning; and
- The hospital also offers certification training to all staff. Specifically, medical assistants can receive training and certifications that assist in the transition into social work.

To further recruitment and retention goals, St. Joseph provides tuition reimbursement opportunities and flexible schedules to accommodate furthering education towards career advancement. Further, the hospital offers competitive wages, benefits, and work-life balance programs, all to support staff whether it be to advance careers or seek work life balance within the community

St. Joseph reports that although the wage progression may not occur immediately following the post-training retention period, wage progression will occur as follows:

Compensation plans are annually adjusted to keep pace with the marketplace in each region where a facility is located. All occupations covered by a collective bargaining agreement have their wage increases defined in the CBA and include an annual increase and a shift differential increase. Therefore, St. Joseph anticipates most if not all trainees will receive a 10% wage increase over the term of the ETP contract. Examples of the proposed wage increases include but are not limited to:

- Entry Level Nurses have several tracks they can follow to advance their careers including Advance in Current Specialty Track: to Preceptor, Mentor, Certifications, and/or Committee Involvement. These nursing stages of progression all result in wage increases, allowing a nurse to start at \$41.52 an hour and progress up to \$98.43 an hour before reaching into the nursing leadership ladder;
- Medical Assistant and Social Worker roles have career progression steps as well, ranging from Level I to Level IV before moving into a Lead/Supervisor/Manager role or into another step in the clinical ladder. Each stage of progression comes with a wage increase delineated in the collective bargaining agreement.

## Impact & Outcomes

Consistent with Panel goals and identified workforce needs, the HWAF Guidelines approved by the Panel identify intended outcomes to address the healthcare and behavioral health workforce needs. St. Joseph has specified the following results it intends to achieve as a result of training funded by the HWAF, and how.

The proposed training will assist employees in career advancement and lead to wage increases. Investing in employee skills is key to retention that makes a difference to the worker, their family, the hospital, and the overall community.

The training funded by HWAF will improve the recruitment and retention of high-quality healthcare and behavioral health workers, enhancing the hospital's ability to provide quality healthcare to patients in the community.

## Diversity, Equity, and Inclusion (DEI) Plan / Policy

St. Joseph has provided ETP with a copy of its DEI policy (attached).

## Contract Term Length

Contract terms may be up to four (4) years. St. Joseph expects to complete all training and retention by March 30, 2027.

## Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

**Computer Skills:** This training will be offered to all trainees. Training will include EPIC and My Chart, St. Joseph's online management systems, as well as Pyxis, the hospital's medicine management system.

**Continuous Improvement:** This training will be offered to all trainees. Training will include Case Management/ Discharge Planning, Charge Nurse Training, Leadership Skills, Communication Skills, Conflict Resolution Skills, CORE Measures, Critical Thinking Skills, Culturally Appropriate Care, Customer Service Skills, Documentation Skills, Medical Terminology, Organization & Time Management Skills, Patient & Family Centered Care Skills, Preceptor Skills, Improvement & Procedure Skills, and Team Building Skills.

**Medical Skills (Didactic):** This training will be offered to 190 New Graduate Nurses and Registered Nurses. Training will include Advanced Cardiac Life Support, Body Mechanics, Care of Pediatric Patients, Care of the Stroke Patient/ Stroke Care, Chest Tube Care Management, Clinical Lab Skills, De-escalation Skills, Educating the Patient & Family, Evidenced Based Practices, Medical/ Surgical Nursing Skills, Entry Level Nursing Skills, Nurse Orientation Training, Nursing Process Skills, OB Trauma, Pain Management, Patient Fall Prevention, PICC Line Insertion, Surgical Nursing Skills, TCAR, Telemetry Skills, Transfer Techniques and Wound & Skin Care. A full list of topics can be found on the menu curriculum attached to this proposal.

**Medical Skills (Preceptor):** This training will be offered to 190 New Graduate Nurses and Registered Nurses. Training will include Advanced Cardiac Life Support, Body Mechanics, Care of Pediatric Patients, Care of the Stroke Patient/ Stroke Care, Chest Tube Care Management, Clinical Lab Skills, De-escalation Skills, Educating the Patient & Family, Evidenced Based Practices, Medical/ Surgical Nursing Skills, Entry Level Nursing Skills, Nurse Orientation Training, Nursing Process Skills, OB Trauma, Pain Management, Patient Fall Prevention, PICC Line

Insertion, Surgical Nursing Skills, TCAR, Telemetry Skills, Transfer Techniques and Wound & Skin Care. A full list of topics can be found on the menu curriculum attached to this proposal.

### **Electronic Recordkeeping/LMS**

The Hospital will utilize a Learning Management System, HealthStream. The system has been in place for the last twenty years. The Clinical Educators and Education Coordinator will administer the LMS during the term of the ETP contract. A sample printout has been reviewed and approved by ETP. Records are accessible until manually purged.

### **Commitment to Training**

St. Joseph has an annual training budget of \$700,000 and training includes equity, inclusion and diversity training; safety training; and onboarding. ETP Funds will not supplant existing hospital training activities. Rather, the funding will support the expansion of the training programs proposed and allow the hospital continue to recruit and hire more workers as well as upskill existing workers.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

Senior Directors of Clinical Educator will lead the training program proposed. The hospital has also retained an administrative third party to assist with project administration. All class/lab/virtual training will be scheduled and tracked via the learning management system mentioned below. Preceptor training will be tracked via traditional rosters, which will be collected and maintained by the third party administrator.

### **DEVELOPMENT SERVICES**

The Company retained Training Funding Partners in Fountain Valley to assist with development of this proposal for a flat fee of \$19,500.

### **ADMINISTRATIVE SERVICES**

The Company retained Training Funding Partners in Fountain Valley to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Computer Skills**

- EPIC and My Chart - Electronic Health Records System Skills
- Pyxis Medication Management Software Skills

**Continuous Improvement Skills**

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline
- Leadership Skills
- Communications Skills
- Conflict Resolution Skills
- CORE Measures
- Critical Thinking Skills
- Culturally Appropriate Care
- Customer Service Skills
- Documentation Skills
- Medical Terminology
- Organization and Time Management Skills
- Patient and Family Centered Care Skills
- Preceptor Skills (train-the-trainer)
- Performance and Quality
- Improvement and Procedures Skills
- Team Building Skills

**Medical Skills (Didactic)**

- Advanced Cardiac Life Support (ACLS)
- Arterial Blood Gas (ABG) Interpretation
- Basic Life Support (BLS)
- Body Mechanics
- Care of the Neurosurgical Patient
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Stroke Patient/Stroke Care Accreditation Training
- Central Lines Management
- Chest Tube Care & Management
- Clinical Lab Skills
- Code Blue Response & Procedures
- Critical Care Skills
- De-escalation Skills
- Diabetes Care & Management
- Dysrhythmia Recognition & Interpretation
- Educating the Patient & Family
- EKG & Cardiac Monitoring
- Emergency Care of the Burn Patient
- Emergency Room Care Skills

- Equipment Skills (Trophon, Patient Monitoring, Patient Vital Sign (Masimo), feeding sets, intravenous devices, ventilators, IV pumps, cardiac telemetry, vital signs, pulse-oximeter, specialty beds and mattresses, etc.)
- Evidence Based Practices
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Imaging Skills
- Infection Control
- Intra-Cranial Pressure Monitoring & Ventriculostomy
- Intravenous (IV) Insertion & Therapy
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Moderate Sedation
- Neonatal Intensive Care Unit (NICU) Patient Care Skills
- Neonatal Resuscitation Provider (NRP)
- Entry Level Nursing Skills
- Nurse Orientation Training (for New Grads only)
- Nursing Process Skills
- OB Trauma
- Oncology Nursing Skills
- Orthopedic Nursing Skills
- Ostomy & Continence Care
- Pain Management (Acute & Chronic)
- Patient Assessment & Care
- Patient Fall Prevention
- Pediatric Advanced Life Support (PALS)
- Peri-operative Care Skills
- PICC Line Insertion
- Pre and Post-Operative Care
- Rapid Response Skills
- Renal Assessment & Management
- Respiratory Assessment & Care Restraints
- Surgical Nursing Skills
- S.T.A.B.L.E.
- TCAR (Transcarotid Artery Revascularization) Procedure Skills
- Telemetry Nursing Skills
- Total Parenteral Nutrition (TPN)
- Transfer Techniques
- Triage Care Skills
- Trauma Care Skills
- Wound & Skin Care

**Medical Skills (Preceptor)**

- Emergency Department Training
- Emergency Room Nursing Skills
- Emergency Care of the Burn Patient
- OB Trauma
- Trauma Nursing Skills

- Triage Nursing Skills
- Care of Pediatric patients
- Pediatric Intensive Care Unit/Critical Care Unit Training
- Critical Care Nursing Skills
- Patient Assessment & Care
- Intracranial Pressure
- Monitoring & Ventriculostomy
- Hemodynamic Monitoring
- Pre and Post-Operative Care
- Care of Trauma Patient
- Ventilator & Tracheotomy Care
- Medical/Surgical Unit Training
- Patient Assessment & Care
- Medical/Surgical Nursing Skills
- Pre and Post-Operative Care
- Orthopedic Nursing Skills
- Oncology Nursing Skills
- Endocrinology Nursing Skills
- Nephrology Nursing Skills
- GI Nursing Skills
- Respiratory Nursing Skills
- Neurology Nursing Skills
- Post-Operative Cardiac Nursing Skills
- Neonatal Intensive Care Unit
- (NICU) Training
- Patient Assessment & Care
- Neonatal Resuscitation Provider (NRP)
- Neonatal Intensive Care Unit (NICU) Nursing Skills
- Neonatal Pain, Agitation and Sedation Scale (N-PASS)
- Palliative Care
- S.T.A.B.L.E.
- Operating Room and Post-Anesthesia Care Unit (PACU) Training
- Patient Assessment & Care
- Trauma Nursing Skills
- Care of the Burn Patient
- Peri-operative Nursing Skills
- Pre and Post-Operative Care
- Surgical Services Unit Training
- Patient Assessment & Care
- Trauma Nursing Skills
- Surgical Nursing Skills



*A Voice for Nurses. A Vision for Health Care.*



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**SACRAMENTO**

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May 26, 2023

Employment Training Panel  
1100 J Street  
Sacramento, CA 95814

Dear Panel Members,

We understand that Providence St. Joseph Hospital Eureka & Providence Redwood Memorial Hospital dba St. Joseph Health Northern California, LLC is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: over 350 registered nurses.

Exhibit E

*The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.*

*By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.*

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Unimuke".

Michael Unimuke,

CNA Lead Labor Representative

(916) 398-0244

At Providence, Diversity, Equity and Inclusion (DEI) is central to our goal of building a workplace where every caregiver feels valued, respected, and supported. We're committed to learning from each other's unique experiences and creating equal opportunities for advancement.

We are a community where all people, regardless of differences, are welcome, secure, and valued. We value respect, appreciation, collaboration, diversity, and a shared commitment to serving our communities. We expect that all workforce members in our community will act in ways which reflect a commitment to and accountability for, racial and social justice and equality in the workplace. As such, we will maintain a workplace free of discrimination and harassment based on any applicable legally protected status. We also expect that all workforce members will maintain a positive workplace free from any unacceptable conduct which creates an intimidating, hostile, or offensive work environment.

Providence is proud to be an Equal Opportunity Employer. Providence does not discriminate on the basis of race, color, gender, disability, veteran, military status, religion, age, creed, national origin, sexual identity or expression, sexual orientation, marital status, genetic information, or any other basis prohibited by local, state, or federal law.

We are committed to the principle that every workforce member has the right to work in surroundings that are free from all forms of unlawful discrimination and harassment.

We are committed to cultural diversity and equal employment for all individuals. It is our policy to recruit, hire, promote, compensate, transfer, train, retain, terminate, and make all other employment-related decisions without regard to race, color, religious creed (including religious dress and grooming practices), national origin (including certain language use restrictions), ancestry, disability (mental and physical including HIV and AIDS), medical condition (including cancer and genetic characteristics), genetic information, marital status, age, sex (which includes pregnancy, childbirth, breastfeeding and related medical conditions), gender, gender identity, gender expression, sexual orientation, genetic information, and military and veteran status or any other applicable legally protected status. We will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified caregiver or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.



## Healthcare Workforce Advancement Fund (HWAFF)

### Training Proposal for:

### St. Mary Medical Center dba St. Mary Regional Medical Center

**Contract Number: ET24-0186**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** S. Phillips

### PROJECT PROFILE

Contract Attributes:	HWAFF (Alt/Gen Funds) Priority Rate Medical Skills Training Retrainee	Industry Sector(s):	Services Healthcare  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Bernardino	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No California Nurses Association		
Number of Employees in:	CA: 1,600	U.S.: 1,600	Worldwide: 1,600
<u>Turnover Rate:</u>	2%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

### FUNDING DETAIL

<b>In-Kind Contribution</b>
\$1,273,600

<b>Total ETP Funding</b>
\$498,640

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Contractual Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Medical Skills Training	Computer Skills Cont. Impr., MS-Didactic, MS-Preceptor	271	8-400	0	\$1,840	\$22.66
				Weighted Avg: 80			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** \$22.66/hr for San Bernardino County.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$0.59 per hour may be used to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Entry Level Nurses/Registered Nurses	\$22.07-\$25.00	71
	\$25.01-\$86.00	200

**HEALTHCARE WORKFORCE ADVANCEMENT FUND (HWAFF) PROPOSAL**

St. Mary Medical Center dba St. Mary Regional Medical Center (St. Mary) as a Single Employer Contractor, is eligible for HWAFF in accordance with Governor Newsom FY 22/23 budget, approved in AB178. Pursuant to Unemployment Insurance Code section 10214.6, the Panel has adopted HWAFF guidelines to expend \$25 million in general fund dollars as an Alternative Funding Source program.

**INTRODUCTION**

Founded in 1956, St. Mary (<https://www.providence.org/locations/socal/st-mary-medical-center>) is a 213 bed general acute care non-profit hospital that provides comprehensive inpatient and outpatient services. Services range from wellness and prevention programs to state-of-the-art diagnostic medical and surgical procedures. The Hospital was recently recognized for excellence in care in the following: neonatal intensive care unit, in stroke care and care for people with heart failure.

St. Mary serves many rural communities, representing a cross-section of ethnic diversity, education-level, and industries in both Riverside and San Bernardino Counties. An estimated 720,000 people in San Bernardino County live in an area where there is a shortage of primary care providers. Approximately 2,607 people are experiencing homelessness and are in need of housing, health, and social services. The need for healthcare workers in this geographic region has reached critical levels at a time when the demand for care has increased. As such, St. Mary seeks to answer that call by hiring and training workers in the area, which is critical to the local economy because St. Mary is the largest employer in the City of Apple Valley. Therefore, the hospital's ability to retain staff and provide for employee career growth is vital to support and provides financial stability within the community.

This will be St. Mary's first ETP Contract and training will take place at its location in the Apple Valley.

### **Veterans Program**

St. Mary has a large number of veterans on staff, as the campus is located between two military bases. This allows for a lot of exposure between St. Mary and the large veteran communities transitioning from active military duty looking for careers in the medical profession. Veterans are encouraged to apply for any and all open positions at the hospital.

### **Union Support**

Entry Level Nurses and Registered Nurses are represented by the California Nurses Association. The union has submitted letters of support for this training project.

## **HWAF PROJECT DETAILS**

### **Employer Need & Trainee Population**

According to an article published in October 2022 by the Association of Clinical Documentation Integrity Specialists, there is a high turnover of both nurses and other allied healthcare workers across the country. St. Mary now has a vacancy rate for RN staff that is greater than 20% in some departments across the Hospital. Not only is the focus on hiring more nursing staff but also on hiring support staff that support nurses in each department, such as nursing assistants and technicians so that nursing staff can continue to provide efficient and quality care to patients.

The Hospital has 193 open positions, 76 which are new positions and 117 which are replacement positions. Key care role openings include technicians, laboratory assistants as well as nurses. These jobs all require initial training and ongoing competency to ensure the skills have been developed and maintained to ensure the delivery of quality efficient patient care.

To fill the occupational gaps noted above, St. Mary is working with community partners such as Barstow Community College to provide onsite Certified Nursing Assistant (CNA) classes as well as English as a Second Language courses to reach a variety of potential workers across racial and economic barriers.

St. Mary, further, offers tuition reimbursement for the CNA courses, and schedule accommodations are made to ensure that all staff have access to opportunities for the necessary training that leads to career advancement. In addition, the St. Mary Medical Center Foundation's fundraising efforts this year will support the continued workforce pipeline development of the staff and the community. The Foundation awards annual scholarships for staff to advance in their careers. The Foundation holds an annual fundraising gala; funds raised at this year's gala will be earmarked for the scholarships.

### **Career Advancement & Wage Progression**

The provisions within AB 178 state these funds shall be made available to support the Employment Training Panel training health and social workers. This funding shall meet the requirements of "high road" as specified in Sections 14005 and 14013 of the Unemployment Insurance (UI) code which defines "high road" as a set of economic and workforce development strategies to achieve economic growth, economic equity, shared prosperity and a clean environment. The strategies include, but are not limited to, interventions that: (1) Improve job quality and job access, including for women and people from underserved and underrepresented populations. (2) Meet the skill and

profitability needs of employers. (3) Meet the economic, social, and environmental needs of the community.

Having a highly skilled workforce is critical to the hospital's ability to serve the healthcare needs of the community and contribute to overall economic viability in the region. The recruiting efforts outlined in this proposal identify St. Mary's efforts to hire from underrepresented populations in the region and increase access to high wage, high skills jobs through various forms of community interaction and engagement. The focus is on paying family supporting wages in quality jobs while providing opportunities to the workforce to continue to advance skills that support personal advancement along career pathways in the healthcare field that lead to better wages.

More than 22% of the workforce is comprised of entry-level positions. As a result, St. Mary partnered with local high school students in the Victor Valley Union High School District, Apple Valley Unified School District, and Hesperia Unified School District to identify local high school students who would be interested in entry level positions within the hospital. St. Mary also offers mentor programs to young adults wishing to explore a career in the healthcare field. Students are provided job descriptions, minimum requirements, personal qualities, pay, tuition reimbursement benefits, potential career paths, and local training and resources. St. Mary has also partnered with Millionaire Mind Kids and Mountain Desert Career Pathways, which assisted in the development of the program mentioned above.

The Hospital offers internal resources for nursing staff to explore ways to enhance careers within the medical profession. The internal resources include information on certifications available, how to work on the clinical ladder, and how to enhance skills for upward mobility. Nurses can also explore new specialties or access information on advanced degrees such as a Master's and a Doctor of Nursing or PhD in nursing. New specialties include Nurse Practitioners, Nurse Midwives, Nurse Anesthetists, or Clinical Nurse Specialists. To that end, St. Mary offers scholarships, tuition reimbursement, and degree options at its own University of Providence. Nurses can also access information on Leadership Development and how to grow into a Nurse Manager role.

Career advancement offerings include, but are not limited to:

- Nurses can progress to the Education track, which includes:
  - Diabetes Educator starting at \$50.00 per hour;
  - Nurse Educator starting at \$60 per hour;
  - Lactation Educator RN, starting at \$64.00 per hour; and
  - Director of Clinical Education RN starting at \$80.00 per hour.
- Acute Care RN starting n \$44.00 per hour > Supervisor Nursing starting at \$60.00 per hour > Care Manger RN at \$60.00 per hour > House Supervisor RN starting at \$63.00 per hour > Manager Nursing starting at \$69.00 per hour > Executive Director Nursing at \$100.00 per hour.
- Nurses can also progress into specialties, such as:
  - Wound Ostomy RN starting at \$62.00 an hour;
  - Palliative care RB starting at \$66.00 per hour;
  - Certified Nurse Midwife starting at \$77.00 per hour > Midwife Lead starting at \$87.00 hour and;
  - Nurse Practitioner, which start at \$61.00 per hour.
- St. Mary also created a Mentorship Advancement Program (MAP) for employees who begin their careers in entry level roles at the Hospital. The MAP provides entry level staff with access to a career coach, mentor and offers skill building and cultural competency workshops as a pathway to greater economic opportunity. The goal of the program is retention, sustained investment in staff career growth, diversity, equity and inclusion in leadership positions within the staff at St. Mary.

St. Mary believes that proposed training will prepare its workforce to perform at the highest level and assist with career advancement which comes with built-in wage increases staff advance in their careers. This includes increased skill and licensing/ certification achievement. Certifications offered include TCRN, CEN, CCRN and SANE-A, SANE-P.

St. Mary reports that although the wage progression may not occur immediately following the post-training retention period, wage progression will occur as follows:

During the term of the Contract, St. Mary expects that most trainees who complete all elements of their work-based, experiential, and formalized training will retain their jobs with the Hospital, experience upward career progression, and achieve several wage gains amounting to 10%. The career advancement and wage increase opportunities are offered to staff across the hospital. Some examples include:

- Nursing Caregivers
- Educators
- Nurse Specialties

## **Impact & Outcomes**

Consistent with Panel goals and identified workforce needs, the HWAF Guidelines approved by the Panel identify intended outcomes to address the healthcare and behavioral health workforce needs. St. Mary has specified the following results it intends to achieve as a result of training funded by the HWAF, and how.

Training healthcare workers is critical to the local economy as St. Mary is the largest employer in Apple Valley and the second largest employer in the entire High Desert region. Therefore, the ability to retain staff, provide for their career advancement, and grow its workforce is vital to support the regional economy and provide financial stability to employees.

St. Mary is also committed to ensuring a diverse workplace across its workforce, volunteers, vendors, and suppliers. Currently, the ethnicity of its staff includes 29% Hispanic or Latino; 14% Asian; 7% Black or African American; 1% American Indian/Alaska Native, 4% two or more races; and 44% White nurses.

## **Diversity, Equity, and Inclusion (DEI) Plan / Policy**

St. Mary has provided ETP with a copy of its DEI policy (attached).

## **Contract Term Length**

Contract terms may be up to four (4) years. St. Mary expects to complete all training and retention by March 30, 2027.

## **Training Plan**

Training will be delivered via Class/Lab and E-Learning in the following:

**Computer Skills:** Training will be offered to all occupations and include E-Med Order Entry Skills and Electronic Medical Records Application Skills.

**Continuous Improvement:** Training will be offered to all occupations and include Case Management/ Discharge Planning, Charge Nurse Training, Leadership Skills, Communication Skills, Conflict Resolution Skills, CORE Measures, Crisis Prevention Intervention, Critical Thinking Skills, and Procedure Skills, Team Building, and Utilization Review.

**Medical Skills (Didactic):** Training will be offered to all Nurses (271) and include Intra-Aortic Balloon Pump, Care of Trauma Patient, Medical/Surgical Unit Training, Pre and Post-Operative Care, Oncology Nursing Skills, Neonatal Intensive Care Unit, Infant Pain Scale, Special Care Nursing Unit and Ventilator & Tracheotomy Care.

**Medical Skills (Preceptor):** Training will be offered to all Nurses (271) and include Intra-Aortic Balloon Pump, Care of Trauma Patient, Medical/Surgical Unit Training, Pre and Post-Operative Care, Oncology Nursing Skills, Neonatal Intensive Care Unit, Infant Pain Scale, Special Care Nursing Unit and Ventilator & Tracheotomy Care.

### **Electronic Recordkeeping/LMS**

ETP Staff has reviewed and approved the Hospital's Learning Management System, HealthStream. The system has been in place for the last fifteen years. The Learning Representative will administer the LMS.

### **Commitment to Training**

St. Mary has a training budget of \$2,000,000 and includes onboarding and diversity, equity and inclusion. The proposed funds will support St. Mary with its training program expansion outlined above and will allow for continuous improvement training for incumbent staff. This will result in high skills, high wages and secure jobs.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

The Director of Clinical Education will manage the overall project. The Director will be assisted by five clinical nurse educators who will manage and provide training under the program. Five clinical nurses will manage and provide training under this project. St. Mary has also retained and administrative third party to assist with project administration.

### **DEVELOPMENT SERVICES**

Training Funding Partners in Fountain Valley assisted with development for a flat fee of \$14,500.

### **ADMINISTRATIVE SERVICES**

Training Funding Partners will also perform administrative services for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Computer Skills**

- E-Med Order Entry Skills
- Electronic Medical Records Application Skills

**Continuous Improvement Skills**

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline
- Leadership Skills
- Communications Skills
- Conflict Resolution Skills
- CORE Measures
- Crisis Prevention Intervention
- Critical Thinking Skills
- Culturally Appropriate Care
- Customer Service Skills
- Documentation Skills
- Lean Six Sigma
- Organization and Time Management Skills
- Patient and Family Centered Care Skills
- Preceptor Skills (train-the-trainer)
- Performance and Quality Improvement and Procedures Skills
- Team Building Skills
- Utilization Review

**Medical Skills (Didactic)**

- Acute Psychiatric Care
- Acute Myocardial Infarction
- Advanced Cardiac Life Support (ACLS)
- Arterial Blood Gas (ABG)
- Interpretation
- Basic Life Support (BLS)
- Body Mechanics
- Care of the Neurosurgical Patient
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Stroke Patient
- Central Lines Management
- Chest Tube Care & Management
- Code Blue Response & Procedures
- Critical Care Skills
- Decontamination Procedures
- Diabetes Care & Management
- Dialysis Care
- Dysrhythmia Recognition & Interpretation

- Educating the Patient & Family
- EKG & Cardiac Monitoring
- Electronic Fetal Monitoring (Beginning & Advanced)
- Emergency Care of the Burn Patient
- Emergency Room Skills
- Emergency Care Pediatric
- Equipment Skills (IV pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses, etc.)
- Evidence- Based Practices
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Infection Control
- Inpatient Dialysis Care
- Intra-Aortic Balloon Pump Therapy (IABP)
- Intra-Cranial Pressure Monitoring & Ventriculostomy
- Intravenous (IV) Insertion & Therapy
- Kinetic Therapy
- Labor, Delivery and Postpartum Care Skills
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Moderate Sedation
- Neonatal Advanced Life Support (NALS)
- Neonatal/Infant Pain Scale (NIPS)
- Neonatal Intensive Care Unit (NICU) Nursing Skills
- New Graduate Nursing Skills
- Nurse Orientation Training (for New Grads only)
- OB Trauma
- Oncology Care Skills
- Orthopedic Care Skills
- Ostomy & Continence Care
- Pain Management (Acute & Chronic)
- Patient Assessment & Care
- Patient Fall Prevention
- Pediatric Advanced Life Support (PALS)
- Peri-Operative Care Skills
- PICC Line Insertion
- Pre and Post-Operative Care
- Psychiatric Care Skills
- Psychotropic Medications
- Rapid Response Skills
- Renal Assessment & Management
- Respiratory Assessment & Care Restraints
- Sexual Assault Response Training
- Stroke Program Skills
- Surgical Care Skills
- S.T.A.B.L.E.
- Telemetry Care Skills
- Total Parenteral Nutrition (TPN)

- Transfer Techniques
- Triage Care Skills
- Trauma Care Skills
- Ventilator and Tracheotomy Care
- New Graduate Program Skills
- Wound & Skin Care

**Medical Skills (Preceptor)**

- Emergency Department Training
- Emergency Room Nursing Skills
- OB Trauma
- Trauma Nursing Skills
- Triage Nursing Skills
- Care of Pediatric patients
- Intensive Care Unit/Critical Care Unit Training
- Critical Care Nursing Skills
- Intra-Aortic Balloon Pump (IABP) Therapy
- Intracranial Pressure Monitoring & Ventriculostomy
- Hemodynamic Monitoring
- Care of Trauma Patient
- Management of the Renal Transplant Surgical Patient
- Ventilator & Tracheotomy Care
- Medical/Surgical Unit Training
- Medical/Surgical Nursing Skills
- Pre and Post-Operative Care
- Orthopedic Nursing Skills
- Management of the Renal Transplant Surgical Patient
- Oncology Nursing Skills
- Neonatal Intensive Care Unit (NICU) Training
- Neonatal Resuscitation Provider (NRP)
- Neonatal Advanced Life Support
- Neonatal Intensive Care Unit (NICU) Nursing Skills
- Neonatal/Infant Pain Scale (NIPS) Palliative Care
- Obstetrics Unit Training
- Antepartum, Labor, Delivery and Postpartum Skills
- Neonatal Nursing Skills
- S.T.A.B.L.E.
- Advanced & Electronic Fetal Monitoring
- Neonatal Resuscitation Provider (NRP)
- Neonatal Intensive Care Unit (NICU) Nursing Skills
- Operating Room and Post-Anesthesia Care Unit (PACU) Training
- Trauma Nursing Skills
- Peri-Operative Nursing Skills
- Pre and Post-Operative Care
- Special Care Unit Training
- Critical Care Nursing Skills
- Ventilator & Tracheotomy Care
- Hemodynamic Monitoring

- Total Parenteral Nutrition
- Surgical Services Unit Training
- Trauma Nursing Skills
- Surgical Nursing Skills
- Telemetry Unit Training
- Care of the Cardiac Patient
- EKG & Cardiac Monitoring
- Dysrhythmia Interpretation
- Telemetry Nursing Skills
- Care of the Neurosurgical Patient
- Oncology Nursing Skills



CALIFORNIA  
NURSES  
ASSOCIATION



NATIONAL NURSES  
ORGANIZING COMMITTEE

A Voice for Nurses. A Vision for Healthcare.

AFL-CIO

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Austin, TX  
Houston, TX  
San Antonio, TX

April 25, 2023

Employment Training Panel  
1100 J Street  
Sacramento, CA 95814

Dear Panel Members,

We understand that St. Mary Medical Center is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project:

Occupation Titles	Estimated # of Trainees
Registered Nurses	546

Exhibit E

*The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.*

*By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.*

Sincerely,  
*Dinorah Williams*

California Nurses Association Labor Representative

Providence and SMMC are committed to promoting diversity, equity, and inclusion within our workforce and in our communities and formally launched a strategic commitment to DEI over two years ago. Providence hosts a Southern California region-wide Diversity and Inclusion Council to ensure a discrimination-free environment; diversify our workforce; and drive policy and cultural competency. We also have a number of programs and resources for our employees, including a dedicated DEI SharePoint site with articles and webcasts celebrating diversity and inclusion, as well as several Caregiver Resource Groups, for African American, Hispanic, Asian American, LGBTQ+, and Disabled employees, to allow them to connect and create a more inclusive work environment.

Our values call for us to advocate for systems and structures that are attuned to the needs of the vulnerable and disadvantaged and that provide a sense of community among all persons. The Hospital believes that everyone should have a fair and just opportunity to attain their full potential and that no one should be denied the right of achieving that potential based on inherent characteristics such as race, ethnicity, or gender identity.

Additionally, at Providence, we are guided by our mission and vision of Health for a Better World to support healthy and equitable communities. That includes supporting economic health by investing in diverse and inclusive suppliers and business enterprises. As an anchor institution in the communities in which we serve, our care extends beyond our hospital walls to impact community growth and economic health, through strategic, transformative procurement opportunities. Supplier diversity spend performance is a key business strategy at Providence with collaborative engagement across internal stakeholders and various outreach programs. This commitment is exemplified by executive leadership and communicated to all employees.



## Healthcare Workforce Advancement Fund (HWAFF)

### Training Proposal for:

## Kaweah Delta Health Care District Guild dba Kaweah Health

**Contract Number: ET24-0192**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** J. Dongallo

### PROJECT PROFILE

Contract Attributes:	HWAFF (Alt/Gen Funds) Priority Rate Retrainee Medical Skills Training HUA	Industry Sector(s):	Services Healthcare  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Tulare	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 4,118	U.S.: 4,118	Worldwide: 4,118
<u>Turnover Rate:</u>	1%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

### FUNDING DETAIL

<b>In-Kind Contribution</b>
\$853,138

<b>Total ETP Funding</b>
\$499,928

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Contractual Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Medical Skills Training HUA	Cont. Impr., MS-Didactic	247	8-400	0-8	\$2,024	\$20.01
				Weighted Avg: 88			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1 (HUA): \$17.00 per hour for Tulare County

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1: Retrainee/HUA</b>		
Licensed Vocational Nurses	\$20.01 - \$25.00	29
Certified Nursing Assistants	\$20.01 - \$25.00	38
Registered Nurses	\$40.00 - \$80.00	80
Charge Nurses	\$45.00 - \$80.00	100

**HEALTHCARE WORKFORCE ADVANCEMENT FUND (HWAFF) PROPOSAL**

Kaweah Delta Health Care District Guild dba Kaweah Health (Kaweah Health), as a Single Employer Contractor, is eligible for HWAFF in accordance with Governor Newsom FY 22/23 budget, approved in AB178. Pursuant to Unemployment Insurance Code section 10214.6, the Panel has adopted HWAFF guidelines to expend \$25 million in general fund dollars as an Alternative Funding Source program.

**INTRODUCTION**

Founded in 1963 and headquartered in Visalia, Kaweah Health (<https://www.kaweahhealth.org/>) is the largest non-profit medical centers in Tulare County. The Hospital works with more than 4,100 medical professionals and consists of 613 licensed beds. Kaweah Health offers a comprehensive mix of health care services, including cardiac and general surgery, cancer treatment, mental health services, orthopedic surgery, NICU, and pediatric center. The Hospital serves patients all across Tulare County and underserved communities within Central Valley. Training will be conducted at all seventeen hospital locations within Visalia. This will be Kaweah Health's first ETP Contract.

## **Veterans Program**

Although the training plan does not include a Veteran Job Number, Kaweah Health values the Veteran work force and encourages all Veterans to apply through standard personnel recruitment efforts.

## **HWAF PROJECT DETAILS**

### **Employer Need & Trainee Population**

Tulare County has some of the highest shortages in healthcare entry-level positions, such as, Licensed Vocational Nurses (LVN), Certified Nursing Assistant, Registered and Charge Nurses. These occupations serve as critical components in the care environment. According to the Department of California Health and Human Service projected data, there are high shortages in Tulare County areas, such as, Porterville and Lindsay. These shortages existed prior to the pandemic and continues to present day. The US Department of Labor's O-Net system reports over 7,900 openings for Registered Nurses across the state, as well as, an 11% projected growth rate from 2020 to 2030. During this period, Kaweah Health has posted over 500 open healthcare positions. While the shortage of other healthcare positions is not as acute as the nursing shortage, Kaweah Health still struggles to fill open positions. In the meantime, the Hospital has relied on overtime, shift bonuses, and travelling nurses to assist in alleviating the staff shortage.

Kaweah Health services Central Valley's diverse underserved population and remains proactive in addressing the talent gap for entry-level positions. Tulare County is among the poorest counties in the state, with 27% living in poverty, and 32% of children in poverty (Census 2019). The median household income is \$44,871, which is 33% less than the state average. The county's population is primarily Latino, with 65% identifying as Hispanic (Census 2019). With agriculture being the main economic driver, the area is also home to thousands of undocumented workers. A 2015 University of California Davis study showed approximately 72,000 people in Tulare County are employed as farmworkers, with those working in crop production earning a median salary of \$12,500 to \$15,000. About 68% of these workers come from four states in Mexico, and speak Spanish as their primary language. Nearly half the population over age 25 does not hold a high school diploma and about two thirds of the population is not fluent in English.

Kaweah Health programs already seek to overcome these barriers to joining the skilled workforce. For its College of Sequoias (COS) nursing program, student test scores are tracked so that those below a certain point can get extra help, ensuring that previous education does not hold anyone back. COS nurse educators also actively seek out students from ZIP codes around the county to ensure Kaweah Health reflect the diversity of people, not only demographically, but rural/urban and readiness for the coursework. Kaweah Health's goal is to ensure its nursing workforce is diverse, including all minorities from various socio-economic backgrounds. In addition, Kaweah Health partners at COS are working to engage with youth attending public schools in medical career pathways programs, so that students from disadvantaged school districts can be better prepared with the skills they will need to attend college and go on to medical careers.

Students in the COS program are taught about social determinates of health, health equity and a culture of sustained care as part of the curriculum. Due to the area having very low attainment in education, COS has created a way for testing to be more practical then theoretical, which has led to learning improvements and success.

## Career Advancement/Pathway - Wage Progression

The provisions within AB 178 state these funds shall be made available to support the Employment Training Panel training health and social workers. This funding shall meet the requirements of “high road” as specified in Sections 14005 and 14013 of the Unemployment Insurance (UI) code which defines “high road” as a set of economic and workforce development strategies to achieve economic growth, economic equity, shared prosperity and a clean environment. The strategies include, but are not limited to, interventions that: (1) Improve job quality and job access, including for women and people from underserved and underrepresented populations. (2) Meet the skill and profitability needs of employers. (3) Meet the economic, social, and environmental needs of the community.

With agriculture being the main economic driver, the area is also home to thousands of undocumented workers. Poverty is high as well, at 18% for the county as a whole, but much higher in rural areas. Kaweah Health is committed to improving health care and health in the region through the addition of healthcare jobs that attract representatives of Central Valley’s diverse population. The Hospital’s workforce receives competitive pay, shift differentials, extra shift bonuses, and benefits such as a 401(k) program. Kaweah Health pillars include offering an “Ideal Work Environment,” through a number of programs, awards and events designed to make their locations more engaging and rewarding.

Kaweah Health programs, such as the Student Nurse Assistant/Student Nurse Intern program, help build in career progression. The Hospital is also working on an emerging leaders, mentoring, and succession planning programs to help build an internal pipeline of future managers. Kaweah Health partners with COS, Unitek, and San Joaquin Valley College for nursing programs that are open to current employees, giving them the option of training for their future while still working full-time for Kaweah Health. ETP-funded training will help more potential students to get their education without having to quit the job that provides income, and within a relatively short period of time (approximately 2.5 years).

Every trainee will have the option to advance to the next career level, such as, LVN to RN, with the expected increase in wages. Through training, it will build competence and provide relevant experience to help open doors for future wage progression and advancement opportunities. As previously mentioned, Kaweah Health partners with COS for an LVN to RN program, in which they sponsor seats to assist employees move into higher positions within Nursing. Kaweah Health is, also, working on a similar program ladder with San Joaquin Valley College. An additional aspect of its partnership with COS, Kaweah Health sponsor seats for a year-round Associates Degree Nursing program which is available to any employees, regardless of their current position. Many staff members become CNAs through this program and use this program to help them move into an LVN position.

To help individuals gain experience prior to being fully licensed, Kaweah Health has created a Student Nurse Intern program. In the final semester of an RN program, students can complete formal training as part of onboarding to a specific department (curricula varies by specialty) and participate in on-the-job training through their preceptor. After students complete this program and received their license, wages increase from \$20 an hour to \$42.10 - \$43.10 an hour. Additionally, they receive preferential placement within the department they were trained.

Another program linked with both wage progression for the preceptor and increased experience for a new graduate RN is the preceptor program. Preceptors complete a three hour class which leads to a dollar an hour increase when precepting. Starting wages may vary. Acting as a preceptor to a new graduate RN also helps nursing staff gain the experience they need to be competitive when considered for the position of charge nurse. Much of the training provided for

this audience offers continuing education credits that are free of charge and necessary to meet licensing requirements.

In addition, added skills in leadership and technology will open opportunities for employees with future goals such as becoming a manager or working in other departments within the Kaweah Health system. There is structured learning and development, as well as, mentoring that is aligned with each step of the Hospital's training program to support skill and competency requirements to advance to the next stage and receive a wage increase. Every level has defined training, demonstrated skill achievement, and mentoring that sets the criteria for advancement. Opportunities for advancement are based upon demonstration of clinical performance, skills in leadership, clinical quality, education, demonstrated accountability for outcomes that improve patient safety, patient satisfaction, nurse engagement, and the work environment. A Registered Nurse will seek constructive feedback regarding their own practice and participate in peer review when appropriate.

In support of career advancement, Kaweah Health provides a loan repayment, as well as, reimbursement for tuition and books (up to \$5,000/yr) for all full-time staff. This provision is available to both CNA and LVN staff who look to advance to an RN position. The organization offers an on campus nursing school for employees through Unitek, where they can obtain a Bachelor of Science in Nursing within 2 to 3 years. If the employee is enrolled and remains in good standing with the sponsored program, Kaweah Health provides the flexibility to work part-time hours, while receiving full-time benefits.

Lastly, a CNA and/or LVN employee with an Associate Degree will receive an hourly wage increase of \$1 when they obtain proof of completing their Bachelor's program. This wage increase continues with every obtained Degree (Masters, etc.) by the CNA and/or LVN. The wage progression ranges for CNA and LVN employees are as follow:

- CNA: Starting at \$16.42 and grow to \$24.63.
- LVN: starting at \$26.29 and grow to \$39.43.

## **Certifications & Licenses**

Curriculum courses such as, Basic Life Support, Heartsaver AED, Advanced Cardiac Life Support, Pediatric Life Support are available for CNA licensing and certification. In addition, Kaweah Health's campus offers training every month to CNA's on various courses, such as, PTSD, Depression and Suicide, Skin Care and Wound Prevention and Mandatory Dementia for the purpose of renewing existing licenses and/or certification.

## **Impact & Outcomes**

Consistent with Panel goals and identified workforce needs, the HWAF Guidelines approved by the Panel identify intended outcomes to address the healthcare and behavioral health workforce needs. Kaweah Health has specified the following results it intends to achieve as a result of training funded by the HWAF, and how.

The Kaweah Health programs have already created a number of outcomes from learning experiences, including: culturally-sensitive care, knowledge of Social Determinants of Health, leadership skills, communication skills, critical thinking skills, collaborative practices, and technological skills. They teach these skills to provide patients with safe, quality, compassionate care to a diverse patient audience across all healthcare settings.

The education provided through Kaweah Health training will provide jobs that can support families, as well as, skills to perform culturally sensitive care. Not only will patients benefit from this training, but the community can also be influenced, as studies show having a nurse family member leads to better health for families. In an area with a high prevalence of diabetes, especially among the Hispanic community, having a nurse in the family can mean more access to information about healthy living and nutrition, leading to better health outcomes without even becoming a patient. And of the financial benefit of having a well-paid nurse family member also increases health and standard of living for children and others.

### **Contract Term Length**

Contract terms may be up to four (4) years. Kaweah Health expects to complete all training and retention by March 30, 2027.

### **Training Plan**

Training will be delivered via Class/Lab/E-Learning/Medical Skills-Didactic. Training in the following:

**Continuous Improvement:** Training will be offered to all occupations to improve learned skills. Training topics include Case Management, Discharge Planning, Conflict Resolution, Crisis Prevention Intervention, Customer Service, Kaweah Care Leadership Tools, Preceptor (Train-the-Trainer), and Presentation Skills: Strategies for Effective Communication.

**Medical Skills (Didactic):** Training will be offered to Registered Nurses and Charge Nurses and includes Advanced Cardiac Life Support (ACLS), Basic Life Support (BLS), Breastfeeding Complications, Current Postpartum Standards of Care, Fetal Demise for Postpartum Nurses, Post Fall Documentation, Rapid Response Skills, Surgical Nursing Skills, Trauma Nursing Skills, Triage Nursing Skills and Wound & Skin Care.

### **Computer-Based Training**

Computer-Based Training (CBT) will be provided to supplement class/lab which is a more convenient means of delivering training. Trainees will receive between 0-8 hours of CBT. Courses include Compliance and Privacy, Drug Diversion, Environment of Care, Safe Patient Handling, Suicide Risks Patients, and Team Nursing, Delegation and Communication.

### **High Unemployment Area**

All trainees (Job Number 1) work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least <25%>. The Company's locations in Tulare County are in an HUA.

#### **➤ Wage Modification**

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. Kaweah Health requests a wage modification from \$22.66 per hour to \$20.01 per hour for Job Number 1.

### **Commitment to Training**

Kaweah Health spends approximately \$5,000,000 annually on training for all of hospital locations and includes all standard on-boarding for medical professionals and basic general knowledge of care for nurses along with all federally mandated safety training.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Organizational Development Specialist will work with hospital educators and HR to oversee and coordinate training at each location; and are responsible for scheduling, collecting and submitting training rosters to headquarter assistants. Training will be delivered by internal experts within each location.

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

To Be Determined

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Continuous Improvement Skills**

- Advanced Stroke Class Module
- Advanced Stroke Class-PT/OT
- Case Management
- Charge Nurse Training/Frontline Leadership Skills
- CNA: PTSD, Depression and Suicide
- Compliance and Privacy
- Conflict Resolution
- COVID-19 Precautions
- Crisis Prevention Intervention
- Customer Service
- Discharge Planning
- Drug Diversion
- Emerging Leaders Training
- Environment of Care
- Infection Prevention
- Kaweah Care Leadership Tools
- Microsoft Excel Intermediate/Advanced
- Performance and Quality Improvement and Procedures Skills
- Preceptor Skills (Train-the-Trainer)
- Presentation Skills: Strategies for Effective Communication
- Safe Patient Handling
- Stroke Awareness and Fall Prevention
- Suicide Risk Patients
- Team Nursing, Delegation and Communication
- The Joint Commission Standards Reminders Part 1

**Medical Skills (Didactic)**

- 12-Lead EKG: CNA/Tech
- Advanced Cardiac Life Support
- Advanced Cardiac Surgery: Hemodynamic Recovery and Post-Operative Complications
- Advanced Fetal Monitoring
- Advanced Preceptorship in Maternal Child Health
- Advanced Preceptorship in Medical Surgical
- Basic Life Support
- Blood Gas Analysis and a Neonatal Code
- Breastfeeding – Beyond the Basics
- Breastfeeding Complications
- CAPD Certification Class
- Code Blue/Code White 2023
- Current Postpartum Standards of Care

- Fetal Demise for Postpartum Nurses
- Gestational Diabetes for Postpartum Nurses
- Heartsaver AED
- High Risk Infusion Skills
- Intermediate Hemodynamics
- Lipid Rescue
- LPD: ECG Rhythm Strip Interpretation
- Medical Decision Making
- Navigating Postpartum Patient Care with CPS Involvement
- Neonatal Resuscitation
- NICU VLBW Advance Core Class
- NOEP – Cardiovascular System
- Nurse Orientation Training
- Nursing Diagnosis Skills
- Nursing Process Skills
- Patient Assessment & Care
- Patient Fall Prevention
- Pediatric Advanced Life Support
- Perinatal Nursing Education – Hypertensive Disorders of Pregnancy
- Post Fall Documentation
- Pre and Post-Operative Care
- Psychiatric Nursing Skills
- Rapid Response Skills
- RN Essentials Training
- SOS MB Code Blue/Code White CBL ONLY
- S.T.A.B.L.E.
- Skin Care and Wound Prevention
- Surgical Nursing Skills
- Telemetry Nursing Skills
- TJC Standards: Expired Medications and Supplies
- TJC Standards: Postpartum Hypertension & Hemorrhage
- Transfer Techniques
- Trauma Nursing Skills
- Triage Nursing Skills
- Ultrasound Guided IV
- Wound & Skin Care

### **Computer-Based Training**

Trainees may receive any of the following:

### **Continuous Improvement Skills**

- Compliance and Privacy (1 Hour)
- COVID-19 Precautions (16 minutes)
- Drug Diversion (21 minutes)
- Environment of Care (24 minutes)
- Infection Prevention (16 minutes)
- Microsoft Excel Intermediate/Advanced (2 hours)

- Safe Patient Handling (18 minutes)
- Stroke Awareness and Fall Prevention (10 minutes)
- Suicide Risk Patients (21 minutes)
- Team Nursing, Delegation and Communication (57 minutes)
- The Joint Commission Standards Reminders Part 1 (19 minutes)

**Medical Skills (Didactic)**

- SOS MB Code Blue/Code White CBL ONLY (22 minutes)
- TJC Standards: Expired Medications and Supplies (35 minutes)
- TJC Standards: Postpartum Hypertension & Hemorrhage (33 minutes)



Retrainee-Job Creation

Training Proposal for:

**Doctors Hospital of Riverside LLC**

**Contract Number: ET24-0214**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Niquet

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Medical Skills Training Job Creation Initiative SET	Industry Sector(s):	Services Healthcare  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Riverside	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 822	U.S.: 822	Worldwide: 822
Turnover Rate:	5%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL**

<b>In-Kind Contribution</b>
\$545,822

<b>Total ETP Funding</b>
\$458,850

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Medical Skills Training SET	Computer Skills, Cont. Impr., MS-Didactic, MS- Preceptor	550	8-200	0	\$782	\$30.90
				Weighted Avg: 34			
2	Retrainee Priority Rate Medical Skills Training Job Creation SET	Computer Skills, Cont. Impr., MS- Didactic, MS- Preceptor	25	8-200	0	\$1,150	\$41.00
				Weighted Avg: 50			

\*Post-Retention Wage is the Contractual Wage.

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry): \$30.90 per hour; and Job Number 2 (SET/Job Creation): \$18.54 for Riverside County.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (Retrainee)</b>		
Registered Nurse	\$41.00- \$66.00	350
Licensed Vocational Nurse	\$28.00- \$34.00	75
Certified Nursing Assistant	\$28.00- \$34.00	75
Technician	\$28.00- \$33.00	50
<b>Job Number 2 (Job Creation)</b>		
Registered Nurse	\$41.00- \$66.00	25

**INTRODUCTION**

Founded in 1933 and located in Riverside, Doctors Hospital of Riverside LLC (Doctors Hospital) ([www.ahmchealth.com](http://www.ahmchealth.com)) is a comprehensive service acute care hospital with 210 licensed beds serving the surrounding community. Services offered at Doctors Hospital include emergency care, critical care, cardiac surgery, neurosurgery, general surgery, medical/surgical, telemetry, pediatric, rehabilitation, obstetric, neonatal intensive, nursery, interventional cardiology and radiology services. As part of its community outreach curriculum, the Hospital also offers programs such as wellness, diabetes awareness and stroke awareness. In addition, Doctors Hospital is a ST-Segment Elevation Myocardial Infarction receiving and Joint Commission accredited Primary Stroke receiving Center with Gold Plus Elite Honor Roll and Target: Type 2 Diabetes Honor Roll. Furthermore, the hospital has been an

American Heart Association (AHA) CPR training center since 1997 with AHA regional faculty and certified instructors. This is Doctors Hospital's first ETP Contract.

## **Veterans Program**

Although, Doctors Hospital does not have a formal veteran's outreach program at this time it does actively employ veterans at the Company.

## **PROJECT DETAILS**

Research efforts are consistently yielding new findings, prompting necessary updates in clinical practices. Sustaining the implementation of these best practices requires an ongoing commitment to education and training, crucial for maintaining competency. However, faced with diminishing government and third-party funding reimbursements, Doctors Hospital has encountered challenges in upholding educational standards. Outlined below are the recent and anticipated programs slated for implementation at Doctors Hospital in the coming year in order to improve and upgrade standards throughout the hospital:

- Customer Satisfaction Education, encompassing HCAHPS and CAHPS.
- Transcatheter Aortic Valve Replacement (TAVR) procedures.
- Integration of new in-service equipment including LifePak 20 Defibrillators, Phillips vital sign machines, GE Giraffe incubators, Impella, TAVR equipment, Bi-plane systems, and Rapid Infusers.
- Specialized training in Obstetrics Complications and Emergencies.
- Comprehensive training for Open Heart Care.
- Launch of the Safe Patient Handling Program.
- Rigorous focus on Regulatory Compliance and National Patient Safety Goals.
- Sepsis bundle protocol.
- Conducting Mock Code Blue and White simulations.

The ETP training initiative will play a vital role in strengthening Doctors Hospital's overarching goals. It establishes the essential structure for maintaining a high-performance organizational culture, driving the enhancement of employee skills, and raising the standard of patient care. This training equips employees with the tools to adeptly navigate the intricate changes mandated by regulatory authorities, thereby fostering an environment of informed expertise.

## **Retrainee - Job Creation**

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage, however, Job Creation trainees (Job Number 2) will meet the higher Modified State Average Wage.

In response to the growing demand for the Company's services while delivering quality patient care, the Company will hire 25 new employees (Job Number 2). The date-of-hire for trainees will be within the three-month period before Contract approval or within the term-of-Contract.

## **Training Plan**

Training will be delivered via Classroom/Laboratory and E-Learning methods. In-house subject matter experts and vendors may be utilized to deliver training in the following:

**Computer Skills:** Training will be offered to all occupations and will focus on internal software efficiency using an Electronic Medical Records System.

**Continuous Improvement:** Training will be offered to all occupations in order to sharpen performance and enhance quality improvement. Training will include courses such as Documentation Skills, Emergency Preparedness, Facility Management Skills, Team Building Skills and Utilization Review.

**Medical Skills (Preceptor & Didactic):** This training will be offered to 575 Registered Nurses, Licensed Vocational Nurses, Certified Nursing Assistants and Technicians, and will include medical skills training within the Didactic or Clinical Preceptor areas based on needs and job functions. Training includes Basic Life Support, Critical Care, Emergency Care, Central Lines Management and Surgical Nursing Skills.

### **Special Employment Training**

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

#### ➤ **Wage Modification**

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$41.20 to \$30.90). The Company requests this modification for Job Number 1.

### **Commitment to Training**

Doctors Hospital spends approximately \$100,000 annually in training and provides training on a wide variety of topics that include general onboarding, basic occupational skills-related, and federally or legally mandated trainings.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ **Training Infrastructure**

This project will be administered and overseen by the Hospital's Human Resources Manager who will be assisted by the Director of Education, an Administrative Assistant and an Educations Assistant. The Company also retained the services of a third party administrator who will assist with the administration of this training project.

### **Alternate Recordkeeping**

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

## **DEVELOPMENT SERVICES**

Training Funding Source (TFS) in Seal Beach will assist with development of this proposal for a flat fee of \$1,900.

## **ADMINISTRATIVE SERVICES**

TFS will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Computer Skills**

- Electronic Medical Records

**Continuous Improvement Skills**

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline Leadership Skills
- Communications Skills
- Conflict Resolution Skills
- CORE Measures
- Crisis Prevention Intervention (CPI)
- Critical Thinking Skills
- Culturally Appropriate Care
- Patient Satisfaction (HCAHPS) Training
- Value Based Purchasing
- Documentation Skills
- Disaster Preparedness
- Emergency Preparedness
- Facility Management Skills
- Organization and Time Management Skills
- Patient and Family Centered Care Skills
- Preceptor Skills (train-the-trainer)
- Performance and Quality Improvement and Procedures Skills
- Team Building Skills
- Utilization Review
- ED Assaultive Training
- Meaningful Use

**Medical Skills (Didactic)**

- Acute Myocardial Infarction
- Advanced Cardiac Life Support (ACLS)
- Arterial Blood Gas (ABG) Interpretation
- Basic Life Support (BLS)
- Body Mechanics and Safe Patient Handling
- Care of the Cardiac Patient
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Stroke Patient
- Central Lines Management
- Chest Tube Care & Management
- Code Blue Response & Procedures
- Critical Care Nursing Skills
- Decontamination Procedures
- Diabetes Care & Management
- Dysrhythmia Recognition & Interpretation

- Educating the Patient & Family
- EKG & Cardiac Monitoring
- Electronic Fetal Monitoring (Beginning & Advanced)
- Emergency Care of the Burn Patient
- Emergency Room Nursing Skills
- Equipment Skills (IV pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses)
- Gastrointestinal Assessment and Management
- Infection Control
- Intravenous (IV) Insertion & Therapy
- Labor, Delivery and Postpartum Nursing Skills
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Moderate Sedation
- Neonatal Advanced Life Support (NALS)
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider (NRP)
- Nurse Orientation Training (New Grads only)
- Ostomy& Continence Care
- Pain Management (Acute & Chronic)
- Patient Assessment & Care
- Patient Fall Prevention
- Pediatric Advanced Life Support (PALS)
- PICC Line Insertion
- Pre and Post-Operative Care
- Rapid Response Skills
- Renal Assessment & Management
- Respiratory Assessment & Care
- Restraints
- S.T.A.B.L.E.
- Telemetry Nursing Skills
- Total Parenteral Nutrition (TPN)
- Transfer Techniques
- Triage Nursing Skills
- Ventilator and Tracheotomy Care
- New Graduate Program Skills
- Wound & Skin Care
- Defibrillator Training
- Chemotherapy and Biotherapy
- Impella
- TAVR

**Medical Skills (Preceptor)**

- Acute Myocardial Infarction
- Advanced Cardiac Life Support (ACLS)
- Arterial Blood Gas (ABG) Interpretation
- Basic Life Support (BLS)
- Body Mechanics and Safe Patient Handling

- Care of the Cardiac Patient
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Stroke Patient
- Central Lines Management
- Chest Tube Care & Management
- Code Blue Response & Procedures
- Critical Care Nursing Skills
- Decontamination Procedures
- Diabetes Care & Management
- Dysrhythmia Recognition & Interpretation
- Educating the Patient & Family
- EKG & Cardiac Monitoring
- Electronic Fetal Monitoring (Beginning & Advanced)
- Emergency Care of the Burn Patient
- Emergency Room Nursing Skills
- Equipment Skills (IV pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses)
- Gastrointestinal Assessment and Management
- Infection Control
- Intravenous (IV) Insertion & Therapy
- Labor, Delivery and Postpartum Nursing Skills
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Moderate Sedation
- Neonatal Advanced Life Support (NALS)
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider (NRP)
- Nurse Orientation Training (New Grads only)
- Ostomy& Continence Care
- Pain Management (Acute & Chronic)
- Patient Assessment & Care
- Patient Fall Prevention
- Pediatric Advanced Life Support (PALS)
- PICC Line Insertion
- Pre and Post-Operative Care
- Rapid Response Skills
- Renal Assessment & Management
- Respiratory Assessment & Care
- Restraints
- Surgical Nursing Skills
- S.T.A.B.L.E.
- Telemetry Nursing Skills
- Total Parenteral Nutrition (TPN)
- Transfer Techniques
- Triage Nursing Skills
- Ventilator and Tracheotomy Care
- New Graduate Program Skills
- Wound & Skin Care

- Defibrillator Training
- Chemotherapy and Biotherapy
- Impella
- TAVR



## Job Creation

### Training Proposal for:

**Johnson, Finch & McClure Construction, Inc**

**Contract Number: ET24-0216**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** P. Duarte

### PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SET	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Bernardino, San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Southwest Mountain States Regional Council of Carpenters		
Number of Employees in:	CA: 205	U.S.: 205	Worldwide: 205
<u>Turnover Rate:</u>	1%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

### FUNDING DETAIL

<b>In-Kind Contribution</b>
\$367,800

<b>Total ETP Funding</b>
\$354,246

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SET	Business Skills Computer Skills Commercial Skills Cont. Improvement PL-Commercial Skills	198	8-200	0	\$1,173	\$30.90
				Weighted Avg: 51			
2	Job Creation Initiative Priority Rate SET	Business Skills Computer Skills Commercial Skills Cont. Improvement	104	8-200	0	\$1,173	\$18.54
				Weighted Avg: 51			

\*Post-Retention Wage is the Contractual Wage.

**Minimum Wage by County: Job Number 1 (SET/Priority Industry):** \$30.90 per hour;  
**Job Number 2 (Job Creation):** \$18.54 per hour in San Bernardino & San Diego Counties.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$2.35 per hour may be used to meet the Post-Retention Wage for Job Number 1 & up to \$0.31 per hour for Job Number 2.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (SET/Priority Industry)</b>		
Carpenter	\$30.97 - \$38.61	115
Field Staff (Field Technician, and Material Handler)	\$30.95 - \$39.40	5
Foreman	\$32.20 - \$44.01	18
Frontline Managers & Supervisors	\$32.95 - \$47.39	20
Journeyman	\$28.55 - \$36.79	5
Production Worker	\$30.97 - \$34.73	20
Technical Support Staff	\$31.22 - \$36.35	15
<b>Job Number 2 (Job Creation)</b>		
Administrative Staff	\$18.57 - \$20.00	5
	\$20.01 - \$25.00	5
	\$25.01 - \$33.48	5
Field Laborer	\$18.23 - \$20.00	2
	\$20.01 - \$25.00	2
	\$25.01 - \$26.55	6

Field Staff (Field Technician, and Material Handler)	\$27.60 - \$38.00	34
Foreman	\$27.00 - \$43.75	5
Front Line Managers/Supervisors	\$29.95 - \$47.39	5
Journeyman	\$27.22 - \$35.45	15
Production Workers	\$27.80 - \$33.46	10
Technical Support Staff	\$26.99 - \$35.89	10

## **INTRODUCTION**

Founded in 1977 and headquartered in Lakeside, Johnson, Finch & McClure Construction, Inc. (JFM Construction) ([www.jfmcon.com](http://www.jfmcon.com)) is a special trade contractor engaged in construction projects that include building fences and swimming pools, erection, installation of ornamental metal work, shoring work and fire proofing. As a special trade contractor, the Company subcontracts in their areas of expertise including Drywall, Metal Studs, Finishing, Acoustical Ceilings/Panels, Doors, Frames, Hardware, Lath and Plaster. Some of JFM Construction's current work includes UTC Palisade Tower, USD Learning Commons, San Diego Airport Support Facilities, Cheesecake Factory and Sharp Medical Center.

JFM has two affiliates that will participate in this project which have been reviewed and approved by ETP. The affiliates are Burner Sheet Metal, LLC which performs roof, window and base flashings and wall panel systems for exterior envelopes and Spec 7, LLC which performs acoustical and thermal insulation. JFM is Burner Sheet Metal's sole owner and a majority owner of Spec 7, LLC. The management and administrative divisions for JFM and its two affiliates are all housed in the company's headquarters location in Lakeside. JFM and its affiliates perform work for projects under the same general contractors and developers including Swinerton Builders, Level 10, Sletten and Balfour Beatty. The participating locations are in Lakeside, El Cajon and Ontario. Training will be provided at all 3 locations and at worksites. This will be JFM first contract with ETP.

## **Veterans Program**

While the Company does not have a formal targeted Veteran program, the Company encourages veterans to apply for open positions. Veterans are given special consideration when they apply for jobs with the Company.

## **Union Support**

In this project 115 Carpenters are represented by Southwest Mountain States Regional Council of Carpenters. The union has submitted a letter of support for represented trainees under JMF and affiliated company Speck 7, LLC.

## **PROJECT DETAILS**

The demand for the Company's services has significantly increased. In addition, new construction and business processes must be implemented to adapt to the economic trends and rising building costs. Therefore, training is necessary to ensure business and construction operations are carried out effectively. This will allow the Company to balance the rising costs of materials and supplies, with the increased demand for services. Participating employees will receive training to ensure they have the necessary skills to perform their construction duties effectively and independently. Employees will be better prepared will be able to advance in skill and experience in the construction sector for greater upward mobility within the business and industry. The Company's

training and skill-upgrading initiatives will aid in meeting demand and contain costs. Training will take place at the company's location and its two affiliates Burner Sheet Metal, LLC and Spec 7, LLC and at worksites.

### **Retrainee - Job Creation**

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

The Company will hire 104 new employees (Job Number 2). The proposed plan hiring component is due to the growing contracts secured in California by the company. In addition to the company's projected annual sales, the company has been awarded projects including a 4 high rise residential towers (22 story). The company plans to allocate 15 of the new hires in its El Cajon location, 85 new hires in Lakeside and 4 new hires in the Ontario location. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

### **Training Plan**

Training will be conducted via Class/Lab, E-Learning and Productive Lab (PL) delivery methods in the following:

**Business Skills:** Training will be offered to all occupations and will include, Business Processes, Controlling Costs, Creating Project Timelines and Material Procurement. This training will improve operation processes within the Company, resulting in improved efficiencies and construction projects completed on time and on budget.

**Commercial Skills:** Training will be offered to Field Staff and Technical Support Staff. These occupations will receive training in Updated Construction Processes, Blueprint Design & Planning, Installation Practices, Jobsite Quality Control and Safety Procedures. This training will give the Company the resources it needs to meet customer deadlines while maintaining efficiency.

**Computer Skills:** This training will be offered to all occupations and will include Cyber Security, Fabrication Technology, Scheduling Programs and Project Management Software. Use of this computer system will improve operational efficiency within the Company, resulting in improved Customer Service and satisfaction.

**Continuous Improvement:** This training will be offered to all occupations and will include Decision Making, Best Work Practices, Construction Preparation and Quality Systems. This training will help the Company reduce construction errors, complete projects on time, and reduce waste, increasing efficiency and improving customer service.

### **Productive Laboratory**

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training. During training, the goal is for trainees to operate heavy construction equipment in location specific environments. Commercial Skills training must be provided at a construction site for both new and existing employees. Trainees will receive up to 15 hours of productive lab as this method has proven most beneficial for trainees.

Due to the complexity of the job, the Company will be maintaining projects and training at its 3 locations (Lakeside, El Cajon and Ontario) and at different job sites over a 2 year period. 115 trainees in the following occupations: Carpenters, Field Staff, Field Laborer, Journeyman and Production Worker will receive productive lab with a 1:1 trainer to trainee ratio.

Productive Lab will focus on Carpentry Equipment, Door Systems, Drywall & Framing, Exterior Building Construction Work, Fabrication Tools & Equipment, Installation Practices, Insulation & Firestop Processes, Lath & Plastering and Sheet Metal Tools.

### **Special Employment Training**

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

#### **➤ Wage Modifications**

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$41.20 to \$30.90). The Company requests this modification for Job Number 1.

### **Commitment to Training**

JFM Construction's annual training budget is approximately \$363,500 and training includes state-mandated training, legal compliance training, basic construction skills, first, safety training and new-hire orientation. Training will take place at the Company's location in Lakeside and its two affiliates in El Cajon and Ontario.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### **➤ Training Infrastructure**

The Company's HR Coordinator will oversee the project in the headquarters in Lakeside. There will be two additional Training Coordinators assisting at each site and approximately 30 Managers/Supervisors who will provide the training and collect rosters. A third party administrator will also assist with the implementation, compliance and reporting for the Contract.

### **Impact/Outcome**

The proposed training will allow the Company to provide comprehensive in-depth training to all participating employees from the ground up to ensure the best business practices and construction procedures are employed. As a result, the Company will maintain its competitiveness, continue to be successful, and expand and support its customer base.

### **Alternate Recordkeeping**

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

### **DEVELOPMENT SERVICES**

The Company retained National Training Company, Inc. in Irvine to assist with development of this proposal for a flat fee of \$15,000.

### **ADMINISTRATIVE SERVICES**

National Training Company, Inc. will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Accounting & Budgeting Skills
- Business Processes
- Client Dispute Management
- Construction Terminology
- Controlling Costs
- Creating Project Timelines
- Developing Efficient Habits
- Estimating Projects
- Handling Difficult Subcontractors
- Improving Operating Costs
- Material Procurement
- Problem Solving & Resolution
- Supplier Sourcing
- Supply Chain Optimization
- Team Communication
- Time Management

**Commercial Skills**

- Blueprint Design & Planning
- Carpenter Equipment
- Construction Safety Tailgate Training
- Door Systems
- Drywall & Framing
- Engineering Plans and Assessments
- Exterior Building Construction Work
- Fabrication Tools & Equipment
- Inspection Techniques
- Installation Practices
- Insulation & Firestop Processes
- Jobsite Quality Control
- Lath & Plastering
- Minimizing Construction Problems
- Operation of On-Site Equipment
- Safety Procedures
- Sheet Metal Tools
- Site Preparation and Maintenance
- Standard Operating Procedures
- Updated Construction Processes

**Computer Skills**

- Cyber Security
- Engineering Operations

- Estimating Applications
- Fabrication Technology
- Material Tracking
- Microsoft Dynamics
- Mobile Tablet
- MS Office 365 (Advanced)
- MS Office 365 (Intermediate)
- Project Management Software
- Scheduling Programs
- Sheet Metal Design Software

**Continuous Improvement Skills**

- Creating a Quality Organization
- Creating Continuous Flow
- Decision Making
- Best Work Practices
- Construction Preparation
- Covid-19 Procedures
- Innovative Construction Processes
- Process Improvement
- Quality Systems

**Productive Lab (Trainer-to-Trainee Ratio 1:1)**

Trainees may receive any of the following:

**Commercial Skills**

- Carpentry Equipment
- Door Systems
- Drywall & Framing
- Exterior Building Construction Work
- Fabrication Tools & Equipment
- Installation Practices
- Insulation & Firestop Processes
- Lath & Plastering
- Sheet Metal Tools



# Southwest Mountain States Regional Council of Carpenters

Representing Carpenters in Southern California, Nevada, Arizona, Utah, New Mexico,  
Colorado, Washington, Idaho, Montana, Wyoming, Alaska, and Oregon



**Frank Hawk**  
President

**Pete Rodriguez**  
Executive Secretary-Treasurer/CEO

**Sean Hartranft**  
Vice President

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June 15, 2023

Employment Training Panel  
1100 J Street  
Sacramento, CA 95814

Dear Panel Members,

We understand Johnson, Finch & McClure Construction, Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project:

There will be 100 Carpenters participating in this ETP project.

## *ETP - Exhibit E*

*The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.*

*By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.*

**SOUTHWEST MOUNTAIN STATES REGIONAL  
COUNCIL OF CARPENTERS**

*Stephen Araiza*

**STEPHEN A. ARAIZA**

**Director of Contract Administration**

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**Southwest Mountain States Regional Council of Carpenters**

633 S. Fremont Ave., 10th Fl. Los Angeles, CA 90071

(213) 385-1457 Fax: (213) 385-3759



# Southwest Mountain States Regional Council of Carpenters

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**Sean Hartranft**  
Vice President

---

June 15, 2023

Employment Training Panel  
1100 J Street  
Sacramento, CA 95814

Dear Panel Members,

We understand Spec 7, LLC is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project:

There will be 15 Carpenters participating in this ETP project.

## ETP - Exhibit E

*The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.*

*By way of this letter of support, the undersigned, as an authorized labor representative of the covered union workers during the period of training described above concurs with the proposal, inclusive of the specified training and the covered members in the training plan reviewed. Any restrictions to the support provided which are outside of the specifics of the training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.*

**SOUTHWEST MOUNTAIN STATES REGIONAL  
COUNCIL OF CARPENTERS**

*Stephen Araiza*  
**STEPHEN A. ARAIZA**  
Director of Contract Administration

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**Southwest Mountain States Regional Council of Carpenters**

633 S. Fremont Ave., 10th Fl. Los Angeles, CA 90071

(213) 385-1457 Fax: (213) 385-3769



Retrainee-Job Creation

Training Proposal for:

**Newman Replacement Windows, Inc.**

**Contract Number: ET24-0219**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** S. Phillips

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative SB <100	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 79	U.S.: 79	Worldwide: 79
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

**FUNDING DETAIL**

<b>In-Kind Contribution</b>
\$275,450

<b>Total ETP Funding</b>
\$201,250

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SB <100	Business Skills, Comm. Skills, Comp. Skills, OSHA 10	72	8-200	0	\$1,610	\$26.91
				Weighted Avg: 70			
2	Retrainee Priority SB<100 Job Creation Initiative	Business Skills, Comm. Skills, Comp. Skills, OSHA 10	53	8-200	0	\$1,610	\$26.91
				Weighted Avg: 70			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Number 1 (Retrainee): \$22.66 per hour for San Diego County; Job Number 2 (Job Creation): \$18.54 per hour for San Diego County.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1 (Retrainee)</b>		
Admin Support Band 1	\$26.91 - \$32.00	5
Admin Support Band 2	\$32.01 - \$45.00	5
Estimator Band 1	\$26.91 - \$32.00	2
Estimator Band 2	\$32.01 - \$40.00	8
Team Leads	\$32.00 - \$40.00	10
Technician Band 1	\$26.91 - \$32.00	10
Technician Band 2	\$32.01 - \$35.00	32
<b>Job Number 2 (Job Creation)</b>		
Estimator	\$26.91 - \$32.00	8
Team Leads	\$32.00 - \$45.00	5
Technician Band 1	\$26.91 - \$32.00	10
Technician Band 2	\$32.00 - \$40.00	25
Vet Technicians	\$26.91 - \$32.00	5

## **INTRODUCTION**

Founded in 1993, Newman Replacement Windows, Inc. (Newman) ([www.newmanwindows.com](http://www.newmanwindows.com)), provides residential window and door products. Specifically, the Company installs and retrofits windows and doors for residential consumers. The current customer base includes both residential and commercial customers. As the number one installer of Milgard Windows, for example, the Company faces substantial competition from out-of-state companies competing for business in California. Customers are located in Orange and San Diego Counties.

This will be the Company's first ETP project. The Company's headquarters are in Carlsbad (San Diego County) and training will take place at its three locations in Orange and San Diego County.

### **Veterans Program**

Newman has preference when it comes to hiring and that preference is targeted at Veterans. The Company has assembled a marketing campaign that not only gives preference to but also is aimed at specifically attracting Veterans. Newman also partners with the organization "Hire a Vet", "Troops to Trades" which is a local organization that aids in placing veterans in jobs that are local. Newman would like to give jobs to and train those members of the military that have so generously served this country. Therefore Newman plans to hire five Veterans within the next 12 months. However, the Company is not seeking a separate job number for Veterans at this time.

## **PROJECT DETAILS**

The industry has experienced the introduction of new technology that improves energy efficiency, including many changes to residential window and door installations. Some of these changes include electro-chromatic windows that tint or darken on demand, power windows, smart windows, and solar harnessing, which is necessary to reduce grid demands. This new technology provides insulating, cooling and sun-deflective properties that enable indoor cooling, consequently reducing the need for HVAC services.

Additionally, Newman has expanded service offerings in both residential and commercial window/door retrofits and replacements, adding new equipment, which requires training pursuant to Title 24 changes to remain compliant with current government regulations.

Newman has also established partnerships with window replacement programs aimed at increasing efficiency, which also require specific training on equipment, processes, protocols, and reporting requirements. Additionally, given the regular evolution of technology, commercial skills training will be needed for incumbent staff to keep up with regulations and government requirements.

### **Retrainee - Job Creation**

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

Given the current size of the Company (79 employees), Newman has provided ETP staff with the following information to substantiate their request for funding to train 53 Job Creation trainees it plans to hire over the course of the training period. Newman reports that over the last two years, the Company has grown from 30 employees to 88 employees, at a pace of two to three employees per month; and is in the process of adding additional locations to service customers. Therefore, to continue to meet customer demand, the Company will hire 53 new employees (Job Number 2). 35 of the new hires will be placed at the new facility, while an additional eight new hires will be placed at current locations. Many of the newly hired employees are unskilled or semi-skilled in

industry standards, therefore require a significant amount of training in the new technologies specific to the branding, installation IT connected process, retrofitting, repair and application.

The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

## Training Plan

Training will be delivered via class/lab/ E-Learning Delivery Methods. Training will include the following:

**Business Skills:** Training will be offered to all occupations and will include courses such as; Principles of Highly Successful Leaders, Developing SMART Annual Goals, and Skills Builder Applications. See attached menu curriculum for a full list of training topics.

**Commercial Skills:** Training will be offered to Estimators, Technicians and Team Leads. Training will include Glass Materials, and Electrical Hazards Safety. See attached menu curriculum for a full list of training topics.

**Computer Skills:** This training will be offered to all employees. Training will include Service Titan (The Newman window and door tech system, proprietary management software) Skills, Microsoft Office and Google Suites, Using Tablets in the Field, Zoom and Microsoft Teams, Tablet Applications for Field Sales and Technician Scheduling and Installation, and Water Leak Video Inspection Tools.

## Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Commitment to Training

Newman has an annual training budget of \$165,500. Current training includes computer skills and continuous improvement training. With the assistance of ETP funds, Newman will continue its expansion plans and invest in upskilling its workforce. This will ensure that the Company can continue to meet customer demands, industry standards, all while providing secure jobs for its staff.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

This project has support from the president of the Company, who will oversee the project with the assistance of the HR Manager. The Company will meet monthly to strategize and ensure it is in compliance with ETP rules and regulations. Three site HR Managers (one for each location) will coordinate and supervise the delivery of training. Training instructors include a combination of subject matter experts within the Company as well as outside training vendors. The outside training vendors will deliver training in commercial skills and safety skills. The Company has also retained an administrative third party to assist with all project administration.

**Impact/Outcome**

ETP funding will assist Newman in its ability to expand on basic skills for new employees and allow the Company to add specific targeted training at incumbent staff necessary for upskilling and upward mobility within the Company. This will allow Newman to meet the demand of new and existing customers while expanding employees' skills and earning potential.

**DEVELOPMENT SERVICES**

Synergy Management Consultants, LLC (Synergy) in Grass Valley will assist with development of this proposal for a flat fee of \$12,000.

**ADMINISTRATIVE SERVICES**

Synergy will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

Milgard Windows, JeldWyn and Anlin in Sacramento and Vista, has been retained to provide training in commercial skills (brand specific window installation) for a fee of \$46,525. Other trainers will be identified as they are retained.

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Principles of Highly Successful Leaders
- Developing SMART Annual Goals
- Pre-Week Planning & Execution
- External Environment Analysis
- Planning and Execution
- Effective Customer Service
- Team Building
- Building Strong Relationships
- Innovation Tools and Processes
- Persuasion Strategies
- Communication Skills
- Negotiation Skills
- Conflict Resolution
- Customer Needs Assessment
- Presentation Skills
- Active Listening Skills
- Understanding and Managing Expectations
- Skills Builder Applications

**Commercial Skills**

- Glass Materials
- Diagnostics, Measuring, Handling Glass
- Metal Sash
- Door Retrofit Applications
- Safety Glass Procedures
- Sealants
- Residential Glass Code
- Remodel Replacement
- Encapsulated Glass Procedures
- Glass Layout
- Building Design
- Title 24 Standards
- Milgard Windows Applications
- JeldWyn Window Applications
- Anlin Window Applications
- Bird Friendly Glass
- Robotic Window Cleaners
- Smart Windows
- Leak Detection
- Shaded Glass Applications
- Wood Clad Applications

- Tint Application
- Retrofits
- Solar Harnessing Applications
- Connected Home Technology
- Driver Safety
- Lifting Safety
- Ladder Safety
- Work Site Safety
- Equipment Safety
- Attic Insulation Safety
- Electrical Hazards Safety

**Computer Skills**

- Service Titan (The Newman Window and Door Tech System, Proprietary Management Software) Skills
- Microsoft Office and Google Suites. Excel, Word, Power Point, Database systems (Intermediate/ Advanced)
- Using Tablets in the Field
- Zoom and Microsoft Teams
- Tablet Applications for Field Sales and Technician Scheduling and Installation.
- Water Leak Video Inspection Tools

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10



Retrainee-Job Creation

**Training Proposal for:**

**T C Construction Company, Inc.**

**Contract Number: ET24-0218**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** P. Duarte

**PROJECT PROFILE**

Contract Attributes:	SET Retrainee Job Creation Initiative Priority Rate	Industry Sector(s):	Construction    Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 230	U.S.: 230	Worldwide: 230
<u>Turnover Rate:</u>	1%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

**FUNDING DETAIL**

<b>In-Kind Contribution</b>
\$373,000

<b>Total ETP Funding</b>
\$356,891

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee SET Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Cont. Impr., PL-Comm'l. Skills	227	8-200	0-20	\$1,357	\$30.90
				Weighted Avg: 59			
2	Job Creation SET Priority Rate	Business Skills, Comm'l. Skills, Computer Skills, Cont. Impr., PL-Comm'l. Skills	36	8-200	0-20	\$1,357	\$20.10
				Weighted Avg: 59			

**\*Post-Retention Wage is the Contractual wage.**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry): \$30.90/hr.

Job Number 2 (SET/Job Creation): \$18.54/ hr. in San Diego County

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Construction Staff	\$30.97 - \$42.33	117
Engineering Staff	\$35.48 - \$42.04	20
Equipment Operators	\$28.89 - \$43.47	60
Front Line Manager/Supervisor	\$31.84 - \$39.33	10
Project Managers	\$34.72 - \$39.21	15
Technical Support Staff	\$28.40 - \$39.01	5
<b>Job Number 2</b>		
Administrative Staff	\$20.10 - \$22.53	4
Construction Staff	\$25.73 - \$42.33	9
Engineering Staff	\$35.48 - \$42.04	3
Equipment Operators	\$28.89 - \$43.47	5
Field Staff (Laborers, Assistant Maintenance Workers, Inspection Assistants)	\$20.10 - \$25.00	5
	\$25.01 - \$30.41	1
Front Line Managers/Supervisors	\$31.84 - \$39.33	3
Project Managers	\$34.72 - \$39.21	3

Technical Support Staff	\$21.39-\$25.00	2
	\$25.01-\$39.01	1

## **INTRODUCTION**

Founded in 1977 and located in Santee, T C Construction Company, Inc. (TC Construction) is a general engineering contractor specializing in underground water, sewer, storm drain, utilities, paving and sewer/waste. The Company has successfully completed a wide range of specialized projects including, wet utilities, dry utilities, concrete structures, pump stations, erosion control and design build.

TC Construction's customers include, utility companies, refineries, petroleum producers, residential developers, private business and municipalities. Some of the prominent clients include Lennar Homes, Cities of San Diego, Oceanside and Vista. This is TC Construction's first ETP Contract.

### **Veterans Program**

While the Company does not have a formal targeted Veteran program, the Company encourages veterans to apply for open positions. Veterans are given special consideration when they apply for jobs with the Company.

## **PROJECT DETAILS**

TC Construction is facing a substantial demand for its services. To meet this demand TC Construction must implement efficient business and construction processes. This will require its workforce be equipped with the skills to develop and execute processes company-wide.

The company's training objectives are aligned with keeping up with demand, reducing costs, and meeting production deadlines successfully. The Company has already introduced a streamlined training program to address the increased demand to stay abreast of changes in the construction industry. In addition to introducing new technologies, TC Construction is concentrating on cross-training current employees and growing its workforce to remain competitive in this industry.

Furthermore, training will increase the Company's capacity to retain and hire more employees while providing better internal-growth opportunities for both incumbent and newly hired workers. The Company's initiatives for skill development and training will assist in meeting the demand while effectively managing costs.

### **Retrainee - Job Creation**

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be subject to a lower post-retention wage.

Due to increases demand for services, the Company will hire 36 new employees (Job Number 2). The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

### **Training Plan**

Training will be delivered via Class/Lab and E-learning, Computer-Based Training (CBT) and Productive Lab (PL) in the following:

**Business Skills:** Training will be offered to Frontline Manager/Supervisor, Project Managers, Administrative, Engineering and Technical Support Staff include Business Processes, Advanced Estimating Skills, Creating Bids and Proposals, and Communication Skills. This training will improve operation processes within the Company, resulting in improved efficiencies and construction projects completed on time and on budget.

**Commercial Skills:** Training will be offered to Construction Staff, Equipment Operators and Field Staff and include Blueprint Reading, Electrical Systems, Design Mechanics and Construction Specification Procedures. This training will give the Company the resources it needs to meet customer deadlines while maintaining efficiency.

**Computer Skills:** Training will be offered to all occupations and include Material Tracking, Estimating Software, Plan Shop Drawing and Project Management Software. Use of this computer system will improve operational efficiency within the Company, resulting in improved Customer Service and satisfaction.

**Continuous Improvement:** Training will be offered to all occupations and include Best Work Practices, Construction Preparation, and Quality Systems. This training will help the Company reduce construction errors, complete projects on time, and reduce waste, increasing efficiency and improving customer service.

### **Productive Laboratory – Commercial Skills**

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training. During training, the goal is for trainees to learn to operate the Company's construction equipment. The instructor will dedicate 100% of the time to trainees during training in which trainees will observe, practice, and ask questions. During actual work assignments, trainees will operate equipment and assess results. PL-Commercial Skills training must be provided at a construction site for both new and existing employees. Some trainees will receive up to 15 hours of PL as this method has proven most beneficial for trainees.

As the Company will be maintaining projects and training on different job sites over a 2 year period, 75 trainees (35 Construction Staff, 25 Equipment Operators and 15 Field Staff) will receive productive lab with a 1:1 trainer to trainee ratio. PL will focus on Abatement and Demolition Equipment, Construction On-Site Equipment & Tools, Excavating Equipment and Paving Equipment Training.

### **Special Employment Training**

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

#### **➤ Wage and Retention Modifications**

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$41.20 to \$30.90). The Company requests this modification for trainees in Job Number 1.

### **Commitment to Training**

TC Construction's training budget is approximately \$373,000 and includes state-mandated training, legal compliance training, and new-hire orientation. ETP funds will not displace the

existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Coordinator will oversee project administration. Training will take place at headquarters and available remote sites. A Training Coordinator at corporate will collect and maintain rosters records. A Training Coordinator at a remote site will schedule trainees for that location. Training will be delivered by highly qualified instructors who are in-house subject-matter experts and vendors as needed. The Company has also retained a third party to aid with the administration of the project.

### **Impact/Outcome**

The support of ETP funding allows TC Construction to offer training above industry standards and across multiple trades, upgrading the skills of its employees. Employees will qualify for more advancement opportunities within the Company and industry sector as a result.

### **Alternate Recordkeeping**

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

### **DEVELOPMENT SERVICES**

National Training Company, Inc., in Irvine, assisted with development for a flat fee of \$15,000.

### **ADMINISTRATIVE SERVICES**

National Training Company, Inc. will also perform administrative services for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Accounting Skills
- Advanced Estimating Skills
- Business Processes
- Changes in Codes & Bylaws
- Client Dispute Management
- Client Relations
- Communication Skills
- Construction Terminology
- Creating Bids and Proposals
- Enhanced Building Regulations
- Federal, State, County, Local Codes
- Handling Difficult Subcontractors
- Introduction to Construction Management
- Life Cycle Cost Analysis
- Material Procurement
- Project Management Techniques
- Supplier Sourcing

**Commercial Skills**

- Abatement and Demolition Equipment
- Advanced Engineering
- Blueprint Reading
- Concrete Machinery
- Construction On-site Equipment & Tools
- Construction Specifications Procedures
- Design Mechanics
- Electrical Systems
- Erosion Control Mechanics
- Excavating Equipment
- Forklift Training
- Functional Pavement Assessment
- Industrial Piping Equipment Operation
- Inspection Techniques
- Land Drainage Procedures
- Maintenance & Repair Technology
- Municipal Pavement Regulations
- On-site Best Practices
- Operating Heavy Equipment
- Paving Equipment Training
- Pre-Paving Site Inspection
- Reconstruction Techniques

- Safety Procedures
- Standard Operating Procedures
- Stormwater Management Structures
- Systems Inspection
- Technical Specification Automation
- Waste Management
- Welding Equipment Skills

**Computer Skills**

- AASHTOWare Software
- Advanced Design Software
- Cybersecurity
- Electrical System Technologies
- Estimating Software
- Material Tracking
- Microsoft Dynamics
- MS Office 365 (Intermediate/Advanced)
- New Construction Technologies
- Plan/Shop Drawings
- Project Management Software
- Schematic Diagrams
- Street Pave 12
- Structural Design Software
- Telecommunication Upgrades
- Upgrading Software

**Continuous Improvement Skills**

- Best Work Practices
- Construction Preparation
- COVID-19 Procedures
- Innovative Construction Processes
- Lean Manufacturing Skills
- Process Improvement
- Project Management Skills
- Quality Systems
- Team Problem Solving

**Productive Lab (Trainer-to-Trainee Ratio 1:1)**

Trainees may receive any of the following:

**Commercial Skills**

- Abatement and Demolition Equipment
- Construction On-site Equipment & Tools
- Excavating Equipment
- Industrial Piping Equipment Operation
- Operating Heavy Equipment

- Paving Equipment Training
- Welding Equipment Skills

### **Computer-Based Training**

Trainees may receive any of the following:

#### **Business Skills**

- Asset Management (4.30 hours)
- Business Communication (1.10 hours)
- Creating Project Bids (0.65 hours)
- Customer Relationship Management (4.20 hours)
- Dealing with Difficult People (3.30 hours)
- Filling Out Work Documents Accurately (0.55 hours)
- Financial Analysis & Reporting (3.42 hours)
- Inventory Control (1.11 hours)
- Logistics (1.20 hours)
- Time Management (0.33 hours)



Retrainee-Job Creation  
**Training Proposal for:**  
**Temecula Valley Hospital, Inc.**  
**Contract Number: ET24-0215**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** S. Phillips

**PROJECT PROFILE**

Contract Attributes:	Retrainee SET Priority Rate Medical Skills Training	Industry Sector(s):	Services Healthcare  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Riverside	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 6,228	U.S.: 31,000	Worldwide: 89,000
<u>Turnover Rate:</u>	1%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

**FUNDING DETAIL**

<b>In-Kind Contribution</b>
\$986,602

<b>Total ETP Funding</b>
\$427,800

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SET Medical Skills Training	Cont. Impr., MS-Didactic, MS-Preceptor	300	8-200	0	\$184	\$43.15
				Weighted Avg: 8			
2	Retrainee Priority Rate Job Creation Initiative SET Medical Skills Training	Cont. Impr., MS-Didactic, MS-Preceptor	81	8-200	0	\$4,600	\$40.00
				Weighted Avg: 200			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry): \$30.90 per hour  
Job Number 2 (SET/Job Creation): \$18.54 per hour for Riverside County.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Registered Nurses	\$43.15-\$60.00	300
<b>Job Number 2</b>		
New Graduate Registered Nurse/New To Specialty Registered Nurse	\$40.00-\$60.00	81

**INTRODUCTION**

Founded in 2013 and located in Temecula, Temecula Valley Hospital, Inc. (TVH) ([www.temeculavalleyhospital.com](http://www.temeculavalleyhospital.com)) is a five story facility with 140 private-licensed beds, 20 intensive care beds, 4 high-tech surgical suites, a cardiovascular surgical suite, and a catheterization laboratory.

Since its founding, TVH completed a 28,000 square-foot expansion, which now houses two additional catheterization laboratories; a biplane room to perform minimally invasive procedures for advanced stroke care; a hybrid Operating Room; seven post anesthesia care beds; seven ambulatory care beds; a new Computed Tomography scanner; a surgical waiting lobby; and a large community room. The Hospital also boasts an advanced electronic clinical information system and digital imaging capabilities.

TVH offers a full range of medical services including emergency; medical and surgical; intensive care; cardiovascular; stroke care; orthopedics; and pulmonary care. The Hospital is a designated ST Elevated Myocardial Infarction and Chest Pain Receiving Center and has Advanced Primary Stroke Center Accreditation and certified for Total Joint Orthopedic Surgery by The Joint Commission.

TVH is owned by Universal Health Services (UHS), a healthcare management company, which operates behavioral health facilities, acute care hospitals, and ambulatory surgery and radiation centers nationwide. UHS owns five hospitals in Southern California located in the cities of Corona, Murrieta, Wildomar, Palmdale, and Temecula. And while TVH is owned by UHS, TVH and UHS do not share a CEAN number. As such, the FY caps will not be exceeded by allowing this project to proceed and be reviewed by panel.

This will be TVH's fourth ETP Contract, and the second in the last five years. Training is targeted for TVH only.

### **Veterans Program**

The Hospital currently offers recruitment opportunities as Southern California has a large military population with major Naval and Marine Corps bases located nearby. TVH not only employs veterans, but the Hospital also offers job opportunities to the spouses of both active and former service members as well. Veterans are welcome to apply even though the hospital is not seeking a separate veteran job number at this time.

### **PROJECT DETAILS**

TVH has experienced rapid patient growth as a result of expanding its services. As such, TVH has plans to continue its strategic expansion plan to continue to accommodate the patient growth experienced since its founding in 2013. Further, as specialty programs grow, the Hospital's utilization of the additional cardiac catheterization laboratories, surgical suites, and recovery room areas will increase. The Hospital has also expanded its services to include CT perfusion, electrophysiology for cardiac arrhythmias, and treatment for cerebral aneurysms and brain tumors.

In addition to expanding its services, planning has also begun for the construction of TVH's second patient tower. This is to accommodate the new influx of patients mentioned above. To that end, the Hospital will need to continuously recruit Registered Nurses (RNs) in order to continue to deliver quality care to its patients. The lack of sufficient experienced nurses to pull from the community calls for the Hospital to not only retrain incumbent staff, but also hire and train New Graduate Nurses and provide them with advanced medical skills training to successfully perform duties in specialty units such as Emergency Department and Intensive Care Unit; and new programs and services such as perioperative, cardiology, surgery (including cardiac and orthopedic), stroke, and neuro intervention.

In the next two years, TVH plans to further expand its facility to include increasing the Emergency Department from twenty-one beds to thirty-two beds. The additional facilities with the expansion of services mentioned above, TVH will utilize its robust training plan to continue to meet patient demand and provide quality care, while upskilling its workforce to ensure high wage, high skills, and secure jobs.

The proposed training will expand on training delivered in the previous project. In this proposal, some nurse training will be repeated; however, Training will not be delivered to the same incumbent workers. In addition, the proposed project will include newly-hired experienced and New Graduate nurses who have not received ETP training in the past.

## Retrainee - Job Creation

The Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees can be subject to a lower post-retention wage, however, in this project, the newly hired trainees will meet a contractual wage of \$40.00 at the end of completion of the retention period. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract.

Since its opening, the Hospital has consistently hired between sixteen and twenty-four New Graduate RNs annually. Respectively, TVH is committed to hiring and training up to eighty-one RNs, in the next two years to support ongoing and anticipated future business growth and increased patient demands.

In addition, due to the Hospital's expanding services, TVH is scheduled to begin construction on a second tower which will include eighty-two inpatient beds along with an expanded ICU (twenty more beds). As a result, the Hospital will need to fill the positions required accommodate expanded cardiac, neuro-interventional, and orthopedic service lines.

## Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

**Continuous Improvement:** Training topics include Global Perspectives in Care of Patients, Cardiovascular Status Assessment, Annual Nursing Beside Procedure, MPage and Nursing Responsibilities with Central Line, Pyxis ED MedStation for Clinical Staff, UHS Learning Suite, Chain of Command and Escalation and RRt Code Blue Non ICU ED RN.

**Medical Skills Training (Didactic and Clinical with Preceptor):** All Nurses will receive Medical Skills training. Trainees will utilize one or both didactic and clinical with preceptor training methodologies as it pertains to their job function or specialty. Further, New Graduate and some incumbent nurses are projected to participate in Medical Skills (MS) Clinical with Preceptor training. Nurses will be assigned to a specific hospital unit where they will complete Clinical Preceptor Skills training under an assigned "preceptor."

This training is critical to ensure nurses have critical hands-on skills prior to being assigned their own patients. New Graduate RNs will receive MS Clinical Preceptor training applicable to their assigned departments. Upon successful completion of new graduate nurse training, nurses will be qualified to take on the responsibilities of a staff RN.

All nurses will also receive one or more modules of MS Didactic training (classroom) in advanced medical care to ensure competency. MS Didactic training is essential for RNs to understand the clinical processes, and prepare them for work in specialty areas of the hospital. The Hospital's MS training program will provide comprehensive training to include all aspects of skills and knowledge required to enable staff to be competent to perform the functions of the job.

The Hospital's MS training curriculum has been designed by the nationally-recognized organizations for the particular area of specialty: Emergency Nurse training utilizes the Emergency Nurses' Association (ENA) Core Curriculum; Critical Care training utilizes American Association of Critical Care Nursing (ACCN) Program; and Perioperative training utilizes the Association of Perioperative Registered Nurses (AORN) Standards and Guidelines. Additional education and training will be provided by subject matter experts within the Hospital.

## Special Employment Training

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

### ➤ Wage Modification

Although TVH is eligible for the Panel's Priority Industry Wage Modification from \$41.20 to \$30.90, it is not requesting the wage modification given the hourly compensation is over the Statewide Average SET Wage.

## Commitment to Training

TVH has a training budget of \$1,956,640 and includes onboarding, training specific to nurse specialties and continuous improvement. In this proposal, ETP funding will assist TVH in its facility and services expansion, and help TVH to continue to deliver training. The funding proposed will also allow TVH to streamline its training program.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The Director of Education and Clinical Training will oversee the overall management and implementation of the proposed ETP Contract. The Education Coordinator will support the scheduling, enrolling and tracking of trainees training hours, data and invoice submission.

Training will be delivered by in-house educators and medical staff/physicians who are subject-matter experts. Training is ongoing; however, implementation of ETP training and documentation of ETP-eligible training will start upon contract approval.

## Impact/Outcome

TVH will continue to provide a diversity of learning styles, by incorporating a variety of teaching strategies to more effectively engage new nurses and improve patient outcomes. The integration of assessment tools such as the Jane assessment will continue to be used to identify specialty-specific knowledge gaps while decreasing time and cost of education to meet learning needs of our nurses. Learning and training is supplemented with nationally recognized organizations for particular area of specialty: ENA Core Curriculum; Critical Care training utilizes ACCN Program; and Perioperative training utilizes the Association of AORN Standards and Guidelines.

## PRIOR PROJECTS

The following table summarizes Contractor's performance under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0332	Temecula	12/17/18- 12/16/20	\$663,520	\$663,520 (100%)
ET17-0168	Temecula	9/06/16- 9/05/18	\$500,060	\$500,060 (100%)

## **DEVELOPMENT SERVICES**

N/A

## **ADMINISTRATIVE SERVICES**

N/A

## **TRAINING VENDORS**

FlexEd, in Chino, has been retained to provide training for certification renewals for a variety of topics under Continuous Improvement and MS-Didactic Skills training for a fee of \$54,000. Other trainers will be identified as they are retained.

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Continuous Improvement Skills**

- Global Perspectives in Care of Critically Ill Patients: Part 1&2
- Caring for Patient with Cardiovascular Disorders: Part 1-4
- Caring for Patients with Pulmonary Disorders: Part 1&2
- Hemodynamic Monitoring of Critically Ill Patients Part 1&2
- Caring for Patients with Neurological Disorders: Part 1&2
- Caring for Patients with Gastrointestinal Disorders
- Caring for Patients with Renal Disorders: Part 1&2
- Caring for Patients with Endocrine Disorders
- Caring for Patients with Hematological Disorders
- Caring for Patients with Multisystem Disorders
- Cardiac Rhythms and Dysrhythmias
- Cardiovascular Status Assessment
- Cardiovascular/ Stroke ICU Specific
- UHS NIH Stroke Scale UHSORG
- Electrocardiogram Assessment
- Basic Dysrhythmia Assessment
- UHS Armed Intruder (Active Shooter) and Active Assailant (Person with a Weapon) For Acute Care
- ACC Chest Pain Center Annual Nursing Beside Procedure
- Mpage and Nursing Responsibilities with Central Line Insertion
- Bridge Blood Transfusion Administration
- Cardiac Rhythms and Dysrhythmias
- Cardiovascular Status Assessment
- Electrocardiogram Assessment
- Extravasation Management and Care
- Glucometer Written Testing with Policy Review
- HIPAA Privacy and Security Rules
- iAware Infusion Suite
- Interdisciplinary Plans of Care IPOC
- Pyxis ED MedStation (Profiled & NonProfiled) for Clinical Staff
- Rapid Regulatory Compliance: Clinical I&II
- RRT Code Blue Non ICU ED RN
- UHS Code of Conduct and Corporate Compliance
- UHS Hazardous Materials and Waste Program
- UHS Influenza Vaccination of Healthcare Personal for Acute Care
- USH Secure Email Training – AntiPhishing
- Chain of Command and Escalation
- USH Malignant Hyperthermia and Ryanodex
- UHS Service Excellence
- When Problems Arise: UHS Problem Solving Procedure Equivalent

**Medical Skills (Didactic)**

- Reflections First Shifts in ICU
- Cardiac and STEMI
- Quality Measures
- Introduction to Hemodynamics
- Advanced Respiratory
- PCU Specialty Care Class
- Dysrhythmia Course
- Care of Cardiac/STEMI Class
- Care Neuro/Stroke Class
- TAVR Class
- Advanced Respiratory Class
- Power Charting
- Dysrhythmia Course
- Critical Thinking Skills Education
- Care of Cardiac Patients
- Care of Neuro/Stroke Patients
- Care of Ortho Patients
- New Graduate-Pharmacy Presentation
- New Graduate-Wound Care Education
- New Graduate-Infection Disease
- Welcome to Emergency Department Topics
- Infection Prevention
- Lab, Infection Prevention and Respiratory Introduction-New Graduate
- Dysrhythmia Course
- Emergency Nursing Orientation-Cardiovascular Emergencies Part 1&2
- Emergency Nursing Orientation-Communicable Diseases
- Emergency Nursing Orientation-Disaster Preparedness
- Emergency Nursing Orientation-Endocrine Emergencies
- Emergency Nursing Orientation-Gastrointestinal Emergencies
- Emergency Nursing Orientation-Management of the Critical Care Patient
- Emergency Nursing Orientation- Fluid & Electrolyte Imbalances and Vascular Disease
- Emergency Nursing Orientation-Obstetric Emergencies
- Emergency Nursing Orientation-Shock Emergencies
- Emergency Nursing Orientation-Patient Assessment
- Emergency Nursing Orientation-Pediatric Assessment 1&2
- Emergency Nursing Orientation-Respiratory Emergencies
- Emergency Nursing Orientation-Toxicological Emergencies Poisoning & Overdoses
- Emergency Nursing Triage-Introduction to Triage
- Emergency Nursing Triage-Triage & Disaster/Mass Casualty
- Emergency Nursing Triage-Chief Complaint Airway & Breathing
- Emergency Nursing Triage-Red Flags at Triage
- ENA Handling Psychiatric Emergencies-Substance Abuse
- ENA Handling Psychiatric Emergencies-Therapeutic Relationship
- ENA Handling Psychiatric Emergencies-Suicide Assessment

- ENA Handling Psychiatric Emergencies-Agitated Patient
- ENA Handling Psychiatric Emergencies-Psychotropic Medications
- Rapid Response RRT & Code Blue Standardized Procedure
- Code of Conduct; Chain of Command & Escalation
- UHS Yale Swallow Protocol
- UHS Malignant Hyperthermia and Ryanodex
- Restraint and Seclusion for Acute Care
- Alcohol Withdrawal Screening & CIWA-AR Scoring

**Medical Skills (Preceptor)**

- Medical/Surgical/Telemetry Nursing Skills
- Cardiac Monitoring
- Care of the Cardiac Patient
- Care of the Neuro Patient
- Care of Post-Operative Catheterization Patient
- Care of Stroke Patient
- Care of Post-Neuro-Intervention Patient
- Management of Assaultive Behavior
- Dysrhythmia Interpretation
- End of Life Care
- Geriatric Nursing Skills
- Intravenous Therapy
- Medical Surgical Nursing Skills
- Medication Safety
- Oncology Nursing
- Orthopedic Nursing Skills
- Palliative Care
- Patient Head to Toe Assessment
- Pre and Post-Op Care
- Pressure Injury Prevention
- Wound and Ostomy Care
- Emergency Room Nursing
- Care of Imminent Delivery and Neonate
- Care of Septic Patient
- Care of Hemodynamically Unstable Patient
- Care of Neonate and Pediatric Patient
- Care of Geriatric Patient
- Dysrhythmia Interpretation
- Triage Fundamentals and Nursing Skills
- Trauma
- Procedural Sedation
- Care of Covid Patient
- Care of Psychiatric Patient
- Safe Patient Care and Restraints
- Therapeutic Communication Skills
- Care of ROSC Patient TTM
- Safe Patient Discharge
- EMTALA Principles

- Arterial Blood Gas Analysis and Interpretation
- Critical Care Nursing
- Arterial Blood Gas Analysis and Interpretation
- Care of Patient having Electro-Physiology Studies
- Care of Hypothermia Status Post-Cardiac Arrest
- Care of Patient having Cardiothoracic Surgery
- Care of Chest Tubes
- Care of Acute Respiratory Distress
- Care of Patient requiring Continuous Renal Replacement Therapy
- Care of Post-Operative Cardiac Catheterization Patient
- Hemodynamic Monitoring
- Intra-Aortic Balloon Pump (IABP) Therapy
- Intracranial Pressure Monitoring & Ventriculostomy
- Management of Cardiac Output
- Ventilator & Tracheotomy Care
- Cardiothoracic Surgery Skills
- Post Anesthesia Care Skills
- Care of Post-Operative Orthopedic Patient
- Cardiac Catheterization Nursing Skills
- Cardiac Device Management
- Care of the Cardiac Catheterization Patient
- Care of the Patient Having Electro-Physiology
- Care of STEMI Patient
- Care of Impella Patient
- Impella Catheter Nursing Skills
- Surgical Site Infection Prevention
- Personal Protective Equipment Radiological Studies
- Arterial and or PA Lines Assistance, Insertion and Monitoring
- Arterial/Venous Sheath Management
- Management of Transverse Pacemaker Insertion
- Management Transcutaneous Pacing
- Chest Tube and Mediastinal Tubes Management
- Airway Assistance
- Respiratory Delivery Device



**Training Proposal for:**  
**Orange County Electrical Joint Apprenticeship**  
**and Training Trust**

**Contract Number: ET24-0945**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** L. Hughes

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 441		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,152		\$32,200 8%		\$499,352

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills, Comm'l. Skills, Computer Skills, OSHA 10/30	50	8-200	0	\$590	\$52.25
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Comm'l. Skills, OSHA 10/30	202	8-210	0	\$2,326	\$30.90
				Weighted Avg: 136			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1-2: SET Modified Wage - \$30.90/hr.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.77 per hour may be used to meet the Post-Retention Wage for Job Number 2.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker- Inside Wireman, Transportation Technicians, Telecommunications Technicians	\$52.25-\$64.06	50
<b>Job Number 2</b>		
Apprentice - Inside Wireman, Sound Installer	\$26.13-\$44.41	202

**INTRODUCTION**

The Orange County Electrical Joint Apprenticeship and Training Trust Fund (OCETT or Trust) ([www.ocett.org](http://www.ocett.org)) has served the electrical industry in Orange County since 1950. The Trust provides training for local inside wiremen and transportation and telecommunication electricians. The Training Center is a partnership between Orange County Chapter of NECA and the International Brotherhood of Electrical Workers Local 441 and its 237 local employers. This proposal requests funding for Journeyworkers and Apprentices. This will be OCETT's tenth ETP Contract, the eight in the last five years.

**Veterans & Special Trainee Populations**

OCETT recruits and employs Veterans transitioning into the California workforce. OCETT recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans who apply for an apprenticeship can skip the first stage (written assessment) and go into the second stage (interview). In addition, OCETT works with local middle schools and high

schools, the Orange County Workforce Development Board (OCWDB), and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Santiago Canyon College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

OCETT represented that the total number of new apprentices projected to serve this year is 35. Since 2018, the program has served 479 new apprentices. The growth percentage in the last 5 years is approximately 53%.

## **PROJECT DETAILS**

OCETT will provide training in order to keep up with changes in the electrical industry. Training will also be provided in new, emerging technologies that focus on renewable energy and highly efficient electrical control systems. A more energy efficient construction industry and an aging workforce retiring from the industry have created major challenges for employers. The curriculum emphasizes green training like energy management, lighting and controls. The local hiring demands of OCETT have helped shape the curriculum, such as the need for electricians with the ability to work with green materials at technically advanced construction projects.

These new skills will assist the trainees as they work on the following upcoming projects: HOAG Hospital, Disneyland, Knott's Berry Farm, Orange County Vibe, UCI Ambulatory Center, Apple Spectrum, and updating schools throughout the County.

### **Training Plan**

Training will be provided via Class/Lab and E-Learning methodologies in the following:

**Business Skills:** Training will be provided to Journeyworkers. Electricians will learn certification guidelines, collaborative bidding and project development practices, budgets, and implementing green solutions in traditional work environments. Training will also include team-building and leadership skills in addition to changes in green awareness training and green certifications.

**Commercial Skills:** Commercial Skills courses will be offered to all occupations. The electrical field is undergoing significant changes due to the emergence of new high-tech products and

energy efficient construction methods used by the participating employers and property owners. This training project will focus on the Electric Vehicle Infrastructure Training Program, Energy Storage, California Advanced Lighting Control Program and Microgrid Training and Certification. Many of the classes listed in this contract help create bridges between the old and new technologies applicable to electricians.

**Computer Skills:** Computer Skills courses will be offered to Journeyworkers. AutoCAD training will give trainees the tools to read and modify blueprints as needed, while on the jobsite. Job Tracking System will train electricians to manage projects closely and look up project requirements, budgets and timelines on demand. Training will also include operation of scheduling and job planning software.

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **Training Infrastructure**

The OCETT Training Director with approximately five staff will assist with the marketing, recruitment, needs assessments, and scheduling of training. The Trust has 22 trainers who will assist with the training. The trainers are former or current electricians and are experts in the areas that they teach. A third-party administrative subcontractor has been retained to provide administrative services.

### **Marketing and Support Costs**

OCETT uses direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website to market its program. Class information will also be disseminated throughout the year to all Apprentices, Journeyworkers and employers. Application announcements for the apprentice program are sent to local, state and federal agencies as well as to local high schools, community colleges and community-based classes. Journey-level and apprentice courses are offered January through June and July through December. The Trust requests 8% support costs in Job Numbers 1-2 to fund its recruiting efforts.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0917	\$499,522	10/3/2022-10/2/2024	464	0	0	\$0 (0%)
ET22-0936	\$598,590	1/31/2022-1/30/2024	270	274	0	\$598,590 (100%)

\*ET23-0917: OCETT has tracked 0 reimbursable training hours, equivalent to 0% of approved funding. OCETT's normal administration processes have been delayed due to changes with ETP's Cal-E-Force invoicing process. In addition, although training has been delivered, the contract representative reports that enrollment and subsequent tracking of hours for this project will not occur until after the placement (retention) of trainees participating in the prior Agreement (ET22-0936) has processed.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by OCETT under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0929	Orange	9/01/2020-8/31/2022	\$377,168	\$377,168 (100%)
ET20-0924	Orange	8/26/2019-8/25/2021	\$742,195	\$742,195 (100%)
ET19-0930	Orange	10/29/18-10/28/20	\$940,064	\$940,064 (100%)
ET17-0934	Orange	06/05/17-06/04/19	\$655,010	\$655,010 (100%)

## **DEVELOPMENT SERVICES**

Strategy Workplace Communications in Oakland, assisted with development of this proposal at no charge.

## **ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills****Journeyworker**

- Teambuilding Skills
- Green Awareness Training and Green Certifications
- Leadership Skills
- Customer Service Skills
- Conflict Resolution
- Problem Solving
- Decision Making Skills
- Inventory Checklist
- Advanced Time Management
- Filling Out Work Documents and Reports Accurately
- Project Management
- Creating Project Bids

**Commercial Skills****Apprentice****2nd Year**

- Orientation, Level II
- COMET
- Test Instruments, Level I
- Codeology, Level I
- AC Systems, Level 1
- AC Theory, Level I
- AC Theory, Level II
- Blueprints, Level I
- Electrical Safety-Related Work Practices, Level I
- Code Calculations
- Code, Standards & Practices 2, Level I
- Code, Standards & Practices 2, Level II

**3rd Year**

- Blueprints, Level II
- Code, Standards and Practices 3, Level 1
- Electrical Safety-Related Work Practices, Level II
- Grounding and Bonding, Level 1
- Grounding and Bonding, Level II
- Transformers, Level 1
- Transformers, Level II
- Code, Standards and Practices 6, Level 1
- Preparing for Leadership, Level 1
- Transformer wiring
- Rigging, Hoisting and Signaling

**4th Year**

- Code Calculations Complete
- Blueprints, Level III
- Motors, Level I
- Motors, Level II
- Motor Control, Level I
- Motor Control, Level II
- Motor control labs
- Code Prep

**5th Year**

- Code and Practices
- Code Calculations
- Orientation, Level III
- Torque
- PV/Solar Installer
- CALCTP
- EVITP
- CPR/First Aid Refresher
- Code of Excellence
- Foreman Training
- Electrical Safety Arc Flash

**For All Years:**

- Electric Vehicle Infrastructure Training Program (EVITP)
- Foreman Training
- CPR/First Aid
- Energy Storage and Microgrid Training and Certification (ESAMATC)

**Commercial Skills****Journeyworker****Codeology**

- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash

**Analog/Digital Circuit (AC/DC) Principles**

- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits

**Grounding**

- Grounding and Bounding

- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

**Fire Alarm Systems and Installations**

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)

**Fire Life Safety**

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

**Industrial Motor Control**

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

**Programmable Logic Control (PLC)**

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

**Electrical Design**

- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code

**Voice, Data, and Video**

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

**Industry Specific Skills**

- Solar Panel Installation
- Solar Photovoltaics
- Building Automation Systems
- Confined Space Entry
- Specialized Tools
- Conduit Bending
- Rigging and Lifting
- Firestop Installation
- Blueprints and Schematics
- Work Flow and Resources
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Proper Equipment Set-Up (Green Training)
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Advanced Instrumentation and Motor Controls
- Programmable Logic Controllers

**Advanced Welding**

- Architecture Designs and Advanced Plan Reading
- Management and Monitoring of Materials
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)

**CALCTP (California Advanced Lighting Control Program)**

- Advanced Lighting Control Systems
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Dimming Controls
- Occupancy Sensors
- Photosensors

**CALCTP Acceptance Testing**

- Electric Vehicle Infrastructure Training Program (EVITP)
- Instrumentation Certification
- Energy Storage and Microgrid Training and Certification (ESAMATC)

**Computer Skills****Journey Worker**

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- Apprentice - OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust

**Contract Number: ET24-0931**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** K. Mam

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo, Yuba	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 340		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,460		\$32,400 8%		\$499,860
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Business Skills, Comm. Skills, Computer Skills, OSHA 10/30	285	8-210	0	\$1,728	\$26.03
				Weighted Avg: 101			
2	Retrainee Priority Rate Journeyworker	Business Skills, Comm. Skills, Computer Skills, OSHA 30	12	8-200	0	\$615	\$45.06
				Weighted Avg: 25			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1: \$26.03 per hour per Collective Bargaining Agreement.

Job Number 2 (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$5.75 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice – Inside Wireman	\$20.28 - \$25.00	85
	\$25.01 - \$36.05	200
<b>Job Number 2</b>		
Journeyworker - Inside Wireman	\$45.06	12

**INTRODUCTION**

Founded in 1941 and based in Sacramento, Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust (Sacramento Electrical JATT) ([www.340jatc.org](http://www.340jatc.org)) is a nonprofit training organization dedicated to providing up-to-date industry skills training in the electrical trade. Sacramento Electrical JATT comprises of four labor and four management representatives, appointed by the International Brotherhood of Electrical Workers Local 340 for Labor; and the National Electrical Contractors Association for Management.

Sacramento Electrical JATT serves Apprentices and Journeyworkers in 18 counties including Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo and Yuba. This will be Sacramento Electrical JATT's ninth ETP Contract, and sixth in the last five years.

## **Veterans & Special Trainee Populations**

Sacramento Electrical JATT works with Helmets to Hardhats to actively market to Veterans. While Veterans are not given direct entry into the program, they are all given advanced priority into the industry aptitude test. Veterans who were Electricians in the military are advanced even further to the interview phase of admission.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Sacramento Electrical JATT represented that the total number of new apprentices projected to serve this year is 41. Since 2018, the program has served 446 new apprentices. The growth percentage in the last 5 years is approximately 100%.

## **PROJECT DETAILS**

Sacramento Electrical JATT has experienced an increase in demand for training for its apprentices and has doubled the size of its program in the last 2 years. The requested funding will help prepare inside wiremen for the new projects in the area, as well as backfill the gap left by retiring journeymen. Many of the participating employer's local projects have Project Labor Agreements in place, which often aim to increase the participation of women and people from disadvantaged communities onto worksites. Training under this proposal will ensure workers can safely install, repair and maintain electrical equipment that provides light, heat, communications, and power.

Furthermore, due to changes in state greenhouse gas emission reduction requirements, workers need to be trained for both in installing the systems and in certifying that the systems being installed comply with mandated requirements. Training will provide workers with the needed skills to stay employed as the industry's energy-efficiency codes become more stringent.

Training under this proposal will also prepare apprentices for new projects including Solidigm Chip Manufacturing Facility, I Street and Tower Bridge replacements, Northwestern University Hospital Campus, Kaiser Roseville Hospital Tower, and Sacramento Water Treatment Plant.

## **Training Plan**

Training will be delivered via Class/Lab and E-Learning in the following:

**Business Skills:** Training will be provided to all occupations to enhance collaborative bidding and project management practices. Course topics will include Conflict Resolution, Customer Service Skills, Inventory Checklist, Leadership Skills, Problem Solving, and Project Management.

**Commercial Skills:** Training will be provided to all occupations on electrical standards and efficiencies. Course topics will include AC Theory, Lighting Control Panels, and Conduit Bending.

**Computer Skills:** Training will be provided to all occupations to enhance understanding of job planning and job scheduling software. Course topics will include Job Tracking System, Scheduling & Planning Jobs and Auto Computer-aided Design.

### **Certified Safety Training**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **Training Infrastructure**

The Training Director will oversee the project. There are five staff assisting with the marketing, recruitment, needs assessments and scheduling of training. Sacramento Electrical JATT has multiple full-time trainers, as well as, one part-time trainer assisting with training. The trainers are former or current members of the trade and experts in the subject matter. A third party administrator will provide Sacramento Electrical JATT with administration services.

### **Marketing and Support Costs**

Marketing is provided through Sacramento Electrical JATT’s website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Sacramento Electrical JATT also promotes the training program at labor-management meetings and industry assemblies.

Sacramento Electrical JATT requests, and staff supports, 8% support cost to fund recruitment and assessment of additional participating employers. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the JATT must occur to support apprenticeship training.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

### **Tuition Reimbursement**

Sacramento Electrical JATT represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0943	\$490,020	10/01/22-9/30/24	220	0	\$0 (0%)
**ET22-0935	\$598,070	12/20/21-12/19/23	263	20	\$523,135 (87%)

\*ET23-0943: Based on ETP Systems, 0 reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through September 2024. The Contractor is in the process of uploading hours to reflect potential earnings.

\*\*ET22-0935: Based on ETP Systems, 27,139 reimbursable hours have been tracked for potential earnings of \$523,135 (87% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2023.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Sacramento Electrical JATT under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0934	Multiple Counties	09/08/20-09/07/22	\$354,835	\$354,835 (100%)
ET20-0914	Multiple Counties	08/05/19-08/04/21	\$725,928	\$712,030 (98%)
ET18-0913	Multiple Counties	10/02/17-10/01/19	\$749,714	\$624,448 (83%)

## **DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda assisted with development of this proposal for no cost.

## **ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

**Commercial Skills****Apprentice****2nd Year**

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

**3rd Year**

- AC Theory
- Blueprints
- Cad-welding
- Code and Practices
- COMET
- Conduit Bending: Rigid & Electrical Metallic Tubing (EMT), Chicago & 555
- CPR/First Aid refresher
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Ground Testing
- Grounding and Bonding

- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Transformer Wiring
- Transformers

**4th Year**

- Blueprints (& Layout Yard)
- Code Calculations
- Code Prep
- Electric Vehicle Infrastructure Training Program (EVITP)
- Field Trip to Motor Repair Shop and Folsom Powerhouse
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Control Labs
- Motor Controls: Mag Starter & 3-Wire Control
- Motors
- Programmable Logic Controller (PLC's)
- Variable Frequency Drive (VFD's)

**5th Year**

- BlueBeam REVU Training
- California Advanced Lighting Controls Training Program (CALCTP)
- Code and Practices
- Code Calculations
- CPR/First Aid Refresher
- ESAM-TAC program (Energy Storage and Microgrid Training and Certification)
- Foreman Training: Managing the Work including NECA/IBEW Presentations
- Motor Control
- Orientation
- PlanGrid Training (new)
- Photovoltaic (PV)/Solar Installer
- Rigging
- Torque
- Total Station Training (new)

**All Years**

- CPR & First Aid

**Journeyman****Codeology**

- Analog/Digital Circuit (AC/DC) Principles
- Arc Flash
- Generators
- Inductance/Reactance
- Math for Electricians

- National Electrical Code
- Ohm's Law
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Series/Parallel Circuits
- Special Occupancies and Equipment

**Grounding**

- Grounding and Bonding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

**Fire Alarm Systems and Installations**

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- National Fire Protection Act, 1972 (NFPA 72)
- Start Up and Check Out Procedures

**Fire Life Safety**

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- National Fire Protection Association (NFPA) 72
- Principles of Electronics

**Industrial Motor Control**

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

**Programmable Logic Control (PLC)**

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

**Electrical Design**

- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code

- LonWorks and Building Automation
- Transformers and the Code

**Voice, Data, and Video**

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

**Industry Specific Skills**

- Advanced Instrumentation and Motor Controls
- Advanced VRD PI & D
- Advanced Welding
- Arc Flash Protection
- Architecture Designs and Advanced Plan Reading
- Auto Demand Response (ADR)
- Blueprints and Schematics
- BlueBeam REVU Training
- Building Automation Systems
- Cable Spicing
- CALCTP Acceptance Testing
- Conduit Bending
- Confined Space Entry
- Data Center Operations
- Digital Electronics
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Code Update
- ESAM-TAC program (Energy Storage and Microgrid Training and Certification)
- Firestop Installation
- Fire Alarm for Wireman
- Hazardous Communications
- Intro to Industrial Controls
- Lighting Essentials
- Lockout/Tagout
- Management and Monitoring of Materials
- Milwaukee Tools Update
- Motor Controls Fundamentals
- Panel Makeup & Bonding
- Pending Exam: 3-Phase Transformers
- Pending Exam: 3-way & 4-way Switching
- Pending Exam: DC Theory Refresher
- Pending Exam: Math Refresher
- Pending Exam: Motor Control
- PlanGrid Training
- Power Plant operations
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)

- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging and Lifting
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- State Certification Test Preparation
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Total Station Training
- Tugger/Bender Training
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry
- Standards (Green Training)
- Water Treatment Electrical Systems & Operations
- Workflow and Resources

**CALCTP (California Advanced Lighting Control Program)**

- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors

**Computer Skills**

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10 (apprentices only)

**Apprentice/Journeyman****Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**Santa Clara County Electrical Industry Apprenticeship and  
 Training Trust**

**Contract Number: ET24-0959**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** R. Jackson

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Clara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 332		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,192		\$32,318 8%		\$499,510

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 30	490	8-210	0	\$958	\$44.09
				Weighted Avg: 56			
2	Retrainee Journeyworker Priority Rate	Computer Skills, Comm'l. Skills, OSHA 30	51	8-200	0	\$590	\$80.17
				Weighted Avg: 24			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

**Current Wage Range by Occupation**

Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice-Inside Wireman	\$44.09 - \$72.15	490
<b>Job Number 2</b>		
Journeyworker- Inside Wireman	\$80.17	51

**INTRODUCTION**

Founded in 1958, Santa Clara County Electrical Industry Apprenticeship and Training Trust (Santa Clara Electrical Trust) provides training for Inside Wireman and Residential Electricians. It is a partnership between the Santa Clara Chapter of National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local 332 and its 473 signatory employers (60% small businesses). It offers services to over 2,220 journey-level workers and an estimated 633 apprentices (by 2023) while it provides the Silicon Valley with union electricians with the skills, knowledge, and experience necessary to build and service commercial and residential buildings. ETP training will be conducted at the Santa Clara Electrical Trust's training center in San Jose. This is Santa Clara Electrical Trust's eleventh ETP Contract, and it's eighth in the last five years.

**Veterans Program & Special Trainee Populations**

While Santa Clara Electrical Trust will train veterans, there is no Veterans' Job Number request in this proposal. Santa Clara Electrical Trust represents it remains committed to supporting job-related training that helps veterans transition into the California workforce. Veterans are actively recruited into the program partnering with Helmets to Hardhats, which is a national joint labor-

management program. Veterans who qualify are given credit for their service-based electrical experience, are able to bypass the entrance exam, and are given direct-interview access. Veterans are solicited on Santa Clara Electrical Trust's website to come in and apply.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding also supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS, a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified-retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified-retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

The total number of new apprentices projected to serve this year is 32. Since 2018, the program has served 577 new apprentices. The growth percentage in the last five years is approximately 35%.

### **PROJECT DETAILS**

The industry is constantly evolving. Changes in the California Energy Codes (Title 24) will require buildings to be more efficient by integrating lighting systems, HVAC systems, and the building as a whole to operate symbiotically. Trainees will need to learn to install, maintain, and integrate a wide variety of electrical systems. Therefore, upgraded training leading to certifications is considered mandatory-vocational training. Journeyworkers require training in new green training topics and employer-driven certification classes such as passing Green Audits, Arc Flash, and Building Automation Systems.

ETP funding will help expand and upgrade Santa Clara Electrical Trust's program. With journey-level workers retiring at high rates in the Silicon Valley, the electrician occupation is expected to grow by 32% (2014–2024) based on recent labor-market information published by the Employment Development Department. Thus, the apprenticeship training proposed prepares new apprentices to meet the growing demand. An estimated 60% of participating employers are small businesses. Santa Clara Electrical Trust reports that the following projects are driving employer demand:

- Homestead High School
- Escondido Village Stanford
- San Jose State Spartan Stadium
- Intel

As a result of the ETP training, Santa Clara Electrical Trust anticipates the following certifications will be earned: Arc Flash Safety Awareness Title 24 Lighting Installation and Codes; OSHA 30; Electric Vehicle Infrastructure (EVITP); and, Cable Splicing. These certifications increase

efficiency and safety. Generally, they make each trainee a more qualified employee and helps employers stay competitive in California's economy.

## **Training Plan**

ETP training will be conducted via Class/Lab and E-Learning delivery methods in the following:

**Commercial Skills:** Training will be offered to both Journeyworkers and Apprentices. Journeyworkers will receive training in requirements, National Electrical Codes, higher safety standards, and energy efficiency practices. ARC-Flash 70E training will be offered so that the trainees will learn to avoid electrical explosions. Training for Apprentices will include installation, maintenance, and repair of various types of electrical and electronic equipment in commercial, industrial, and residential establishments. Workers will also learn to install, connect, and test electrical wiring systems for lighting, heating, air conditioning, and communications in any building or structure.

**Computer Skills:** Training will be offered to Journeyworkers and will include AutoCAD, which will provide trainees the tools to not only read blueprints but to also be able to modify them as needed while at the jobsite. The Job Tracking training course will enable trainees to manage projects more closely by being able to look up project requirements, budgets, and timelines. Training will also include operation of scheduling and job-planning software platforms.

## **Certified Safety Training**

OSHA 30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 30 hours of classroom training. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 30 training, this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

The Director (dedicated administrator) and eight fulltime staff - Apprentice Coordinator, Instructor, Office Manager, and two Administrative Assistants will manage this project (assisting with the marketing, recruitment, needs assessments, and scheduling of training). Additionally, there are 26 part-time experts who will deliver training. A third-party subcontractor, Strategy Workplace Communications (Strategy), was retained to provide ETP-administration services.

## **Marketing and Support Costs**

Through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and the website, class information will be disseminated throughout the year to all apprentice and journey-level electricians within the jurisdiction as well as to the

electrical contractors who employ them. Application announcements for the apprentice program are disseminated to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. Santa Clara Electrical Trust is requesting and staff recommends 8% in support costs for both Job Numbers 1 and 2.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. This representation will be a condition of the Contract.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0937*	\$499,746	10/03/22 – 10/2/24	537	0	\$303,097 (61%)
ET22-0937** (Expansion)	\$596,003	11/22/21 – 11/21/23	444	0	\$150,841 (25%)

\*ET23-0937: Santa Clara Electrical Trust represents the ET22-0937 contract must be closed before it can enroll more trainees and track training more hours delivered into ETP's Cal-E-Force (CEF) system. It anticipates earning 100% of the approved amount, and an estimated 17,676.5 training hours have been tracked into the CEF system for potential earnings of \$303,096.92 (61% of approved amount) to date.

\*\*ET22-0937: based on the CEF system, 35,588 hours have been tracked for potential earnings of \$695,040 (>100% of approved amount). Santa Clara Electrical Trust projects final earnings of 100% based on training hours entered into the CEF system.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0943	San Jose	10/5/20 – 10/4/22	\$378,845	\$378,545 (99%)
ET20-0930	San Jose	10/7/19 – 10/6/21	\$746,701	\$746,701 (100%)
ET19-0929	San Jose	11/5/18 – 2/2/2021	\$949,589	\$949,589 (100%)
ET18-0912	San Jose	10/2/17 – 10/1/19	\$501,200	\$501,200 (100%)
ET17-0906	San Jose	10/3/16 – 10/2/18	\$501,200	\$501,200 (100%)

### **DEVELOPMENT SERVICES**

Strategy in Alameda assisted with development at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**COMMERCIAL SKILLS****Apprentice****2nd Year**

- Orientation, Level II
- Test Instruments, Level I
- Codeology, Level I
- AC Theory, Level I
- Blueprints, Level I
- Electrical Safety-Related Work Practices, Level I
- Transformers, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections

**3rd Year**

- AC Theory
- Blueprints
- Code and Practices
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Grounding and Bonding
- Transformers
- Conduit Bending: Rigid & EMT, Chicago & 555
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Cad-Welding
- Ground Testing
- Transformer wiring
- CPR/First Aid refresher
- COMET

**4th Year**

- Code Calculations
- Blueprints (& layout yard)
- Grounding and Bonding
- Motors
- Motor Control
- Lightning Protection
- Lighting Essentials
- Motor Controls: mag starter & 3-wire control

- PLC's
- VFD's
- Motor control labs
- Code Prep

#### 5th Year

- Code and Practices
- Code Calculations
- Motor Control
- Orientation
- Rigging
- Torque
- PV/Solar Installer
- CALCTP
- EVITP
- CPR/First Aid Refresher

#### All Years

- Cable Splicing
- Confined Space
- Fall Prevention
- HVAC Controls
- Green Training (New)
- Materials and Equipment
- Proper Equipment Set-Up
- Understanding Changes to Industry Standards
- Understanding Changes to Industry Standards
- Understanding New Technologies and Changes to Industry Standards

#### **Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30

#### **Journeyworker**

#### **COMMERCIAL SKILLS**

- Codeology
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash
- Analog/Digital Circuit (AC/DC) Principles
- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits

- Grounding and Bounding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code
- Green Training (New)
- Materials and Equipment
- Proper Equipment Set-Up
- Understanding Changes to Industry Standards
- Understanding New Technologies and Changes to Industry Standards
- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)
- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics
- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives
- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program
- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code
- Voice, Data, and Video
- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect
- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems

- Cable Splicing
- Conduit Bending
- Confined Space Entry
- Electric Vehicle Infrastructure Training Program (EVITP)
- Fall Prevention
- Firestop Installation
- HVAC Controls
- Management and Monitoring of Materials
- Photovoltaic
- Programmable Logic Controllers
- Proper Installation and Use of Testing and Auditing Rigging and Lifting
- Safe Working Practices
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Workflow and Resources
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Dimming Controls
- Occupancy Sensors
- Photosensors
- CALCTP Acceptance Testing Advanced Lighting Control Systems

**COMPUTER SKILLS**

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs
- Computer Systems/Hardware Basics
- Internet, Networks and Webservices
- Microsoft Office Tools: Excel, Word & PowerPoint (Intermediate/Advanced)
- Bluebeam Software

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**N.E.C./I.B.E.W Inland Training Fund**

**Contract Number: ET24-0921**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** K.Alexander-Paiva

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Bernardino, Inyo, Mono, Riverside	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,492		\$32,108 8%		\$499,600

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills, Comm'l. Skills, Computer Skills, Green/Clean Skills	99	8-200	0	\$885	\$52.51
				Weighted Avg: 36			
2	Retrainee Priority Rate Apprentice	Comm'l. Skills, Green/Clean Skills, OSHA 10/30	395	8-210	0	\$1,043	\$31.51
				Weighted Avg: 61			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker – Inside Wireman	\$52.51	99
<b>Job Number 2</b>		
Apprentice – Inside Wireman	\$31.51-\$44.63	395

**INTRODUCTION**

The N.E.C.A/I.B.E.W Inland Training Fund (ITF) was founded in 1985 to jointly manage the training trust funds for International Brotherhood of Electrical Workers (IBEW) Local 440 (Riverside) and Local 477 (San Bernardino) ([www.inlandempirejatc.org](http://www.inlandempirejatc.org)). Each Local sponsors a separate apprenticeship program, as registered with the Division of Apprenticeship Standards.

The ITF manages Apprentice and Journeyworker training for both programs and serves over 150 signatory employers. These programs were established through collective bargaining between Locals 440 and 477, and the Southern Sierras Chapter National Electrical Contractors Association (NECA). Both locals will participate in this project. This is ITF's sixth ETP Contract, and the sixth within the last five years.

**Veterans & Special Trainee Populations**

The ITF works with Helmets-to-Hardhats to recruit Veteran applicants. Military applicants who have a minimum of two years of electrical/electronic experience may be eligible to enter the program on an expedited basis, following an oral interview and aptitude test. This applies to all apprentices included in this proposal.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Norco College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

N.E.C./I.B.E.W Inland Training Fund represented that the total number of new apprentices projected to serve this year is 115. Since 2018, the program has served 554 new apprentices. The growth percentage in the last 5 years is approximately 0%.

## **PROJECT DETAILS**

The construction trades face an increased need for electricians to replace the high volume of Journeymen Electricians that are due to retire in upcoming years. Both programs prepare tradesmen for the electrical, transportation, and telecommunication industries. Local 440 in Riverside currently serves approximately 300 Apprentices and 950 Journeyworkers. Local 477 in San Bernardino serves approximately 275 Apprentices and 950 Journeyworkers. This Inside Wireman program is five years in length.

Signatory employers and union representatives have identified the following reasons for Journeymen and Apprentice training: new energy efficiency regulations, cost reduction to remain competitive, higher quality standards, increasing complexity of construction projects, and a retiring workforce in San Bernardino County and surrounding areas. Some of these projects include work on a geothermal energy plant near the Salton Sea, construction on a new prison in Indio, a new Kaiser hospital in Victorville and renovations on a hospital in Rivers, the Dagget Solar Project, and the Blythe Solar Project. ITF will provide training to workers from surrounding regions for commercial and industrial projects with local signatory contractors. ITF will provide training to workers from surrounding regions for commercial and industrial projects with local signatory contractors.

## **Training Plan**

Training will be delivered via Class/Lab & E-Learning in the following:

**Business Skills:** Training will provide Journeyworkers the tools to plan, manage and organize construction projects. Courses will include following certification guidelines; Project Management, Leadership Skills, Decision Making Skills, Advanced Time Management and Green Awareness Training.

**Commercial Skills:** Training will be offered to Journeyworkers and Apprentices in industry-specific skills designed to help participating employers meet local work demands. Journeyworkers courses will cover Advanced Lighting, Fiber Optics, Cable Splicing, Motor Controls, and Welding. Apprentice training will cover Blue Print Reading, Electrical Theory, Building Automation, Code and Practices, Lighting Design, and Structured Cabling.

**Computer Skills:** Training will give Journeyworkers tools to read and modify blueprints as necessary on a job site. Courses include; AutoCAD, Job Tracking, and Scheduling and Planning Jobs.

**Green/Clean Skills:** Training will provide Journeyworkers and Apprentices with a basic understanding of green concepts, terminology, systems, the latest in green mechanical technology including; energy efficiency, energy management, comfort heating cooling combination systems, HVACR, electrical and plumbing.

### **Certified Safety Training**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **Training Infrastructure**

Training will be overseen by the ITF Director of Training. Most of the training under this proposal will occur at the San Bernardino and Riverside training sites. However, on an as needed basis, training may be provided at training locations in Palm Springs & Blithe located in Riverside County and other locations depending on employers need and the locations current projects. Training will be provided by one of the ITF’s 35 trainers, regardless of location and will be provided via Classroom/Laboratory. All trainers are former or current member of the trade and experts in the subject matter.

### **Marketing and Support Costs**

Training will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and ITF’s website. Class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the Inland Empire region. Application announcements for the Apprentice program are also provided to local, state, and federal agencies, high schools, community colleges, and community-based organizations, by way of recruitment.

Five staff people will assist with marketing, recruitment, needs assessments and scheduling of classes. ITF requests 8% support costs to help with recruiting and qualifying additional participating employers for this program and to assist with assessments and curriculum development. Many participating employers have already been recruited; however, additional recruitment and assessment activities are anticipated.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0906	\$499,740	10/03/22- 10/02/24	355	0	\$101,068 (20%)
ET22-0919	\$596,377	10/04/21- 10/03/23	319	0	\$596,377 (100%)

ET23-0906 Once training hours have been uploaded to the ETP system, it is expected that N.E.C.A/I.B.E.W Inland Training Fund will earn 100% of the training funds.

ET22-0919 NECA/IBEW has trained 216 total trainees in the projects and has tracked 31,210 hours of training. Based on total hours trained and expects to earn 100% of the award amount.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by ITF under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0900	San Bernardino, Inyo, Mono, Riverside	08/17/20- 08/16/22	\$375,833	\$375,833 (100%)
ET20-0906	San Bernardino, Inyo, Mono, Riverside	07/01/19- 06/30/21	\$742,620	\$742,833 (100%)
ET18-0908	San Bernardino, Inyo, Mono, Riverside	08/28/17 – 08/27/19	\$924,880	\$819,087 (89%)

### **DEVELOPMENT SERVICES**

California Labor Federation located in Sacramento and Strategy Workplace Communications in Alameda assisted with development at no cost.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Journeyworker****Business Skills**

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

**Commercial Skills**

- Advanced Lighting
- Automated Demand Response
- Energy Storage
- Advanced Lighting
- Automated Demand Response
- Energy Storage
- Cable Splicing
- CPR First Aide
- Electrical Vehicle
- Estimation
- Fiber Optic
- Foreman
- Forklift –Boom Lift-Scissor Lift
- Instrumentation
- Motor Controls
- National Electric Code-Exam Prep-Code Calculations
- National Fire Protection Association Code (NFPA 70E –Arc Flash)
- Pipe Bending –Conduit Fabrication
- Rigging Hoisting and Signaling
- Solar Power Systems
- Test Instruments
- Welding

**Computer Skills**

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

## **Apprentice**

### **Commercial Skills**

#### **2nd Year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology-National Electric Code-2020 Code Book
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending –Conduit Fabrication
- Test Instruments
- Transformers

#### **3rd Year Curriculum**

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology-National Electric Code-2020 Code Book
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- National Fire Protection Association Code (NFPA 70E)
- Pipe Bending –Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

#### **4th Year Curriculum**

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology-National Electric Code-2020Code Book
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending –Conduit Fabrication

- Programmable Logics
- Test Instruments

**5th Year Curriculum**

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology-National Electric Code-2017 Code Book
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending –Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30

**Journeyworker/Apprentice****Green/Clean Skills**

- Green Awareness Training and Green Certifications



## Training Proposal for:

# San Mateo County Electrical Apprenticeship and Training Trust

**Contract Number: ET24-0947**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** N. Shafqat

## PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Mateo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 617		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,550		\$33,307 8%		\$499,857

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Business Skills, Commercial Skills, OSHA 10/30	153	8–210	0	\$3,079	\$34.16
				Weighted Avg: 180			
2	Retrainee Journeyworker Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	30	8–200	0	\$959	\$75.90
				Weighted Avg: 39			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 and 2 (SET/Priority Industry wage modification): \$30.90 per hour statewide.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Inside Wireman	\$34.16 - \$64.52	153
<b>Job Number 2</b>		
Journeyworker - Inside Wireman	\$75.90	30

**INTRODUCTION**

Founded in 1947 and located in San Carlos, the San Mateo County Electrical Apprenticeship and Training Trust (SMJATC) ([www.smjadc617.org](http://www.smjadc617.org)) is governed by a Board of Trustees comprised of four labor and four management representatives. It is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 617 and the National Electrical Contractors Association (NECA). Training will be delivered to trainees at its Joint Apprenticeship Training Committee's (JATC) facility in San Carlos.

This will be SMJATC's eleventh ETP Contract, and its fifth in the last five years. ETP funding will be used to train Journeyworkers and Apprentices of whom are all members of IBEW Local 617. The union currently represents over 1,500 electricians in San Mateo County. The JATC is dedicated to providing up-to-date industry skills training, while securing long-term, high-wage job opportunities for its members. ETP funding will allow SMJATC to expand and upgrade its training to meet the needs of local employers.

## **Veterans & Special Trainee Populations**

SMJATC is committed to supporting job-related training that helps veterans transition into California's workforce. SMJATC recruits veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and link them to skills and careers in the building trades.

Additionally, SMJATC also serves the underserved communities through flyers, e-mail, trade shows, and advertisements to for job recruitment. It also works with regional workforce-investment boards, community-based organizations, and building-trades councils to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals.

## **Apprenticeship Program**

Apprentice training may not displace not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Depending on the type of trade, Apprenticeship programs vary in length. In this proposal, the program is five years. The curriculum is developed with input from DAS, a designated Local Educational Agency (in this case San Mateo Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds Apprentice reimbursement is reduced from the priority industry rate of \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

SMJATC represented that the total number of new apprentices projected to serve this year is 40. Since 2018, the program has served 263 new apprentices. The growth percentage in the last five years is approximately 50%.

## **PROJECT DETAILS**

Training will offer hands-on classroom/laboratory (Class/Lab) sessions in Codeology, Grounding and Bonding, Transformers, and Electrical Industry Applications. Apprentice electricians work directly under the supervision of a qualified journey-level electrician in installing or maintaining a variety of approved wiring methods for distribution of electrical light, heat, power, radio, and signaling utilization systems. The work is performed in existing or new residential, commercial, and industrial buildings and includes street and highway lighting, traffic signals, and other outdoor above and below grade installations.

Electricians (Inside Wireman) install and maintain all of the various types of electrical and conduit systems found in commercial and industrial facilities. The proposed training program will help employers meet the challenges of staying competitive. Combined with a retiring workforce, participating employers and union representatives have identified additional reasons for training like new energy efficiency regulations, increased out-of-state competition, need to reduce costs, higher quality standards, and an increased complexity of construction projects.

SMJATC reports that the following projects are driving employer demand on which the Electricians will be working on during this project:

- Millbrae Station - a multi-use project for Residential, Commercial and Retail, located at the Bart/Train Station in Millbrae.
- Freenome HQ - a Technology Innovation (TI) Lab and Office at a new building park located in Brisbane.
- Cadence - a multi-use project for Residential, Commercial and Retail, located in South San Francisco.
- San Mateo COB3 - a new Building for the County Office of San Mateo County
- B86 Genentech - Genentech is a biotech company building a new 8 story building for San Francisco.
- SFO T1C - a new structure to connect Terminal 1 to Terminal 2 at San Francisco Airport.
- HealthPeak - a new Office/BioTech Building for the customer HealthPeak, a real estate investment trust.

## Training Plan

Training will be conducted via Class/Lab and E-Learning delivery methods in the following:

**Business Skills:** Training will be offered to Apprentices on Guide to Managing Money for an enhanced understanding of essential-business skills in the construction industry.

**Commercial Skills:** Training will be offered to Apprentices and Journeyworkers in topics that include Rigging, Hoisting, and Signaling, Test Instruments, and Torque to train in installing, maintaining, and repairing various types of electrical and electronic equipment in commercial, industrial, and residential establishments.

**Computer Skills:** Training will be offered to Journeyworkers on course topics that include Revit a building-information modeling software, and Bluebeam a construction software.

## Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 or 30 hours of classroom for Apprentices and Journeyworkers. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per trainee. However, for Apprentice trainees with OSHA 10/30 training this cap extends to 210 hours per trainee.

## Commitment to Training

With input from both labor and management representatives, SMJATC has developed and customized the national electrical curriculum to address local needs. The national program, or National Joint Apprenticeship and Training Committee’s (NJATC) curriculum, was developed for the exclusive use of IBEW-NECA JATCs. NJATC works directly with equipment manufacturers and technology developers on a variety of tools, equipment, and supplies, while also searching for the most up-to-date information available. Once a new training need has been identified, the NJATC designs an appropriate training course, provides instructor training, and distributes new training materials to local JATCs.

In addition, the local hiring demands of San Mateo County have shaped the curriculum such as the need for electricians with the ability to work with green materials and on more technically advanced construction projects. Signatory employers will continue to contribute to the training trust for every hour worked by apprentices and journeyworkers. Safety training is, and will continue to be, provided by participating employers in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

SMJATC's Training Director (dedicated administrator) will oversee the project, while three office staff will assist with project administration including marketing, recruitment, and employer needs assessments. SMJATC staff will also coordinate the scheduling of training. Training will be delivered by in-house trainers who are former or current members of the trade and have first-rate credentials and vast field experience. SMJATC has also retained a third-party subcontractor to assist with ETP administration.

### Marketing and Support Costs

While many participating employers have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training. Recruitment includes direct mailings, informational flyers, personal contacts, telephone calls, public-service announcements, emails, and the SMJATC's website. Class information will be disseminated throughout the year to all apprentice and journey-level electricians within San Mateo County as well as to the electrical contractors who employ them to attract attendees. SMJATC is requesting and staff recommends 8% in support costs for Job Number 1 (Apprentice) and Job Number 2 (Journeyworker) to promote training opportunities.

### Tuition Reimbursement

SMJATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the ETP Contract.

### Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an Alternate Recordkeeping method.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0947	\$499,886	10/3/22 - 10/2/24	232	0	\$217,998 (43%)

\*ET23-0947 Based on ETP's Cal-E-Force system, 12,741 reimbursable hours have been tracked for potential earnings of \$217,998.51 (43% of approved amount) as reflected above under the Potential Earnings' column. The Contractor projects final earnings of 100% based on training currently committed to by the JATC and in progress through October 2024.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0905	San Carlos	8/23/21 - 8/22/23	\$599,383	\$599,383 (100%)
ET21-0931	San Carlos	9/15/20 - 9/14/22	\$362,425	\$362,425 (100%)
ET20-0925	San Carlos	8/26/19 - 8/25/21	\$742,110	\$739,270 (98%)
ET19-0922	San Carlos	9/3/18 - 9/2/20	\$905,955	\$901,469 (99%)
ET17-0935	San Carlos	6/30/17 - 6/29/19	\$490,158	\$490,158 (100%)

**DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda will assist with development of this proposal at no cost.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Apprentice****BUSINESS SKILLS**

- Guide to Managing Money

**COMMERCIAL SKILLS****2<sup>nd</sup> Year**

- AC Theory Level 1
- AC Theory Level 2
- AC Theory Level 3
- Test Instruments Level 1
- Codeology Level 1
- Code Calculations Level 1
- Codes Standards And Practices Level 1
- Codes Standards And Practices Level 2
- Orientation 2
- Blueprints Level 2
- Fire Alarm Systems Level 1
- Transformers Level 1
- Conduit Bending Level 2

**3<sup>rd</sup> Year**

- Rigging, Hoisting, And Signaling, Level I 2
- Blueprints, Level Iii 1
- Code, Standards, And Practices 3, Based On The 2020 Nec 2
- Electrical Safety-Related Work Practices, Level I, Based On The 2021 70e 2
- Electrical Safety-Related Work Practices, Level Ii, Based On The 2021 70e 2
- Code, Standards, And Practices 6, Based On The 2020 Nec 1.5
- Preparing For Leadership: Personal Qualities, Level I 2
- Grounding And Bonding, Level I, Based On The 2020 Nec 2
- Grounding And Bonding, Level Ii, Based On The 2020 Nec 2.5
- Fire Alarm Systems, Level I, Based On The 2020 Nec 2
- Test Instruments, Level 2
- Transformers, Level Ii, Based On The 2020 Nec - 2nd Ed. 2
- Transformers, Level Iii - 2nd Ed. 1
- Torque, Level I 0.5
- Lighting Essentials, Level I - 1st Ed. 3
- Orientation, Level Iii 1
- Electrical Industry Applications Manual, Lesson 15 - Threading
- Conduit (Tapered Thread)

- Electrical Industry Applications Manual, Lesson 23 - "Trimming Out" An Electrical Panel
- Wecat

**4<sup>th</sup> Year**

- Blueprints Level Iv
- Code Calculations Level 3
- Motor
- Motor Controls
- By-Laws Of Local Union
- Fire Alarm Systems, Level 2
- Electric Vehicle Infrastructure Training Program (Evitp)
- Calctp
- Electrical Code Calculations
- Wecat

**5<sup>th</sup> Year**

- Leadership
- Orientation Level 3, Parts 2-3,7-8
- Plangrid
- HVAC
- Revit/Bluebeam
- Wecat
- Esamtac

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30

**Journeyworker****COMMERCIAL SKILLS**

- Preparation For State Certification/Code Review

**COMPUTER SKILLS**

- Revit
- Bluebeam

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**San Diego Electrical Training Trust**

**Contract Number: ET24-0944**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** L. Hughes

**PROJECT PROFILE**

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Imperial	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 569		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,232		\$32,236 8%		\$499,468

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm. Skills, Comp. Skills, OSHA 30	84	8-200	0	\$590	\$52.58
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Comm. Skills, Comp. Skills, OSHA 10/30	548	8-210	0	\$821	\$30.90
				Weighted Avg: 48			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 and 2 (SET/Priority Industry wage modification): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$5.53 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Inside Electrical Wireman, Sound Technician	\$52.58	84
<b>Job Number 2</b>		
Apprentice - Inside Electrical Wireman, Sound Technician	\$25.37 - \$43.34	548

**INTRODUCTION**

Since 1944, the San Diego Electrical Training Trust (SDETT or Trust) ([www.etiedu.org](http://www.etiedu.org)) has provided industry skills training and secured job opportunities for its members in the San Diego and Imperial counties. SDETT trains electrical workers to install power, lighting, controls, sound and communication controls, and other electrical equipment in commercial, industrial and residential facilities. ETP training will be delivered at SDETT's training centers, which include a 32,000 square-foot training center in San Diego and a 5,000 square-foot satellite facility in Imperial County. This is SDETT's ninth ETP Contract, and sixth in the last five years.

The Trust is governed by a Board of Trustees comprised of labor and management representatives, and it is a joint effect of the International Brotherhood of Electrical Workers (IBEW) Local 569 and the National Electrical Contractors Association. The retrainees included in this proposal are all members of IBEW Local 569 and covered by separate CBAs for two occupational titles: Inside Electrical Wiremen and Sound Technicians.

## **Veterans & Special Trainees Population**

SDETT recruits and employs Veterans and is committed to supporting job-related training that helps Veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits. These benefits are paid directly to the Veteran trainees. SDETT is also in the process of developing a program to transition Veterans into the electrical trade during their last months of duty so that they are fully prepared to work on a jobsite the moment they have completed their military service. During this transition program, veterans apply to the Apprenticeship while learning the necessary skills to work as a construction wireman. SDETT recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans who apply for an Apprenticeship can skip the first stage (written assessment) and go to the second stage (interview).

SDETT works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils, to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals into the union.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Palomar College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds Apprentice reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **PROJECT DETAILS**

ETP funding will allow SDETT to expand and upgrade its training to meet the needs of local employers. A significant number of retiring workers and the recent upswing in construction means the demand for Apprentices has been accelerating in San Diego County. Furthermore, the proposed training program would assist employers in addressing the challenge of maintaining competitiveness by equipping younger workers with the skills needed for sustained employment in the industry as construction projects receive funding. Employers anticipate an increase in workload over the next 12-15 months.

Inside Electrical Wireman install and maintain all the various types of electrical and conduit systems found in commercial and industrial facilities. Participating employers and union representatives have identified the following as additional reasons for training: Energy efficiency regulations, increased out-of-state competition, a retiring workforce, costs considerations, higher quality standards, and the complexity of construction projects.

Energy efficiency training is expected to be the centerpiece of the program because of the large demand for energy efficient construction methods and technologies by the participating employers

and property owners. Training will cover energy efficient technologies and products such as green building materials, solar photovoltaic panels, solar energy storage, motor controls, advanced welding, green materials testing and audit equipment.

Trainees in this project will be working on new construction and project renovations including: San Diego Unified School District, San Diego Regional Airport, Chula Vista Bayfront, Sweetwater Union High School District, and Southwestern Community College District.

## **Training Plan**

Training will be provided via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training for Apprentice Inside Electrical Wiremen and Sound Technicians will cover how to install, maintain, and repair various types of electronics equipment in commercial, industrial and residential establishments. Trainees will also learn to install, connect, and test electrical-wiring systems for lighting, heating, air conditioning, and sound and communication systems for any building or structure.

**Computer Skills:** Training will be provided to Apprentice Inside Electrical Wiremen and Sound Technicians and will include scheduling, planning and modeling software. AutoCAD and Job Tracking applications will provide trainees with the tools to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings and adjust computerized-control systems.

## **Certified Safety Training**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

SDETT's Training Director will oversee the project and 16 Administrative Staff members will assist with ETP administration including scheduling classes, marketing, recruitment, and employer needs assessments. A third-party administrator has also been hired to assist with administration services. Training will be delivered by in-house experts who are former or current members of the trade, and some have received Master Certification status by the National Joint Apprenticeship Training Committee.

## Marketing and Support Costs

SDETT is requesting, and staff recommends, 8% support costs for Job Numbers 1-2 to fund recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training. Recruitment includes: direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and SDETT's website. Class information will be disseminated throughout the year to all Apprentice and Journeyworker Electricians within San Diego County as well as to the electrical contractors who employ them to attract attendees. SDETT reports that projected budget costs for personnel alone will exceed the ETP support-cost funding. SDETT will cover additional costs beyond the ETP-funded support costs.

## Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0915	\$499,990	10/3/22 - 10/2/24	464	0	\$0 (0%)
ET22-0908	\$596,872	8/23/21 - 8/22/23	422	0	\$596,872 (100%)

\*ET23-0915: Based on ETP Systems, SDETT reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). SDETT projects 100% performance based on hours committed. SDETT is waiting to enroll hours in this project and will do so once ET22-0908 is closed out.

## PRIOR PROJECTS

The following table summarizes Contractor's performance by SDETT under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0919	San Diego & Imperial	9/2/20 - 9/1/22	\$381,068	\$381,068 (100%)
ET20-0926	San Diego & Imperial	9/3/19 - 9/2/21	\$749,880	\$749,880 (100%)
ET19-0416	San Diego & Imperial	2/15/19 - 2/14/21	\$17,680	\$17,680 (100%)

## **DEVELOPMENT SERVICES**

California Labor Federation in Oakland and Strategy Workplace Communications (Strategy) in Alameda assisted with development at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Inside Electrical Wireman**

Second Year- 3rd Period APIW103

- AC Electrical Theory/Lab/Code & Practice I
- DC Combination Circuits
- Electromagnetic Induction
- Capacitance and Discharge Safe
- Motors, Generators, & Transformers
- Conduit Bending skills, Level 1
- Safe Wiring Practices, Level 1

Second Year- 4th Period APIW104

- Codeology
- Navigating the National Electrical Code
- Codebook Strategies
- Blueprints, Level 1
- Conduit Bending, Level 2
- Safe Wiring Practices, Level 2

Third Year- 5th Period APIW105

- Motor Controls/Transformers
- Transformer Meggering
- Motor Control Diagrams and Schematics
- Relays and Start/Stop Wiring
- Advanced Conduit Bending
- Advanced Wiring Practices and Safety

Third Year- 6th Period APIW106

- Low Voltage Systems/EVITP (Electric Vehicle Infrastructure Training)
- Copper Structured Cabling Systems
- Fiber Optic Networks
- EVITP (Electric Vehicle Infrastructure Training)
- Fire Alarm System
- Networking and IP Addressing
- Advanced Conduit Bending

Fourth Year- 7th Period APIW107

- Solar/ESAM-TAC Battery Storage/BIM & CAD
- Photovoltaic Systems & Installation
- Energy Storage & Micro-grid Training
- Bluebeam Revu
- Building Information Modeling

**Fourth Year- 8th Period APIW108**

- Electrical Certification Prep
- Advanced Navigation of the NEC
- Testing Strategies and Practices
- NFPA 70E & 70B
- State Certification Application Processes

**Fifth Year- 9th Period APIW109**

- Project Supervision/Test Equipment
- Test Equipment use and maintenance
- Advanced Blueprint Reading
- Industry Perspectives from Industry Professionals
- Project Management Skills
- Foremanship Skills

**Fifth Year- 10th Period APIW110**

- CALCTP Technician Course (Safety and Lighting Controls)
- M-385 Military Safety Training
- California Advanced Lighting Controls Training CALCTP Certification
- All about Lighting Controls Curriculum

**Sound Technician****Second Year - 3rd Period APSC103**

- Electronics/Structured Cabling for Fiber Optics (FOA Certification)
- Soldering Skills & Circuit Assembly
- Test Instrument Use and Practice
- Blueprint/Schematic Reading
- Fiber Optic Termination and Safety
- Fiber Optic Fusion Splicing
- Optical Test Instrument Use and Practice

**Second Year - 4th Period APSC 104**

- Blueprints, Code, & Grounding/IP Addressing, Basic Networking, IP Phone Systems, Telephony, Word & Excel
- Blueprint Reading and Analysis
- Grounding and Bonding
- NEC Study and Practice
- Telephony
- IPv4 Addressing
- Introduction to Networking

**Third Year - 5th Period APSC 105**

- Audio Systems, Video Systems, CCTV, CATV, Intrusion Detection
- Access Control Systems, Nurse Call Systems
- Soldering Skills for Audio/Video Connections
- Security Camera Installation
- Card Reader and Electrified Lock Installation
- Nurse Call Operation, Install, and Programming

- Speaker Installation and Tuning
- Instruction Detection Sensor Installation

#### Third Year - 6th Period APSC 106

- Fire Life Safety Systems Installation
- Understanding Fire Life Safety Codes and Practices
- Understanding the NFPA 70 and 72
- Initiation Device Installation and Testing
- Notification Appliance Installation and Testing
- IDC Monitoring Circuit Connections and Testing
- Fire Alarm Panel Programming

#### Fourth Year - 7th Period APSC 107

- State Certification Prep/Advanced Networking
- Extensive Study of the NFPA 70
- Extensive Study of the NFPA 72
- IPv4 Addressing and Subnet Masking
- IPv6 Addressing and Subnet Masking
- Advanced Networking Connections and Portals

#### Fourth Year - 8th Period APSC 108

- System Integration
- Advanced Fire Alarm Wiring and Installation
- Advanced Relay Logic and Problem Solving
- Access Control/Security Interconnections
- Lightning Controls and Networked Connections
- EM-385 Safety Training and Protocols

#### **All Apprentices**

- CPR/AED First Aid Training and Certification
- ESAM-TAC (Energy Storage & Micro-Grid Training & Certification)
- HVAC Controls
- IPv6 Internet Addressing
- Practicing Leadership (new)
- Bluebeam Revu

#### **Commercial Skills**

- Journeyworker
- AC Theory
- Audio Components and Systems
- Basic Estimating
- Basic Foremanship
- Blueprint Reading
- Boom Lift/Scissor Lift Training
- Building Systems
- CALCTP Technician & Acceptance Testing (California Advanced Lighting Control Program)
- Code Calculations
- Conduit Bending

- Confined Space Entry Hazard Awareness
- Copper Structured Cabling
- DC Theory
- Electrical Certification State Exam Prep
- Electrical Requirements for Healthcare Facilities
- Electrical Review
- ESAM-TAC (Energy Storage & Micro-Grid Training & Certification)
- EVITP (Electric Vehicle Infrastructure Training Program)
- Fiber Optic Networks and Installations
- Fire Alarm Systems and Installations
- Fire Life Safety Certification Prep
- Grounding and Bonding of Electrical Systems
- Instrumentation: Level I and II
- Practicing Leadership
- Make up Class: National Electric Code
- Meter Use and Safety
- Motor Controls
- NFPA 70E and 70B
- Photovoltaic Installations (Solar)
- Residential Audio/Video
- Rigging
- Silica Safety Training
- Transformer operation, installation, and Megger operation
- Voice-Data-Video Certification Prep
- Welding I and II
- CPR/AED First Aid Training and Certification
- ESAM-TAC (Energy Storage & Micro-Grid Training & Certification)
- HVAC Controls
- IPv6 Internet Addressing
- Practicing Leadership (new)
- Bluebeam Revu

### **Computer Skills**

#### **Journeyworker**

- Bluebeam Revu
- Design Reviews
- Document Creation and Layout
- Drawing Management
- File Management Skills and Tips
- Formatting
- Formulas and Calculations
- Importing Files
- Layering
- Markup and Referencing
- Microsoft Word & Excel
- Scaling and Mapping

**Computer Skills**

**All Apprentices**

- Bluebeam Revu
- Design Reviews
- Document Creation and Layout
- Drawing Management
- File Management Skills and Tips
- Formatting
- Formulas and Calculations
- Importing Files
- Layering
- Markup and Referencing
- Microsoft Word & Excel
- Scaling and Mapping

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

**Apprentices**

- OSHA 10
- OSHA 30

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

**Journeyworker**

- OSHA 30



## Training Proposal for:

# Los Angeles County Electrical Educational And Training Trust Fund

**Contract Number: ET24-0927**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** W. Salinas

### PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local Union 11		
Turnover Rate:	≤20%		

### FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$444,992		\$30,266 8%		\$475,258

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority	Commercial Skills	818	8-200	0	\$581	\$30.90
				Weighted Avg: 34			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$0.50 per hour may be used to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Inside wireman	\$30.40-\$50.15	818

**INTRODUCTION**

Founded in 1964, Los Angeles County Electrical Educational and Training Trust Fund also known as LA Electrical Training Institute (LA County ETI) is governed by a Board of Trustees comprised of three labor and three management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 11 and the Los Angeles County Chapter National Electrical Contractors Association. LA County ETI has approximately 261 signatory contractors who contribute to the trust fund and understand the market advantage of having well-trained and qualified union electricians on their job sites. This will be LA County ETI's fourth ETP Contract; and the fourth in the last five years.

**Veterans & Special Trainee Populations**

The Trust hosts the Veterans Electrical Entry Program, which provides a pathway for veterans to become IBEW electricians. This program functions as a pre-apprenticeship. Upon program completion, candidates are able to skip the boot camp and join the apprenticeship as first-year apprentices. The goal is to enroll at least 80 new veteran hires each year through the program. The Trust also has a Director of Veteran's Affairs whose job is to reach out to veterans and encourage them to join our apprenticeship program.

**Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in

length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles County of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Los Angeles County Electrical Educational and Training Trust Fund represented that the total number of new apprentices projected to serve this year is 300. Since 2018, the program has served 734 new apprentices. The growth percentage in the last 5 years is approximately 50%.

### **PROJECT DETAILS**

In order to remain competitive while keeping up with new energy solutions, technological advances, industry standards, reduce cost, retiring workforce, and customer demand, participating employers have expressed the need for skilled Apprentices. With a well-trained and competent workforce, employers have better opportunities to increase contract work and wages, improve retention, complete projects on time and on budget, and provide higher quality products, services and a safe work environment.

To meet current and future demand for electrical industry workers, LA County ETI continues to train Wiremen in standards of the trade while also training on new electrical changes to meet the needs of energy efficient solutions. ETP funding will assist LA County ETI in meeting the demands of its 261 signatory contractors who require well-trained and qualified union Electricians on their job sites. In addition, ETP-funded training will help give workers the needed skills to keep up with more stringent codes and new technologies. With a goal of 50% of existing buildings being retrofitted by 2030, LA County ETI's Apprentices need to be trained to install new energy solutions that meet or surpass the state's mandated energy efficiency requirements. Some 2023 and 2024 upcoming projects include the following:

The People Mover at LAX, The Chargers Headquarters Training facility, Intuit Dome/Clippers Arena, ELAC South Gate Educational Center, and The Metro D Line Extension.

### **Training Plan**

Training will be provided via Class/Lab and E-Learning delivery methods in the following:

**Commercial Skills:** Apprentice Inside Wireman learn to install, maintain and repair various types of electrical and electronic equipment in commercial, industrial and residential establishments. Training will include install, connect, and test electrical wiring systems for lighting, heating, air conditioning and sound and communications in any building or structure. Energy efficiency training is expected to be the centerpiece of the program because participating employers and property owners are demanding these state-mandated construction methods and technologies.

## Commitment to Training

LA County ETI provides commercial skills training for Inside Wireman Apprentices. Employers will continue to make contributions to the training trust fund for every hour worked by Apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## Training Infrastructure

The Training Director will oversee this project with administrative assistance from 15 staff members. Additionally, the Company has retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

All training will take place in-house by 12 day school instructors teaching at the main campus in Commerce and at the Satellite School in San Fernando. Night school instructors total 55 teaching at the main campus in Commerce.

## Marketing and Support Costs

There are 15 staff members who will assist with the marketing, recruitment, needs assessments and scheduling of training.

LA County ETI requests 8% support costs to allow its staff to recruit and qualify additional apprentices for this program. While many apprentices have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training.

## Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## Electronic Recordkeeping/LMS

Staff has reviewed and approved the LA County ETI's request for electronic recordkeeping/LMS.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0903	\$ 499,931	10/3/22– 10/2/24	274	0	TBD
ET22-0943	\$594,830	11/22/21 – 11/21/23	280	0	\$594,830 (100%)

ET23-0903: The Contractor has trained 551 total trainees in this project, with 44,130 hours of training and based on total hours trained and expects to earn 100% of the award amount.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by LA County Electrical TTF under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0923	Los Angeles	09/21/20- 09/20/22	\$379,266	\$379,266 (100%)
ET20-0937	Los Angeles	11/04/19 – 11/03/21	\$749,520	\$749,520 (100%)

### **DEVELOPMENT SERVICES**

Strategy Workplace Communications (Strategy) in Alameda assisted with development at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****2<sup>nd</sup> Year**

- AC Systems, Level I - 3rd Ed.
- Blueprints, Level I
- AC Theory, Level I - 3rd Ed.
- Electrical Safety Related Work Practices, Lvl I - 2021 NEC
- Transformers, Level I - 2nd Ed.
- Codeology, Level I - 2020 NEC
- AC Theory, Level II - 3rd Ed.
- Code, Standards & Practices 2, Lvl I - 2020 NEC
- Code, Standards & Practices 2, Lvl II - 2020 NEC
- Semiconductors, Level I
- Electrical Code Calcs, Lvl II - 2020 NEC

**3<sup>rd</sup> Year**

- Photovoltaics, Level I
- Code & Practices 3, Level I - 2020 NEC
- Electrical Safety Related Work Practices, Level II 2021 NEC
- Fire Alarm Systems, Level I - 2019 NEC
- Blueprints, Level II
- Grounding & Bonding, Level I 2020 NEC
- Grounding & Bonding, Level II - 2020 NEC
- Advanced Conduit Bending

**4<sup>th</sup> Year**

- Motors, Level I - 2nd Ed.
- Motors, Level II - 2020 NEC - 2nd Ed.
- Motor Control, Level I
- Introduction to Programmable Logic Controllers - 2nd Ed.
- Building Automation 1: Control Devices and Applications, Level I
- Photovoltaics, Level II
- Motor Control, Level II
- Transformers, Level II - 2020 NEC
- Power Systems Cyber Security - Western Electrical Cybersecurity Apprenticeship Training (WECAT)
- Smart Building Energy Management – WECAT

**5<sup>th</sup> Year**

- Torque, Level I
- Rigging, Hoisting & Signaling, Level I
- Code & Practices 4, Level I - 2020 NEC
- Code Calculations, Level I - 2020 NEC

- Advanced License Prep
- Code Calculations, Level III
- Orientation, Level III
- NFPA70E (National Fire Protection Association Safety Code Training)
- Field Estimating
- Electric Vehicle Charging Systems (EVCS-17)
- Intro to Lighting Control - Lighting Essentials, Level I
- California Advanced Lighting Controls Training Program - WECAT
- Energy Storage and Microgrids



**Training Proposal for:**  
**Alameda County Electrical Industry**  
**Apprenticeship and Training Trust**

**Contract Number: ET24-0954**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** S. Wang

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 595		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$274,608		\$18,947 8%		\$293,555

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm. Skills, Computer Skills, OSHA 10/30	197	8–210	0	\$975	\$31.59
				Weighted Avg: 57			
2	Retrainee Priority Rate Journeyworker	Comm. Skills, Computer Skills, OSHA 10/30	172	8–200	0	\$590	\$70.20
				Weighted Avg: 24			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

Job Numbers 1 and 2 (SET/Priority Industry wage modification): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Inside Wireman	\$31.59 - \$56.16	197
<b>Job Number 2</b>		
Journeyworker – Inside Wireman	\$70.20 - \$80.73	172

**INTRODUCTION**

Founded in 1946, and located in San Leandro, Alameda County Electrical Industry Apprentice and Training Trust (Alameda Electrical Trust) ([www.595jatc.org](http://www.595jatc.org)) is governed by a Board of Trustees comprised of four labor and four management representatives, and it is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 595 and the National Electrical Contractors Association. ETP training will take place at Alameda Electrical Trust's training center in San Leandro.

This will be Alameda Electrical Trust's tenth ETP Contract, and its seventh in the last five years. ETP funding will train Journeyworker and Apprentice members of IBEW Local 595. Participating employers consist of small businesses (60%) and large businesses (40%).

**Veterans & Special Trainee Populations**

Alameda Electrical Trust is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance. These benefits are paid directly to the veteran trainees.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Chabot College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Alameda Electrical Trust represented that the total number of new apprentices projected to serve this year is 225. Since 2018, the program has served 1,208 new apprentices. The growth percentage in the last five years is approximately 10%.

## **PROJECT DETAILS**

ETP funds will enable Alameda Electrical Trust to keep local projects, such as hospitals and schools, fully staffed. To be competitive in today's energy efficiency-focused construction industry, electricians need the knowledge, skills, and ability to install greenhouse gas emission reduction electrical systems. Training in this proposal will ensure workers have the most up-to-date hands-on skills to make them more efficient, while also providing critical safety training to help to decrease the frequency of workplace accidents and injury.

Due to climate change and an outdated electrical grid, Alameda Electrical Trust's workers are part of the pipeline to ensure the necessary work is being done to help California reach its low-carbon goals by 2040. As journey-level electricians retire and new work develops in Alameda County, a gap of qualified electricians to step into these open positions is created. ETP funding of apprentice programs will help the JATC reduce this gap. Local projects and their hiring demands help to shape the curriculum during the apprentice earn-and-learn program.

ETP funding will expand and upgrade Alameda Electrical Trust's program. Alameda Electrical Trust reports that the following projects are driving employer demand under this proposal:

- Two data centers in Hayward
- Three industrial warehouses in Livermore
- Mandala Village residential in Oakland
- North Berkeley BART residential project
- Children's Hospital Oakland expansion
- BART Train Control Project Upgrades throughout Alameda County

## **Training Plan**

Training will be conducted via Class/Lab or E-Learning delivery methods in the following:

**Commercial Skills:** this training will be offered to both Journeyworkers and Apprentices. Journeyworkers will receive training in courses such as Microgrid and Battery Storage Module, Battery Storage Technology, Trimble Total-Robot GPS Tracking, and Codeology. Apprentices will receive training in courses such as Electrical Equipment, Electrical Theory, Control Systems Electrical Systems, and Codes and Standards.

**Computer Skills:** this training will be offered to both Journeyworkers and Apprentices in courses such as NAVIS Autoworks, Construction Software, and PlanGrid Online Document Management Software.

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

### **Commitment to Training**

Signatory employers will continue to contribute to the Alameda Electrical Trust for every hour worked by apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

Alameda Electrical Trust’s Director of Training (dedicated administrator) will oversee training with five Administrative Staff to assist with ETP administration including marketing, recruitment, and scheduling. It has one full-time and 30 part-time trainers who will deliver training. The trainers are former or current members of the trade and experts in the subject matter with extensive practical and training experience in the industry. The Trust has also retained a third-party subcontractor- Strategy Workplace Communications (Strategy) to assist with ETP administration.

### **Marketing and Support Costs**

Alameda Electrical Trust’s recruitment process includes direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Application announcements and class information for the program are disseminated to local, state, and federal agencies as well as to local high schools, community colleges, and other community-based organizations throughout the year. Alameda Electrical Trust is requesting and staff recommends 8% in support costs for Job Numbers 1 and 2 to promote training opportunities.

### **Tuition Reimbursement**

Alameda Electrical Trust represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the ETP Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0939	\$367,012	10/3/22 – 10/2/24	193	44	0	\$81,548 (22%)**
ET22-0940 (EXP)	\$598,718	3/28/22 – 3/27/24	167	188	0	\$431,011 (72%)*

\*\*ET23-0939: based on ETP's Cal-E-Force (CEF) system, 4,728 reimbursable hours have been tracked for potential earnings of \$81,547.71 (22% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through October 2024.

\*ET22-0940: based on the CEF system, 21,938 reimbursable hours have been tracked for potential earnings of \$431,010.81 (72% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through March 2024.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0939	San Leandro	11/2/20 – 11/1/22	\$379,430	\$377,382 (99%)
ET20-0932	San Leandro	10/1/19 – 9/30/21	\$746,290	\$704,795 (94%)
ET19-0927	San Leandro	10/8/18 – 10/7/20	\$695,580	\$684,062 (98%)
ET17-0924	San Leandro	1/27/17 – 1/26/19	\$501,200	\$486,486 (97%)

## **DEVELOPMENT SERVICES**

Alameda Electrical Trust retained Strategy in Alameda to assist with development of this proposal at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy was also retained to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****All Occupations/Years**

- 1st Aid/CPR
- Codes and Standards
- Construction Documentation
- Construction Leadership
- Construction Technology
- NFPA 70E Electrical Safety
- Trimble Training Module
- Microgrid & Battery Storage Module
- Electrical Vehicle Charging Equipment Module
- Battery Storage Technology
- Trimble Total-Robot GPS Tracking
- Codeology
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash
- Alternating Current/Direct Current (AC/DC) Principles
- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits
- Grounding
- National Electrical Code Article 90-Introduction
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 250 Grounding and Bounding
- National Electrical Code Article Chapters 1-4
- Significant Changes to 2017 National Electric Code
- Fire Alarm Systems and Installations
- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code Article 760
- Fire Life Safety System Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)
- Industrial Motor Control
- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils

- National Electrical Code Article 430-Motors
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives
- Programmable Logic Control (PLC)
- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program
- Electrical Design
- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code
- Industry Specific Skills
- Advanced Instrumentation and Motor Controls
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems
- Conduit Bending
- Confined Space Entry
- Construction Technology
- ESAMATC (Energy Storage and Microgrid Training Certification)
- Firestop Installation
- Management and Monitoring of Materials
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Renewable Energy Systems
- Rigging and Lifting
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Solar Panel Installation
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies & Changes to Industry Standards (Green Training)
- Work Flow and Resources
- CALCTP (California Advanced Lighting Control Program)
- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors
- CALCTP Acceptance Testing
- Electric Vehicle Charging Systems (EVCS, formerly EVITP)

**Apprentice****2nd Year**

- Codes and Standards
- Construction Documentation
- Electrical Equipment
- Electrical Theory
- Industry Orientation
- Installation Applications
- Safety Awareness

**3rd Year**

- Codes and Standards
- Construction Documentation
- Electrical Systems
- Electrical Theory
- Safe Material and Equipment Handling Safety Awareness

**4th Year**

- Codes and Standards
- Construction
- Documentation Electrical
- Control Systems Electrical Systems
- Electrical Equipment
- Safety Awareness

**5th Year**

- Codes and Standards
- Construction Leadership
- Electrical Control Systems
- Electrical Equipment Industry
- Orientation Jobsite
- Skills and Practices
- Safety Awareness

**Computer Skills****(All Years)**

- NAVIS Autoworks
- 3D Building Modeling
- Bluebeam
- Construction Software
- PlanGrid Online Document Management Software

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Kern County Electrical Journeyman and Apprentice**  
**Training Trust**

**Contract Number: ET24-0960**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** S. Turner

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Kern	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 428		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b> <div style="border: 1px solid black; padding: 5px; text-align: center;">\$269,280</div>	+	<b>Support Costs</b> <div style="border: 1px solid black; padding: 5px; text-align: center;">\$18,592 8%</div>	=	<b>Total ETP Funding</b> <div style="border: 1px solid black; padding: 5px; text-align: center;">\$287,872</div>
In-Kind Contribution:	50% of Total ETP Funding Required		Inherent	

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Business Skills Commercial Skills, Computer Skills OSHA 10/30	10	8-200	0	\$590	\$49.65
				Weighted Avg: 24			
2	Retrainee Apprentice Priority Rate	Business Skills Commercial Skills, Computer Skills OSHA 10/30	157	8-210	0	\$1,796	\$30.90
				Weighted Avg: 105			

\*Post-Retention Wage is the Contractual Wage.

**Minimum Wage by County:** Job Numbers 1 and 2: (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$3.59 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Electrician/Inside Wireman	\$49.65	10
<b>Job Number 2</b>		
Apprentice - Electrician/Inside Wireman	\$27.31-\$44.69	157

**INTRODUCTION**

Founded over 53 years ago, Kern County Electrical Journeyman and Apprentice Training Trust (Kern Electrical JATC) ([www.ibew428.org](http://www.ibew428.org)) is a nonprofit training organization dedicated to providing up-to-date industry skills and training to secure high-quality job opportunities for its members. The JATC trains Electricians to install power, lighting, controls and other electrical equipment in commercial, industrial and residential facilities. Kern Electrical JATC is governed by a Board of Trustees comprised of three labor and three management representatives, and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 428 and the National Electrical Contractors Association with over 750 active members. Kern Electrical JATC is located in Bakersfield and proposes to train Journeyworkers and Apprentice Electricians, all of whom are members of IBEW Local 428.

This is Kern Electrical JATC's seventh ETP Contract, and the seventh in the last five years.

## **Veterans & Special Trainee Populations**

There were a total of 15 Veteran trainees in the two most recent ETP contracts. Kern Electrical JATC is committed to supporting job-related training that helps Veterans transition into the California workforce. The JATC actively recruits and hires Veterans in cooperation with Helmets to Hardhats, a national joint labor management program that recognizes the link between skills acquired in military service and the building trades. Also, their website promotes designated days exclusively reserved for Veteran applicants to apply for the apprenticeship program.

Kern Electrical JATC collaborates with Kern County to host an annual High School Work Shop aimed at curbing youth unemployment. As part of its outreach program, the JATC visits local high schools to recruit apprentices. Approximately 150-200 high school girls attend, where they are introduced to female graduates of the Apprenticeship program and various available trades. The program's ultimate goal is to inspire young women to pursue careers in the Building Trade careers.

Furthermore, Kern Electrical JATC actively works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, at risk youth, ex-offenders, and other underserved individuals.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years in length. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Bakersfield College with the Kern Community College District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Kern Electrical JATC represents that the total number of new apprentices projected to serve this year is 64. Since 2018, the program has served 240 new apprentices. The growth percentage in the last 5 years is approximately 10%.

## **PROJECT DETAILS**

Kern County is California's leading oil producing county with 81% of the state's oil wells and maintains many of the state's utility solar farms. As a major contributor to the state's energy and agricultural resources, Kern county needs trained electricians.

Multiple participating employers and union representatives have identified a need for training due to new energy efficiency regulations, the need to reduce costs to remain competitive, the need for higher quality standards, the increasing complexity of construction projects, and a retiring workforce.

Kern Electrical JATC will provide training to workers for commercial, industrial, solar and oil field projects with local signatory contractors. Journeyworkers and Apprentice Electricians will be working on turning the solar fields into full functioning 24-hour power plants.

The JATC will provide a pipeline of well-trained electrical apprentices, so that, employers have a reliable source of workers to fill new work projects. In the next 12 to 24 months, Kern Electrical JATC Electricians will be working on the following projects:

- Estrella Solar Project
- Bakersfield Refinery
- Sandrini Solar Project
- Chap Springs Battery Storage

## Training Plan

Training will be provided via Class/Lab and E-Learning in the following:

**Business Skills:** This training will be offered to all occupations to ensure Journeyworkers and Apprentices understand new national building codes and green practices, follow certification guidelines and collaborative bidding and project development practices. Training will also include Inventory Checklist, Creating Project Bids, Project Management and Decision Making Skills.

**Commercial Skills:** This training will be offered to all occupations. Energy will be the focus due to employer demand in these new methods and technologies. Training will cover installation changes, audio distribution and Solar Photovoltaic Panels. Apprentices will learn to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial and residential establishments. They will also learn to install, connect and test electrical wiring systems for lighting, heating, air conditioning and communications for any building or structure.

**Computer Skills:** This training will be offered to all occupations and include scheduling, planning and modeling software. AutoCAD, Job Tracking System and Scheduling & Planning Jobs Systems will provide trainees with the tools to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized control systems.

## Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## Training Infrastructure

Kern Electrical JATC's Training Director will oversee training with the assistance of two designated staff members who are responsible for all administrative duties including scheduling, securing recording and tracking training. Kern Electrical JATC has retained an administrative subcontractor to provide administrative services to ensure that all training records adhere to ETP requirements.

## Marketing and Support Costs

Kern Electrical JATC conducts marketing through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Class information will be distributed throughout the year to all Apprentice and Journeyworker electricians within the jurisdiction, as well as to the electrical contractors who employ them. Many participating employers have been recruited; however, additional recruitment and assessment activities are anticipated.

Kern Electrical JATC is requesting 8% support costs for Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participating employers for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and the JATC will cover these additional expenses.

## Tuition Reimbursement

Kern Electrical JATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes performance by Kern Electrical JATC under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0905	\$171,247	10/03/22-10/02/24	85	0	\$5,099 (3%)
ET22-0938	\$322,462	12/20/21-12/19/23	89	0	\$205,797 (64%)

\*ET23-0905: Based on ETP Systems, 290 reimbursable hours have been tracked for potential earnings of \$5,099 (3% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. More trainee enrollments and hours are pending submission in this contract until the trainees are closed in the ET22-0938 contract.

The Contractor projects final earnings of 100% for ET22-0938 based on training delivered to date and progress through contract closeout.

### **PRIOR PROJECTS**

The following table summarizes performance by Kern Electrical JATC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0920	Kern	07/01/20-06/30/22	\$143,637	\$110,302 (77%)
ET20-0917	Kern	08/05/19-08/04/21	\$287,490	\$287,490 (100%)
ET19-0910	Kern	08/01/18-07/31/20	\$278,585	\$287,585 (100%)
ET17-0925	Kern	01/27/17-01/26/19	\$287,600	\$287,600 (100%)

### **DEVELOPMENT SERVICES**

Kern Electrical JATC retained Strategy Workplace Communications in Azusa in to assist with development of this proposal for a flat fee of \$0.

### **ADMINISTRATIVE SERVICES**

Kern Electrical JATC retained Strategy Workplace Communications in Alameda to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills****Journeyworker Training:**

- Teambuilding Skills
- Green Awareness Training and Green Certifications
- Leadership Skills
- Customer Service Skills
- Conflict Resolution
- Problem Solving
- Decision Making Skills
- Inventory Checklist
- Advanced Time Management
- Filling Out Work Documents and Reports Accurately
- Project Management
- Creating Project Bids

**Commercial Skills****Journeyworker Training:****National Electrical Code**

- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash

**Analog/Digital Circuit (AC/DC) Principles**

- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits

**Grounding**

- Grounding and Bounding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

**Fire Alarm Systems and Installations**

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)

**Fire Life Safety**

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

**Industrial Motor Control**

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

**Programmable Logic Control (PLC)**

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

**Electrical Design**

- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code

**Voice, Data, and Video**

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

**Industry Specific Skills**

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems
- Conduit Bending
- Confined Space Entry
- Energy Storage and Microgrid Training and Certification (ESAMATC) energy storage
- Firestop Installation
- High Voltage Cable Splicing
- Management and Monitoring of Materials
- Programmable Logic Controllers
- Proper Installation and Use of Testing and Auditing Materials and Equipment
- Green Training (new)
- Proper Equipment Set-Up

- Testing Materials and Equipment –Proper Set-Up and Use
- Understanding Changes to Industry Standards
- Understanding New Technologies and Changes to Industry Standards
- Refinery Safety Orientation
- Rigging and Lifting
- Safe Working Practices
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Work Flow and Resources
- California Advanced Lighting Control Program (CALCP)
- Advanced Lighting Control Systems
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Dimming Controls
- Occupancy Sensors
- Photosensors
- CALCP Acceptance Testing
- Electric Vehicle Infrastructure Training Program (EVITP)
- Refinery Safety Overview (RSO)
- Foreman Development Series (New)

**Computer Skills****Journeyworker Training:**

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

**Commercial Skills****Apprentice Training:****2nd Year**

- Orientation, Level II
- Test Instruments, Level I
- Codeology, Level I
- AC Theory, Level I
- Blueprints, Level I
- Electrical Safety-Related Work Practices, Level I
- Transformers, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections

**3rd Year**

- AC Theory
- Blueprints
- Code and Practices

- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Grounding and Bonding
- Transformers
- Conduit Bending: Rigid & EMT, Chicago & 555
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Cad-welding
- Ground Testing
- Transformer wiring
- CPR/First Aid refresher
- COMET

**4th Year**

- Code Calculations
- Blueprints (& layout yard)
- Grounding and Bonding
- Motors
- Motor Control
- Lightning Protection
- Lighting Essentials
- Field Trip to motor repair shop and Folsom power house
- Motor Controls: mag starter & 3-wire control
- PLC's
- VFD's
- Motor control labs
- Code Prep

**5th Year**

- Code and Practices
- Code Calculations
- Motor Control
- Orientation
- Rigging
- Torque
- PV/Solar Installer
- CALCTP
- EVITP
- CPR/First Aid Refresher
- Foreman Training: Managing the Work including NECA/IBEW presentations
- From 2nd to 5th year
- High Voltage Cable Splicing
- ESAMATC energy storage
- Refinery Safety Orientation
- Refinery Safety Overview (RSO)

**All Years**

- Aerial Lift (New)
- Forklift (New)

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund

**Contract Number: ET24-0941**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** M. Sladewski

### PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Madera, Kings, Tulare	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Contractors Local 100		
Turnover Rate:		≤20%	

### FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$268,592		\$18,583 8%		\$287,175

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	129	8-210	0	\$1,711	\$30.90
				Weighted Avg: 100			
2	Retrainee Priority Rate Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 30	104	8-200	0	\$639	\$43.50
				Weighted Avg: 26			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

Job Numbers 1 and 2 (Modified SET/Priority Industry wage modification: \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$6.97 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

**Current Wage Range by Occupation**

Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice – Inside Wireman	\$23.93 - \$25.00	20
	\$25.01 - \$39.15	109
<b>Job Number 2</b>		
Journeyworker – Inside Wireman	\$43.50-\$54.38	104

**INTRODUCTION**

Founded in 1982, Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund (Fresno Electrical JATC) (<http://www.fresnojatc.org/>) provides up-to-date skills training and secures high-quality job opportunities for its members. Fresno Electrical JATC trains electricians who install power, lighting, sound and communications, controls and other electrical equipment in commercial, industrial and residential buildings.

The Fresno Electrical JATC is governed by a Board of Trustees comprised of labor and management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 100 and the National Electrical Contractors Association. All trainees are members of IBEW Local 100 located in Fresno, Madera, Kings and Tulare Counties (Region), which currently represents over 710 electricians in those counties. All four counties are in high unemployment areas (HUA).

This is Fresno Electrical JATC's ninth ETP contract, and seventh in the last five years. This project includes Journeyworker and Apprentice training. Fresno Area Electrical Training Center, located in Fresno, will train Inside Wiremen for local construction projects for unionized construction companies.

## **Veterans & Special Trainee Populations**

Fresno Electrical JATC's is committed to supporting job-related training that helps Veterans transition into the California workforce. Its training programs are registered with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. On its website, the JATC also advertises special days just for the veterans to come in and apply for the apprenticeship program. Fresno Electrical JATC had nine Veterans in their past project and is committed to training 12 Veterans in this new project.

Fresno Electrical JATC works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union. It markets to these individuals through flyers, emails, advertisements and tradeshow.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency, (in this case Fresno Unified School District.)

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Fresno Electrical JATC represented that the total number of new apprentices projected to serve this year is 29. Since 2018, the program has served 263 new apprentices. The growth percentage in the last 5 years is approximately 17%.

## **PROJECT DETAILS**

Energy efficiency training is the focus of this project due to the demand for "green" construction methods and technologies by the participating employers and property owners. Training in this project is driven by changes in the industry. This includes new energy efficiency regulations, a retiring workforce, increasing complexity of construction projects and a shift to "green" building standards. Due to changes in state energy requirements and the utilities, workers need to be trained to install many types of systems and be able to certify that the systems being installed comply with mandated requirements. As a result, Apprentices and Journeyworkers must have the skills to work with higher quality standards, increased material cost, and more advanced technology. Trainees will learn to install these systems, reduce waste and improve efficient working standards. ETP funding will help give trainees the needed skills to stay employed as industry energy efficiency codes become more stringent.

Trainees will work on the following upcoming projects: Tule River Casino, High Speed Rail, Porterville Animal Shelter, and Madera Glass Plant. Some of these projects have Project Labor Agreements (PLAs) in place that ensure the projects hire locally.

## Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

**Business Skills:** Training will be offered to Journeyworkers to provide the tools to plan, organize and manage their construction projects to complete them efficiently and on time. Training topics include Green Awareness Training and Green Certifications, Leadership Skills, Problem Solving and Project Management.

**Commercial Skills:** Training will be offered to Apprentices and Journeyworkers in energy efficiency training to help participating employers meet local work demand. Journeyworker training will include Advanced Welding, Auditing Equipment, Green Building Materials and Testing, and Solar Photovoltaic Panels. Training for Apprentices and Journeyworkers will include ESAM-TAC Energy Storage, Motor Controls and Solar Installer.

**Computer Skills:** Training will be offered to Journeyworkers to provide skills to use software programs at a jobsite. Training topics include Auto Computer-Aided Design, Job Tracking System, and Scheduling & Planning Jobs.

## Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

Fresno Electrical JATC's Training Director will oversee the project with two staff members assisting with administration, marketing, recruitment, needs assessments and scheduling of training. Fresno Electrical JATC has three full-time and six part-time trainers who will be providing training. Strategy Workplace Communications will assist with administrative services for the ETP Contract.

## Marketing and Support Costs

Fresno Electrical JATC is requesting 8% support costs for Job Numbers 1-2 to assist in the recruitment, employer outreach, and assessment of employer-specific job requirements.

Marketing is done through direct mailings, informational flyers, personal contracts, telephone calls, public service announcements, emails, and the Fresno Electrical JATC website. Class information will be disseminated throughout the year to all Apprentice and Journeyworker Electricians. Announcements for the program are sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations. Staff recommends the 8% support costs for Job Numbers 1-2 for this proposal.

### **Tuition Reimbursement**

Fresno Electrical JATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0930	\$271, 230	10/3/2022-10/2/2024	200	0	0	\$64,372 (24%)*
ET22-0927	\$339,635	12/20/2021 – 12/19/2023	101	0	0	\$339,635 (100%)**

\* Based on ETP Systems, for ET23-0930 it shows 3,510 reimbursable hours have been tracked for potential earnings \$64,372 (24% of approved amount). The Contractor is not able to upload all hours in ET23 until ET22 has been closed out. The Contractor expects to submit a final closeout for all trainees in retention next summer and finishing around October 2024.

\*\* Based on ETP Systems, for ET22-0927 it shows 17,367 reimbursable hours have been tracked for potential earnings of \$339,635 (100% of approved amount). The Contractor projects final earnings of 100% for both of these active contracts based on training currently committed to by employers.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0921	Fresno	8/3/2020-8/2/2022	\$210,776	\$210,102 (99%)
ET20-0916	Fresno	8/5/2019-8/4/2021	\$415,005	\$307,910 (74%***)
ET19-0907	Fresno	08/06/2018-08/05/2020	\$459,917	\$434,871 (95%)
ET17-0928	Fresno	01/27/17 – 01/26/19	\$403,700	\$293,909 (73%***)

\*\*\* Two issues affected the JATC's ET20-0916 and ET17-0928 past performances. In the past, the JATC was not able to invoice for some apprentices because if apprentices had any performance issues (such as being late for class or work), the JATC required that the apprentices pay for their books. Because they paid for their books, the trainees were not eligible for ETP funds. The JATC changed this policy. By no longer charging for books, the JATC may now invoice for all apprentices and therefore greatly improve their contract performance. In addition, the JATC has increased the number of training hours delivered in a semester.

**DEVELOPMENT SERVICES**

Fresno Electrical JATC retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

**ADMINISTRATIVE SERVICES**

Fresno Electrical JATC also retained Strategy Workplace Communications to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills****Journey Level**

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

**Commercial Skills****Journey Level****Codeology**

- Arc Flash
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment

**Analog/Digital Circuit (AC/DC) Principles**

- Generators
- Inductance/Reactance
- Math for Electricians
- Ohm's Law
- Series/Parallel Circuits

**Grounding**

- Grounding and Bounding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

**Fire Alarm Systems and Installations**

- Definitions and Systems
- Initiating Devices and Notification Systems

- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)

### **Fire Life Safety**

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

### **Industrial Motor Control**

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

### **Programmable Logic Control (PLC)**

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

### **Electrical Design**

- 3 and 4-Way Switching
- Design of Electrical Circuits
- LonWorks and Building Automation
- Magnetic Motor Control and the Code
- Transformers and the Code

### **Voice, Data, and Video**

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

### **Industry Specific Skills**

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Automated Demand Response Metering
- Basic Welding
- Blueprints and Schematics
- Building Automation Systems
- CALCTP Acceptance Testing

- Conduit Bending
- Confined Space Entry
- Electric Vehicle Charging Stations
- Electric Vehicle Infrastructure Training Program (EVITP)
- ESAM-TAC Energy Storage
- Firestop Installation
- Management and Monitoring of Materials
- Medium Voltage Cable Splicing
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging and Lifting
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Traffic Signaling
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Work Flow and Resources

#### **CALCTP (California Advanced Lighting Control Program)**

- Advanced Lighting Control Systems
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Dimming Controls
- Occupancy Sensors
- Photosensors

#### **Commercial Skills**

##### **Apprentice**

##### **2nd Year**

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

**3rd Year**

- AC Theory
- Blueprints
- Cad-welding
- Code and Practices
- COMET
- Conduit Bending: Rigid & EMT, Chicago & 555
- CPR/First Aid refresher
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Ground Testing
- Grounding and Bonding
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Transformer wiring
- Transformers

**4th year**

- Blueprints (& layout yard)
- Code Calculations
- Code Prep
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor control labs
- Motor Controls: mag starter & 3-wire control
- Motors
- PLC's
- VFD's

**5th Year**

- CALCTP
- Code and Practices
- Code Calculations
- CPR/First Aid Refresher
- EVITP
- Foreman Training: Managing the Work including NECA/IBEW presentations
- Motor Control
- Orientation
- PV/Solar Installer
- Rigging
- Torque

**All Years**

- Automated Demand Response Metering
- Electric Vehicle Charging Stations
- ESAM-TAC Energy Storage
- California Advanced Lighting Controls (CALCTP)

**Computer Skills**

**Journey Level**

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

**Apprentice**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

**Apprentice & Journeyworker**

- OSHA 30



**Training Proposal for:**  
**San Joaquin and Calaveras County Electrical Industry  
 Apprenticeship and Training Trust**

**Contract Number: ET24-0913**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** J. Fetsch

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Calaveras, San Joaquin	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Contractors Local 595		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$174,632		\$12,104 8%		\$186,736

<b>In-Kind Contribution:</b>	50% of Total ETP Funding Required	Inherent
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## **TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	72	8-210	0	\$2,498	\$30.90
				Weighted Avg: 146			
2	Retrainee Priority Rate Journeyworker	Commercial Skills, OSHA 30	10	8-200	0	\$688	\$44.45
				Weighted Avg: 28			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry wage modification): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$6.45 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Inside Wireman	\$24.45-\$37.78	72
<b>Job Number 2</b>		
Journeyworker - Inside Wireman	\$44.45	10

## **INTRODUCTION**

Since 1945, San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust (SJC JATC) provides education and training to Journeyworkers and Apprentices in electrical construction in the Central Valley. SJC JATC is a non-profit organization established by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association. Located in Stockton, IBEW Local 595 and its San Joaquin/Calaveras Electrical Training Center serve Northern California communities. This project will train Inside Wiremen in San Joaquin and Calaveras Counties. SJC JATC has successfully graduated 46 Apprentices through to Journey level status in the last 5 years. The trust consists of a total of 20 employers of which 17 are small businesses. This will be SJC JATC's second ETP Contract, and second in the last five years.

### **Veterans & Special Trainee Populations**

Although there is no Veteran Job Number component in this proposal, SJC JATC recruits the Veteran population thru the Helmets to Hardhats program.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin Delta College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

SJC JATC represented that the total number of new apprentices projected to serve this year is 20. Since 2018, the program has served 99 new apprentices. The growth percentage in the last 5 years is approximately 12%.

## **PROJECT DETAILS**

SJC JATC is dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. The Apprentice training will ensure trainees can plan, layout, install, repair and maintain electrical equipment that provides light, heat, communications and power to for electrical construction customers. Journeyworker training will focus on new and emerging technologies, including renewable energy and highly efficient electrical control systems, and green construction practices and materials. This training project will help electricians to use new techniques and materials that help reduce significant carbon emissions. These decreases in emissions will help California meet its clean energy goals and move the State towards less dependency on fossil fuels.

Trainees will work on the following upcoming projects: North Valley BESS, Soda Ash, Mariposa Industrial Park, River Island High School, and Bayo Tech Hydrogen- Stockton Hub

## **Training Plan**

Training will be delivered via Class/Lab and E-Learning. Retraining for Journeyworkers is customized to meet the needs of the core group of participating employers.

**Commercial Skills:** Training will be offered to Apprentices and Journeyworkers in energy efficiency training to better help participating employers meet local work demand. These courses include Grounding and Bonding, AC Theory, Lightning Protection and Blue Print Reading.

## **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion

of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

Training will be overseen by the SJC JATC Director of Training. Training will occur at the SJC JATC headquarters and San Joaquin Delta College both located in Stockton. Training will be provided by two full-time trainers, who are former or current members of the trade and subject matter experts. Two staff members at SJC JATC will assist with the marketing, recruitment, needs assessments and scheduling of training. The SJC JATC has retained Strategy Workplace Communications to assist with project administration.

### **Marketing and Support Costs**

The program will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and SJC JATC's website. Class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the jurisdiction as well as to the electrical contractors who employ them. Application announcements for the program are disseminated to local, state and federal agencies as well as to local high schools and community colleges; community-based organizations are also included in this effort (mailings and onsite job fairs). As such, SJC JATC is requesting 8% support costs for Job Numbers 1 & 2.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0945	\$151,886	10/3/2022- 10/2/2024	72	0	\$151,886 (100%)

**DEVELOPMENT SERVICES**

Strategy Workplace Solutions located in Alameda assisted with development at no cost.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice****2nd Year**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code
- Book review
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

**3rd Year**

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2014 Code
- Book Review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- OSHA
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

**4th Year**

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2014 Code
- Book Review
- Electrical Systems
- Electrical Theory

- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

#### 5th Year

- Automated Demand Response
- Blueprint Reading
- Building Automation
- Code Calculations
- Codeology- National Electric Code- 2014 Code
- Book Review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

### **Commercial Skills**

#### **Journeyworker**

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book Review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training Certification's Energy Storage)
- Estimating

- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers
- CALCTP (California Advanced Lightning Control Program)
  - Advanced Lighting Control Systems
  - Dimming Controls
  - Lighting Control Strategies
  - Line Voltage Switching Controls
  - Low Voltage Switching Control
  - Occupancy Sensors
  - Photosensors

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)****Apprentice**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)****Apprentice & Journeyworker**

- OSHA 30



**Training Proposal for:**  
**San Francisco Electrical Industry**  
**Apprenticeship and Training Trust**  
**Contract Number: ET24-0949**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area     **Analyst:** S. Ramakrishnan

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	Construction   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   International Brotherhood of Electrical Workers Local Union No. 6		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$161,280		\$11,088 8%		\$172,368

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, Computer Skills, OSHA 10/30	126	8-210	0	\$1,368	\$37.46
				Weighted Avg: 80			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry wage modification): \$30.90/hr.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice- Inside Wireman	\$37.46-\$67.60	126

**INTRODUCTION**

Founded in 1962 and headquartered in San Francisco, San Francisco Electrical Industry Apprenticeship and Training Trust (SFJATC) ([www.sfelectricaltraining.org](http://www.sfelectricaltraining.org)) is a cooperative effort between the San Francisco Chapter of the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local Union #6. SFJATC is responsible for recruiting and training apprentices to meet San Francisco's ever-growing and changing needs of the industry. It trains Inside Wiremen to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial, and residential establishments. ETP training will be delivered at SFJATC's facility in San Francisco.

This will be SFJATC's twelfth ETP Contract, and its seventh in the last five years. Training will enable electricians to install, connect, and test electrical wiring systems for lighting, heating, air conditioning, and communications. SFJATC serves approximately 2,600 Journeyworkers and 197 apprentices. SFJATC estimated 100 employers are participating in this proposed program with a mixture of small businesses (70%) and large businesses (30%). There are 77 signatory employers in total. Five have more than 100 employees and 72 have less than 100 employees.

**Veterans & Special Trainee Populations**

SFJATC hires and employs veterans through its normal hiring practices. It has a formal veterans' hiring program working with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. It also advertises special days just for veterans to apply for the program. Veterans who apply can skip the first stage (the written assessment) and go the second stage (the interview). It remains committed to supporting job-related training that helps veterans transition into the California workforce.

SFJATC works with regional workforce-investment boards, community-based organizations, and building-trades councils to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals into the union.

## Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS, a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## Program Completion Rates

SFJATC represented that the total number of new apprentices projected to serve this year is zero. Since 2018, the program has served 197 new apprentices. The growth percentage in the last five years is approximately 0%.

## PROJECT DETAILS

Commercial construction projects around San Francisco are on the rise following the large decline in demand of office space due to work from home practices created during the COVID-19 pandemic. As the industry is recovering from such effects, employers require qualified, efficient workers. ETP training will equip SFJATC to meet employer demands by developing a skilled workforce, while assisting with graduating more apprentices to Journeyworkers and keeping them in secure ongoing employment within the San Francisco area. The Employment Development Department (EDD) places Electricians on the list of Top 100 Fastest Growing Occupations, and EDD estimates the need for electrical workers will grow by 32.5% between 2014 and 2024.

The ETP funding will help SFJATC train apprentices to keep up with changes in electrical construction by offering classes in new technologies that focus on renewable energy and highly efficient electrical control systems. Trainees will learn to use new techniques and materials that will help reduce carbon emissions significantly and meet CA's clean energy goals. To keep pace with employer demand SFJATC reports it must increase training for apprentices. Training will prepare apprentices to work on projects such as:

- Park Merced Redevelopment (20-year project)
- UCSF (12-year project)
- San Francisco Waste Treatment

## Training Plan

Training will be conducted via Class/Lab and E-Learning delivery methods in the following:

**Commercial Skills:** this training will be offered to Apprentice- Inside Wiremen on course topics like Solar Voltaic, Blueprints, and Computer-Aided Design (CAD) and Leica Construction Layout Tool. In addition, it is expected that some apprentices will receive CAD and Welding certifications as a result of training. Updated skill sets will allow workers to perform their work efficiently and safely.

**Computer Skills:** this training will be offered to Apprentice- Inside Wiremen on course topics that will include Auto Computer-Aided Design (AutoCAD), Bluebeam Software, and Leica Construction Layout Tool to provide the tools to not only read blueprints but to modify them as needed while at the jobsite.

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per trainee. However, for Apprentice trainees with OSHA 10/30 training this cap extends to 210 hours per trainee.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

SFJATC's Training Director (dedicated administrator) will oversee the project with three administration staff assisting with the marketing, recruitment, needs assessments, and scheduling of training and with two other staff dedicated to ETP administration. Training will be delivered by three full-time and 18 part-time trainers who are in-house subject-matter experts and are former or current members of the trade. The JATC's training center is a state-of-the-art facility. Additionally, a third-party subcontractor- Strategy Workforce Communications (Strategy) has been retained to provide ETP-administration services.

### **Marketing and Support Costs**

SFJATC will publicize the availability of training through brochures/flyers, personal contacts, its website, public-service announcements, and presentations at labor-management meetings and industry assemblies. The majority of recruitment occurs at local state and federal agencies, high schools, colleges, and community based organizations. SFJATC requests and staff recommends 8% support costs for Job Number 1. This will enable SFJATC to support the recruitment for this program.

### **Tuition Reimbursement**

SFJATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the ETP Contract.

### **Alternate Recordkeeping**

Staff has reviewed and approved the JATC's request to use an alternate recordkeeping method.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0925	\$499,876	10/3/22-10/2/24	224	0	0	0
**ET22-0955	\$597,012	1/1/22-12/31/23	373	241	0	\$446,899.21

**\*ET23-0925:** 70% of training hours have been delivered for this ETP Contract. The hours will be uploaded into the Cal-E-Force (CEF) system as soon as the invoices for the previous ETP Contract (ET22-0955) are processed and paid by ETP's Fiscal Unit. SFJATC expects to complete all potential earnable hours and to earn 100% of funds.

**\*\*ET22-0955:** Based on ETP's CEF system, 23,227 reimbursable hours have been tracked for potential earnings of \$446,899.21 (75% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to and in progress through September 2023 of final training.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0942	San Francisco	10/5/20-10/4/22	\$380,932	\$380,932 (100%)
ET20-0928	San Francisco	10/7/19-10/6/21	\$749,597	\$749,597 (100%)
ET19-0928	San Francisco	11/5/18-11/4/20	\$949,990	\$949,990 (100%)
ET18-0914	San Francisco	10/2/17-10/1/19	\$613,773	\$613,773 (100%)

## **DEVELOPMENT SERVICES**

SFJATC has retained California Labor Federation in Sacramento and Strategy in Oakland to assist with development of this proposal at no cost.

## **ADMINISTRATIVE SERVICES**

SFJATC has also retained Strategy to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****2nd Year**

- Orientation, Level II
- AC Systems, Level I
- AC Theory, Level I
  - Codeology
  - National Electrical Code (NEC)
  - Test Equipment
  - Residential Blueprints
- Conduit Fabrication, Level II 2nd Ed.
- Blueprints, Level II
- Codes, Standards, and Practices
- Electrical Code Calculations, Level I
- Pipe Bending
- Grounding
- Transformers, Level I, II, III
  - Industrial Blueprints
  - Electrical Systems
- Electrical Safety-Related Work Practices
- Test Instruments, Level I
- Conduit Bending
- Comb. Circuit Wiring
- Transformer Connections

**3rd Year**

- Grounding and Bonding, Level I, II
  - Overcurrent Protection
  - Codeology Skills
  - Commercial Blueprints
- Computer-Aided Design (CAD) and Leica Construction Layout Tool
- Intro to PlanGrid
- Blueprints
- Exothermic-Welding Lab
- Codes, Standards, and Practices
- Rigid & Electrical Metal Tube Conduit (EMT), Chicago & 555
- CPR/First Aid Refresher
- Electrical Safety-Related Work Practices
- Grounding Lab
- Motors
- Motors Connections Lab
- Motor Controls, Level I
  - Lighting Protection
- Solar Voltaic
- Solar Voltaic Lab

## 4th year

- Motor Controls, Level II
- Motor Control Lab Work
- Programmable Logic Controllers (PLCs)
- Motor Drives/Variable Frequency Drives (VFDs)
  - Advanced Motor Controllers
- Fire Alarm
  - Emergency Communication Systems
  - Public Emergency Systems
- Fire Alarm Lab Work
- Fire Alarm Blueprints
- Fire Alarm Code, National Fire Protection Association (NFPA 72)

## 5th Year

- NEC
  - Electric Vehicle Training
  - Advanced Lighting Controls
- Orientation
- Code Calculations Review
- Electric Vehicle Training and Certification
- California Advanced Lighting Controls Training Program (CALCTP)
- Lighting Essentials, Level I
- Code, Standards, and Practices, Level IV
- Foreman Development Training
- Estimating
- HVAC Controls

**Computer Skills**

- Auto Computer-Aided Design (AutoCAD)
- Leica Construction Layout Tool
- PlanGrid
- Bluebeam Software

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Redwood Empire Electrical Joint Apprenticeship Trust**

**Contract Number: ET24-0958**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** R. Jackson

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Del Norte, Humbolt, Lake, Marin, Mendocino, Sonoma	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 551		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$157,878		\$10,905 8%		\$168,783

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills OSHA 10/30	67	8–210	0	\$2,087	\$30.90
				Weighted Avg: 122			
2	Retrainee Priority Rate Journeyworker	Commercial Skills OSHA 10/30	62	8–200	0	\$467	\$55.60
				Weighted Avg: 19			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:**

Job Numbers 1 and 2 (SET/Priority Industry wage modification): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$2.10 per hour may be used to meet the Post-Retention Wage for Job Number 1.

**Current Wage Range by Occupation**

Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Electrician	\$28.80 - \$48.96	67
<b>Job Number 2</b>		
Journeyworker Electrician	\$55.60 - \$72.28	61

**INTRODUCTION**

Since 1941, Redwood Empire Electrical Joint Apprenticeship Trust (REJATC) provides education and training to Journeyworkers and Apprentices in electrical construction throughout the Redwood Empire region. REJATC is a non-profit organization established by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA). Located in Santa Rosa, IBEW Local 551 and its Redwood Empire Electrical Training Center serve Northern California communities. The region includes Del Norte, Humboldt, Lake, Marin, Mendocino, and Sonoma counties. ETP training will occur at the Redwood Empire Electrical Training Center located in Santa Rosa.

This will be REJATC's third ETP Contract, and its third in the last five years.

**Veterans Program & Special Trainee Populations**

REJATC recruits and hires veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. In some cases, veterans who apply for the Apprenticeship Program who also have construction experience can skip the first stage of the application process.

## **Apprenticeship Program**

The Panel funds apprenticeship programs approved by the Division of Apprenticeship Standards (DAS). ETP funding also supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS, a designated Local Educational Agency (in this case Santa Rosa Junior College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

REJATC represented that the total number of new apprentices projected to serve this year is six. Since 2018, the program has served 79 new apprentices. The growth percentage in the last five years is approximately 0%.

## **PROJECT DETAILS**

REJATC partners with 328 signatory employers. The training in this project will prepare new apprentices to replace retiring journey-level workers and to accommodate an increased need of qualified apprentices in the area. The apprentices will plan, lay out, install, repair and maintain electrical equipment that provides light, heat, communications, and power to electrical construction customers. Training during this project will focus on new and emerging technologies, including renewable energy and highly efficient electrical control systems. The shift from analog to digital equipment dictates the need for extensive training. The training will prepare the apprentices and journey-level workers for the following upcoming projects:

- Santa Rosa Courthouse
- Rohnert Park Casino addition
- Santa Rosa Junior College dormitory

## **Impacts/Outcomes**

As a result of the ETP training, REJATC anticipates the following certifications will be earned:

- OSHA 10/30
- Building Automations Systems
- CALCTP Lighting
- Electric Vehicle Infrastructure
- Energy Storage
- Fork Lift

These certifications increase efficiency and safety. Generally they make each trainee a more qualified employee and helps employers stay competitive in California's economy.

## Training Plan

Training will be conducted via Class/Lab & E-Learning delivery methods in the following:

**Commercial Skills:** this training will be offered to all occupations on courses that include Blueprint Reading, Electrical Theory, Building Automation, and Code and Practices while also offering courses in energy efficiency training to better help participating employers meet local work demand.

### Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30, training this cap extends to 210 hours.

### Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

REJATC’s Director of Training (dedicated administrator) will oversee training. In REJATC’s office, two Training Directors and one Administrative Staff member will be assisting with the marketing, recruitment, needs assessments and scheduling of training. Training will be provided by two full-time trainers and one-part time trainer who are all former or current members of the trade and subject-matter experts. REJATC has also retained a third-party subcontractor- Strategy Workplace Communications (Strategy) to assist with ETP-project administration.

### Tuition Reimbursement

REJATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### Marketing and Support Costs

The program will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and REJATC’s website. Class information will be disseminated throughout the year to all apprentice and journey-level workers within REJATC’s jurisdiction as well as to the electrical contractors who employ them. Application announcements (mailings and onsite job fairs) for the program are disseminated to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. As such, REJATC is requesting 8% support costs for both Job Numbers 1 and 2.

**ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0929	\$208,531	10/2/22-10/1/24	81	11	0	\$30,113 (14%)

Based on ETP's Cal-E-Force (CEF) system, 16,060 hours have been tracked for potential earnings of \$30,113 (14% of approved amount). REJATC projects final earnings of 100% based on current committed training. Invoices will be submitted in CEF by September 2023 for 50% of the ETP Contract's approved amount.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0904	Santa Rosa	7/1/20-6/30/22	\$139,067	\$139,067 (100%)

**DEVELOPMENT SERVICES**

REJATC retained Strategy in Alameda to assist with development of this proposal for no fee.

**ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Apprentice****COMMERCIAL SKILLS****2nd-Year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code and Practices
- Code Calculations
- Codeology – National Electric Code (2014 Code Book Review)
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

**3rd-Year Curriculum**

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology – National Electric Code (2014 Code Book Review)
- Electrical Safety
- Electrical Theory
- Electric Vehicle Infrastructure Training (EVITP)
- Fire Alarm Systems
- First Aid/CPR/AED
- Grounding and Bonding
- Lighting Design Basics
- National Fire Protection Association (NFPA 70E)
- Photovoltaics
- Pipe Bending – Conduit Fabrication
- Preparing for Leadership
- Rigging, Hoisting, and Signaling
- Test Instruments
- Transformers

**4th-Year Curriculum**

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations

- Codeology – National Electric Code (2014 Code Book Review)
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection

**5th-Year Curriculum**

- Automated Demand Response
- Blueprint Reading
- Building Automation
- Code Calculations
- Codeology – National Electric Code (2014 Code Book Review)
- Code Practices
- Electrical Theory
- Estimating
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Torque
- Transformers
- CALCTP Advanced Lighting Controls
- Cybersecurity

**All Trainees in All Years**

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- CALCTP Advanced Lighting Controls
- Catastrophic Failure Response
- Code and Practices
- Code Calculations
- Codeology – National Electric Code
- Code Book Review
- Code of Excellence
- Cybersecurity Training
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- Estimating

- Electrical Vehicle Infrastructure Training Program
- Energy Storage and Microgrid Training
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lightning Protection
- Lighting Design Basics
- Motor Control
- Motors
- Mine Safety and Health Administration Training
- National Fire Protection Association (NFPA 70E)
- Network Technologies
- Pipe Bending
- Photovoltaic Systems
- Preparing for Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Test Instruments
- Torque
- Transformers

### **Journeyworker**

#### **COMMERCIAL SKILLS**

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- CALCTP Advanced Lighting Controls
- Catastrophic Failure Response
- Code and Practices
- Code Calculations
- Codeology – National Electric Code
- Code Book Review
- Code of Excellence
- Cybersecurity Training
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- Estimating
- Electrical Vehicle Infrastructure Training Program

- Energy Storage and Microgrid Training
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lightning Protection
- Lighting Design Basics
- Motor Control
- Motors
- Mine Safety and Health Administration Training
- National Fire Protection Association (NFPA 70E)
- Network Technologies
- Pipe Bending
- Photovoltaic Systems
- Preparing for Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Test Instruments
- Torque
- Transformers

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



## Training Proposal for:

# Ventura County Electrical Joint Apprenticeship and Training Trust Fund

**Contract Number: ET24-0900**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** S. Turner

## PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 952		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$130,280		\$9,000 8%		\$139,280
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Business Skills, Comm'l. Skills, OSHA 10/30	25	8-200	0	\$590	\$45.89
				Weighted Avg: 24			
2	Retrainee Apprentice Priority Rate	Business Skills, Comm'l. Skills, OSHA 10/30	70	8-210	0	\$1,779	\$30.90
				Weighted Avg: 104			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$7.97 per hour may be used to meet the Post-Retention Wage for Job Number 2: This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker Electrician/Inside Wireman	\$45.89	25
<b>Job Number 2</b>		
Apprentice Electrician/Inside Wireman	\$22.93-\$25.00	30
	\$25.01-\$30.00	13
	\$30.01-\$38.98	27

**INTRODUCTION**

Founded in 1977 and located in Ventura, Ventura County Electrical Joint Apprenticeship and Training Trust Fund (VCE-JATT), ([www.vcjatc.org](http://www.vcjatc.org)) is a nonprofit training organization dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. VCE-JATT is governed by a Board of Trustees comprised of four labor and four management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 952 and the National Electrical Contractors Association. VCE-JATT has over 100 participating employers that contribute funds to the Apprenticeship program. In 2021 VCE-JATC purchased an 11,000 square foot building and installed four state of the art classrooms and modern training equipment.

VCE-JATT trains Inside Wiremen who install the power, lighting, controls and other electrical equipment in commercial and industrial buildings. All trainees are members of IBEW Local 952, which currently represents over 500 electricians in Ventura County. This will be VCE-JATT's eighth ETP Contract, and seventh in the last 5 years.

## **Veterans & Special Trainee Populations**

Although there is no Veteran component in this proposal, there were a total of 14 Veteran trainees in the two most recent ETP Contracts. VCE-JATT is firmly committed to the hiring and development of Veterans and is committed to supporting job-related training that helps Veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance. These benefits are paid directly to the Veteran trainees.

Furthermore, VCE-JATT works with regional Workforce Investment Boards, Community Based Organizations, Building and Trades Councils, to ensure a diverse workforce that promotes inclusion of women, minorities, at-risk youth, ex-offenders, non-binary, and underserved individuals into the union.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency, in this case Ventura County Office of Education.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

VCE-JATT represented that the total number of new apprentices projected to serve this year is 17. Since 2018, the program has served 81 new apprentices. The growth percentage in the last 5 years is approximately 6%.

## **PROJECT DETAILS**

Inside Wiremen install and maintain the various types of electrical systems found in commercial and industrial facilities, electric vehicle stations, and transit systems. They also install conduit systems that contain the wire from the motor control centers or panel boards to the equipment that uses electricity. The Trust also runs the Electric Vehicle Infrastructure Training Program. This program has helped to develop a workforce of electricians to meet the increasing demand for electric vehicle charging stations in Ventura County.

Participating employers have identified the following reasons for training:

- New energy efficiency regulations to meet building codes and requirements
- Need to reduce costs
- Higher quality standards

- Retiring workforce
- Increasing complexity of construction projects

Apprentices' projects have Project Labor Agreements (PLAs). PLAs ensure that people within the community are hired to work on the local projects. VCE-JATT Electricians will be working on the following construction projects:

- Various school projects in the City of Ventura
- City of Oxnard Water Treatment Facility
- Solar Project in Simi Valley
- Low Income Housing Project in Oxnard
- Amgen Tenant Improvement Projects
- Port of Hueneme Electrification Upgrades

In addition to training apprentices, VCE-JATT is committed to ongoing training for the journey level of apprentices which makes the jobsite supervision classes for the journey workers who supervise apprentices crucial. The supervisor training ensures that apprentices are well guided and trained to become highly skilled and independent workers on a site. The work is performed in existing or new residential, commercial and industrial buildings and includes street and highway lighting, fueling stations, traffic signals and other outdoor above and below grade installations.

## Training Plan

Training will be provided via Class/Lab and E-Learning in the following:

**Business Skills:** Training will be offered to all occupations and include new national building codes and green practices; following certification guidelines; using more collaborative bidding and project development practices; meeting budgets; interacting with other types of construction workers; implementing green solutions in traditional work environments and correctly training apprentices on worksites. Training will also include team-building and leadership skills so that electricians can lead teams in an effective and efficient manner. Training will give workers the tools to plan, organize, train and manage their construction projects so that both the apprentices and journey level electricians can complete jobs efficiently and on time.

**Commercial Skills:** Training will be offered to all occupations and will focus on Green training due to the increasing demand for energy efficient construction methods and technologies by the participating employers and property owners. Training will include energy-efficient technologies and products such as green building materials, solar photovoltaic panels, new motor controls, advanced welding, green materials testing and audit equipment.

## Certified Safety Training

OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The Training Director will oversee the project. The Trust has 13 part-time and one full-time trainer. Trainers are former or current members of the trade and have received or are scheduled to receive Master Certification status. The center publishes the training schedule online and class attendance is mandatory. Trainers take daily attendance and test regularly and administrative staff collects the records and submits information to ETP for compliance and reimbursement. VCE-JATC retained an administrative subcontractor to provide administrative services.

## Marketing and Support Costs

Through informational flyers, trade shows, personal contacts, telephone calls, public service announcements, emails, and websites, program information is disseminated throughout the year. Application announcements for pre-apprenticeship and apprenticeship program are sent to local, state and federal agencies such as to local high schools, community colleges, military bases, state and federal prisons and community-based organizations. The Trust attend job fairs throughout the community.

VCE-JATT requests 8% support costs for Job Numbers 1 and 2. The projected budget costs for personnel alone will exceed the ETP support cost funding and the JATT will cover these additional expenses.

## Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made as a condition in the Contract.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0909	\$78,788	10/03/22- 10/02/24	64	0	\$38,369 (49%)
ET22-0917	\$233,550	11/22/21- 11/21/23	69	0	\$218,346 (94%)

ET23-0909: Based on ETP Systems, 2,172 reimbursable hours have been tracked for potential earnings of \$38,368 (49% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers.

ET22-0917: The Contractor projects final earnings of 100% based on training delivered to date and progress through contract closeout.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance by VCE-JATC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0928	Oxnard	09/01/20- 08/31/22	\$128,410	\$128,410 (100%)
ET20-0908	Oxnard	09/03/19 - 09/02/21	\$252,800	\$252,800 (100%)
ET19-0912	Oxnard	07/30/18 – 07/29/20	\$325,330	\$324,802 (99%)
ET17-0929	Oxnard	01/27/17 – 01/26/19	\$195,000	\$195,000 (100%)

**DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda assisted with development at no cost.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee of 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills****Apprentice/Journeyman**

- AutoCAD
- Project Estimating
- Project Planning and Scheduling
- Completing Work Reports
- Team Building Skills

**Commercial Skills****Apprentice**

- AC Theory
- Anti-Harassment
- Automated Demand Response
- Blueprint Reading and Specifications
- Building Automation Systems
- California Advanced Lighting Controls Program (CALCTP)
- Conduit Bending & Raceway Installations
- Confined Space Entrant & Attendant
- CPR/First Aid/AED
- Cyber-Security Systems
- DC Theory
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Project Supervision
- Electrical Safe Work Practices based on the NFPA70E
- Electrical Test Instruments
- Energy Storage & Microgrid Training (ESAMTAC)
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Jobsite Safety
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors & Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation

- Programmable Logic Controllers (PLC's)
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

### **Commercial Skills**

#### **Journeyman**

- AC Theory
- Anti-Harassment
- Automated Demand Response
- Blueprint Reading and Specifications
- Building Automation Systems
- California Advanced Lighting Controls Program (CALCTP)
- Conduit Bending & Raceway Installations
- Confined Space Entrant & Attendant
- CPR/First Aid/AED
- Cyber-Security Systems -- new
- DC Theory
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Project Supervision
- Electrical Safe Work Practices based on the NFPA70E.
- Electrical Test Instruments
- Energy Storage & Microgrid Training (ESAMTAC)
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Jobsite Safety
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors & Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation
- Programmable Logic Controllers (PLC's)
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

OSHA 30



## Training Proposal for:

# Central Valley Electrical Industry Training & Educational Trust

**Contract Number: ET24-0918**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** A. Reyes

### PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Stanislaus	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical workers Local 684		
Turnover Rate:		≤20%	

### FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$126,248		\$8,720 8%		\$134,968

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commer'l. Skills, OSHA 10/30	72	8-210	0	\$1,779	\$30.90
				Weighted Avg: 104			
2	Retrainee Journeyworker	Commer'l. Skills, OSHA 30	10	8-200	0	\$688	\$46.00
				Weighted Avg: 28			

\*Post-Retention Wage is the Contractual wage.

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$5.60 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Inside Wiremen	\$25.30 - \$39.10	72
<b>Job Number 2</b>		
Journeyworker - Inside Wiremen	\$46.00	10

**INTRODUCTION**

The Central Valley Electrical Industry Training & Educational Trust (CVEIT) ([www.cvjatc684.org](http://www.cvjatc684.org)), located in Modesto, was formed in 1964. CVEIT is governed by a Board of Trustees as a joint effort between International Brotherhood of Electrical Workers Local 684 and the National Electrical Contractors Association. The Organization was formed to create a pipeline of qualified inside wiremen who install power, lighting, controls, and other electrical equipment for local construction projects. Training will take place at CVEIT's Modesto location. This will be CVEIT's second ETP Contract and second in five years, however they have participated in previous ETP Contracts with the California Labor Federation and State Building Construction Trades Council of California. CVEIT has 30 large employers participating and 70 small employers participating in this project.

## **Veterans & Special Trainee Populations**

CVEIT recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Stanislaus COE).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

CVEIT represented that the total number of new apprentices projected to serve this year is 24. Since 2018, the program has served 94 new apprentices. The growth percentage in the last 5 years has remained the same.

## **PROJECT DETAILS**

CVEIT is dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. Training during this project will focus on new green construction practices and materials, energy efficient buildings, new technology, and safety compliance. Training will ensure Apprentice and Journeyworkers can keep up with new and emerging technologies such as efficient electrical control systems, digital equipment, and energy conservation. Training will also prepare Apprentices with the skills to replace the high number of retiring journey level electricians. The apprentice curriculum meets the need of the participating employers because it is employer driven. It was designed to address employer's needs as determined by customers and changes in the industry. Local projects and their hiring demands help to shape the curriculum during the apprentice's time in the program.

Training will include public and private works projects that have been impacted with LEED Certification, AB32, pending green legislation, and commercial interest in developing, retrofitting, and maintaining greener buildings. Projects under this proposal include The Modesto Court House, Mess Battery Storage, Hughson Water Treatment, and Chicken Ranch Casino.

## Training Plan

Training will be delivered via Class/Lab & E-Learning in the following:

**Commercial Skills:** This training will be offered to Journeyworkers and all Apprentices. Training topics will vary for Journeyworkers and Apprentices. Journeyworker training topics include Electrical Code Calculations, and Grounding & Bonding. Apprentice training topics include Electrical Theory, Motor Control, and Photovoltaic Systems for Apprentices.

## Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Commitment to Training

Each of the signatory employers contributes to the education-training fund. CVEIT certifies that signatory employers will continue to pay into their respective trust funds for apprentice training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The Training Director will oversee the project and the Office Administrator will assist with the administration, including scheduling of training and collection of rosters. An administrative subcontractor will assist with administrative services to ensure that all training records adhere to ETP requirements. Training will be conducted in house by former and current member of the trade who bring first-rate credentials and vast field experience.

## Marketing and Support Costs

CVEIT is requesting 8% in support costs for Job Numbers 1 & 2 to fund marketing to employers to recruit apprentices; fund its staff in recruiting and qualifying additional participating employers for this program; and conduct ongoing assessments of employer-specific job requirements. CVEIT staff will assist with the marketing, recruitment, needs assessments and scheduling of training.

## Tuition Reimbursement

CVEIT represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

**ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0942	\$204,116	10/3/2022-10/2/2024	101	0	0	\$55,162 43%

As of 8/30/2023, some of the 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> year apprentices haven't been placed in a previous contract, ET22-0956 CA Labor Fed. This has delayed the enrollment and upload of hours for the ET23 contract (ET23-0942). The contractor estimates that when the hours are uploaded for these trainees, the potential earnings will reach around 50% which would be on target for the contract term. The contractor expects the performance of the ET23 contract to reach 100% of the approved amount.

**DEVELOPMENT SERVICES**

CVEIT retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no fee.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services in connection with this proposal not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice****2nd year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code, Standards & Practices
- Codeology- National Electric Code- 2020 Code Book review
- Electrical Safety related work practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

**3rd Year Curriculum**

- AC Theory
- Blueprint Reading
- Code, Standards & Practices
- Codeology- National Electric Code- 2020 Code Book review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

**4th Year Curriculum**

- Automated Demand Response
- Building Automation
- Code, Standards & Practices
- Code Calculations
- Codeology- National Electric Code- 2020 Code Book review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection

- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

#### 5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology- National Electric Code- 2020 Code Book review
- Code, Standards & Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

#### All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code, Standards & Practices
- Code Book review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training and Certification)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection

- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

**Commercial Skills****Journey Worker**

- Blueprints
- Code, Standards & Practices
- Codeology
- Electrical Code Calculations
- Electrical Safety-Related Practices
- EVCS (Electrical Vehicle Charging Station)
- Fire Alarm Systems
- Grounding & Bonding
- Hazardous Locations
- Health Care Systems
- Lightning Protection

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**  
**Apprentice**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**  
**Apprentice**

- OSHA 30

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**  
**Journey Worker**

- OSHA 30



**Training Proposal for:**  
**Santa Barbara County Electrical JATC**

**Contract Number: ET24-0953**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** J. Romero

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Barbara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers LOCAL 413		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$97,680		\$6,731 8%		\$104,411

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Business Skills; Commercial Skills; Computer Skills; OSHA 10/30	4	8-210	0	\$590	\$49.14
				Weighted Avg: 24			
2	Retrainee Apprentice Priority Rate	Business Skills; Commercial Skills; Computer Skills; OSHA 10/30	51	8-210	0	\$2,001	\$30.90
				Weighted Avg: 117			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 and 2 (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$8.20 per hour may be used to meet the Post-Retention Wage in Job 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Inside Wireman Electrician	\$49.14	4
<b>Job Number 2</b>		
Apprentice – Inside Wireman Electrician	\$22.70 - \$44.60	51

**INTRODUCTION**

Founded in 1917, Santa Barbara County Electrical JATC ([www.ibew413.org](http://www.ibew413.org)), (SBCE-JATC) is a nonprofit training organization dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. The JATC is governed by Board of Trustees management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 413 and the National Electrical Contractors Association (NECA). Each of the participating employers contributes funds to the apprenticeship program. Santa Barbara County Electrical JATC is located in Santa Maria. This will be SBCE–JATC’s second ETP contract and the second in the last five years.

SBCE-JATC trains inside wiremen who install the power, lighting, controls, and other electrical equipment in commercial and industrial buildings. During the term of apprenticeship, the apprentices work 10,000 hours on the job for the five-year program with various electrical contractors. In addition, they attend school 195 hours per year for five years, totaling 975 hours. An apprentice electrician works directly under the supervision of a qualified journey-level electrician in installing or maintaining a variety of approved wiring methods for distribution of electrical light, heat, power, radio, and signaling utilization systems.

## **Veterans & Special Trainee Populations**

SBCE-JATC recruits and hires Veterans in cooperation with organizations such as Helmets to Hardhats, and is committed to supporting job-related training that helps Veterans transition into the California workforce.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case is Allan Hancock Community College and Los Angeles County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

SBCE-JATC represented that the total number of new apprentices projected to serve this year is 15. Since 2018, the program has served an average of 66 new apprentices per year. The growth percentage in the last 5 years is approximately 0%.

## **PROJECT DETAILS**

California's commercial buildings consume approximately 37% and 42% of the state's power supply for lighting and ventilation, respectively. The employers and their electricians play an important role in retrofitting the buildings in their county so that the buildings use the latest energy efficiency technologies and materials. ETP training funds will help electrical companies meet local and state energy efficiency goals and continue to serve construction companies in California.

Electrical contractors are facing more demands from their customers for (1) workers who are able to build by following and using new green construction practices and materials, (2) more skilled workers who can maintain energy efficient buildings as outlined by LEED and other energy efficiency standards, (3) more qualified trades people as the seasoned workers retire, (4) more workers with the ability to adapt quickly and competently to new technologies, (5) more safety competency, as opposed to just safety awareness and (6) more skilled workers who can compete with the skills of out-of-state workers.

The JATC is a partnership between the union local and its unionized contractors. Using input from both labor and management, the JATC has developed and customized the national construction curricula to address the needs of its members, participating employers, and the industry..

## Training Plan

Training will be provided via Classroom/Laboratory and E-Learning methodologies.

**Business Skills:** Training will be provide to all trainees with emphasis on using more collaborative bid and project development practices, meeting budgets, interacting with other construction workers, and implementing new green efficiency and LEED standards within the traditional work environments. Trainees will learn the skills to plan, organize, and manage construction projects efficiently and on time. Topics include advanced time management, conflict resolution, and customer service skills.

**Commercial Skills:** Training will be provided to all trainees. Training will focus on the essential skill development on electrical components with emphasis on topics that include electrical theory, testing equipment, and electrical design basics for apprentices. In addition, topics in commercial skills focusing on developing advanced skills for installing, connecting, and testing electrical equipment and systems will be provided for the journeyman level. These topics include electrical design, grounding and bonding, and advanced instrument and cluster motor controls.

**Computer Skills:** Training will be provided to all trainees. Training will focus on building and developing skills around advanced computer technology systems, and highly technical computer programs such as AutoCAD, 3-D modeling, and benchmark software for lean construction. Topics include AutoCAD, Virtual construction, and scheduling and planning projects software.

## Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for Apprentices and Journeyworkers. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The project will be overseen and administered by the Training Director along with designated staff who have experience with ETP and its processes from their involvement on other training contracts. Training will be delivered by in-house experts in their respective fields. The instructors are qualified Journeyworkers with over ten years of experience. In addition, the JATC has also retained the services of a third party administrator who will assist in the administration of this project. This includes consulting with the JATC staff to ensure they stay in compliance with ETP regulations, filing required paperwork, entering enrollees and rosters in the ETP database, creating progress reports, invoicing ETP, attending quarterly audits, and submitting revisions and amendments.

## **Marketing and Support Costs**

Employer demand is inherent in the apprenticeship agreements between the trainees and participating employers. Marketing is conducted through announcements, email, and various web postings to union members and signatory contractors. Application announcements are also sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. The JATC representatives also give presentations at local schools, and community based events.

The SBCE-JATC requests, and staff recommends, 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program.

## **Tuition Reimbursement**

SBCE-JATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0912	\$101,173	10/03/22 – 10/02/24	57	12	0	\$24,359 (24%)

Based on ETP Systems, 1,404 reimbursable hours have been tracked for 12 enrollees out of 57 estimated trainees with potential earnings of \$24,359 (24%) of approved amount for ET23-0912. The Contractor projects final earnings of 100% based on currently committed training.

## **DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda assisted with development at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

**Commercial Skills****APPRENTICE****2nd year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book review
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

**3rd Year Curriculum**

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book Review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics

- NFPA 70E
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

**4th Year Curriculum**

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book Review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

**5th Year Curriculum**

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book review
- Code and Practices
- Electrical Theory
- Estimating
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

**All Trainees in All Years**

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading

- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training
- Certification's Energy Storage)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control

**Motors**

- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

**Commercial Skills****JOURNEY LEVEL****Solar Panel Installation**

- Codeology
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash

**Analog/Digital Circuit (AC/DC) Principles**

- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits

**Grounding**

- Grounding and Bounding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

**Fire Alarm Systems and Installations**

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)

**Fire Life Safety**

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

**Industrial Motor Control**

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

- Programmable Logic Control (PLC)
- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

**Electrical Design**

- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code

**Voice, Data, and Video**

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

**Industry Specific Skills**

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Conduit Bending
- Confined Space Entry
- Electrical Project Supervision Levels I
- Electrical Project Supervision Levels II
- Energy Audits
- Firestop Installation
- Management and Monitoring of Materials
- Preparing for Leadership
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Work Flow and Resources

**CALCTP (California Advanced Lighting Control Program)**

- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors

**Energy Storage**

- ESAM-TAC (Energy Storage and Micro Grids Training and Certification)
- Micro Grid
- Microgrid (ESM) systems

**Computer Skills**

- 3-D Modeling – Virtual Construction
- Auto Computer-Aided Design (AutoCAD)
- Automated Systems Applications Scheduling & Planning Jobs
- Benchmark Software – Lean Construction
- Scheduling and Planning Jobs

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**Napa-Solano Counties Electrical Industry Apprenticeship and  
 Training Trust Fund**

**Contract Number: ET24-0955**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** N. Shafqat

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Napa, Solano	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 180		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$97,440		\$6,728 8%		\$104,168

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm. Skills, OSHA 10/30	58	8-210	0	\$1,796	\$30.90
				Weighted Avg: 105			

**\*Post-Retention Wage is the Contractual wage.**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry): \$30.90 per hour in Napa and Solano counties.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$3.33 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Inside Wiremen	\$27.57 - \$43.25	58

**INTRODUCTION**

Founded in 1971 and based in Napa, Napa-Solano Counties Electrical Industry Apprenticeship & Training Trust Fund (Napa-Solano Counties Electrical) ([www.iatclu180.org](http://www.iatclu180.org)) delivers education and training of apprentice and journey-level workers in the electrical construction trade throughout the Solano and Napa counties. Apprentice electricians plan, layout, install, repair, and maintain electrical equipment that provides light, heat, communications and power. Napa-Solano Counties Electrical's Joint Apprenticeship and Training Committee (JATC) is established by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA). Napa-Solano Counties Electrical supplies the electrical construction industry with training to meet the demands of the workforce in California. Training will be conducted out of Napa-Solano Counties Electrical's training facility in Napa.

This will be Napa-Solano Counties Electrical fourth ETP Contract, and its fourth in the last five years. Although Napa-Solano Counties Electrical trains Journeyworkers, only Apprentices will participate in this project.

**Veterans & Special Trainee Populations**

Although Napa-Solano Counties Electrical does not have a separate Veterans' Job Number, it recruits veterans in cooperation with Helmets to Hardhats a national joint labor-management program, that recognizes the link between skills acquired in military service and the building trades. Additionally, it works with regional workforce-investment boards, community- based

organizations, and building-trades councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS, a designated Local Educational Agency (in this case Napa Valley Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Napa-Solano Counties Electrical represented that the total number of new apprentices projected to serve this year is 20. Since 2018, the program has served 137 new apprentices. The growth percentage in the last five years is approximately 32.5%.

## **PROJECT DETAILS**

In the previous project, the training focused on keeping up with changes in electrical construction (code, safety, etc.) while offering new training focused on efficient electrical control systems and energy conservation. In addition, the shift from analog to digital equipment also requires extensive training. The training in this proposal prepares new apprentices to replace the high number of retiring journey-level electricians and provides them with the necessary skills for upcoming jobs.

Participating employers and union representatives have identified additional reasons for training which includes an increase in out-of-state competition, contractors needing to implement cost reduction measures, and customers having higher quality standards while staying on budget and on time. Napa-Solano Counties Electrical will provide a pipeline of well-trained electricians so that employers have a reliable source of workers to fill new work projects. It reports that the following projects are driving employer demand under this proposal: Travis Air Force Base Hangers & Training Building; PG&E American Canyon; and, Yountville's Veterans Home.

### **Training Plan**

Training will be conducted via Class/Lab and E-Learning delivery methods in the following:

**Commercial Skills:** Training will include course topics such as Advanced Lighting Controls, Building Automation, Code Calculations, and Transformers.

### **Certified Safety Training**

OSHA 10/30: This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline

supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law. ETP-funded training will allow the JATC to place its graduates in long-term high-wage jobs that provide entry into a rigorous trade leading to a lifelong career within the local community.

### **Training Infrastructure**

Napa-Solano Counties Electrical's Training Director will oversee the project. Training will be delivered by eight in-house part-time trainers who are former or current members of the trade and who are subject-matter experts. It has also retained a third-party subcontractor to assist with ETP administration.

### **Marketing and Support Costs**

Napa-Solano Counties Electrical is requesting 8% in support costs to fund marketing to employers, to recruit apprentices, to fund its staff in recruiting and qualifying additional participating employers for this program, and to conduct ongoing assessments of employer-specific job requirements. There are 12 staff members at the JATC that will assist with the marketing, recruitment, needs assessments, and scheduling of training.

### **Tuition Reimbursement**

Napa-Solano Counties Electrical represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the ETP Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0949	\$244,080	10/3/22 - 10/2/24	106	0	\$26,988 (11%)
**ET22-0913 (Expansion)	\$379,180	11/22/21 - 11/21/23	98	0	\$225,764 (60%)

\*ET23-0949: Based on ETP's system, 1,446 reimbursable hours have been tracked for potential earnings of \$26,988 (11% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by the JATC and in progress through October 2024.

\*\*ET22-0913: Based on the ETP system, 11,634 reimbursable hours have been tracked for potential earnings of \$225,764 (60% of approved amount). The Contractor projects final earnings of 100% based on training currently being delivered and in progress through November 2023.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Napa-Solano Counties Electrical under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0913	Napa	9/14/20 - 9/13/22	\$161,921	\$161,921 (100%)

### **DEVELOPMENT SERVICES**

Strategy Workplace Communications (Strategy) in Alameda will assist with development of this proposal at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy was also retained to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Apprentice****COMMERCIAL SKILLS****5th-Year**

- Instrumentation

**All Years**

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprints Reading
- Boom Lift
- Building Automation
- California Advanced Lighting Controls Training Program Lighting Certification
- Catastrophic Failure Response
- Code and Practices
- Code Book Review
- Code Calculations
- Code of Excellence
- Codeology- National Electric Code (2014 Code Book Review)
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electrical Vehicle Infrastructure Training Program
- Electronic Systems
- Energy Storage
- Estimating
- Fall Protection
- Fire Alarm Systems
- Folk Lift
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- Network Technologies
- National Fire Protection Association 70E
- Photovoltaic Systems

- Pipe Bending - Conduit Fabrication
- Preparing For Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Scissor Lift
- Structured Cabling
- Test Instruments
- Title 24 Lighting Installation and Codes
- Torque
- Transformers

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



## Training Proposal for:

# San Luis Obispo County Electrical Joint Apprenticeship & Training Trust

**Contract Number: ET24-0907**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** L. Vuong

## PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate SB <100	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Luis Obispo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workdes Local 639		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$80,640		\$5,586 8%		\$86,226
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	42	8-210	0	\$2,053	\$30.90
				Weighted Avg: 120			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry): \$30.90 per hour in San Luis Obispo.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$2.57 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Inside Wireman Electrician	\$28.33 - \$46.35	42

**INTRODUCTION**

Founded in 1950, in San Luis Obispo County, San Luis Obispo County Electrical Joint Apprenticeship & Training Trust (SLO County Electrical) ([www.ibew639.org](http://www.ibew639.org)) is a nonprofit training organization dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. SLO County Electrical trains Electricians to install power, lighting, heating, controls and other electrical equipment in commercial and industrial buildings. SLO County Electrical is governed by a Board of Trustees management representatives, and is a joint effort of the International Brotherhood of Electrical Workers Local 639 and the National Electrical Contractors Association. SLO County Electrical's headquarters and training center are located in San Luis Obispo, and serves both large and small companies and workers in San Luis Obispo County.

There are currently 30 signatory employers and 251 active members contributing to the fund. San Luis Obispo employers and their Electricians play an important role in retrofitting the buildings in the county so that they use the latest energy efficiency technologies and materials. Its goal is to assist San Luis Obispo County's electrical companies to meet local and state energy efficiency requirements. In addition, its apprenticeship program is designed to place graduates directly into "learn-while-you-earn" apprenticeships that provides a quality wage and entry into a rigorous trade education leading to a lifelong career within the local community. This will be SLO County Electrical's second ETP Contract, and the second in the last five years.

## **Veterans Program**

Although there is not a veteran's component, SLO County Electrical actively recruits and supports Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans in the apprenticeship program are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

SLO County Electrical represented that the total number of new apprentices projected to serve this year is 10. Since 2018, the program has served 49 new apprentices. The growth percentage in the last 5 years is approximately 2%.

## **PROJECT DETAILS**

According to the Employment Development Department, Electricians are on the list of top 100 fastest growing occupations between 2014 and 2024 with an estimated increase rate of 32%. In addition, employers have a critical need for training for a skilled workforce to help them grow and stay competitive in California. As such, SLO County Electrical has designed a comprehensive training program to address participating employer needs. Training will meet current and future demand for electrical industry workers, address electrical power quality, infrastructures required by new and future technologies, which require specific standards, installation practices to accommodate evolving systems integrations, and help meet local and state energy efficiency requirements.

Employers in the electrical trade continue to face an on-going challenge to increase worker skills in order to meet higher standards, using energy efficiency, adjust to a retiring workforce, adapt to new technological advances, and meet customer demands. Apprentices are expected to deliver quality work that meets standards in order for the employer to remain competitive and acquire contract work. In addition, SLO County Electrical must keep up with the increased workforce and changes in electrical construction, by offering courses in new and emerging technologies focusing on renewable energy and highly efficient electrical control systems.

California's commercial buildings consume approximately 42% of the state's power supply for lighting and ventilation. Employers and Electricians play an important role in retrofitting the buildings in such ways that the buildings use the latest energy efficiency technologies and materials. As a result, SLO County Electrical must train Apprentice Inside Wireman Electrician to meet demand. Training will prepare them to work on current projects that include Offshore Wind Electricity Projects, Morro Bay Battery Storage Facility, Cal Poly San Luis Obispo Projects and Diablo Canyon Nuclear Power Plant.

## **Training Plan**

Class/Lab and E-Learning will be provided in the following:

**Commercial Skills:** This training will include the newest electrical construction code and industry standard, blueprint reading, transformers, testing instruments, motor controls and programmable logics. This training will help apprentices gain the skills to work safely and productively in their various trades in the electrical industry.

## **Certified Safety Training**

OSHA 10/30: This training will be provided to Inside Wireman Electrician and is a series of courses "bundled" by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Alternate Recordkeeping**

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

## **Commitment to Training**

Employers will continue to make contributions to the training trust fund for every hour worked by apprentices. Training includes Commercial Skill and OSHA 10/30 for both large and small employers in San Luis Obispo County. The proposed training, entirely center-based, is scheduled to begin upon Panel approval. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

The Training Director will oversee all ETP training and project administrative responsibilities, which include scheduling of training, recruitment, marketing, assessment, and tracking of training. Seven trainers will be providing training during the Contract term. In addition, SLO County Electrical has retained an outside administrative consultant to ensure that all training records adhere to ETP requirements.

## **Marketing and Support Costs**

SLO County Electrical conducts marketing through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. Application announcements for the program are circulated to local, state and federal agencies, high schools, community colleges, and community-based organizations.

SLO County Electrical requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. Many participating employers have already been recruited; however, additional recruitment and assessment activities are anticipated. Staff recommends the 8% support costs.

## **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0948	\$82,843	10/03/22 - 10/02/24	41	TBD	TBD

\*ET23-0948: Based on ETP Systems, 960 reimbursable hours have been tracked for potential earnings of \$16,425 (20% of approved amount). The Contractor reported that an additional 5,231 hours have been already delivered, which will be uploaded once a pending modification is executed. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2024.

## **DEVELOPMENT SERVICES**

Strategy Workplace Communications (Strategy) in Alameda assisted with development at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****2nd Year Curriculum**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book
- Electrical Safety related work practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

**3rd Year Curriculum**

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

**4th Year Curriculum**

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems

- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

**5th Year Curriculum**

- Automated Demand Response
- Blueprint Reading
- Building Automation
- CALCTP Lighting
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book
- Code and Practices
- Electrical Theory
- Estimating
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

**All Trainees in All Years**

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Cyber Security
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid
- Training Certification's Energy Storage)
- Estimating

- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**Laborers Training and Re-Training Trust**  
**For Southern California**

**Contract Number: ET24-0901**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Reeves

**PROJECT PROFILE**

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No SoCal District Council of Laborers and Affiliated Laborers International Union of North America: Local 89; Local 220; Local 300; Local 585; Local 652; Local 783; Local 1184; Local 1309		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$468,722		\$31,135 8%		\$499,857

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority	Comm'l. Skills, OSHA 10/30	1,580	8-210	0	\$290	\$30.90
				Weighted Avg: 17			
2	Retrainee Journeyworker Priority	Comm'l. Skills, OSHA 10/30	77	8-200	0	\$541	\$42.23
				Weighted Avg: 22			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$7.84 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice – Construction Craft Laborer, Landscape & Irrigation Fitter	\$23.06 - \$38.20	1,580
<b>Job Number 2</b>		
Journeyworker – Construction Craft Laborer, Landscape & Irrigation Fitter	\$42.23	77

**INTRODUCTION**

Founded in 1970, the Laborer's Training and Re-Training Trust Fund of Southern California (Laborers School) ([www.laborerstrainingschool.com](http://www.laborerstrainingschool.com)) provides construction based training for employees of its members through classroom instruction and practical application. Today, the Laborers School serves eight Southern California Locals (89, 220, 300, 585, 652, 783, 1184 and 1309) across 12 Southern California Counties. The Laborers School operates 14 training sites and currently has over 2,655 enrolled apprentices. This proposal includes training for Construction Craft Laborers and Landscape & Irrigation Fitters. This will be the Laborers School's twelfth ETP Contract, and the ninth within the last five years.

**Veterans & Special Trainee Populations**

The Laborers School is committed to supporting job-related training that helps Veterans transition into the California workforce. The Laborers School recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills ETP 130 – MEC (Revised 6/16/2023)

acquired in military service and the building trades. The training program for Veterans is the same as the Apprentice training.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the Construction Craft Laborer program is 18 months and the Landscape & Irrigation Fitter program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hacienda La Puente Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

The Laborers School represented that the total number of new apprentices projected to serve this year is 417. Since 2018, the program has served 7,173 new apprentices. The growth percentage in the last 5 years is approximately 20%.

### **PROJECT DETAILS**

Participating employers and union representatives have identified several factors driving the need for training, including an aging workforce, non-union competition, COVID-19, rising cost of materials, higher quality and energy efficiency standards, and the increasing complexity of construction projects. Employers are working with new, alternative building materials while managing rising costs and improving construction techniques to reduce waste and increase efficiency. The training program provides trainees with skills necessary to perform construction duties with new materials and processes to meet employer needs. Trainees will learn skills that include pneumatic and various construction tools, welding, organizing and lifting heavy materials, and reading construction plans/blueprints. Laborers will also learn to perform many safety-related duties such as proper scaffolding, flagging, and traffic control.

Much of the training will occur at the Azusa training site, but due to its distance from the trainees' home and work locations, some trainees may go to one of the other 13 satellite training centers. Apprentices and Journeyworkers are trained year round. Training sessions are scheduled during the evenings and weekends.

Apprentices & Journeyworkers will be trained to work the following projects: Pure Water San Diego County Project, San Diego County Airport Authority Terminal One Project, I-405 Improvement Project, Orange County Sanitation District, North Airfield Taxiway-Los Angeles, Westside Subway Extension-Los Angeles, and Valencia Water Reclamation Plant-Valencia.

## **Alternate Recordkeeping**

Staff has reviewed and approved the Laborers School's request to use an alternate recordkeeping method.

## **Training Plan**

Training will be delivered via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will be offered to Journeyworkers and Apprentices in the skills necessary to build and maintain commercial, industrial, and residential construction sites. Journeyworker training will include Pipe Layout Techniques, Blueprint Reading, Drilling, Green Construction, Tunneling, and Weatherization. Apprentice training will include Air Tools, Pipeline Technologies, Hand & Power Tools, Hoisting & Rigging, and Confined Space Awareness.

## **Certified Safety Training**

**OSHA 10/30:** Training will ensure that Journeyworkers and Apprentices are aware of safety and health hazards often encountered in the workplace. The coursework is geared to construction work and manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **➤ Training Infrastructure**

The Executive Director will oversee the project. The Laborers School's administrative team and staff members from the eight Locals will provide assistance with marketing, recruitment, needs assessments, and the scheduling of training. The Laborers School has trainers who are former or current Laborers and experts in the subject matter they teach. Strategy Workplace Communications has also been retained to provide contract administration services.

## **Marketing and Support Costs**

The Laborers School and the various local unions publicize the availability of training through direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Additional marketing takes place at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations. Feedback on the training program comes directly from the employers and union representatives based on workplace performance, requests of customers, and course evaluations completed by participants.

The Laborers School is requesting and staff recommends 8% support costs to fund additional recruitment and qualifying of participating employers for this program, and to conduct ongoing assessments of employer-specific job requirements.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0113	\$458,136	07/24/23 – 07/23/25	202	0	\$0
**ET23-0908	\$499,720	10/03/22 – 10/02/24	445	0	\$353,798 (71%)
***ET22-0923	\$596,418	10/04/21 – 10/03/23	431	0	\$295,792 (44%)

\*ET24-0113: The Laborers School has an active contract with ETP under the Workforce Literacy Pilot program. This contract was approved at the July 21, 2023 Panel Meeting. To date, no trainees have been enrolled and no hours have been tracked.

\*\*ET23-0908: Based on ETP Systems, 1,276 reimbursable hours have been tracked for potential earnings of \$353,798 (71% of approved amount). The Contractor reports that 814 trainees have completed approximately 32,126 training hours. Each trainee is scheduled to receive 80 training hours per semester. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 4, 2024.

\*\*\*ET22-0923: Based on ETP Systems, 20,936 reimbursable hours have been tracked for potential earnings of \$295,792 (44% of approved amount). The Contractor reports that trainees have completed approximately 39,038 training hours and projects final earnings of 100% pending final closeout of this contract.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0927	Multiple Locations	09/14/20 – 09/13/22	\$378,860	\$378,860 (100%)
ET21-0917	Multiple Locations	08/14/20 – 08/13/22	\$378,860	\$305,032 (81%)
ET20-0904	Multiple Locations	07/01/19 – 06/30/21	\$749,706	\$749,706 (100%)
ET19-0903	Multiple Locations	07/01/18 – 06/30/20	\$938,666	\$938,666 (100%)
ET17-0921	Multiple Locations	12/31/16 – 12/30/18	\$706,731	\$706,731 (100%)

**DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda assisted with development at no cost.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Journeyworker**

- 24-hr Confined Space Entry
- Above Ground Drilling
- Aerial Boom Lift
- Air Tools
- Air Tools Awareness
- Anthrax Remediation
- Asbestos Abatement
- Asbestos Awareness
- Asbestos Worker Refresher-8 hrs.
- Asbestos Worker Supervisor Refresher- 8 hrs.
- Asbestos Worker Supervisor-40 hrs.
- Asbestos Worker-40 hrs.
- Asphalt R & R
- Basic Blue Print Reading
- Basic Clay Pipe Awareness
- Basic Emergency Response Awareness
- Basic Weatherization
- Blue Print Reading
- Brick Tending
- Bricktender Duties
- Bricktender Forklift
- Bricktender Scaffold Erecting & Dismantling
- California Class A Prep
- Class A License
- Class A License Preparation
- Concrete Cutting & Coring
- Concrete Placements & Finishing Tech 1
- Concrete Placements & Finishing Tech 2
- Concrete R & R
- Concrete Repair
- Concrete Sawing
- Concrete: Coring and Drilling, Cutting, Placement, R & R & Sawing
- Concrete-Intro to Epoxy and Epoxy Injection
- Confined Space Awareness
- Confined Space Entry
- Construction Math
- Decorative Concrete
- Disaster Site Worker
- Drilling Operations

- Environmental Hazards
- Environmental Hazards of Highway Work
- Fall Protection
- Fence Installation and Repair
- Fire Safety
- Fire Watch
- Foreman Training
- Fork Lift
- Forklift Safety
- Forklift-Rough Terrain
- Formsetting Techniques (Concrete)
- General Construction
- Green Construction
- Green Construction Awareness
- Hazard Communication
- Hazardous Waste Worker-40 hrs.
- Hazardous Waste Worker-80 hrs.
- Hazardous Waste Worker Refresher
- Heat Illness
- Heat Stress Prevention
- Hoisting & Rigging-Advanced Math
- Hoisting and Rigging
- ICRA Awareness
- ICRA-Infection Control Risk Assessment
- Introduction to Epoxy-Concrete
- Introduction to MSE Wall
- Jobsite Erosion Control
- Landscape 1
- Landscape 2
- Landscape 3
- Landscape 4
- Landscape Laborer
- Laser, Transit and Building Level
- Lead Abatement and Awareness
- Lead Awareness
- Lead Worker Refresher CEW
- Lead Worker Supervisor
- Lead Worker-24 hours
- Machine Operations and Concrete Sawing
- Mini Excavator
- Mixing Mortar and Silica Awareness
- Nuclear Power Plant Worker
- Paver Installation
- Permit Required Confined Space Entry
- Pipelaying
- Pipeline Procedures
- Pipeline Procedures: Polyethylene Pipe Fusion
- Pipeline Technologies

- Process Safety Management
- Qualified Rigger & Signal Person
- Rail Worker
- Reducing Silica Exposure
- Residential Construction Landscaping
- Respiratory Awareness
- Rigging & Signaling Awareness (formerly QRSP)
- Sandblasting
- Saw Cutting
- Scaffold Builder
- Scaffold User
- Signal Person
- Silica Awareness
- Skid Steer
- Skid Steer 1
- Skid Steer 2
- Skip Loader
- Superintendent Training
- Storm Water Pollution Prevention Plan Awareness
- Tilt-Up
- Traffic Control & Flagging
- Traffic Control 2
- Traffic Control Technician
- Treated Wood Waste Awareness
- Trench Plate Protection
- Trench Safety
- Trencher
- Valley Fever Awareness
- Water Truck Operation Safety
- Weatherization Technician and Installer

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30

**Commercial Skills****Apprentice**

Laborer: General

- Air Tools
- Asphalt Remove & Replace
- Blueprint Reading
- Brick Tending
- Construction Math
- Concrete
- Hand & Power Tools
- Hazardous Waste Worker
- Lead Abatement Worker
- Pipe Laying

- Steward Training
- Tilt-Up Construction
- Laborer: Landscape
- Landscape 1: Planting & Maintenance
- Landscape 2: Construction Math & Irrigation Systems
- Landscape 3: Erosion Control, Grading & Drainage
- Landscape 4: Retention Walls, Dividers & Flatwork
- Mini Excavator
- Skip Loader
- Utility Trailer

#### All Laborers

- 24-hr Confined Space Entry
- Adult First Aid/CPR/First Aid
- Aerial Boom Lift (ABL)
- Air Tools Awareness
- Asbestos Abatement
- Asbestos Awareness
- Asbestos Worker Refresher-8 hrs.
- Asbestos Worker Supervisor Refresher- 8 hrs.
- Asbestos Worker Supervisor-40 hrs.
- Asbestos Worker-40 hrs.
- Basic Blue Print Reading
- Basic Clay Pipe Awareness
- Basic Emergency Response Awareness
- Basic Weatherization
- Blue Print Reading
- Bricktender Duties
- Bricktender Forklift
- Bricktender Scaffold Erecting & Dismantling
- Class A License
- Class A License Preparation
- Concrete Cutting & Coring
- Concrete Placements & Finishing Tech 1
- Concrete Placements & Finishing Tech 2
- Concrete R & R
- Concrete Repair
- Concrete Sawing
- Concrete-Intro to Epoxy and Epoxy Injection
- Confined Space
- Confined Space Awareness
- Construction Math
- Decorative Concrete
- Demolition and Deconstruction
- Disaster Site Worker
- Environmental Hazards
- Environmental Hazards of Highway Work
- Facility Systems and Maintenance
- Fall Protection

- Fence Installation and Repair
- Fire Safety
- Fire Watch
- First Aid/CPR
- Foreman Training
- Forklift and Forklift Safety
- Forklift Safety
- Forklift-Rough Terrain
- Formsetting Techniques (Concrete)
- Fundamentals of Petroleum Refining
- General Construction
- Green Construction Awareness
- Hazard Communications
- Hazardous Waste Worker
- Hazardous Waste Worker Refresher
- Hazardous Waste Worker-40 hrs.
- Hazardous Waste Worker-80 hrs.
- Heat Illness/Stress
- Heat Stress Prevention
- Hoisting & Rigging
- Hoisting & Rigging-Advanced Math
- ICRA Awareness (Infection Control Risk Assessment)
- ICRA for Occupied Facilities (Infection Control Risk Assessment)
- ICRA-Infection Control Risk Assessment
- Indoor Air Pollution
- Introduction to Epoxy-Concrete
- Introduction to MSE Wall
- Landscape Laborer
- Laser Transit and Building Level
- Laser/Transit/Building Level Basics
- Lead Awareness
- Lead Worker Refresher CEW
- Lead Worker Supervisor
- Lead Worker-24 hours
- Machine Operations and Concrete Sawing
- Mixing Mortar and Silica Awareness
- MSE Wall Construction
- Paver Installation
- Permit Required Confined Space Entry
- Pipeline Procedures
- Pipeline Technologies
- Process Safety Management
- Quality Rigger/Signal Person
- Rail Worker
- Reducing Silica Exposure
- Refinery Craft Specific Safety Training
- Refinery Safety Overview

- Respiratory Awareness
- Respiratory Protection
- Rigging & Signaling Awareness (formerly QRSP)
- Safety Attendant
- Safety Attendant Worker
- Sandblasting
- Saw Cutting
- Scaffold Builder
- Scaffold User
- Signal Person
- Skid Steer
- Skid Steer 1
- Skid Steer 2
- Superintendent Training
- SWPPP (Storm Water Pollution Prevention Plan)
- Tilt-Up
- Traffic Control 2
- Traffic Control and Flagging
- Traffic Control Technician
- Treated Wood Waste Awareness
- Trench Plate Protection
- Trench Plates and Shoring
- Trench Safety
- Trencher
- Valley Fever Awareness
- Water Truck
- Water Truck Operation Safety
- Work Area Prep

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Laborers Health and Welfare Trust Fund for Northern California**

**Contract Number: ET24-0933**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** K. Mam

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Laborers International Union Locals 67, 73, 185, 261, 270, 294, 304, 324, 1130		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,800		\$32,150 8%		\$499,950

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commercial Skills, OSHA 10/30	850	8-210	0	\$513	\$30.77
				Weighted Avg: 30			
2	Retrainee Journeyworker	Business Skills, Commercial Skills, OSHA 10/30	100	8-200	0	\$639	\$34.29
				Weighted Avg: 26			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

**Job Number 1:** \$30.77 per hour per Collective Bargaining Agreement.

**Job Number 2:** (SET/Priority Industry wage modification): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$9.60 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Brick Tender, Construction Craft Laborer, Parking & Highway Improvement Laborer, Tunnel Laborer	\$21.17 - \$25.00	100
	\$25.01 - \$41.51	750
<b>Job Number 2</b>		
Journeyworker - Brick Tender, Construction Craft Laborer, Parking & Highway Improvement Laborer, Tunnel Laborer	\$34.29 - \$46.12	100

**INTRODUCTION**

In 1995, the Northern California District Council of Laborers and the Associated General Contractors of California created the Laborers Health and Welfare Trust Fund for Northern California (NorCal Laborers) ([www.norcaltc.org](http://www.norcaltc.org)) and the Laborers' Joint Apprenticeship Training Center (JATC). NorCal Laborers serves nine Northern California Laborers Union Locals (67, 73, 185, 261, 270, 294, 304, 324 and 1130), representing 29,000 Journeyworkers and 4,135 Apprentices across 46 counties in California. The JATC has approximately 1,700 signatory employers. ETP training is center-based and all in-person training will be conducted at the San Ramon Training Center or other designated training facilities throughout the Central Valley, Northern California, and the San Francisco Bay Area.

This will be NorCal Laborers' ninth ETP Contract, and its seventh in the last five years. The new funding request is driven by the continuous demand of the construction industry for skilled

Apprentices and Journeyworkers in Northern California. NorCal Laborers is committed to helping Californians with little to no construction experience get their foot in the door and into a meaningful career in the building trades. To accommodate this, NorCal Laborers has provided several options to expand its recruitment of trainees and to accommodate Apprentices of all walks of life while also making classes more accessible. These accommodations include: bi-lingual trainers and staff, Spanish-speaking (only) courses, weekend courses, flexibility in class scheduling for those with other jobs, and work history being taken into account when determining class placement.

### **Veterans & Special Trainee Populations**

The JATC is committed to supporting job-related training that helps Veterans transition into the California workforce. The JATC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

### **First-Year Apprentices**

NorCal Laborers would like to request an exception to permit the first-year Apprentices to participate as permitted under existing ETP Apprenticeship Training program's guidelines for a two-year program. Under these guidelines, an exception may be made for trainees who have advanced to Year 1, Period 2 when the apprenticeship program is less than or equal to 24 months.

Laborers Apprenticeship Program is unique from other trades as it does not separate apprentices into different levels depending on their year. Instead, trainees are allowed to select from different sets of courses that correspond to their skill level and previous work experience. For instance, a trainee can be a first year in course work, but could be a second year in work status; or, a trainee can be a second year in course work, but a first year in work status. NorCal Laborers gives credits for work or course experience. Hence, the distinction between first and second-year apprentices is unclear making eligibility for the ETP program difficult to determine. This request has been approved by Panel in previous ETP Contracts, and staff recommends approval of this request.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is two years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case State Center Community District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## Program Completion Rates

NorCal Laborers represented that the total number of new apprentices projected to serve this year is 3,705. Since 2018, the program has served 11,861 new apprentices. The growth percentage in the last 5 years is approximately 36%.

## PROJECT DETAILS

The request for funding is driven by the need to upgrade the skills of Laborers to adapt to changes in the construction industry. Participating employers and union representatives have identified the following reasons for training: more tunnel work than in previous years; out-of-state competition; the cost cutting measures, higher cost of materials, higher quality standards, energy efficiency standards, and increasing complexity of construction projects. Apprentices and Journeyworkers will learn to perform many of the types of construction such as wrecking work, analyzing a project site plan for water filtration and erosion control, removing hazardous waste, laying and pressure testing pipes, repairing roads, setting up materials for use in reinforcing concrete construction, and performing general construction cleanup work. Laborers will also learn to perform many safety-related duties such as proper scaffolding, flagging and traffic control. Union laborer companies must improve the skills of its workers so that it can perform new techniques and work more efficiently in new working environments, like building tunnels.

NorCal Laborers reports that the following projects are driving employer demand under this proposal:

- Modesto Courthouse
- Mountain Tunnel
- Upper Llagas Creek Control Project
- Highway 1 Emergency Project (Big Sur)
- County of San Mateo Temporary Navigation Center in Redwood City
- UC Davis Medical Center Towers
- Richards Blvd Office Project
- Rudolph & Sletten

## Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

**Business Skills:** Training will be provided to Journeyworkers to enhance collaborative bidding and project management practices. Course topics will include Conflict Resolution, Customer Service Skills, Inventory Checklist, Leadership Skills, Problem Solving, and Project Management.

**Commercial Skills:** Training will be provided to all occupations on electrical standards and efficiencies. Course topics will include Aerial Platform, Brick Tending, Concrete and Asphalt, and Pipe Laying.

## Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

NorCal Laborers' Director of Apprenticeship (dedicated administrator) will oversee ETP training with eight full-time and two part-time staff assisting in administration including marketing, recruitment, needs assessments, and training scheduling. Training will be provided by in-house subject-matter experts. Additionally, NorCal Laborers has retained a third-party administrator to assist with ETP administration.

## Marketing and Support Costs

NorCal Laborers requests 8% in support costs to fund recruitment and conduct ongoing assessments of employer-specific job requirements. NorCal Laborers and the nine union locals publicize training through their websites, newsletters, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements, and e-mail announcements. It will promote this training at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations. ETP staff supports this request.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Tuition Reimbursement

NorCal Laborers represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0919	\$499,930	10/3/22 – 10/2/24	533	0	\$321,283 (64%)*
ET22-0948	\$595,162	1/31/22 – 1/30/24	919	0	\$509,378 (85%) **

\*ET23-0919 - Based on the ETP Cal-E-Force System, 16,849 reimbursable hours have been tracked for potential earnings of \$321,284 (64% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through October 2024.

\*\*ET22-0948 - Based on the ETP Cal-E-Force System, 24,436 reimbursable hours have been tracked for potential earnings of \$509,378 (86% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through January 2024.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance by Norcal Laborers under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0944	Statewide	10/5/20 – 10/4/22	\$377,710	\$362,820 (96%)
ET20-0939	Statewide	10/7/19 – 10/6/21	\$746,160	\$628,849 (84%)
ET19-0913	Statewide	8/6/18 – 8/5/20	\$949,815	\$891,601 (94%)

**DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda assisted with development at no cost.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills****Journey Worker**

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

**Commercial Skills****Apprentice**

*\*\*The following courses may be offered in English and Spanish.*

- Aerial Platform
- Air Tools
- Area and Volume, Calculating, and Estimating
- Asbestos Abatement Worker
- Asphalt Remove & Replace Builders Level Math
- Basic Construction Math
- Blueprint Reading
- Boom Lift Safety
- Brick Tending
- Bulkheads, Batter Boards, Overhead Screed
- Compaction
- Concrete and Asphalt
- Concrete Placement and Finishing, Floors, Drives, and Walk Behind
- Power Trowel
- Confined Space
- Confined Space Awareness
- Construction Craft Laborers
- COVID-19
- Environmental Hazards of Highway Work
- Environmental Passport
- Fall Protection
- Forklift and Forklift Safety
- Form Setting, Curb and Gutter, Alley Gutter, Pour in Place Walls
- Fractions and Decimals, Inches to Decimals

- From Setting, Sidewalk, Driveway, Approach, Handicapped Ramp
- Fundamentals of Construction
- Grade Checking
- Hand and Power Tools
- Hazardous Waste Removal Initial
- Hazardous Waste Removal Recertification
- Hazardous Waste Worker
- Hoisting Rigging & Signaling
- Landscape
- Landscape 1: Planting and Maintenance
- Landscape 2: Construction Math & Irrigation Systems
- Landscape 3: Erosion Control, Grading, & Drainage
- Landscape 4: Retention Walls, Dividers, & Flatwork
- Lead Abatement Worker
- Material Handling, Storage, Use, and Disposal
- Mechanical Pipe
- Mini Excavator
- Oxy Torch Cutting Burning
- Pipe Laying
- Placement and Finishing, Panel, Patios, Drives, Decks, Tilt-Up
- Placement, Finishing Tools, Concrete Procedures, Control Joints
- Recognition and Hazard on the Jobsite
- Respiratory Awareness
- Scaffold Builder
- Scaffold User
- Scope of Work, Personal Protective Equipment, Materials, and Tools
- Skid Steer
- Skip Loader
- Solar
- Squaring Principles, Triangulation
- Steward Training
- Sub-Grade Preparation, Line Setting, and Forming Techniques
- Survey, Station, Percentages
- Tilt-Up Construction
- Tools and Equipment: Pick and Pick Mattocks, Shovels, Digging, Bars, Jackhammer, Rivet Buster, Chipping Gun, and Clay Spades
- Torch Cutting and Burning
- Traffic Control and Flagging
- Trench Plates & Shoring
- Weatherization Technician and Installer
- Welding

### **Commercial Skills**

#### **Journey Level**

*\*\*The following courses may be offered in English and Spanish.*

- Permit Required Confined Space Entry
- Aerial Boom Lift
- Air Tools

- Arc Welding
- Asbestos Removal Initial Class
- Asbestos Removal Recertification
- Basic Construction Math
- Blue Print Reading
- Confined Space Awareness
- COVID 19
- Forklift Orientation
- Fundamentals of Construction
- Hoisting and Rigging
- Hoisting Rigging & Signaling
- Jobsite Erosion Control
- Lead Abatement Initial Class
- Lead Abatement Recertification
- Mechanical Pipe
- Oxy Torch Cutting Burning
- Oxyfuel Cutting
- Photovoltaic
- Scaffold Builder
- Scaffold User
- Sexual Harassment Training
- Signal Person
- Skid Steer
- Weatherization Technician and Installer

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**

**Pavement Stripers and Highway Maintenance Apprenticeship  
and Training Trust for Southern California**

**Contract Number: ET24-0923**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** D. Tran

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Multi-County	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No LiUNA Local 1184		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$181,200		\$12,525 8%		\$193,725

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA10/30	75	8-200	0	\$2,583	\$30.90
				Weighted Avg: 151			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

Job Number 1(SET/Priority Industry): \$30.90 per hour Statewide.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$3.00 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Parking & Highway Improvement Laborer Apprentice	\$27.90 - \$37.93	75

**INTRODUCTION**

Founded in 2002 and headquartered in Riverside, the Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California (SoCal Striping) (<https://socialstriping.com/>) specializes in training for the parking and highway industry. The apprenticeship program provides training for four groups that each specialize in a particular skillset. Group one specializes in protective coating, pavement sealing and repairs. Group two comprises of traffic surface abrasive blasting, pot tender, removal of stripes and pavement markings.

Group three is for traffic delineating device applicator, sign installer, and operators for raised and recessed pavement markers. Group four is for traffic striping applicator, layout, alignment, measurement, and installation of striping, seal coat, and protective coatings. This training proposal will provide critical skills training in both application and technical skills for all apprentices and will create a pipeline of qualified inside labor workers for local construction projects throughout Southern California. This will be the SoCal Striping's first ETP Contract.

**Veterans & Special Trainee Populations**

SoCal Striping works directly with Helmets to Hardhats, a national joint labor-management program to recruit and retain veterans into the program. The organization recognizes the critical skills developed in the military and the apprenticeship and building trades.

**Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship

Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is two and a half years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case the Hacienda La Puente Adult Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

SoCal Striping represented that the total number of new apprentices projected to serve this year is 17. Since 2018, the program has served 316 new apprentices. The growth percentage in the last 5 years is approximately 16%.

### **PROJECT DETAILS**

Current and upcoming Southern California projects will need highly skilled parking and highway improvement laborers and this proposed training will help create a pipeline of educated and skilled workers that can work on these projects. Apprentices will learn to perform many types of work functions including operating a variety of equipment used to install and apply items such as; thermoplastic and paint striping, stenciling, taping, and other delineating devices and machines. Working with raised pavements and markers, traffic signs, site and surface preparations, blueprint reading, equipment operation and maintenance are just some of the critical skills apprentices must master to successfully work in the field and on job sites. With constantly improving equipment and technologies, apprentices must stay abreast of the latest application techniques and machinery used so that they can competently complete their tasks so that other specialists can come after to perform the remaining functions of the project.

Trainees will be enrolled in an earn and learn apprenticeship program. Trainees may not be employed while they are in classes while they learn both the hard and soft skills needed by employers. Trainers are former or current members of the trade who will bring first rate credentials and subject matter expertise so that apprentices can learn from qualified individuals who have already worked in the field and can teach the skills necessary for apprentices.

Apprentices that complete the program are quickly hired on with large employers such as; the County of San Diego – CALTRANS 11 Replacement Pavement Delineation group, the County of Santa Cruz – Bike Path Mitigation, Counties of Fresno and Madera – CALTRANS Traffic Striping Upgrade, and City of Moreno Valley – Citywide Pavement Rehabilitation program.

### **Training Plan**

Training will be delivered via Class/Lab in the following:

**Commercial Skills:** Training will focus on the development of critical skills all apprentices must master to complete their work in the field. Topics include Traffic Control, Crack Fill, and Advanced Layout Techniques.

### **Certified Safety Training**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

The training project will be administered and overseen by the program director. This person will be responsible for the scheduling of training and program deployment as well as the collection and administration of rosters, training hours, and uploading of training data into the ETP system. The Trust has also retained the services of a third part administrator who will assist with the overall administration of this project.

### **Marketing and Support Costs**

The Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California continues to conduct ongoing outreach to recruit more students into the program. The organization makes announcements to local high schools, community colleges, and other community based organizations to increase awareness of the program. They also send out fliers, bulletins, emails, and attend fairs and trade shows. The organization is requesting 8% support costs.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda will assist with development of this proposal at no cost.

### **ADMINISTRATIVE SERVICES**

Workplace Strategy Communications will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Apprentice****Commercial Skills**

- First Aid/CPR
- Commercial License Preparation, Autonomous Vehicles, Robotics & Drones
- Traffic Control Flagger
- Traffic Control Technician
- Tools, Equipment & Materials
- Basic Layout Techniques
- Basic Plan Reading
- Forklift Training
- Pavement Marking Technician Training
- Striping and Removal Techniques
- Traffic Control Supervision
- Tools, Equipment, Materials
- Advanced Layout Techniques
- Skid Steer Training
- Tools/Equipment/Materials – Truncated Domes & Small Engines
- Layout Techniques Advanced – Temporary Delineation
- Plan Reading Advanced – Maps and Streets
- Performance Protective Coating Applications – Squeegee Techniques
- Performance Protective Coating Applications – Loading/Materials
- Performance Protective Coating Applications – Mixer Operator
- Slurry Seal & Seal Coat Applications – Various Tools/Devices
- Slurry Seal & Seal Coat Applications – Utility Protection & Solar Reflective
- Slurry Seal & Seal Coat Applications – Stockpile Duties
- Slurry Seal & Seal Coat Tools, Equipment & Materials – Front End Loader/Seal Roller
- Slurry Seal & Seal Coat Tools, Equipment & Materials – Slurry Box & Pour in Place
- Slurry Seal & Seal Coat Tools, Equipment & Materials – Slurry Truck
- Crack Fill

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



## Training Proposal for:

# Finishing Trades Institute of Northern California and Nevada Trust - Painters FTI West

**Contract Number: ET24-0924**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** W. Salinas

## PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Painters - Local Union No. 3, 83, 272, 376, 487, 507, 741, 913, 1176 and 294		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$180,576		\$12,122 8%		\$192,698

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills	418	8-200	0	\$461	\$19.79
				Weighted Avg: 27			

**\*Post-Retention Wage is the Contractual Wage**

<b>Minimum Wage by County:</b> Job Number 1 (Collective Bargaining Agreement): \$19.79 per hour <b>Health Benefits:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision. <b>Used to meet the Post-Retention Wage?:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Painter	\$19.79 - \$20.00	12
	\$20.01 - \$25.00	177
	\$25.01 - \$52.29	229

**INTRODUCTION**

The Finishing Trades Institute of Northern California and & Nevada Trust - Painters FTI West (Painters FTI West) formerly District Council 16 Northern California Journeyman and Apprentice Training Trust Fund ([www.dc16apprentice.org](http://www.dc16apprentice.org)) was formed in June of 2006 between the Northern California Glass Management Association and the District Council 16 of the International Union of Painters and Allied Trades AFL-CIO. The Organization is comprised of four formerly separate training trusts that have been merged into one in order to consolidate expenses and focus revenue on training and infrastructure. The proposed training, entirely center-based, will occur at two training centers located in San Leandro and Sacramento

Painters FTI West covers four “master” collective bargaining agreements representing four trades: Floorcovering Installers, Painters, Glaziers and Drywall Finishers. However, only the Painters will be included in this proposal for funding, including Residential, Industrial and Building Painters. This program has participated in a previous ETP Contract with the District Council 16; however, this is the third time the Painters program will hold its own ETP Contract. Overall, the Finishing Trades has had nine ETP Contracts and eight in the last 5 years.

**Veterans & Special Trainee Populations**

Painters FTI West recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency, Pleasanton Unified School District.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Painters FTI West represented that the total number of new apprentices projected to serve this year is 94. Since 2018, the program has served 1,089 new apprentices. The growth percentage in the last 5 years is approximately 22%.

## **PROJECT DETAILS**

There are currently more than 515 signatory employers and 1,671 Apprentices employed and contributing to the fund. Painters FTI West is constantly improving its program to ensure training is up to date with industry needs, new technologies and materials, improving job security and reducing unemployment rate. In addition, the paint on homes, building, refineries and bridges must be repainted. Therefore, demand for painters is increasing. Additionally, due to the short lifespan of paint, Painters FTI West continues to implement training to meet this increased demand. This includes machine set up and operations to coat, paint or treat surfaces with rust and corrosion inhibiting materials.

Furthermore, the training will cover new skills related to recycling and energy-saving materials. Painters may also apply materials to manufactured products, such as furniture, toys, pottery, and transportation equipment including trucks, buses, boats, and airplanes. Trainees will be required to acquire knowledge about products and services catering to both commercial and residential properties, including homes, buildings, and businesses.

The training will also focus on ensuring that paints, coatings, and treated surfaces can withstand elevated heat levels and various weather conditions. The training provided will prepare the apprentices to work on current projects, which include: Mission Rock Building A, Veterans Housing 1385 Hamilton Parkway, Phillips 66 renewable fuel project, Mission Blvd. Corridor Improvements, multiple refinery projects in Contra Costa County, City College of San Francisco STEAM Building, Hayward Water Pollution Control Facility, Brooklyn Basin Large Parcel mixed-use Project in Oakland, Dublin Cultural Arts Center, U.C. Berkeley Gateway Project, Oakland Airport New Terminal Project, Contra Costa County Admin Building, Aggie Square, Walters and Wolf Modesto Courthouse, and the Capital Annex.

## Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will include Blasting Techniques, Advanced Spraying, Wood Types and Finishing, Specialty Applications, and Faux Finishes.

## Commitment to Training

Each of the signatory employers contributes to the education-training fund. Painters FTI West certifies that signatory employers would continue to pay into their respective trust funds for apprentice training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## Training Infrastructure

The Training Director will oversee the project and five staff members will assist with the administration, including scheduling of training and collection of rosters. Each instructor will be keeping a training roster and will pass it to the administrative staff at the two training sites. Strategy Workplace Communications will assist with administrative services to ensure that all training records adhere to ETP requirements.

Alex Beltran schedules and coordinates training at each location. Training at each location is done by former or current members of the trade and are subject matter experts.

## Marketing and Support Costs

Painters FTI West would like to receive 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and Painters FTI West will cover these additional expenses.

## Tuition Reimbursement

Painters FTI West represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes the Contractor's performance for Finishing Trades under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0926 (All Occupations)	\$499,149	10/3/22 - 10/2/24	417	0	\$0
ET22-0944 (Glaziers)	\$199,170\$	11/22/21 - 11/21/23	146	0	\$199,170 (100%)

ET22-0947 (Painters)	\$199,170	1/31/22 - 1/30/24	146	0	\$140,140 (70%)
ET22-0951 (Drywall)	\$199,170\$	1/31/22 - 1/30/24	138	0	\$199,170 (100%)

ET23-0926 - Finishing Trades expects to enroll and train once the participants from the ET22-0947 project have been placed. Once that is completed, the Contractor expects to earn 100% of the award amount.

ET22-0944 - Contractor currently has 16,449 training hours uploaded and 468 trainees enrolled to the ETP system, once training and retention has completed, projected performance will be 100% of approved amount. ET22-0947 - Contractor currently has 7,280 training hours uploaded and 292 trainees enrolled to the ETP system, once training and retention has completed, projected performance will be 100% of approved amount. ET22-0951 - Contractor currently has 10,592 training hours uploaded and 1,296 trainees enrolled to the ETP system, once training and retention has completed, projected performance will be 100% of approved amount.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Painters under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0903 (Painter)	Statewide	07/27/20 - 07/26/22	\$295,542	\$276,276 (93%)
ET21-0911 (Drywall)	Statewide	8/3/20 - 8/2/22	\$297,366	\$220,659 (74%)
ET21-0912 (Glaziers)	Statewide	8/3/20 - 8/2/22	\$296,466	\$293,353 (99%)
ET19-0914 (All Occupations)	Statewide	7/30/18 - 7/29/20	\$1,755,776	\$1,755,776 (100%)

ET21-0911 fell under 75%, Contractor currently has 11,484 total valid training hours tracked and 319 trainees enrolled to the Cal-E-Force system, once training and retention has completed, contractor believes projected performance will be higher. Contractor double-checked their work hours and found they still met retention in California. Will have answer and reasoning if need be during panel meeting.

### **DEVELOPMENT SERVICES**

Strategy Workplace Communications (Strategy) in Alameda will assist with development of this proposal at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****APPRENTICE LEVEL**

- 24-Hour Lead
- 24-Lead and 8- RRP (Renovation, Repair and Painting)
- Abrasives, CAS Intro
- Advanced Spraying/SSPC C12 (Steel Structures Painting Council)
- Blasting Techniques
- Coating Failure Analysis
- Coatings
- Color, Mix & Match
- Contractor Quality Management
- Faux Finishes
- Final Exam
- Industrial De-leading/SSPC C3 (Steel Structures Painting Council)
- Instruments and Testing Fundamentals
- Preparing for Blasting
- Specialty Applications
- Spray All/Safety and Technology
- Spray Applications
- Wallcovering, Estimating and Installing
- Wood Types & Finishing
- First Aid/CPR



## Training Proposal for:

# Finishing Trades Institute of Northern California and Nevada Trust - Drywall Finishers/Floor Coverers FTI West

**Contract Number: ET24-0925**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** W. Salinas

## PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Drywall Taper/Floorcover - Local Union No. 3, 83, 272, 376, 487, 507, 741, 913, 1176, 12, 1237 and 294		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$157,136		\$10,675 8%		\$167,811
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority	Commercial Skills	427	8-200	0	\$393	\$21.95
				Weighted Avg: 23			

\*Post-Retention Wage is the Contractual Wage.

**Minimum Wage by County:** Job Number 1 (Collective Bargaining Agreement): \$21.95 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet the Post-Retention wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Drywall Finisher, Flooring Installer	\$21.95-\$25.00 \$25.01-\$53-30	74 350

**INTRODUCTION**

Finishing Trades Institute of Northern California and Nevada Trust - Drywall Finishers/Floor Coverers FTI West (Finishing Trades) formerly District Council 16 Northern California Journeyman and Apprentice Training Trust Fund was formed in June of 2006 between the Northern California Glass Management Association and the District Council 16 of the International Union of Painters and Allied Trades AFL-CIO. The Organization is comprised of four formerly separate training trusts that have been merged into one in order to consolidate expenses and focus revenue on training and infrastructure.

Finishing Trades covers four “master” collective bargaining agreements representing four trades: Floorcovering Installers, Painters, Glaziers and Drywall Finishers. However, only the Drywall Finishers and Floorcovering Installers will be included in this proposal. This program has participated in a previous ETP Contract with the District Council 16; however, this is the third time the Painters program will hold its own ETP Contract. Overall, the Finishing Trades has had nine ETP Contracts, and eight in the last five years.

**Veterans & Special Trainee Populations**

The Finishing Trades recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service

and the building trades. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go the second stage (the interview).

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (In this case, Pleasanton Unified School District.)

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Finishing Trades represents that the total number of new apprentices projected to serve this year is 95. Since 2018, the program has served 1299 new apprentices. The growth percentage in the last 5 years is approximately 30%.

### **PROJECT DETAILS**

There are currently more than 515 signatory employers and 1,671 apprentices employed and contributing to the fund. Finishing Trades is constantly improving its program to ensure training is up-to-date with industry needs, new technologies and materials. As such, training is required on self-leveling, heat welding and seaming. Additionally, there are new levels of finish, which create the new and improved appearance of a finished floor covering while using less resources and lasts longer. Drywall Finishers are using wider trowels to spread multiple coats of spackle over cracks, indentations, and any imperfections. Trainees need to learn products and services for both commercial and residential homes, and businesses. Training will also cover blueprints, surfaces, walls, paint, carpet, laminate, installation and materials required for the job.

Training provided will prepare the apprentices to work on current projects which include:

Treasure Island, Lot 10 Tidal House, NC Flooring Group, Mission Rock, OM3, YouTube, San Bruno, Hoem and Associates, South Park Commons, The Cannery, City College of San Francisco STEAM Building, Hayward Water Pollution Control Facility, Brooklyn Basin Large Parcel mixed use Project in Oakland, Dublin Cultural Arts Center, U.C. Berkeley Gateway Project. New Addition to Campus, Oakland Airport New Terminal Project, Contra Costa County Admin Building, Aggie Square Bagatelos, Walters and Wolf Natural Resources re-skin, Walters and Wolf Modesto Court House, and Capital Annex.

## **Training Plan**

The proposed training, entirely center-based, and will occur at two training centers located in San Leandro and Sacramento. Training will be delivered by in-house experts via Class/Lab, Videoconference and E-Learning in the following:

**Commercial Skills:** Training will be offered to all Apprentices and will include Drywall Finishes and Surface Prep, Special Finishes, Spray-Hand Finishes & Texture Paint, Floor Preparation, Heat Welding and Cove Installation.

## **Commitment to Training**

Signatory employers will continue to pay into their respective trust funds for apprentice training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

The Training Director will oversee the project and five staff members will assist with the administration, including scheduling of training and collection of rosters. Each instructor will keep training rosters and will pass them to the administrative staff at the two training sites. Strategy Workplace Communications will assist with administrative services to ensure that all training records adhere to ETP requirements.

## **Marketing and Support Costs**

Finishing Trades requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and Finishing Trades will cover these additional expenses.

The Trust and the various local unions will publicize the availability of training through direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. It will also promote this training program at labor-management meetings and industry assemblies; and site visits to local schools, trade shows, and vocational outreach organizations.

## **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes the Contractor's performance for Finishing Trades under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0926 (All Occupations)	\$499,149	10/3/22 – 10/2/24	417	0	\$0
ET22-0951 (Drywall)	\$199,134	1/31/22 – 1/30/24	138	0	\$199,170 (100%)
ET22-0947 (Painters)	\$199,134	1/31/22 – 1/30/24	146	0	\$140,140 (70%)
ET22-0944 (Glaziers)	\$199,170	11/22/21 – 11/21/23	146	0	\$199,170 (100%)

ET23-0926 – Finishing Trades expects to enroll and train once the participants from the ET22-0947 project have been placed. Once that is completed, the Contractor expects to earn 100% of the award amount.

ET22-0951 - Contractor currently has 10,592 training hours uploaded and 1,296 trainees enrolled to the Cal-E-Force system, once training and retention has completed, projected performance will be 100% of approved amount.

ET22-0947 - Contractor currently has 7,280 training hours uploaded and 292 trainees enrolled to the Cal-E-Force system, once training and retention has completed, projected performance will be 100% of approved amount.

ET22-0944 - Contractor currently has 16,449 training hours uploaded and 468 trainees enrolled to the Cal-E-Force system, once training and retention has completed, projected performance will be 100% of approved amount.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Painters under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0912 (Glaziers)	Statewide	8/3/20-8/2/22	\$296,466	\$293,353 (99%)
ET21-0911 (Drywall)	Statewide	8/3/20-8/2/22	\$297,366	\$220,659 (74%)
ET21-0903 (Painter)	Statewide	07/27/20 – 07/26/22	\$295,542	\$276,276 (93%)
ET19-0914 (All Occupations)	Statewide	7/30/18-7/29/20	\$1,755,776	\$1,755,776 (100%)

**DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda assisted with development at no charge.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Drywall Finishers (Tapers)**

- Advanced Applications, Level 1,2,3
- Advanced Materials Applications
- Blue Prints/Job Economics
- Commercial/Residential Spec Finish
- Commercial-Residential Applications
- Drywall Finishes and Surface Prep
- Drywall Finishes Old/New Walls
- Final Projects
- First Aid/CPR
- Levels of Finish
- Special Finishes
- Spray-Hand Fin & Texture Paint

**Floorcovering**

- Blue Prints and Plans
- Carpet (basic)
- Carpet Sewing and Stair Work
- Cove Installation
- Exit Examination
- First Aid/CPR
- Floor Preparation
- Heat Welding
- Knifing Skills and Flat Pattern
- Laminate, Prefinished Hardwood and Specialty Tile
- Review Flat Pattern and Intro to Coving
- Scribe And Seams (Hard Surface)
- Specialty Projects or Finish Exit Examination
- Stair Treads and Vinyl Composition Tile at Angle
- Vinyl Composition Tile



## Training Proposal for:

# Finishing Trades Institute of Northern California and Nevada Trust - Glaziers FTI West

**Contract Number: ET24-0926**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** W. Salinas

### PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Glaziers - Local Unions No. 169, 718, 767, 1621 and 294		
Turnover Rate:		≤20%	

### FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$144,704		\$10,013 8%		\$154,717

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills	323	8-200	0	\$479	\$30.90
				Weighted Avg: 28			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** SET/Modified Statewide Average Wage: \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$8.46 in health benefits may be used to meet the Post-Retention Wage. This has been verified in the Collective Bargaining Agreement.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Glazier	\$22.44 - \$25.00	128
	\$25.01 - \$52.42	195

**INTRODUCTION**

The Finishing Trades Institute of Northern California and Nevada Trust - Glaziers FTI West (Glaziers FTI West) formerly District Council 16 Northern California Journeyman and Apprentice Training Trust Fund ([www.dc16apprentice.org](http://www.dc16apprentice.org)) was formed in June of 2006 between the Northern California Glass Management Association and the District Council 16 of the International Union of Painters and Allied Trades AFL-CIO. The Organization is comprised of four formerly separate training trusts that have been merged into one in order to consolidate expenses and focus revenue on training and infrastructure. The proposed training is entirely center-based and takes place at the San Leandro and Sacramento training centers.

Glaziers FTI West covers four “master” collective bargaining agreements representing four trades: Floorcovering Installers, Painters, Glaziers, and Drywall Finishers. However, only the Glaziers will be included in this proposal for funding, including Residential, Industrial and Building Glaziers. This program has participated in a previous ETP Contract with the District Council 16; however, this is the third time the Glaziers program will hold its own ETP Contract. Overall, the Finishing Trades has had nine ETP Contracts and eight in the last 5 years.

**Veterans & Special Trainee Populations**

The JATC works with Citybuild, Helmets to Hardhats, regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency, Pleasanton Unified School District.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Glaziers FTI West represents that the total number of new apprentices projected to serve this year is 41. Since 2018, the program has served 641 new apprentices. The growth percentage in the last 5 years is approximately 25%.

## **PROJECT DETAILS**

There are currently over 515 signatory employers and 1,200 apprentices employed and contributing to the fund. An estimated 30% of these signatory employers are projected to participate in this project, with approximately 70% being small businesses. Glaziers FTI West is constantly improving its program to ensure training is up to date with industry needs, new technologies and materials. For example, training is required on a crane with a new design that collapses and expands, allowing plate glass to move through the internal space of building, rather than moving externally. In addition, training must occur on new vapor abrasive blasting equipment, which generates less dust and uses less water than the previous model.

Training provided will prepare the apprentices to work on current projects which include:

Tidal House in San Francisco, Stradain San Francisco/Woodbridge, Mission Rock Project in San Francisco/Clark Pacific, Brooklyn Basin Large Parcel mixed use Project in Oakland, Dublin Cultural Arts Center, U.C. Berkeley Gateway Project. New Addition to Campus, Oakland Airport New Terminal Project, Contra Costa County Admin Building, Aggie Square Bagatelos, Walters and Wolf Natural Resources re-skin, Walters and Wolf Modesto Court House, and Capital Annex AGA.

## **Training Plan**

Training will be delivered via Class/Lab, and E-Learning in the following:

**Commercial Skills:** Training will include Curtain Wall System, Fabrication & Layout Techniques, Hardware, Welding, and Shop Drawings, Caulking & Sealants.

## Commitment to Training

Each of the signatory employers contributes to the education-training fund. Glaziers FTI West certifies that signatory employers will continue to pay into their respective trust funds for apprentice training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The Training Director will oversee the project and five staff members will assist with the administration, including scheduling of training and collection of rosters. Each instructor will keep training rosters and will pass them to the administrative staff at the two training sites. Strategy Workplace Communications will assist with administrative services to ensure that all training records adhere to ETP requirements.

Alex Beltran schedules and coordinates training at each location. Training at each location is done by former or current members of the trade and are subject matter experts.

## Marketing and Support Costs

The JATC would like to receive 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and the JATC will cover these additional expenses.

## Tuition Reimbursement

Glaziers FTI West represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes the Contractor's performance for Finishing Trades under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0926 (All Occupations)	\$499,149	10/3/22 - 10/2/24	417	0	\$0
ET22-0944 (Glaziers)	\$199,170\$	11/22/21 - 11/21/23	146	0	\$199,170 (100%)

ET22-0947 (Painters)	\$199,170	1/31/22 - 1/30/24	146	0	\$140,140 (70%)
ET22-0951 (Drywall)	\$199,170\$	1/31/22 - 1/30/24	138	0	\$199,170 (100%)

ET23-0926 – Finishing Trades expects to enroll and train once the participants from the ET22-0947 project have been placed. Once that is completed, the Contractor expects to earn 100% of the award amount.

ET22-0944 - Contractor currently has 16,449 training hours uploaded and 468 trainees enrolled to the Cal-E-Force system, once training and retention has completed, projected performance will be 100% of approved amount.

ET22-0947 - Contractor currently has 7,280 training hours uploaded and 292 trainees enrolled to the Cal-E-Force system, once training and retention has completed, projected performance will be 100% of approved amount.

ET22-0951 - Contractor currently has 10,592 training hours uploaded and 1,296 trainees enrolled to the Cal-E-Force system, once training and retention has completed, projected performance will be 100% of approved amount.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Painters under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0903 (Painter)	Statewide	07/27/20 - 07/26/22	\$295,542	\$276,276 (93%)
*ET21-0911 (Drywall)	Statewide	8/3/20 - 8/2/22	\$297,366	\$220,659 (74%)
ET21-0912 (Glaziers)	Statewide	8/3/20 - 8/2/22	\$296,466	\$293,353 (99%)
ET19-0914 (All Occupations)	Statewide	7/30/18 - 7/29/20	\$1,755,776	\$1,755,776 (100%)

\*ET21-0911 fell under 75%, Contractor currently has 11,484 total valid training hours tracked and 319 trainees enrolled to the Cal-E-Force system, once training and retention has completed, contractor believes projected performance will be higher. Contractor double-checked their work hours and found they still met retention in California. Will have answer and reasoning if need be during panel meeting.

### **DEVELOPMENT SERVICES**

Strategy Workplace Communications (Strategy) in Alameda assisted with development at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills**

- Center For Construction Research and Training
- Curtain Wall System
- Door Hardware
- Fabrication & Layout Techniques
- Finals
- First Aid/CPR
- Floor Closer and Shower Doors
- Hardware
- Intro Solar and Energy Efficient Systems
- Intro to Solar Install & PV Systems
- Longs Drugs and Projects
- Mirrors & Shower Doors
- Putty Glazing & Scaffold
- Shop Drawings, Caulking & Sealants
- Storefront
- Transits And Levels
- Welding



## Training Proposal for:

# Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund

**Contract Number: ET24-0908**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Niquet

## PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, Imperial, Kern, Mono, Inyo, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Painters and Allied Trades, District Council 36		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,425		\$32,228 8%		\$499,653

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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## **TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
\$1	Retrainee Priority Rate Journeyworker	Comm. Skills, Comp. Skills, OSHA 10/30	141	8-200	0	\$861	\$31.98
				Weighted Avg: 35			
2	Retrainee Priority Rate Apprentice	Comm. Skills, OSHA 10/30	316	8-210	0	\$1,197	\$27.15
				Weighted Avg: 70			

**\*Post-Retention Wage is the Contractual Wage**

### **Minimum Wage by County:**

**Job Number 1 (SET/Priority Industry wage modification):** \$30.90. Per hour.

**Job Number 2:** \$25.61 per hour. (collective bargaining agreement wage)

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$8.27 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker -Painter	\$31.98-\$31.98	141
<b>Job Number 2</b>		
Apprentice - Painter	\$18.88- \$20.00	100
	\$20.01-\$25.00	116
	\$25.01-\$30.08	100

## **INTRODUCTION**

The Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund (FTI) ([www.dc36.org](http://www.dc36.org)) is a non-profit institution established to provide training for workers represented by local unions that make up the Painters and Allied Trades District Council 36 which represents 11,000 members. The FTI and predecessor organizations trace their history to 1908. Prior to 2013, FTI was known as the Southern California Painting and Drywall Industries Apprenticeship Training Trust Fund. Bargaining for the signatory employers is conducted by two trade associations: Los Angeles Painting & Finishing Contractors Association, and the Western Wall & Ceiling Contractors Association.

The signatory employers are painting, drywall and glazing contractors. For this proposal only the painters will be participating. Class/Lab training is provided at five training centers operated by FTI in Los Angeles, San Diego, San Luis Obispo and Kern Counties. This will be FTI's twelfth ETP Agreement, and the fifth in the last five years.

### **Veterans & Special Trainee Populations**

FTI actively recruits veterans into its program, and works with various outreach and pre-apprenticeship programs in the community. FTI also partners with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. FTI currently has 15 veterans enrolled as apprentices. In previous contracts, FTI provided a separate job number for veteran apprentices. However, for administrative simplicity, a veteran job number is not being requested for this proposal.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

FTI represented that the total number of new apprentices projected to serve this year is over 500. Since 2018, the program has served 2,699 new apprentices. The growth percentage in the last 5 years is over 100%.

### **PROJECT DETAILS**

ETP funding will help the FTI provide the highest quality training for Apprentices and Journeyworkers. In addition, with today's economy, it is important for workers to be trained to the highest possible skill levels so union contractors can win bids for projects and maintain employment for apprentices and journey level workers. Current projects include LAX T3 Dining Terrace Space 350 & 351, Health Sciences Emergency Power Upgrade, North City Water Reclamation Facility, Water Reclamation Facility Expansion and North City Water Reclamation Facility influent PS & Pipeline, JCC Courthouse, Harbor Justice Center Elevator Renovation and Early Head Start Childcare Center Construction.

ETP funding will help FTI provide the highest quality training for journey workers and apprentices for various projects in Southern California. Contractors in the industry need highly-trained, highly-skilled Apprentices with the ability to work in specialized commercial and industrial jobs. Specialty work includes new finishes and advanced industrial painting and coating systems. In addition, employers need workers trained as safety superintendents and managers. Employers also need employees and journey workers with basic computer skills to complete reports and send e-mails. Some work requires industry certifications and all work must be performed at high levels of efficiency.

## **Training Plan**

Training will be delivered via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will be offered to Journeyworkers and Apprentices in order to increase worker knowledge and capabilities in the painting industry. Journeyworkers will learn new methodologies and skills that include Applicator Training, Abrasive Blasting, Marine Coating, Advanced Finishes and Welding. Apprentice training will include use of an innovative VirtualPaint Training System.

**Computer Skills:** Training will be offered to Journeyworkers to receive computer skills training to learn basic computer operations in a building trades setting. Courses include Operating System, Creating Reports, Performing Calculations and Entering Data.

## **Certified Safety Training- Journeyworkers & Apprentices**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

Training will be overseen by FTI’s Director of Training. Project administration will be performed in a partnership of FTI, Los Angeles Unified School District, and a third party administrator. FTI will handle class scheduling and completion of training rosters. The two dedicated administration vendors will assist with employer liaison, documentation of work hours, uploading training and enrollment data, ETP reporting, and related activities, including maintaining LMS data.

## Marketing and Support Costs

The FTI's marketing efforts are conducted through its association web sites, mailings, and presentations. Employers participate as members of the joint committee that operates the FTI and training is designed around their needs and the general needs of the industry. Training information is disseminated throughout the year to all Apprentices within the local jurisdictions as well as to the contractors who employ them.

The FTI requests and staff recommends 8% support costs to assist with marketing, recruitment, and assessment of additional employers which will continue throughout the contract term.

## Tuition Reimbursement

FTI represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## Electronic Recordkeeping/LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0952	\$494,479	10/31/22 - 10/30/24	0	0	0

\*ET23-0952- 100% of training hours have been completed and the final invoice has been submitted on the previous contract.

## PRIOR PROJECTS

The following table summarizes Contractor's performance by FTI under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0904	Multiple Locations	08/23/21 - 08/22/23	\$598,122	\$598,122 (100%)
ET21-0924	Multiple Locations	10/26/20 - 10/25/22	\$428,130	\$428,130 (100%)
ET20-0901	Multiple Locations	07/01/19 - 06/30/21	\$749,145	\$749,145 (100%)
ET18-0916	Multiple Locations	11/01/17 - 10/31/19	\$949,595	\$949,595 (100%)

### **DEVELOPMENT SERVICES**

FTI retained Betat Advisories in San Francisco to assist with development of this proposal for a flat fee of \$10,000.

### **ADMINISTRATIVE SERVICES**

FTI retained Betat Advisories in San Francisco and the Los Angeles Unified School District in Los Angeles will perform administrative services for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

N/A

## **Exhibit B: Curriculum**

### **Class/Lab/E-Learning**

Trainees may receive any of the following:

#### **Journeyworker**

##### **Commercial Skills**

- Applicator Training
- Lead Paint Removal
- Abrasive Blasting
- Spray
- Marine Plural Component
- Marine Coating
- Safe Working Conditions
- T-Lock System
- Leadership Skills
- Advanced Materials and Systems
- Advanced Finishes
- Welding
- Total Station Instrumentation
- Construction Site Project Management

##### **Computer Skills**

###### **Basic Computer Skills for Construction**

- Operating System
- Entering Data
- Creating Reports
- Using E-mail
- Performing Calculations

#### **Apprentice**

##### **Commercial Skills**

###### **Industrial Painting Course 1**

- Know the basics of industrial painting
- Learn the role of regulatory agencies in enforcing their standards in the industrial painting trade
- Understand the responsibilities of employees and employers in the industrial painting trade
- Know the prevention and, when necessary, reporting of sexual harassment
- Learn the requirements for an American Red Cross certification in First Aid Training
- Understand the requirements for an American Red Cross certification in CPR
- Know the appropriate use and care of personal protective equipment and devices in industrial painting
- Learn the appropriate use and care of specialized respiratory equipment for industrial Painting

- Understand the basic tools used in industrial painting
- Know the appropriate use and care of industrial painting equipment
- Understand the materials used for industrial coating
- Know how atmospheric conditions affect performance and application
- Learn to prepare surfaces for industrial painting

#### Industrial Painting Courses 2

- Know how to obtain and interpret work permits and document work procedures in the industrial Painting trade
- Learn the OSHA and Center for Protection of Workers Rights (CPWR) standards for working in confined spaces.
- Understand the OSHA and CPWR standards in dealing with hazards in confined spaces.
- Know how to recognize and reduce confined space hazards as prescribed by the LSHA and CPWR
- Learn the appropriate use of personal protective equipment gear in industrial painting.
- Understand the methods of fire prevention and practice standby and rescue procedures
- Know basic rigging practices
- Learn various types of ropes, cables and hardware used in industrial painting
- Understand the practical application of knots, bends and hitches in industrial painting
- Know the appropriate use and application of suspended work platforms in industrial painting
- Learn the appropriate use of ladders in industrial painting
- Understand the types of uses of scaffolds in industrial painting
- Know the standards and specifications of surface preparation in industrial Painting
- Learn the appropriate application of primers and coatings in industrial painting
- Understand the appropriate use of solvents and the cleaning procedures for hand and power tools in industrial painting

#### Industrial Painting Courses 3

- Know the health hazards associated with the industrial painting trade
- Learn both the employer's and employee's responsibilities pertaining to medical monitoring and personal hygiene
- Understand the different environmental considerations in industrial painting
- Review how atmospheric conditions affect performance and application
- Know the personal and environmental protective measures necessary for those in industrial painting
- Understand the basics of project planning and preparation
- Know the items on the procedure checklist
- Learn the methods used for lead testing, chemical testing and air sampling
- Understand the lead-based paint abatement methods used in the interior of a structure
- Know the appropriate methods of abatement for exterior area and soil abatement
- Learn the requirements of industrial large scale abatement

- Understand the differences between pressure washing and hydro blast cleaning

#### Industrial Painting Courses 4

- Review the safe and proper use of equipment in industrial coatings
- Understand the different environmental considerations in industrial painting
- Know the personal and environmental protective measures
- Understand the parts, supplies and machinery used in air blast equipment
- Know the different systems used in abrasive blast cleaning
- Learn the various types, sizes and configurations of blast machines and their corresponding functions and procedures
- Know the different types and applications of metallic coatings
- Understand the difference between the three main categories of non-metallic coatings

#### Industrial Painting Courses 5

- Know the OSHA regulations pertaining to spray painting in the industrial painting trade
- Review the environmental and health impacts of the materials, equipment and procedures used in surface preparation and coating application
- Review safety precautions through hands-on exercises
- Understand the different types of solvents and thinners, their chemical compositions and interactions and their appropriate application in industrial painting
- Learn the factors affecting atomization and the four basic forms of atomization
- Know the use of compressed air in spray painting
- Understand the spray gun as the key element in conventional material delivery systems
- Know the use of conventional air, airless and electrostatic spray guns on different applications
- Understand the high volume low pressure system of atomization
- Understand the use of high pressure in airless spray painting systems
- Know the operation of the airless spray guns
- Know the purpose of plural component spraying
- Learn the operation of electrostatic spray painting systems
- Know the three types of wire flame spray processes
- Understand the different coating materials used in flame spray operations
- Learn the use and care of flame spray equipment

#### Industrial Painting Courses 6

- Review how atmospheric conditions affect performance and application
- Understand the use of Nordson Gauge
- Know the use and application of fiberglass reinforced plastic (FRP)
- Learn the proper handling of FRP
- Learn the use of fire retardant resins of fiber reinforced compositions (FRC)
- Understand the effects of curing on polyester resins
- Understand the different processing methods of FRP
- Know the basics of reinforcement practices.
- Know the basic repairs that can be made to FRP

- Know the uses of epoxy as an architectural coating
- Learn the composition and use of epoxy polyester
- Understand the use of polyurethane coatings
- Know the use of a Taylor profile comparator

#### Industrial Painting Courses 7

- Know safe working practices and eliminate potential hazards in industrial painting
- Learn the details of job specifications
- Know the standards for use of a profile comparator
- Understand industry standards for surface preparation in obtaining bond strength
- Know the standards for sprayed metal application
- Learn the standards for metalizing spray painting
- Understand the industry standards for use of the Nordson gauge
- Learn the standards on products that deal with atmospheric conditions
- Understand the standards in dealing with the common coating defects and failures in industrial painting

#### Industrial Painting Courses 8

- Know the importance of safety measures in the workplace
- Learn the role and functions of the foreman and how to become a leader
- Know how to keep time records, understand how to charge off labor and materials for jobs and keep accurate accounting records
- Know the characteristics, barriers and how to overcome barriers to effective communication and how to plan, organize and estimate the needs of the job

#### Commercial Painting Course 1

- Know the basics of the painting trade
- Learn workplace safety procedures
- Understand the prevention and, when necessary, the reporting of sexual harassment
- Know the trade applications of whole numbers
- Learn the trade applications of decimals and fractions
- Understand the trade applications of various measurements and the difference between the base-10 system and the metric system
- Know the appropriate use and care of the basic painting and wall covering tools
- Know the appropriate use and care of residential and commercial painting ladders and scaffolds
- Understand the materials used for painting
- Know how to prepare surfaces for painting and wall covering including basic taping techniques
- Learn the impact of environmental factors on the painting process

#### Commercial Painting Course 2

- Know the importance of OSHA in the workplace
- Review the different tools, equipment and materials used in painting

- Understand how mathematical proportions are applied to practical painting problems
- Know how to measure for mixing
- Learn the principles of color identification in residential and commercial applications
- Understand the painting applications of color harmony
- Know color combination techniques
- Learn how to achieve artistry in work
- Understand how to prepare a surface for painting
- Know the natural and synthetic finishes and special items
- Learn the differences between wood graining tools and marbleizing tools
- Understand wood graining and marbleizing technique
- Know the impact of environmental factors in faux finishing
- Learn faux finishing materials and their uses
- Understand the proper use, care and maintenance of faux finishing equipment
- Know the basics of customer service and public relations

#### Commercial Painting Course 3

- Know the importance of safety measures in the workplace
- Learn the differences between traditional/conventional and modern spray equipment
- Understand the painting materials and their use
- Know the appropriate use, care and maintenance of equipment
- Learn the impact of environmental factor on spray painting
- Understand spray painting techniques
- Know how to resolve technical and interpersonal job site problems
- Review the basics of customer service and public relations

#### Commercial Painting Course 4

- Review the trade applications of whole numbers
- Review the trade applications of decimals and fractions
- Review the trade applications of various measurements and the differences between the base 10 system and the metric system
- Know different abrasive materials and their uses
- Learn the proper use, care, and maintenance of abrasive and water blasting equipment
- Understand the impact of environmental factors on abrasive and water blasting
- Know the abrasive blasting techniques
- Review job site problem resolutions

#### Commercial Painting Course 5

- Know the different types, applications methods and uses of joint compound materials
- Learn the appropriate use and care of special coatings equipment
- Review the trade applications of ratios and proportions
- Review the measurements for mixing
- Understand the impact of environmental factors on substrates
- Know the methods used in surface preparation

- Learn how to adhere to manufacturer's data during the application and curing of coatings
- Understand the hand-rubbed finishing techniques
- Know the various methods of surface cleaning
- Learn the installation of sheets and weld seams to Ameron specifications

#### Commercial Painting Course 6

- Review the importance of safety measures in the workplace
- Review the trade applications of whole numbers
- Review the trade applications of decimals and fractions
- Review the trade applications of various measurements and the differences between the base 10 system and the metric system
- Know the basics of drywall construction and finishing
- Know the cost calculation of materials and labor
- Understand the characteristics and appropriate use of wall covering materials
- Know the various wall covering application techniques
- Learn the cost estimation of wall covering
- Understand how to determine the amount of paint needed in every project
- Review technical and interpersonal job site problem resolutions
- Review the basics of customer service and public relations

#### Commercial Painting Course 7

- Review safe working practices to eliminate potential hazards
- Know the appropriate use and care of respiratory equipment used for painting
- Learn how to recognize and reduce confined space hazards as prescribed by OSHA and the Center to Protect Workers' Rights (CPWR)
- Understand the different types and functions of scaffolds used in industrial painting
- Know the different types and applications of metallic coatings
- Learn the contents and applications of OSHA 30
- Understand the basic information necessary to pursue National Association of Corrosion Engineers certifications.

#### Commercial Painting Course 8

- Review the importance of safety measures in the workplace
- Learn the role and function of the foreman and how to become a leader
- Know how to keep time records, understand how to charge off labor and materials for jobs and keep accurate accounting records
- Know the characteristics, barriers and how to overcome barriers to effective communication and how to plan, organize and estimate the needs of the job

#### Glazier Apprentice Training

- Construction math
- Rigging and hoisting basics
- Hand signals
- Scaffolding basics
- Codes and regulations
- Solvents and glazing materials
- Power tools

- Using transit and leveling instruments
- Hand tools
- Man lifting devices
- Adder use and safety
- Glass cutting and fabrication
- Mirrors: job layout and measurement
- Mirrors: mounting methods
- Plastic glazing material
- Glass replacement and putty glazing
- Insulated and high performance glazing
- Security glazing
- Spandrel and architectural panel systems
- Solar collectors and skylights
- Art glass
- Auto glass
- Door and window accessories and hardware
- Anodized and painted finishes
- Setting blocks, spacers, tapes and gaskets
- Aluminum entrances
- Revolving doors.
- Sealants
- Structural glazing
- Ribbon window systems
- Curtain wall layout
- Pressure wall
- Suspended glazing
- Architectural and shop drawings
- Welding

#### Drywall Finishing Course 1

- Know workplace and apprentice responsibilities
- Learn principles of effective interpersonal skills
- Understand workplace safety issues
- Know history and organizational structure of the trade
- Learn the working relationship between drywall finishing and associated trades
- Understand the different types of safe use of hand tools in the trade

#### Drywall Finishing Course 2

- Review and implement good safety practices
- Learn the importance of strong academic skills, critical think, and problem solving skills in the workplace.
- Know the different types of drywall finishing equipment
- Learn the characteristics and applications of major drywall finishing materials.

#### Drywall Finishing Course 3

- Understand program goals and develop personal skills
- Understand principles of effective communication

- Understand how to prepare a surface for painting and paperhanging using taping compound and tape
- Understand how to apply tape and taping compound to drywall joints
- Understand specific job standards in drywall finishing related to fire walls, elevator shafts, garages, stairwells, residential, commercial and industrial buildings

#### Drywall Finishing Course 4

- Understand program goals and develop personal skills
- Develop and demonstrate basic math skills required of a drywall finisher
- Understand how to estimate the cost of a specified job from plans
- Understand career paths and strategies for obtaining employment
- Understand and adapt to changing technology
- Demonstrate necessary practical skills of a drywall finisher

#### Drywall Finishing Course 5

- Know the requirements for American Red Cross certifications in first aid and CPR
- Understand how to read basic fundamentals of blueprints and prepare a materials list
- Know the procedures for preventive maintenance and care for drywall finishing tools and equipment
- Learn how to differentiate and apply exterior insulation and finish systems
- Understand OSHA 30 part 1

#### Drywall Finishing Course 6

- Understand OSHA 30 part 2
- Learn the role of the supervisor
- Know the common elements of human motivation
- Learn the art and science of team building
- Understand the effective communication strategies with the crew
- Understand the effective features and function of schedules and bar charts
- Learn the current federal and state laws that pertain to the construction industry
- Know the importance of written communication and documentation
- Understand effective tool and material management strategies
- Learn the basics of production management
- Now the features and functions of a contract as a management tool
- Know the importance of estimating, cost accounting, budgeting, cost reporting, and cost control
- Understand how to estimate the cost of a specified job from plans
- Review all drywall finisher skills

### **Journeyworker/Apprentice**

#### **Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Glaziers, Architectural Metal and Glass Workers**  
**Local Union No. 636**

**Contract Number: ET24-0917**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** D. Tran

**PROJECT PROFILE**

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Glaziers, Architectural Metal and Glass Workers Local Union No. 636		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,525		\$32,320 8%		\$499,845

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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## **TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills; OSHA 10/30	205	8-200	0	\$369	\$53.00
				Weighted Avg: 15			
2	Retrainee Apprentice	Commercial Skills; OSHA 10/30	200	8-200	0	\$2,121	\$30.90
				Weighted Avg: 124			

**\*Post-Retention Wage is the Contractual Wage**

### **Minimum Wage by County:**

Job Number 1 and 2: \$30.90 (SET/Priority Industry)

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$6.90 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journey Level Glazier	\$53.00 - \$53.00	205
<b>Job Number 2</b>		
Apprentice Level Glazier	\$24.00 - \$47.50	200

## **INTRODUCTION**

Founded in 2013 and located in Commerce, Glaziers, Architectural Metal and Glass Workers Local No. 636 operates the training program and provides training for Glaziers, Architectural Metal and Glass workers represented by Local Union (Glaziers Local 636) ([www.dc36.org](http://www.dc36.org)). The Glaziers Joint Apprenticeship Committee ([www.socalglaziers.org](http://www.socalglaziers.org)) is a part of the “Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund. This trust fund was formed between multiple management associations and the district council 36 of the international union of painters and allied trades. The organization is comprised of three formerly separate training trusts that have merged into one in order to consolidate expenses and focus revenue on training and infrastructure. The Glaziers JATC program through Local No. 636’s jurisdiction will participate in this project.

The organization covers six counties that include Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura. Training will be conducted in Los Angeles at the JATC

training center. This will be the Glaziers Local No. 636's third contract, the third within the last five years.

### **Veterans & Special Trainee Populations**

Glaziers Local 636 works with Helmets to Hardhats to actively market and recruit veterans. While veterans are not given direct entry into the apprenticeship program, they are given advanced priority for testing and admission. The organization currently has approximately three veteran apprentices.

They also recruit women through the Flintridge Center, various MC3 curriculum programs throughout Los Angeles and Orange County building trades council. They also work with WINTER (Women in Nontraditional Employment Roles), and they currently have eight female apprentices.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case the Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement is reduced by \$7, reducing the priority industry rate from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Glaziers Local No. 636 represent that the total number of new apprentices projected to serve this year is 27. Since 2018, the program has served 239 new apprentices. The growth percentage in the last 5 years is approximately 61%.

### **PROJECT DETAILS**

The industry is experiencing a high demand for glazing workers due to the complexity of jobs Glaziers perform. Glaziers select, cut, assemble, install, remove, and replace a variety of glass and glass substitutes. Glaziers also build and install metal sashes and moldings using aluminum or steel framing. The metal is cut and shaped for facings on storefronts and multi-story buildings; entrances in commercial offices and factory buildings; including skylights, solar photovoltaic glass, doors, mirrors, show cases, tabletops, shower doors, tub enclosures, and windows of all types. Projects range from simple window installations to complex installations involving multi-story curtain walls. The industry also recognizes that many Journey level workers are approaching retirement and it is critical to train and develop new apprentices to replace those retiring.

Like other industries, glazing contractors must continue to meet higher technical and industry standards to maintain and increase work hours and remain competitive. The commercial and

industrial construction industry demands installers and installations be held to much tighter tolerances than in years past and workers need to continue to train and re-train to meet those standards. Additionally, safety is a high priority across the industry and contractors are searching for ways to increase the level of knowledge on how to create, and maintain safety standards and safe working conditions on a variety of job sites.

Glaziers work on a variety of projects with varying and unique characteristics, therefore the continued development of skills, techniques, application usages is critical to the continued development of glaziers progressing throughout their career from apprentices to journey level workers. Some notable projects that apprentices and journey level workers will be working on are UCLA Lot 15 residence hall, Cypress College's New Science Engineering building and Veterans Resource Center, Century Plaza Redevelopment, and Universal Studios P526 Project (Nintendo Land).

## **Training Plan**

Training will be delivered via Class/Lab in the following:

**Commercial Skills:** This training will be offered to all occupations. Training will focus on the continued development of workers knowledge capabilities and skills. Trainees will develop new skills and techniques being used in the industry. Topics include welding, advanced blueprints, and project management.

## **Certified Safety Training**

OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Commitment to Training**

Signatory employers will continue to make contributions for every hour worked by the apprentices and journey level workers. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

The project will be administered and overseen by the coordinator and in partnership with the Los Angeles Unified School District and Betat Advisories who will assist in the overall administration of this training proposal. The two administrative parties will work together to properly document, collect, and report rosters and training hours in the ETP CEF system.

## **Marketing and Support Costs**

The organization continues to conduct marketing efforts through Glaziers Local No. 636 website along with direct mailings, fliers, telephone calls, public service announcements, and email announcements along with other community recruitment events. The organization is requesting 8% support costs.

## **Tuition Reimbursement**

Glaziers Local 636 represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **Electronic Recordkeeping/LMS**

Staff has reviewed and approved the contractors request to use an LMS to document training.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0924	\$484,100	10/04/21 – 10/03/23	362	0	0	\$484,100 (100%)

As of 08/28/23, Data reflected in the ETP Cal E Force system reflects that 28,020 total hours has been tracked which equates to over 100% of potential earnings or accounts for \$484,100 of total funding.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Glaziers Local 636 under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0936	Multi County	12/14/20 – 12/13/22	\$343,746	\$339,926 (98%)

## **DEVELOPMENT SERVICES**

Glaziers Local 636 retained Betat Advisories in San Francisco to assist with development of this proposal for a flat fee of \$10,000.

## **ADMINISTRATIVE SERVICES**

Glaziers Local 636 retained Betat Advisories and Los Angeles Unified School District in San Francisco to perform administrative services in connection with this proposal for total fee of 13%.

## **TRAINING VENDORS**

N/A

## **Exhibit B: Curriculum**

### **Class/Lab**

Trainees may receive any of the following:

### **Commercial Skills**

#### **Apprentice Glaziers**

- Advanced Blueprints Part 1
- Advanced Blueprints Part 2
- Basic Blueprints Part 1
- Basic Blueprints Part 2
- Curtainwall Part 1
- Curtainwall Part 2
- Introduction to Glazing Part 1
- Introduction to Glazing Part 2
- Storefront Part 1
- Storefront Part 2
- Welding Part 1
- Welding Part 2
- Welding Part 3
- Welding Part 4
- Boom lift
- Crane Operator Certification
- Crane Safety
- Crane Setup
- Emergency Response Training
- Erecting and Dismantling Scaffold
- Fall Protection
- Scaffolds
- Project Management
- Reach Forklift
- Safe Working Conditions
- Scissor Lift
- Spyder Glass Manipulator
- Total Station Instrumentation
- Use of Rigging Materials

#### **OSHA 10/30 (Certified OSHA Instructor)**

- OSHA 10
- OSHA 30

### **Commercial Skills**

#### **Journey Level Glaziers**

- Boom Lift
- Crane Operator Certification
- Crane Safety

- Crane Setup
- Emergency Response Training
- Erecting and Dismantling Scaffold
- Fall Protection
- Fixed and Suspended Scaffold
- Foreman Training
- Project Management
- Reach Forklift
- Safe Working Conditions
- Scissor Lift
- Spyder Glass manipulator
- Total Station Instrumentation
- Use of Rigging Materials
- Welding

**OSHA 10/30 (Certified OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Southern California Plastering Institute Apprenticeship Trust**  
**Contract Number: ET24-0903**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Paccarelli

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Inyo, Mono, Orange, Riverside, San Bernardino, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Plasterers' Local 200		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$155,800		\$10,725 8%		\$166,525
<b>In-Kind Contribution:</b>	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills; OSHA 30	25	8-200	0	\$196	\$40.43
				Weighted Avg.: 8			
2	Retrainee Apprentice	Business Skills; Commercial Skills; OSHA 10	75	8-210	0	\$2,155	\$24.26
				Weighted Avg.: 126			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry): \$30.90 per hour

Job Number 2: \$24.26 per hour (collective bargaining agreement wage)

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Plasterer	\$40.43	25
<b>Job Number 2</b>		
Apprentice - Plasterer	\$24.26 - \$25.00	15
	\$25.01 - \$36.39	60

**INTRODUCTION**

Founded in 1921, the Southern California Plastering Institute Apprenticeship Trust (SoCal Plastering) ([www.pl200-apprenticeship.org](http://www.pl200-apprenticeship.org)) is a joint labor-management organization that provides representation and training to Apprentice and Journey-level Plasterers; and protects and promotes the quality of the plastering industry in Southern California.

SoCal Plastering creates a pipeline of qualified plasterers that serve as a finishing force for local construction projects. Apprentices and journey-level workers are trained to be skilled in construction practices and materials, energy efficiency as outlined by the Leadership in Energy and Environmental Design and other energy efficiency standards, and safety competency. Its training center is a partnership between the SoCal Plastering with the support of Plasterers' Local 200 and its unionized contractors.

Current projects of SoCal Plastering include the Clipper Stadium, George Lucas Museum, Kaiser Perkins Will, and Irvine Valley College – Fine Arts Building.

## **Veterans & Special Trainee Populations**

Although there is no separate job number for Veterans, SoCal Plastering recruits Veterans to participate in the training in cooperation with the Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, Anaheim Unified School District and Sweetwater Union High School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

SoCal Plastering represented that the total number of new apprentices projected to serve this year is 75. Since 2018, the program has served 150 new apprentices. This represents an approximate zero percent growth of new apprentices in the last five years.

## **PROJECT DETAILS**

This will be SoCal Plastering's second ETP Contract and the second within the last five years. According to the Employment Development Department, it is estimated that the demand for plasterers in California will increase by 7.5% between 2018 and 2028.

In this proposal, trainees will learn how to apply plaster and cement products to walls and ceilings in various applications including decorative and molding work and achieve various textures, colors, and finishes on final applications. To stay employable, employers expect workers to comply with the latest energy efficiency standards, be knowledgeable in a wide array of skills sets, and be able to perform tasks with various materials and new technologies in a capable and timely manner while maintaining safe working conditions.

The proposed training program is designed to address employer needs as determined by customers and changes in the plastering industry. The participating employers and JATC representatives have identified the training needs of this trade due to the California greenhouse gas emission reduction goals requiring workers to use new materials and skills; high quality standards demanded by customers, and high rate of retiring workers.

## Training Plan

**Business Skills:** Training will be offered to Journeyworkers in business-related skills such as customer service, problem solving, teambuilding, conflict resolution and decision making.

**Commercial Skills:** Training will be offered to all occupations to develop the skills levels of plasterers required in the construction industry. Course topics will include cement pump, fireproofing, patching, acoustical plaster finish, and blueprint reading.

## Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

## Marketing and Support Costs

The marketing of this training program will be done in a variety of ways including flyers, emails, trade shows, and advertisements. SoCal Plastering works with regional Workforce Investment Boards, Community-Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals.

Recruitment efforts and outreach are also conducted through local, state, and federal agencies as well as local high schools, community colleges, community events, and industry trade shows. SoCal Plasterers requests, and staff supports, 8% support costs to cover employer outreach, marketing, recruitment, and assessment of employers.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training of participating employers. Safety training is provided in accordance with all pertinent requirements under state and federal law. All on-the-job training and mentoring of apprentices will be covered by the employers and SoCal Plastering.

### ➤ Training Infrastructure

SoCal Plastering’s Coordinator will oversee the implementation and administration of this project. There will be dedicated staff assigned to various functions of this project: ETP Administration (2), Needs Assessment (4), Recruitment (2), and Scheduling of Training (2). An outside consultant has also been retained to assist in the project administration and to ensure that all training records are in compliance with ETP requirements.

Training will be delivered by in-house experts who are former or current members of the trade bringing first-rate credentials with vast field experience.

**Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

**ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0901	\$164,193	10/3/22 – 10/2/24	101	0	\$6,493 (4%)

\*Based on ETP Systems, 409.5 reimbursable hours have been tracked for potential earnings of \$6,493 (4% of approved amount). Contractor reports that enrollments and training hours are pending because trainees are waiting to be closed in another ETP Contract, ET22-0949, State Building & Construction Trades Council (SBCTC), where they are currently enrolled. Contractor stated that SoCal Plastering was part of the SBCTC umbrella.

**DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda assisted with development of this proposal at no cost.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills****Journeyworker**

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

**Commercial Skills****Journeyworker**

- Cage Building
- Casting Molds
- Colored Veneer
- Mobile Elevated Work Platforms
- Plaster Problems And Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Scratch And Carve Coat
- Specialty Finishes
- Stain
- Venetian Plastering
- External Insulation Finishing System
- Fireproofing
- Scaffold User

**Apprentice**

- Acoustical Plaster Finish
- Basic Math
- Blueprint Reading
- Blueprint Reading/Estimating
- Cage Building
- Casting Molds
- Cement Pump 1
- Cement Pump 2
- Cement Pump 3

- Cementitious, Mineral Fiber and Intumescent Fireproofing
- Color
- Veneer
- Patching
- Pool Plastering
- Waterproofing Patching EIFS
- Colored Veneer
- Common Tools and Plastering Tools and Materials
- Equipment Maintenance Class
- Estimating
- Exterior Insulating Finishing Systems
- Exterior Insulation Finish System
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- First Aid/CPR
- Forklift
- Forklift (certification class)
- Fundamental Math
- Green Building Standards
- Inspect Lath & Plaster Bases
- Interior Plaster
- Mask and Protect Adjacent Surfaces
- Measuring
- Mobile Elevated Work Platforms
- Mix and Apply Inspect Lathing and Bases for Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch Brown and Finish Coats
- Mix and Apply Scratch Coat, Brown Coat, Finish Coat and Veneer
- Ornamental and Earth Plasters
- Plaster Problems and Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Safety
- Scaffold Builder
- Scaffold Safety
- Scaffold Safety (certification class)
- Scaffold User
- Scratch and Carve Coat
- Small Engine Operation and Maintenance
- Specialty Finishes
- Stain
- Venetian Plastering
- Workplace Safety and Health

**Journeyworker and Apprentice**

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust

**Contract Number: ET24-0911**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** S. Turner

## PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Inyo, Mono, Orange, San Bernardino, Riverside, San Diego, Imperial, Kern, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworkers Local Union No. 4		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$265,056		\$18,314 8%		\$283,370

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Commercial Skills, OSHA 10/30	28	8-200	0	\$590	\$48.29
				Weighted Avg: 24			
2	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	150	8-210	0	\$1,779	\$30.90
				Weighted Avg: 104			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 and 2: (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$9.17 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Tile Layer, Tile Finisher, Marble Finisher	\$48.29-\$48.29	28
<b>Job Number 2</b>		
Apprentice - Tile Layer, Tile Finisher, Marble Finisher	\$21.73-\$25.00	37
	\$25.01-\$30.00	35
	\$30.01-\$45.39	78

**INTRODUCTION**

Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust (TMT JATC), with the support of the Bricklayers and Allied Craftworkers Local Union No. 4 (BAC Local 4), provide training for workers in the tile, terrazzo, brick mason, and marble industry. TMT JATC and its signatories have been training Apprentices since 1966. On-site training takes place at TMT JATC's training center in La Verne and serves employers throughout Southern California. The JATC's mission is to ensure workers have the technical, professional, and safety skills necessary to build and service commercial and residential buildings. This will be TMT JATC's fourth ETP Contract, and the fourth in the last five years.

TMT JATC and BAC Local 4 operate under an umbrella trust and train separate occupations under different apprenticeship programs. The occupations trained in this proposal will be Tile Layer, Tile Finisher, and Marble Finisher. Tile Layers install glass, ceramic and stone tile. Tile Finishers work with the Layers on the installation of ceramic, glass or stone tile. Tile Layers' work includes the laying, cutting or setting of materials used for floors, walls, ceilings, walks, promenade roofs, exterior veneers, stair treads, stair risers, facing, hearths, fireplaces, and decorative inserts. Tile Finishers do most of the setting up of materials and the before and after clean up. Work is both indoors and outdoors and may involve scaffolding.

## **Veterans & Special Trainee Populations**

Although there is no Veteran component in this proposal, there were a total of 12 Veteran trainees in the two most recent ETP contracts. TMT JATC is committed to supporting job-related training that helps Veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits, such as Monthly Housing Allowance. Veteran trainees receive these benefits directly during their training.

TMT JATC works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, non-binary, and underserved individuals into the Apprenticeship program.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years for Tile Layers, and 2 years for Tile and Marble Finishers. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hacienda La Puente Unified School District.)

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **First-Year Apprentices**

TMT JATC requests an exception to allow first-year Apprentice Finisher occupations to participate as permitted under existing ETP Apprenticeship Training guidelines for a 24-month program. Under ETP Apprenticeship Guidelines, an exception may be made for trainees who have advanced to Year 1, Period 2 when the apprenticeship program is less than or equal to 24 months.

The JATC does not separate the Apprentices into different levels depending on their year. Instead, trainees are allowed to select from different sets of courses that correspond to their areas of interest. In addition, a trainee can be a first-year in course work, but be a second-year in work status or, on the other hand, a trainee can be a second-year in course work, but a first-year in work status. This is because the JATC gives credit if a trainee comes into the JATC with work or course experience. Hence the line between first and second year Apprentice Finishers is not clear cut, which makes eligibility into the ETP program difficult to determine.

## **Program Completion Rates**

TMT JATC represented that the total number of new apprentices projected to serve this year is 100. Since 2018, the program has served 795 new apprentices. The growth percentage in the last 5 years is approximately 45%.

## **PROJECT DETAILS**

Trainees will receive training in updated building standards and green business practices necessary to meet employer demand to develop and retrofit buildings with greener materials. Trainees will learn to work more efficiently with the materials, thus reducing scrap and re-work. The commercial training will help employers enhance cost management by deploying skilled workers to jobs, meeting the latest quality standards and safety protocols required by customers. Furthermore, to guarantee effective job performance, apprentices receive guidance and are mentored by journey-level workers. TMT JATC's goal is to enhance the skill set of these workers, thereby, fostering higher wages and progression in their careers.

TMT JATC's Tile Layers, Tile Finishers, and Marble Finishers will be working on the following construction projects:

- Clipper Stadium
- Lucas Museum
- Disneyland
- UC Irvine
- Warner Bros. Studios

### **Training Plan**

Training will be provided via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will be offered to all occupations. Courses include hands-on experience in Safety Procedures; Use of Equipment; Layout Techniques; Blueprint Reading; Installing Specialty Jobs; Preparation of Walls; Preparation of Floors; Installing all types of Ceramic, Porcelain and Stone Tile; and Project finishing/fine details (Grouting and Clean-up).

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours for Job Number 2.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### **➤ Training Infrastructure**

Training will be overseen by TMT JATC's Training Director and the Administrative Staff, who will assist with the scheduling of training, recruitment, and need assessments. In-house experts and the Training Director will provide training. TMT JATC has also retained a third-party administrator to assist with ETP project administration.

## Impact/Outcome

Upon successful completion, Journey-level and Apprentice trainees will receive certifications under Commercial Skills for OSHA10/30, First Aid, Forklift, Scaffold User Card, Advanced Certification for Tile Installers (ACT), and CPR. The certificates are awarded by the Department of Apprentice Standards (DAS) and Department of Labor (DOL).

## Marketing and Support Costs

TMT JATC conducts marketing through direct mailings, personal contacts, telephone calls, public service announcements, emails, and the TMT JATC website. Application announcements for the program are circulated to local, state and federal agencies, high schools, community colleges, and community-based organizations.

TMT JATC is requesting 8% support costs for Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participants for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and the JATC will cover these additional expenses.

## Tuition Reimbursement

TMT JATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes performances by TMT JATC under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0911*	\$342,987	10/03/22- 10/02/24	319	0	\$7,802 (2%)
ET22-0933**	\$242,201	11/22/21- 11/21/23	162	0	\$242,201(100%)

\*ET23-0911: Based on ETP Systems, 456 reimbursable hours have been tracked for potential earnings of \$7,802 (2.27% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. More trainee enrollments and hours are pending submission in this contract until the trainees are closed in the ET22-0933 contract.

ET22-0933: The Contractor projects final earnings of 100% based on training delivered to date and progress through contract closeout.

**PRIOR PROJECTS**

The following table summarizes performance by TMT JATC under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0953	Southern California	09/08/20-09/07/22	\$101,255	\$101,255 (100%)

**DEVELOPMENT SERVICES**

TMT JATC retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

**ADMINISTRATIVE SERVICES**

TMT JATC also retained Strategy Workplace Communications to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice (Commercial Skills)****Marble Finisher**

- Bull Nosing
- Caulking
- Cleaning, Polishing and Sealing
- CPR/First Aid
- Cutting & Grinding
- Detail cut & Color Theory
- Drilling & Anchoring
- Edge Detail
- Fabrication
- Grouting with a Grout Bag
- Grouting with Epoxy
- Holding String Lines and Chalk Lines
- Lath & Scratch
- Material Handling
- Polishing
- Repair & Restoration
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Square Footages & Room Setup
- Squaring & Straightening
- Trim Shapes
- Types of Tiles
- Use of Tools- Hand & Power
- Waterproofing

**Tile Finisher**

- Blueprint Reading
- Epoxy Fill & Repair
- Epoxy Resin & Catalyst
- Filling & Grouting Cement Terrazzo Walls & Floors
- Float Walls for Terrazzo Installation
- General Layout
- Grinding Cement Terrazzo Walls & Base Wet & Dry
- Grinding Epoxy Terrazzo Floors and Walls Identification of Sizes & Types of Chips and Strips
- Installation of Strips in Cement Terrazzo and Epoxy Terrazzo
- Journeyman Project
- Lath & Scratch
- Maintenance of Floor & Base Grinder

- Materials/Products and Procedures
- Mixing of Chips for Cement and Epoxy Installation
- NTMA Specifications
- Palladiana
- Polishing & Sealing Cement and Epoxy Terrazzo
- Preparation of Wood Sub floors
- Quality Control
- Skills/Techniques/Procedures
- Slurrying & Roughing in Floors
- Special Epoxy Design
- Square Footages & Material Setup
- Steps- Dry Pack Installation
- Steps- Orientation
- Steps-Cement Terrazzo Installation
- Steps-Epoxy Terrazzo Installation
- Venetian Design Work
- Water Level, Transit and Laser

#### **Tile Layer**

- Blueprint Reading
- Bull Nosing
- Caulking
- Cleaning, Polishing and Sealing
- Commercial Room Layout #1 and #2
- Float and Tile a Shower Floor, Cased Window, Ceiling, Circular Column,
- Dome, Gothic Arch, Semi-Circular Arch, Serpentine Wall, Radius Stairs,
- Straight Stairs, Straight Kitchen and Backsplash, Tub Splash, Tub/Shower
- Combination, Elliptical Arch, Buttress Walls and Jamb, Nitch, Oval Bowl
- Pullman (HORSETOOTH), Radius Countertop and “L” and “U” Shaped Kitchen
- Float Large Walls – Using String lines to Set Strips
- Large Form Tile Installation (LFT)
- Gauged Porcelain Tile/Slab Installation (GPT/S)
- Grouting with a Grout Bag and Epoxy
- Holding String Lines and Chalk Lines
- Laser and Transit Use
- Lath & Scratch
- Set Screeds on Large Floor and Float
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Square Footages & Room Setup
- Square Shower Walls and Curb
- String lines and Screeds for Slope
- Technical Aspects of Tile Installations
- Trim Shapes
- Types of Tiles
- Use of a tile rack
- Water level Rooms for Wall Layout and Floor Elevations

- Waterproofing
- Wet & Dry Grinding Cement Terrazzo Floors, Walls & Base

**All Trades**

- GPT/S Material Handling

**Commercial Skills****Journey Worker - Commercial Skills**

- ACT - Advanced Certificates for Tile Installers

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**Northern California Tile Industry Apprenticeship and Training Trust Fund**

**Contract Number: ET24-0950**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area     **Analyst:** S. Ramakrishnan

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   Bricklayers and Allied Craftworkers Local Union No. 3 CA		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$161,775		\$11,225 8%		\$173,000

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1.	Retrainee Priority Rate Apprentice	Comm. Skills, OSHA 10/30	95	8-210	0	\$1,711	\$30.90
				Weighted Avg: 100			
2.	Retrainee Priority Rate Journeyworker	Comm. Skills, OSHA 30	17	8-200	0	\$615	\$30.90
				Weighted Avg: 25			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$7.29 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 & 2. These amounts have been verified in the CBA's wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Tile Layers and Tile Finishers	\$23.61 - \$25.00	15
	\$25.01 - \$26.56	80
<b>Job Number 2</b>		
Journeyworker - Tile Layers and Tile Finishers	\$28.22 - \$52.16	17

**INTRODUCTION**

Since 1917, Northern California Tile Industry Apprenticeship and Training Trust Fund (NorCal Tile) has been training apprentices from 46 Northern California counties in the Tile Finisher and Tile Layer trades. Tile Finishers work with the Tile Layers on the installation of ceramic, glass or stone tiles. Both occupations work in residential housing, large commercial projects, malls, schools and hospitals. The Training Center is a partnership between the Northern California Tile Industry Joint Apprenticeship and Training Committee (JATC) with the support of Bricklayers and Allied Craftworkers Local Union 3 and its 25 signatories and their unionized contractors. ETP-funded training will be provided at the JATC's training center located in Livermore.

This will be NorCal Tile's sixth ETP Contract, and its fifth in the last five years. The proposed training will prepare both occupations on work that includes the laying, cutting, or setting of all tile used for floors, walls, ceilings, walks, promenade roofs, exterior veneers, and many other applications. Trainees in these occupations also prepare and set all concrete, cement, brickwork, or other foundations or material that may be required to properly set and complete the work.

## **Veterans & Special Trainee Populations**

NorCal Tile works to recruit veterans into its apprenticeship program and works with Helmets to Hardhats. Application announcements for the apprenticeship program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations.

The JATC works with regional workforce-investment boards, community-based organizations, and building-trades councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, Tile Layers is a three-year program and Tile Finishers is a two-year program. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hayward Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

NorCal Tile represented that the total number of new apprentices projected to serve this year is 13. Since 2018, the program has served 213 new apprentices. The growth percentage in the last five years has decreased by approximately 9.3%.

## **PROJECT DETAILS**

Training under this project will allow employers to address changes in the industry including California gas emission reduction goals in which workers will need to learn to utilize new materials and skills. In addition, work must meet higher quality standards and trainees must learn to ensure projects are on time and on budget. The proposed training will give workers the skills and opportunities for ongoing employment in the industry as more construction projects get funded. As such, training will be provided in the use of tiling tools, updated building standards, and green business practices necessary to meet demand to develop and retrofit buildings with greener materials. Further, trainees will learn to build and retrofit buildings using safe and energy efficient products.

Training will prepare apprentices and journeyworkers to work on projects throughout Northern California. NorCal Tile reports that the following projects are driving employer demand, which it's Tile Layers and Tile Finishers will be working on during this project:

- Howard Street Affordable Housing (San Francisco)
- San Jose State University Spartan Athletic Center
- Oakland Waterfront Parcel J
- Garza High School Aquatics Complex (Fresno)
- Santa Rosa Junior College Student Housing

## Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will be offered to Journeyworkers and Apprentices on course topics such as Advance Certification for Tile Installers (ACT) Grouts, Aerial Work Platforms, ACT Membranes, and ACT Mud Walls. For Apprentices course topics include Architectural Drawing, Blueprint Reading, Math for Tile, Technical Aspects of Tile Installations, Trim Shapes and Materials, Types of Tiles and Waterproofing. For Journeyworkers course topics include Tile Council of North America and American National Standard Specifications for Installation of Ceramic Tile Workshops.

## Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

## Commitment to Training

The employers will continue to provide federal and state mandated training, company orientation, and job-site orientation training. Employers will continue to make contributions to the training trust fund for every hour worked by apprentices and journey-level workers. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## Training Infrastructure

NorCal Tile's Training Director (dedicated administrator) will oversee the project with support from three administrative staff who will assist with marketing, recruitment, assessments, and scheduling of training. Training will be delivered by in-house trainers who are former or current Tile Finishers or Tile Layers who are subject-matter experts and by outside vendors (less than 5% of total training). Two full-time trainers are present for training. It has also retained a third-party subcontractor to assist with ETP administration.

## Marketing and Support Costs

Marketing is conducted through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. It will disseminate class information throughout the year to all apprentice tile finishers and tile layers within the local's jurisdictions as well as to the contractors who employ them. Thus, NorCal Tile requests and staff recommends 8% in support costs for both Job Numbers in recruiting and qualifying additional participating employers for this program.

## Tuition Reimbursement

NorCal Tile represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## Alternate Recordkeeping

Staff has reviewed and approved the NorCal Tile's request to use an alternate recordkeeping method.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0935	\$104,085	10/3/22 - 10/2/24	170	0	\$11,173 (11%)
ET22-0934 (Expansion)	\$114,053	1/31/22 - 1/30/24	68	146	\$114,053 (100%)

\*ET23-0935: Contractor has tracked 5,900 reimbursable hours for potential earnings of \$104,085, which is 100% of the approved amount. It states that it will be able to upload the records into ETP's Cal-E-Force system, once the invoicing for its previous contract (ET22-0934) is completed.

## PRIOR PROJECTS

The following table summarizes Contractor's performance by NorCal Tile under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0950	Livermore	11/2/20 - 11/1/22	\$114,053	\$104,548 (92%)
ET20-0934	Livermore	10/7/19 - 10/6/21	\$224,701	\$224,701 (100%)

**DEVELOPMENT SERVICES**

NorCal Tile retained Strategy Workplace Communications (Strategy) in Alameda to assist with development of this proposal at no cost.

**ADMINISTRATIVE SERVICES**

Strategy was also retained to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Journeyworker****COMMERCIAL SKILLS**

- Advance Certification for Tile Installers (ACT)
- ACT Grouts
- ACT Gauged Porcelain Tile
- ACT Membranes
- ACT Mud Walls
- ACT Mud Floors
- ACT Shower Receptor
- ACT Large Format Tile
- Foreman Training Certification
- Membranes & Substrate Prep
- Membranes & Mud Bed Requirements
- Gauged Porcelain Tile/Panel Training
- Forklift (can include scissor & shooting boom lift)
- Aerial Work Platforms (articulating man lift)
- ACT Orientation
- Tile Council of North America (TCNA) and American National Standard Specifications for Installation of Ceramic Tile (ANSI) Workshop
- Grouts A118.3, A118.6, A118.7, Single Component & Caulking's
- COVID Safety Training

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30

**Apprentice****COMMERCIAL SKILLS**

- Architectural Drawing
- Blueprint Reading
- Caulking
- Cleaning, Polishing, and Sealing
- Commercial Room Layout #1 and #2
- Codes and Repairs
- Walls & Base
- Manipulative Skills Tests
- Shower Floor
- Cased Window Ceiling
- Circular Column
- Dome
- Gothic Arch
- Semi-Circular Arch

- Radius Stairs
- Straight Stairs
- Tub Splash
- Tub/Shower Combination
- Elliptical or Gothic Arch
- Buttress Walls and Jamb
- Tub/Shower Niche
- “L” Shaped Countertop and Backsplash
- Two Drain Floor
- Float Large Walls – Using String lines to Set Strips
- Grouting
- Hawk and Trowel
- Holding String Lines and Chalk Lines
- Laser and Transit Use
- Lath & Scratch
- Layouts
- Math for Tile
- Mixing Mortar, Epoxy, Resins and Cement
- Mud Mixing and Bonding Materials
- Set Screeds on Large Floor and Float
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Special Equipment: Scaffolds and Lifts
- Square Footages & Room Setup
- Square Shower Walls and Curb
- String lines and Screeds for Slope
- Technical Aspects of Tile Installations
- Trim Shapes and Materials
- Types of Tiles
- Use of a Tile Rack
- Water level Rooms for Wall Layout and Floor Elevations
- Waterproofing
- ACT
- ACT Grouts
- ACT Gauged Porcelain Tile
- ACT Membranes
- ACT Mud Walls
- ACT Mud Floors
- ACT Shower Receptor
- ACT Large Format Tile
- Foreman Training Certification
- Membranes & Substrate Prep
- Membranes & Mud Ben Requirements
- Gauged Porcelain Tile/Panel Training
- Forklift (can include scissor & shooting boom lift)
- Aerial Work Platforms (articulating man lift)
- ACT Orientation
- TCNA and ANSI Workshop

- Grouts A118.3, A118.6, A118.7, Single Component & Caulking's
- COVID Safety Training

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Bricklayers and Allied Craftworkers Local No. 3**  
**Apprentice Training Trust**

**Contract Number: ET24-0904**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** L. Vuong

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee SB <100	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworker Local Union No. 3		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$146,822</div>	+	<b>Support Costs</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$10,092 8%</div>	=	<b>Total ETP Funding</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$156,914</div>
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	99	8-210	0	\$1,368	\$30.90
				Weighted Avg: 80			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, OSHA 10/30	23	8-200	0	\$934	\$45.37
				Weighted Avg: 38			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$10.35 per hour may be used to meet the Post-Retention Wage in Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Bricklayer, Marble Finisher, Marble Mason, Pointer-Cleaner-Caulker, Terrazzo Finisher, Terrazzo Mechanic	\$20.55 - \$25.00	71
	\$25.01 - \$52.79	28
<b>Job Number 2</b>		
Journeyworker - Bricklayer, Marble Finisher, Marble Mason, Pointer-Cleaner-Caulker, Terrazzo Finisher, Terrazzo Mechanic	\$45.37	24

**INTRODUCTION**

Founded in 1970, the Mason Development Center with the support of Bricklayers and Allied Craftworkers Local No. 3 Apprentice Training Trust (BAC Local 3) (<https://www.bac3-ca.org/>) and its 200 signatories have been training Apprentices throughout Northern California. Trainees of BAC Local 3 serve employers throughout 46 Northern California counties with a mission to ensure that workers have the technical, professional, and safety skills necessary to build and service commercial and residential buildings. All training for BAC Local 3 takes place at the Mason Development Center training site located in Tracy. This will be the BAC Local 3's fourth ETP Contract, and the third in the last five years.

BAC Local 3 trains a diverse group of workers. The occupations trained in this proposal will be Bricklayers, Marble Finishers, Marble Masons, Pointer-Cleaner-Caulker (PCC), Terrazzo Finishers, and Terrazzo Mechanics. Bricklayers are skilled crafts persons, who properly position

masonry units and create efficient buildings and other structures. The PCC's work ranges from cleaning and replacing mortar, caulking, applying sealants, injecting epoxy, and patching mortar. Marble Masons perform various work processes including cutting, tooling, and setting marble slabs in floors and walls of buildings. Marble Finishers perform a variety of tasks to assist the Marble Mason. Trained Terrazzo workers install glass, ceramic, and stone tile. Terrazzo Finishers do material set up and the before and after clean up.

### **Veterans Program**

Although there is not a veteran's component, BAC Local 3 actively recruits and supports veterans for training. Veterans in the apprenticeship program are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance. As an incentive to join the program, BAC Local 3 waives initiation fees and provides streamlined admissions processes for veteran applicants.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the following applies: the Terrazzo Finishers and Marble Finishers are two years and six months; Marble Masons and Terrazzo Mechanics are three years; and, Pointer-Cleaner-Caulkers and Bricklayers are three years and six months. The curriculum is developed with input from DAS and a designated Local Educational Agency in this case Hayward Unified School District.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

BAC represented that the total number of new apprentices projected to serve this year is 40 to 50. Since 2018, the program has served 347 new apprentices. The growth percentage in the last 5 years is approximately 70%.

### **PROJECT DETAILS**

Training under this proposal will allow BAC Local 3 to meet the challenges of staying competitive by giving workers the skills needed to stay employed in the building trades industry, implement new practices in the use of new materials, adjust to a retiring workforce, compete with non-union workers, and meet customer demands. Trainees will receive training in updated building standards and green business practices necessary to meet commercial interest and demand to develop and retrofit buildings with greener materials. Equipment and materials not used correctly can lead to expensive re-work and delays in schedules. Trainees will learn to work more efficiently with the materials, thus reducing scrap and re-work. The commercial training will help unionized contractors manage their costs by sending well-prepared workers out on jobs.

Population and business growth, coupled with the increasing popularity of tile and marble are the major sources of demand for Terrazzo and Marble Finishers. Tile and natural stone are used heavily in shopping malls, hospitals, schools, restaurants, and commercial and government buildings. Particularly in new and remodeled homes, tiles are also becoming more popular including those made of glass, mosaic, and other high-end tiles and marble.

ETP funding will expand and upgrade BAC Local 3's program. BAC Local 3 reports that the following projects are driving employer demand under this proposal: Sacramento Federal Courthouse, Sonoma County Courthouse, San Francisco Ferry Building, and Transamerica Pyramid.

## **Training Plan**

Training will be conducted via Class/Lab and E-Learning delivery methods in the following:

**Commercial Skills:** This training will be offered to all occupations to be prepared for upcoming BAC Local 3 projects. Journeyworkers will receive training in Forklift and Mobile Elevated Work Platform. For Apprentices, courses include Blueprint Reading, Green Construction LEED Certification, Building Codes, Waterproofing, and Construction Sequence.

## **Certified Safety Training**

OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

BAC Local 3's Training and Apprenticeship Coordinator (dedicated administrator) will oversee the project, and its administrative staff will schedule classes and provide training coordination. Three in-house experts will conduct training. Additionally, a third-party subcontractor, Strategy Workplace Communications, was retained to provide ETP administration.

## **Marketing and Support Costs**

Through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website, BAC Local 3 will disseminate class information throughout the year to all apprentice setter and finishers within the local's jurisdictions as well as to the contractors who employ them. Application announcements for the apprentice program will be sent to local, state and federal agencies as well as to local high schools, community colleges, and community-based

organizations. Two staff members that will assist with the marketing, recruitment, needs assessments, and scheduling of training. BAC Local 3 requests, and staff recommends, 8% support costs for all Job Numbers. Many participating employers have already been recruited, but more recruitment and assessment activities are needed.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0950	\$168,510	10/03/22 – 10/02/24	130	TBD	\$20,267 (12%)
**ET22-0492 (Expansion)	\$131,134	11/22/21 – 11/21/23	74	TBD	\$131,134 (100%)

\*ET23-0950: Based on the Cal-E-Force system, 496 reimbursable hours have been tracked for potential earnings of \$8,786 (5% of approved amount). An additional 11,070 hours have been already delivered, which will be uploaded once further enrollment information is attained. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2024.

\*\*ET22-0492 (Expansion): Of the estimated 74 trainees, 112 have been enrolled and 112 have received the minimum hours of training. Based on the ETP System, 7,797 reimbursable hours have been tracked for potential earnings of \$150,991 (100% of approved amount). BAC Local 3 projects final earnings of 100% based on training completed on 01/27/23.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by BAC under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0949	Tracy	09/08/20 – 09/07/22	\$101,668	\$101,668 (100%)

### **DEVELOPMENT SERVICES**

Strategy Workplace Communications (Strategy) in Alameda assisted with development at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice****Terrazzo Finisher/Mechanic**

- Blueprint Reading
- Building Codes
- Cleaning and Sealing Terrazzo
- Construction Sequence
- Cutting Control Joints
- Design Layout
- First Aid/CPR
- Floor Layout and Installation
- Green Construction, Design, Materials, Methods and Techniques, LEED Certification
- Grouting and Caulking
- Hand Tool and Equipment, Proper Use and Safety
- Materials, Identification, Characteristics and Estimating
- Membranes and Underlayments
- Mixing Mortar and Bonding Materials
- Repair and Renovation of Terrazzo
- Scaffold Safety Training
- Substrates, Mixing and Bonding Materials
- Terrazzo Materials, Handling
- Trade Math

**Bricklayers**

- Blueprint Reading
- Building Arches
- Building Codes
- Building Radius Walls
- Construction Sequence
- Cutting and Welding Steel
- Drawing and Sketching Techniques
- First Aid/CPR
- Green Construction, Design, Materials, Methods and Techniques, LEED Certification
- Hand Tool and Equipment, Proper Use and Safety
- History of Masonry
- Insulated Concrete Forms
- Interlocking Paving
- Laying Corner Leads
- Laying Headers, Soldiers and Roloks
- Laying Piers
- Laying Pilasters

- Laying to the Line
- Lintel Beam Construction
- Materials, Identification, Characteristics and Estimating
- Metrics
- Mixing Mortar
- Pattern Bonds
- Paving
- Proto II Walls
- Read a Rule
- Rebar Identification and Installation
- Scaffold Safety Training
- Segmental Retaining Walls
- Trade Math
- Transit Familiarization
- Waterproofing

#### Marble Mason/Finisher, Pointer, Cleaner and Caulker Workers

- Basic Bricklaying Fundamentals
- Blueprint Reading
- Building Codes
- Caulking
- Cleaning and Polishing Marble
- Cleaning Masonry
- Construction Sequence
- Cutting and Welding Steel
- Deck Coatings
- Drawing and Sketching Techniques
- Drilling and Cutting Marble to Specific Dimensions
- Epoxy Injection
- First Aid/CPR
- Fundamentals of Marble Setting
- Green Construction, Design, Materials, Methods and Techniques, LEED Certification
- Grouting and Caulking Slabs
- Hand Tool and Equipment
- Hand-Set Techniques
- Laying and Cutting Building Units
- Laying and Setting on Footings and Foundations
- Materials, Identification, Characteristics and Estimating
- Mechanical Anchoring
- Metrics
- Mixing Mortar and Epoxy
- Move and Store, Rig and Hoist Materials
- Patching Marble and Related Materials
- Pinning
- Pointing, Caulking and Cleaning
- Prepare Marble for Setting, Including Anchoring and Plugging
- Rigging

- Scaffold Erection and Safety Training
- Substructure Preparation
- Trade Math
- Tuckpointing
- Waterproofing

**Commercial Skills**

Journeyworker

- Fork Lift
- Mobile Elevated Work Platform

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**Brick Masons Apprenticeship and Training Trust**

**Contract Number: ET24-0902**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Reeves

**PROJECT PROFILE**

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Diego, Imperial, Riverside, San Bernardino, Inyo, Mono, Tulare, Kern, Ventura, San Luis Obispo, Santa Barbara	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworkers Local #4		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$235,104		\$16,216 8%		\$251,320
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority	Comm'l. Skills	80	8-200	0	\$2,463	\$30.90
				Weighted Avg: 144			
2	Retrainee Journeyworker Priority	Comm'l Skills, OSHA 10/30	92	8-200	0	\$590	\$47.20
				Weighted Avg: 24			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.94 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Brick Mason	\$25.96-\$42-48	80
<b>Job Number 2</b>		
Journeyworker – Brick Mason	\$47.20	92

**INTRODUCTION**

Located in La Verne, Brick Masons Apprenticeship and Training Trust (Brick Masons) ([www.bac4ca.org](http://www.bac4ca.org)) represents brick tile, marble, stone, refractory and terrazzo workers. Training is provided to Apprentice and Journeyworkers in the Brick Mason trade under this project. Brick Masons is currently training approximately 480 Journeyworkers and 100 Apprentices. Those who successfully complete the program become bricklayers, craft workers, stone and marble masons, cement masons, plasterers, tile setters, terrazzo and mosaic workers, cleaners/caulkers and pointers. This will be Brick Masons sixth ETP Contract, and the fifth within the last five years. Training will be provided at the Brick Masons facility in La Verne.

**Veterans & Special Trainee Populations**

Although Brick Masons is not including a separate job number for Veterans, the Trust works with Helmets to Hardhats and actively recruits Veterans. Helmets to Hardhats provides them with a list of newly discharged soldiers from all branches of the military who have shown interest in the masonry industry. Brick Masons currently has one Veteran apprentice.

Brick Masons also works with Women in Non-Traditional Employment Roles to talk to women about opportunities and the benefits of starting a career in the mason industry. Brick Masons also offers interactive tours of the training center to recruit women into the program.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Brick Masons represented that the total number of new apprentices projected to serve this year is approximately 24. Since 2018, the program has served 131 new apprentices. The growth percentage in the last 5 years has been greater than 100%.

### **PROJECT DETAILS**

Employers in the masonry trade continue to face an on-going challenge to increase worker skills in order to meet higher standards and also make efforts to provide quality work at reduced costs. Apprentice and Journeyworkers are expected to deliver quality work that meets standards in order for the employer to remain competitive and acquire contract work (bidding). The Brick Masons curriculum outlines training to increase brick mason skills and provide hands-on experience for those who are new to the trade. New projects under this contract include the Crafton Hills College-Yucaipa, La Veranda Housing Project-East Los Angeles, Jordan High School-Long Beach, Vista High School-San Diego, and multiple Metrolink Stations throughout Los Angeles County.

Training will introduce Apprentices to the basics of the brick mason trade. Curriculum topics include safe working conditions and procedures, the use of concrete in masonry construction, materials, brick laying, and skills required to build walls and special structures. Trainees will receive certifications as they complete masonry thresholds in the training program. Following completion, workers are provided continued education throughout their career to learn new techniques and skills in the masonry industry.

### **Training Plan**

Training will be delivered via Class/Lab in the following:

**Commercial Skills:** Training will be offered to Apprentices and Journeyworkers to develop high level skills in the masonry industry. Training topics will include content on residential masonry, brick paving techniques, glass blocks, and construction of roof anchors, hearths and pilasters.

## **Certified Safety Training**

**OSHA 10/30:** Training will be offered to Journeyworkers. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work and manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **➤ Training Infrastructure**

This project will be overseen by the Apprenticeship Director. Project administration will be a collaborative effort between Brick Masons, the Los Angeles Unified School District and Betat Advisories. Brick Masons staff members will coordinate the scheduling and documentation of training. The two administrative subcontractors will assist in employer liaison, uploading training and enrollment data, documentation of work hours, and related ETP reporting activities.

## **Trainer Qualifications**

Training will be delivered by qualified Journeyworkers with extensive practical and training experience who are employed by the Trust.

## **Marketing and Support Costs**

Participating Employers are notified of training provided by the Brick Masons via websites, mailings, and presentations. Employers participate as members of the joint committee that operates the trust. Although a majority of participating employers that participate in training have been recruited, marketing efforts will remain on-going to promote the Brick Mason training program and recruit additional employers. The Brick Masons is requesting and staff recommends 8% support costs to continue marketing/recruitment efforts.

## **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **Electronic Recordkeeping/LMS**

Staff has reviewed and approved Brick Masons use of a Learning Management System for recordkeeping.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0909	La Verne	08/23/21 – 08/22/23	\$229,440	*TBD
ET20-0949	La Verne	02/03/20 – 02/02/22	\$229,440	\$202,081 (88%)
ET19-0902	La Verne	07/01/18 – 06/30/20	\$230,725	\$218,522 (95%)
ET17-0930	Arcadia	03/01/17 – 02/28/19	\$151,140	\$134,520 (89%)

\*ET22-0909: Based on ETP Systems, 10,683 reimbursable hours have been tracked for potential earnings of \$206,745 (90% of approved amount). The Contractor projects final earnings of at least 90% based on training hours delivered, pending contract closeout.

**DEVELOPMENT SERVICES**

Betat Advisories in San Francisco assisted with development for a flat fee of \$5,000.

**ADMINISTRATIVE SERVICES**

Betat Advisories and Los Angeles Unified School District will perform administrative services not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice**

- Advanced Blueprint Reading
- Apply the Elements of Parging in Masonry Construction
- Bricklaying Terminology
- Brick-Paving Techniques
- Building Codes Pertaining to Reinforced Grouted Masonry
- Code Requirements for Construction of a Fireplace
- Communications Skills Required of a Job Supervisor
- Construct a Firebox
- Construct a Fireplace Flue
- Construct a Fireplace Throat
- Construct Fireplace and Footings
- Construct Hearths
- Construct Roof Anchors
- Construction of Fireplaces, Kilns, and Furnaces by Using Refractory or Fire Brick
- Construction of Jambs
- Construction of Pilasters
- Different Types of Arches
- Different Types of Arches in a Hands-On Project
- Different Types of Job Layouts
- Duties of a Foreman and His/Her Career Advancement Possibilities
- Hands-on Projects in Custom Residential work
- Interpret and Use Blueprints
- Interpret Trade Math
- Masonry Wall
- Materials Used in Residential Masonry Design
- Materials Used in Veneer Construction
- Patterns Used in Bonded Masonry
- Planning and Construction of Custom Masonry
- Recognize Journeyman Duties
- Recognize Safety, Health and Employment Rules and Procedures
- Recognize Scaffolding Safety Practices
- Recognize Shop Safety Rules and Procedures
- Recognize Shop Safety Rules for Operating Tools and Equipment
- Recognize Steps Related to Layout
- Recognize Various Cement Blocks and Bricks
- Recognize Various Types of Veneer Applied to a Fireplace
- Responsibilities of a Job Supervisor
- Solve Problems in Masonry Mathematics
- Techniques for Setting and Laying Bricks

- Terms Used with Reinforced Grouted Masonry
- The Use of Concrete in Masonry Units
- The Uses of Components and Shell Bricks
- Use of Constructing Trigs for Building a Straight Wall
- Use Stick-on Veneer
- Work with Glass Blocks
- Work with Glazed Tiles
- Work with Stones

**Journeyworker**

- Advanced Materials
- Safe Working Procedures and Practices
- Scaffold Safety

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

**Journeyworker**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Sheet Metal Workers' Joint Apprenticeship and Training Trust**  
**Fund of Los Angeles**

**Contract Number: ET24-0916**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** D. Tran

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Bernardino, Riverside, Inyo, Kern, Mono	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local 105		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,712		\$32,277 8%		\$499,989

<b>In-Kind Contribution:</b>	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Comm'l. Skills, Computer Skills, OSHA 10/30	609	8-200	0	\$821	\$30.90
				Weighted Avg: 48			

**\*Post-Retention Wage is the Contractual Wage**

<b>Minimum Wage by County:</b> Job Number 1: \$30.90 per hour (SET/Priority Industry) <b>Health Benefits:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision. <b>Used to meet the Post-Retention Wage?:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe Up to \$4.06 per hour may be used to meet the post retention wage for Job Number 1.
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Sheet Metal Worker	\$26.84 - \$45.62	9

**INTRODUCTION**

Founded in 2005, the Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles (Sheet Metal JATTF LA) <https://www.socalisma.org/> serves the Southern California counties of Los Angeles, Orange, San Bernardino, Riverside, Inyo, Mono, and Kern. The trust has a membership of approximately 25 large employers, 50 small employers and trains 900 Apprentices and 3,400 Journey level sheet metal workers in the building and construction trades.

Apprentices in the sheet metal trade are trained to layout, fabricate, and assemble sheet metal products. In the field, these apprentices install sheet metal products into buildings and on a variety of construction surfaces and projects. As such, sheet metal workers provide services across an array of industries. These industries include kitchen, commercial, and residential HVAC, service, detailing, industrial, testing, adjusting and balancing, metal roofing, and welding are just some of the industries served and services provided.

Apprentices will work on a variety of projects throughout Southern California. Some notable projects are Lucas Museum, LAX People Mover, Chargers practice facility and Intuit Dome. Signatory employers are represented on the committee through the Sheet Metal and Air Conditioning Contractors National Association and Sheet Metal, Air, Rail, and Train International Association. This will be Sheet Metal JATTF LA's tenth contract, and the fifth within the last five years.

## **Veterans & Special Trainee Populations**

Sheet Metal JATTF LA actively recruits and retains veterans into its sheet metal apprenticeship program and works with programs such as helmets to hardhats, a national joint labor-management program that recognizes the link between skills acquired in the military and the building trades. Additionally, Sheet Metal JATTF LA also promotes the apprentice sheet metal program by participating in various local career fairs at military bases throughout the southern California region. The program currently has approximately 40-50 veteran apprentices.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, the Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

The JATTF recruits and trains new apprentices annually. This year, in 2023, 130 new apprentices will enter the apprenticeship program. In 2018, 304 apprentices were served. In 2019, 261 apprentices were served. In 2020, 159 apprentices were served. In 2021, 167 apprentices were served, in 2022, 177 apprentices were served. Since 2018, the JATTF has served a total of 1,198 new apprentices. This represents an approximate decline in growth of 17% of new apprentices in the last five years.

## **PROJECT DETAILS**

The term 'sheet metal' refers to any metal that can be formed into flat pieces of varying thickness. Sheet metal workers use specialized tools to cut, roll, bend, and shape metal for a variety of applications and objects such as ductwork, airplane wings, car bodies, refrigeration units, medical tables, storage units, building facades and many more. These apprentices perform installation, maintenance, testing, adjusting, and balancing on commercial and residential applications. Constantly evolving technologies, application use, and unique projects requires consistent upskilling and training to be effective, keep up with industry standards and remain competitive in the industry.

Changes in the industry such as, Computerization and digitization of construction plans and the use of more powerful AutoCAD software are changing the industry. Growing demand for more energy efficiency and green technology, along with county, city, local, federal mandates, and new building codes are all driving the need for training and development of new skills across the sheet metal trade. Apprentices are now developing new skills and able to do multi-function job duties on

the same job sites. This helps reduce the number of required resources and creates a dynamic team environment where apprentices are acquiring new skillsets.

Apprentices trained under this proposal will learn skills directly related to working in the sheet metal industry and adapting to the changes faced by workers and contractors. Training will give employers highly skilled workers that they need to bid on and win more jobs. More jobs equates to more work for these apprentices to learn on the job, build and exercise their skills, and progress through their skills training to earn higher wages.

### **Training Plan**

**Commercial Skills:** This training will be offered to all apprentices. Training will focus on the development of new skills, new application methods, and new technology to help aid in their job functions. Topics will include Architectural installation, Design, and Contract Documents.

**Computer Skills:** Training will be offered to all apprentices. Training will focus on developing skills to handle increased deployment of digital technology in the field and on job sites. Topics include AutoCAD, Revit, and Bluebeam Software.

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for apprentices and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Commitment to Training**

Participating employers will continue to contribute to the training trust for every hour worked by apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

The training proposal will be administered and overseen by a partnership between the Los Angeles Unified School District, and Strategy Workplace Communications. Scheduling of classes and completion of rosters will be the role of the contractor, and the two vendors will assist in the overall administration of the project including documentation of training, tracking hours and rosters, and enrollment data and other related activities in the ETP CEF system.

### **Marketing and Support Costs**

Employers are notified of training through their associations. The Sheet Metal and Air Conditioning Contractors National Association Los Angeles and the Orange Empire Sheet Metal and Air Conditioning Contractors National Association. Notifications are provided through the association’s website, via mailings, and presentations. Workers are notified of training through their union local and by the training center through postings on the website and via mailings. Sheet Metal Workers JATTF LA request 8% support costs.

**Tuition Reimbursement**

Sheet Metal Workers JATTF LA represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance by Sheet Metal Workers JATTF LA under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0900	SoCal	08/23/21 – 08/22/23	\$598,675	\$598,675 (100%)
ET21-0933	SoCal	10/07/19 – 10/06/21	743,280	\$743,280 (100%)
ET19-0918	SoCal	09/03/18 – 09/02/20	\$948,480	\$948,480 (100%)
ET18-0902	SoCal	07/01/17 – 06/30/19	\$949,690	\$949,690 (100%)

**DEVELOPMENT SERVICES**

Sheet Metal Workers JATTF LA retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

**ADMINISTRATIVE SERVICES**

Sheet Metal Workers JATTF LA retained Strategy Workplace Communications in Alameda and the Los Angeles Unified School District in Los Angeles to perform administrative services in connection with this proposal. The fee for Admin services provided are not to exceed 13% of total funds earned and the entire fee will go to Strategy Workplace Communications in Alameda.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentices****Architectural Installation**

- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation

**Architectural & General Sheet Metal**

- Beginning HVAC
- Blueprints & Specifications
- Core 1 (Safety/Tools)
- Communication
- Emergency Procedures
- Field Safety
- Geometric Construction
- Hand Tools
- Hazard Communication
- Hoisting and Rigging
- Lines and Lettering Safety in Field Installation
- Shop Safety

**Core II (Beginning Layout)**

- Freehand Sketching
- Introduction to Parallel Lines
- Pictorial Drawings Sheet
- Metal and Metal Products

**Core III (Advanced Layout)**

- Change Ogee Offsets
- Duct Change Elbows
- Duct S Offsets
- Introduction to Triangulation
- Y Branches

**Core IV (Architectural Principles)**

- Additional Architectural Sheet Metal Work
- Architectural Sheet Metal Practices
- Flashings
- Introduction to Architectural Sheet Metal

- Roof Drainage Systems
- Waterproofing
- Roof Edges & Walls
- Duct Design
- Duct Systems
- Energy Management Systems
- Plans and Specifications
- Architectural Drawings
- Electrical Drawings
- Mechanical Drawings
- Sheet Metal Shop Drawings
- Specifications
- Structural Drawings
- The Contract Documents

**HVAC I**

- Air and Air Properties
- Cooling
- Heating
- Indoor Air Quality
- Introduction to HVAC Systems
- Refrigerant Cycle
- Servicing HVAC Equipment
- Start-Up and Commissioning Systems
- Ventilation

**HVAC II**

- Controls
- Electricity
- Refrigerant Cycle
- Brazing and Soldering
- Servicing HVAC Systems
- Start-Up and Commissioning Systems
- TAB Instrument Use
- TAB Work

**Sheet Metal Welding**

- Codes and Symbols
- GMAW Process (Gas Metal Arc Welding)
- GTAW Process (Gas Tungsten Arc Welding)
- Introduction to Welding
- SMAW Process (Shielded Metal Arc Welding)
- Welding Equipment Set-Up
- Welding Equipment Safety
- Welding Safety

**Foreman and Project Management Training**

- Foreman Training

- Human Relations
- Introduction to Supervision
- Personnel Records
- Planning and Organizing
- Project Management
- Supervisory Training
- EM-385 Training (Engineer Manual - 385 Safety Training)
- Energy Auditing
- EPA Certification (Environmental Protection Agency Section 608)
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW) (Gas Metal Arc Welding)
- Service & Start-Up
- Stick Welding (SMAW) (Shielded Metal Arc Welding)
- TAB Certification
- TIG Welding (GTAW) (Gas Tungsten Arc Welding)
- Trimble GPS Training

**Computer Skills****Apprentices**

- AutoCAD
- (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**Sheet Metal & Air Conditioning Apprenticeship &  
 Journeyman Training Fund**  
**Contract Number: ET24-0942**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** S. Phillips

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship Veterans	Industry Sector(s):	MEC Construction   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers' Local 206		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$169,944</div>	+	<b>Support Costs</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$11,776 8%</div>	=	<b>Total ETP Funding</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$181,720</div>
In-Kind Contribution:	50% of Total ETP Funding Required		Inherent	

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, Computer Skills, OSHA 10/30	90	8-210	0	\$1,711	\$25.98
				Weighted Avg: 100			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, Computer Skills, OSHA 10/30	47	8-200	0	\$590	\$46.39
				Weighted Avg: 24			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.92 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Sheet Metal Worker	\$25.98-36.65	90
<b>Job Number 2</b>		
Journeyworker - Sheet Metal Worker	\$46.39	47

**INTRODUCTION**

Established in 1941, Sheet Metal and Air Conditioning Apprenticeship & Journeymen Training Fund (SMAJTF) ([www.smjatc.org](http://www.smjatc.org)) is a joint effort by the Sheet Metal Workers' International Local 206 and the Sheet Metal and Air Conditioning Contractors National Association. The primary function of the SMAJTF is to provide up-to-date industry skills training and secure high-quality job opportunities for its members. SMAJTF currently serves over 1,000 Journeyworkers and Technicians as well as 116 Apprentices within San Diego and Imperial Counties. This is SMAJTF's tenth ETP Contract, the seventh in the last five years.

There are 24 signatory employers contributing to SMAJTF. These employers perform specialized construction work ranging from the design, layout, fabrication and installation of duct systems to architectural sheet metal fabrication, metal roofing construction, and a variety of other shop or sheet metal work. SMAJTF also provides training opportunities to upgrade skills to Journeyworkers in the latest sheet metal technologies. SMAJTF is dedicated to developing and improving work skills that lead to secure and high wage job opportunities in the sheet metal construction industry, in turn helping associated large and small employers maintain their business within California.

## **Veterans & Special Trainee Populations**

SMAJTF is committed to supporting job-related training that helps veterans transition into the California workforce. SMAJTF recruits veterans through its partnership with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. SMAJTF also performs outreach to veteran-specific job fairs that directly target veterans in the community.

To incentivize Veterans to join the program, all Veteran applicants receive additional points toward their application when applying. Currently, SMAJTF is working with the Division of Apprentice Standards (DAS) to allow Veterans direct entry into the apprenticeship program without being required to take the entrance exam.

SMAJTF is committed to providing the men and women who have served our country a chance to learn the sheet metal trade as well as have an easier transition from the Armed Forces to civilian life. To that end, Veterans in the apprenticeship program are eligible to receive Montgomery GI Bill benefits such as a monthly housing allowance. A portion of the Veteran population participating in this project may include transitioning active duty Veterans who are within one year of their anticipated separation date from service.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Palomar Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

SMAJTF represented that the total number of new apprentices projected to serve this year is 54. Since 2018, the program has served 25 new apprentices. The growth percentage in the last 5 years is approximately 25%.

## **PROJECT DETAILS**

SMAJTF will train sheet metal workers for upcoming projects in the San Diego area. The Sheet Metal trade is unique because it is one of the few crafts that starts with raw material, creates a component, then installs and maintains the product. Trainees in this industry must understand how to perform start up and preventive maintenance, repair, testing, balancing and certification of installed systems. Items commonly fabricated and installed include HVAC systems, metal roofs, kitchen hoods, various flashings, gutters, decorative architectural features and many other items made of a variety of metals. Therefore, Participating employers and union representatives

have identified the following additional reasons for training: an increase in out-of-state competition, more aggressive non-union competition, contractors needing to implement cost reduction measures, and customers having higher quality standards, but wanting projects to stay on budget and on time.

Sheet Metal workers have a wide range of work from detailing, layout, fabrication or installation of duct systems to architectural sheet metal, metal roofing and a variety of other shop or field sheet metal work, including job coordination and supervision. Sheet Metal workers are involved in the commercial construction industry and will work on projects in the San Diego area including Snapdragon Stadium, Keller Leadership Academy, Mira Costa College, Southwestern College and Pure Water Project.

## Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will be delivered to Journeyworkers and Apprentices and include Pattern Development in which trainees learn to draw, calculate mathematic configurations, fabricate, and install products out of a piece of flat metal. Training on plans and specifications of mechanical, architectural, structural and electrical drawings ensure that work is completed to required specifications. Training will also focus on welding and installation practices, HVAC systems, and new green technologies required by employers.

Apprentices will also receive training in specific Advancement training courses necessary to advance to journeyworker. These classes are needed by the employers so trainees can learn the latest hard skills, software, practices and procedures as well as new methodologies in the industry brought on technological advancements. These new skills will keep the trainees more employable in the construction industry

**Computer Skills:** Training will be delivered to Journeyworkers and Apprentices and include 3-Dimensional virtual construction software that include AutoCAD, Bluebeam, Building Information Modeling and Revit Detailing software. Additional training in software applications will provide trainees the ability to schedule, plan, and track jobs; meet LEAN construction project requirements; and install and adjust automated systems.

## Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## Training Infrastructure

The training center publishes the training schedule online and class attendance is mandatory. Trainers take daily attendance and test regularly. Administrative staff collects the records and records the data. There are nine staff members dedicated to scheduling training. There are an additional four staff members dedicated to training needs assessments as well as project administration. Training will be provided by subject matter experts employed by the Training Fund and outside vendors as needed. In addition, SMAJTF has retained an administrative third party to assist with project administration.

## Marketing and Support Costs

SMAJTF is requesting 8% in support costs for Job Numbers 1-2 to promote the training program and assist with recruitment and assessment of participating employers throughout the Contract term. Support costs for SMAJTF will assist in promoting training to their construction employers, many of which are small businesses, and recruiting from the union member population. The ETP-funded training provided by the Trust Fund will also be discussed at all labor-management and other pertinent meetings.

SMAJTF routinely meets with stakeholders to ensure training plans meet business needs (an employer driven training program). Marketing and training evaluations to ensure training is current include conducting face-to-face meetings, email and regular contact with employer associations and unions. Manufacturing groups and trade organizations also help SMAJTF address new training needs which attract candidates seeking opportunities for skill advancement to keep pace with developments within the sheet metal and maritime industries.

## Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0914	\$210,230	10/03/22-10/02/24	111	0	\$0 (0%)
ET22-0941	\$361,555	12/20/21-12/19/23	119	0	\$166,728 (46%)

ET23-0914: Based on ETP systems, SMAJTF has tracked 0 reimbursable hours. However, SMAJTF projects 100% performance based on hours committed from its current partners. In addition, although training has been delivered, the contract representative reports that enrollment and subsequent tracking of hours for this project will not occur until after the placement (retention) of trainees participating in the prior Contract (ET22-0941) has processed.

ET22-0941: Based on ETP systems, SMAJTF has tracked 10,964 reimbursable hours equivalent to \$213,480.85 (59% of preapproved funds) in potential earnings. SMAJTF projects 100% performance based on hours committed from its current partners. In addition, although training has been delivered, the contract

representative reports that enrollment and subsequent tracking of hours for this project will not occur until after the placement (retention) of trainees participating in the prior Contract (ET21-0937) has processed.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by SMAJTF under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0937	San Diego	9/08/20- 9/07/22	\$222,312	\$191,299 (86%)
ET20-0902	San Diego	7/01/19- 6/30/21	\$437,930	\$437,930 (100%)
ET18-0917	San Diego	11/6/2017- 11/5/2019	\$304,710	\$275,971 (91%)

### **DEVELOPMENT SERVICES**

California Labor Federation in Sacramento, in conjunction with Strategy Workplace Communications in Oakland, assisted with development of this proposal at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills**

- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation
- Beginning Heating & Air Conditioning
- Blueprints & Specifications
- Communication
- Emergency Procedures
- Field Safety
- Geometric Construction
- Hand Tools
- Hazard Communication
- Hoisting and Rigging
- Lines and Lettering
- Safety in Field Installation
- Shop Safety
- Freehand Sketching
- Introduction to Parallel Lines
- Pictorial Drawings
- Sheet Metal and Metal Products
- Change Ogee Offsets
- Duct Change Elbows
- Duct S Offsets
- Introduction to Triangulation
- Y Branches
- Additional Architectural Sheet Metal Work
- Architectural Sheet Metal Practices
- Flashings
- Introduction to Architectural Sheet Metal
- Roof Drainage Systems
- Waterproofing Roof Edges & Walls
- Duct Systems
- Energy Management Systems
- Architectural Drawings
- Electrical Drawings
- Mechanical Drawings
- Sheet Metal Shop Drawings
- Specifications
- Structural Drawings

- The Contract Documents
- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation
- Air and Air Properties
- Cooling
- Heating
- Indoor Air Quality
- Introduction to Heating & Air Conditioning Systems
- Refrigerant Cycle
- Servicing Heating & Air Conditioning Equipment
- Start-Up and Commissioning Systems
- Ventilation
- Controls
- Electricity
- Refrigerant Cycle
- Start-Up and Commissioning Systems
- Testing, Adjusting & Balancing Instrument Use
- Testing, Adjusting & Balancing Work
- Codes and Symbols
- Gas, Metal & Arc Welding Process
- Gas, Tungsten & Arc Welding Process
- Introduction to Welding
- Shield, Metal Arc Welding Process
- Welding Equipment Set-Up
- Welding Equipment Safety
- Welding Safety
- Foreman Training
- Human Relations
- Introduction to Supervision
- Personnel Records
- Planning and Organizing
- Project Management
- Supervisory Training
- Architectural & General Sheet Metal
- Blueprints & Specifications
- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training)
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (Gas, Metal & Arc Welding)

- Service & Start-Up
- Stick Welding (Shield, Metal Arc Welding)
- Testing, Adjusting & Balancing Certification
- TIG Welding (Gas, Tungsten & Arc Welding)
- Trimble Global Positioning System Training
- Architectural & General Sheet Metal
- Blueprints and Specifications
- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training)
- Energy Auditing
- Environmental Protection Agency Certification
- Fire, Life, Safety Certification (1 & 2)
- Mechanical Acceptance Testing Training (Title 24)
- Technician Advancement
- Architectural Metal Products
- Architectural Sheet Metal
- Communication
- Field Installation
- Field Layout
- Forklift Safety
- Geometric Construction
- Gas, Metal & Arc Welding; Shield, Metal Arc Welding; Gas, Tungsten & Arc Welding
- Hand Tools
- Heating, Ventilation, Air Conditioning
- Hoisting, Rigging and Signaling
- Pattern Development (Radial Line, Parallel Line, Triangulation)
- Sheet Metal and Metal Products
- Sheet Metal Detailing
- Sheet Metal Shop Drawings
- Shop Equipment and Tools
- Shop Layout
- Shop Safety
- Shop Work
- Testing, Adjusting and Balancing
- Trimble RTS
- Architectural & General Sheet Metal
- Beginning Heating, Ventilation and Air Conditioning
- Blueprints & Specifications
- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training)
- Energy Auditing
- Fire, Life, Safety Certification (1 & 2)
- Mechanical Acceptance Testing Training (Title 24)
- Service & Start-Up
- Stick Welding-Shield, Metal Arc Welding
- Testing, Adjusting, Balancing Certification

**Computer Skills**

- AutoCAD
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**Sheet Metal Workers' Local 104 and Bay Area Industry**  
**Apprentice and Journeyman Training Fund**

**Contract Number: ET24-0906**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** J. Garcia

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, Trinity	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,416		\$32,194 8%		\$499,610

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Business Skills, Comm'l Skills, OSHA 10/30	580	8-210	0	\$838	\$31.02
				Weighted Avg: 49			
2	Retrainee Journeyworker	Business Skills, Comm'l Skills, Computer Skills, OSHA 10/30	23	8-200	0	\$590	\$53.92
				Weighted Avg: 24			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Sheet Metal Workers	\$31.02 - \$53.35	580
<b>Job Number 2</b>		
Journeyworker – Sheet Metal Workers	\$53.92 - \$69.53	23

**INTRODUCTION**

Founded in 1903 and headquartered in Livermore, Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund (Sheet Metal Trust) ([www.smw104training.org](http://www.smw104training.org)), is an “umbrella trust” fund created through a collective bargaining agreement between Local 104 and the Bay Area Association of Sheet Metal Contractors (Bay Area Contractors). Prior to 1992, the signatory employers were members of five different sheet metal trade associations, each with a different trust fund. Following the creation of Bay Area Contractors, these five separate trust funds merged into one. Sheet Metal Trust is administered by ten trustees designated equally by Local 104 and the signatory employers from Bay Area Contractors. These employers are primarily in the construction industry or transportation industries. ETP training will be delivered at its Livermore and Fairfield training facilities.

This will be Sheet Metal Trust’s twelfth ETP-funded Contract, and it’s seventh in the last five years. In this project, the funding requested will serve trainees and employers in the Livermore and Fairfield areas. Each training site maintains separate groups of trainees from its local dispatch area, but the Training Coordinators from each of the centers collaborate to develop training

programs that serve all Northern California employers. However, members from each local area sometimes attend classes in another local facility within the Sheet Metal Trust's jurisdiction.

Sheet Metal Trust serves 7,000 union members in developing skills for California employers. Apprentice and Journey level Sheet Metal Workers will be funded under this proposal.

### **Veterans & Special Trainee Populations**

Sheet Metal Trust recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. On its website, the Joint Apprenticeship Training Committee (JATC) advertises opportunities for the veterans to visit the site and apply for the apprenticeship program.

The SMART Heroes program provides sheet metal industry training through an accelerated seven-week program for enlisted U.S. Military men and women who plan to enter civilian life within the year, assisting with their successful transition to the civilian workforce and a lifelong career in the sheet metal industry. After successfully completing the course, trainees are eligible for entry in a Sheet Metal apprenticeship.

The JATC works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the program.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Sheet Metal Trust represented that the total number of new apprentices projected to serve this year is 35. Since 2018, the program has served 920 new apprentices. The growth percentage in the last 5 years is approximately 23%.

## **PROJECT DETAILS**

Sheet Metal Trust's request for funding is driven by the need to upgrade the skills of sheet-metal workers to adapt to changes in the construction industry. Currently, there is more demand for the retrofitting of buildings and revamping of ventilation systems for better airflow. Better airflow creates safer schools, public buildings and office space. One training included in this application

is the AB841 Ventilation Requirements class. This class teaches the new upgraded heating, air conditioning, and ventilation systems that are required in public schools.

Participating employers have identified the following additional reasons for training:

- Currently, 40% of Journey Level workers are eligible for retirement
- More stringent cleaner air codes being required
- An increase in out-of-state competition
- Contractors implementing more cost reduction measures

ETP funding will expand and upgrade Sheet Metal Trust's program. Sheet Metal Trust reports that the following projects are driving employer demand under this proposal:

- Barden School, Salinas
- El Camino Women's Hospital Exp., Mountain View
- UCSF New Hospital Parnassus Heights (2024 start), San Francisco
- Albany Family Housing, Albany
- Sonoma County Airport, Santa Rosa

ETP funding will help the Sheet Metal Trust train sheet metal workers to work on construction projects in Northern California. In addition, the funding will support Sheet Metal Trust's commitment to develop and delivering certification classes that ensure that workers are trained in the latest practices and technologies.

## Training Plan

Training will be delivered via Class/Lab and E-Learning in the following:

**Business Skills:** Training will be offered to Journeyworkers and Apprentices and will include Project Management, Leadership Skills, Problem Solving and Teambuilding Skills and Customer Service.

**Commercial Skills:** Training will be offered to Journeyworkers and Apprentices and will include Advanced Welding, Working with Building Materials, Rigging and Signaling Training and Lean Construction Training.

**Computer Skills:** Training will be offered to Journeyworkers and will include 3-Dimensional virtual construction software. Other courses include: Automated Systems Applications, Benchmark Software - Lean Construction, Job Tracking System, and Revit Computer-Aided Detailing Software. Training will also be offered to Apprentices and will include Advanced Welding, Working with Building Materials, Fire and Smoke Damper Technician Training, Proper Machine and Equipment Set-Up, and Detailing.

## Certified Safety Training

OSHA 10/30: This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30 training this cap extends to 210 hours.

## Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

Sheet Metal Trust's Training Administrator (dedicated administrator) with at least 3 staff members will assist with administration and will oversee the project. Classroom-based training will be delivered at both training locations in Livermore or Fairfield by 14 in-house experts who are former or current members of the trade. Additionally, a third-party subcontractor was retained to provide ETP administration.

## Marketing and Support Costs

Sheet Metal Trust routinely meets with signatory employers and other stakeholders to assess training needs for each geographic region. This includes face-to-face meetings, emails, and phone contact with the various Sheet Metal and Air Conditioning Contractors' National Associations and Local 104. Outreach is coordinated with the 285 signatory employers, 214 of which are small businesses. Support costs will also be used by Sheet Metal Trust in recruiting from the 7,000 union-member population. Recruiting apprentices from schools, employment centers, and community organizations is needed as well. The ETP-funded training will be discussed at all labor-management meetings and pertinent trade, industry, and apprenticeship events. A minimum of 21 Sheet Metal Trust staff members will assist with ETP-related marketing, recruitment, needs assessments, and scheduling. Thus, Sheet Metal Trust is requesting and staff recommends 8% in support costs.

## Tuition Reimbursement

Sheet Metal Trust represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0921	\$499,935	10/3/22 - 10/2/24	633	0	\$0 (0%)
ET22-0952	\$597,821	1/31/22 - 1/30/24	293	49	\$575,100 (96%)

ET22-0946	\$597,766	12/20/21 - 12/19/23	298	176	\$638,320 (100%)
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\*ET23-0921: Based on ETP Systems, 0 reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. More trainee enrollments and hours are pending submission in this contract until the trainees are closed in the ET22-0952 and ET22-0946 contracts.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Sheet Metal Trust under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0916	Northern California	9/14/20 - 9/13/22	\$409,288	\$409,288 (100%)
ET21-0941	Northern California	9/14/20 - 9/13/22	\$369,452	\$369,452 (100%)
ET19-0923	Northern California	9/3/18 - 9/2/20	\$1,612,671	\$1,612,671 (100%)

### **DEVELOPMENT SERVICES**

Strategy Workplace Communications (Strategy) in Alameda will assist with development of this proposal at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills****Apprentice**

- Customer Service
- Project Management

**Business Skills****Journey Level**

- Conflict Resolution
- Customer Service Skills
- Decision Making Skills
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

**Commercial Skills****Journey Level**

- Advanced Welding Skills
- Aerial Lift Training
- Architecture Designs
- California AB841 Ventilation Requirements
- California (CA) Green Building Code Training
- Control System Service
- Covid-19 Training
- Detailing
- Duct Pressure Testing
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems (Green Training)
- Fire and Smoke Damper Technician Training
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Level 2
- Gas Tungsten Arc Welding (GTAW) Welding
- Grinding and Polishing
- HERS (California Home Energy Rating System Program)
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up
- Rigging and Signal Training
- Safe Working Practices

- Smoke Control System Technician Training
- Survival Skills
- Layout Review
- Technology Update
- Trade Math
- Testing Adjusting and Balancing Bureau Certification Training (TABB)
- Testing Materials and Equipment –Proper Set-Up and Use
- Title 24 Certification
- California Mechanical Acceptance Testing Technician Certification (MATT)
- Energy Efficiency
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

### **Commercial Skills**

#### **Apprentice**

- Advanced Architectural
- Advanced Electricity for Sheet Metal Air Conditioning Service
- Advanced Layout and Fabrication
- Advanced Welding
- Aerial Lift Training
- Air Balance Test Equipment Instruments
- Air Conditioning, Commercial Systems, Heating
- Air Distribution & Manufacturing Systems
- Architectural Sheet Metal
- Basic Electricity for Sheet Metal Air Conditioning Service
- Basics of Architectural Sheet Metal
- California AB841 Ventilation Requirements
- Computer Aided Drafting (CAD)
- Codes and Standards
- Commercial Systems, Heat Loads, Piping
- Control System Service
- DDC Control Systems
- Covid Training
- Detailing
- Electrical Systems Operation, Controls & Devices
- Emergency Preparedness
- First Aid Training
- CPR Training
- Job Site Fabrication
- Field Installation
- Field Measuring
- Filters and Filter Housings
- Fire and Smoke Damper Technician Training
- Fire Life Safety Level 2
- Forman Training
- HVAC Systems Installation
- Gas Tungsten Arc Welding (GTAW)

- Grinding and Polishing
- Hazardous Material Recognition for the Test & Air Balance Industry
- Heat Pump, Efficient Operations and Services
- HVAC Air Systems and Duct Design for Energy Efficiency
- HVAC Energy Conservation
- HVAC Testing & Balancing Procedures
- Hydronic Heating
- Industrial and Stainless Steel Introduction
- Installing Thermostats, Flues and Vents
- Intermediate CAD
- Inverter, VFR & Heat Recovery Technology
- Measuring and Sketching
- Metal Roofing
- Parallel Line Layout
- Refrigeration Piping
- Plans and Specifications
- Project Management, Takeoffs, Estimates
- Properties of Air Distribution
- Radial Line Layout
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Residential AC Units
- Residential Duct Systems
- Residential Structure and Sheet Metal Work
- Service Basics for Sheet Metal Workers
- Sheet Metal Control Systems
- Submittals and Shop Drawings
- Survival Skills
- Systems Installation & Troubleshooting
- TAB Technician Certification
- TAB09.2001 Hydronic Systems, Pump and Hydronic Balancing
- Temperature Measurement Instruments & Duct Systems
- Title 24 Certification
- California Mechanical Acceptance Testing Technician (CA MATT)
- Energy Efficiency
- Triangulation Layout
- Welding I
  - Process and Safety Overview
  - Shielded Metal Arc Welding (SMAW)
  - Gas Metal Arc Welding (GMAW)
- Welding II
  - Gas Metal Arc Welding (GMAW)
  - Flux-Cored Arc Welding (FCAW)

### **Computer Skills**

#### **Journey Level**

- 3-D Modeling – Virtual Construction
- Automated Systems Applications

- Benchmark Software – Lean Construction
- Job Tracking System
- Revit Computer-Aided Design (CAD) Detailing Software
- Scheduling & Planning Jobs

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**Tri-Counties Sheet Metal Workers Joint Apprenticeship  
Committee**

**Contract Number: ET24-0905**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** J. Garcia

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Ventura, Santa Barbara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers International Association Local 104		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$95,520		\$6,594 8%		\$102,114

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 10/30	45	8-210	0	\$2,138	\$24.38
				Weighted Avg: 125			
2	Retrainee Journeyworker Priority Rate	Commercial Skills Computer Skills OSHA 10/30	6	8-200	0	\$984	\$42.47
				Weighted Avg: 40			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

**Job Number 1:** \$24.38 per hour (collective bargaining agreement wage)

**Job Number 2:** SET/Priority Industry Wage: \$30.90

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Sheet Metal Worker	\$24.38 - \$25.00	9
	\$25.00 - \$42.11	36
<b>Job Number 2</b>		
Journeyworker - Sheet Metal Worker	\$42.47 - \$52.60	6

**INTRODUCTION**

Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee ([www.tcjatc.org](http://www.tcjatc.org)) (Tri-County JAC) was founded jointly by the Sheet Metal Workers' International Local 104 and the Sheet Metal and Air Conditioning Contractors National Association in 1941. The participating employers are located in the counties of Ventura, Santa Barbara and San Luis Obispo.

Tri-County JAC provides up-to-date industry skills training and secures high-quality job opportunities for its members. The Tri-County-JAC provides training to the Apprentices and Journey workers within the Local 104 membership. The JAC is dedicated to developing and improving work skills that lead to secure and well-paid job opportunities in the sheet metal construction industry, in turn helping associated large and small employers maintain their business within California. Tri-County JAC is also playing a key role in helping California meet its energy efficiency goals.

For over 10 years, Tri-County JAC contractors have worked on over 100,000 new homes and schools, libraries and other public buildings. Tri-County JAC has provided industry skills training to Apprentice and Journey worker Sheet Metal Workers employed by Sheet Metal/Air Conditioning and General Contractors. Training will be provided to trainees in Ventura and Santa Maria. This will be Tri-County JAC's fifth ETP Contract, and the fifth within the last five years.

### **Veterans & Special Trainee Populations**

Tri-County JAC is committed to supporting job-related training that helps Veterans transition into the California workforce. The JAC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. The JAC also does outreaching to veteran-specific job fairs directly targeted to veterans.

Tri-County JAC works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils, to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals into the union.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Ventura County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Tri-County JAC represented that the total number of new apprentices projected to serve this year is 45. Since 2018, the program has served 169 new apprentices. The growth percentage in the last 5 years is approximately 73%.

### **PROJECT DETAILS**

The Training Center is a partnership between Sheet Metal Workers Local 273 and their unionized contractors. With input from both labor and management, Tri-County JAC has developed and customized it's curriculum to address the local needs of its members, participating employers and the industry. Participating employers and union representatives have identified the following additional reasons for training:

- An increase in out-of-state competition
- State energy efficiency regulations to be met

- Contractors must implement cost reduction measures
- Customers have higher quality standards, but want projects to stay on-budget and on-time

The sheet metal trade is one of the only trades that designs, manufactures and installs its own products. Sheet Metal Workers take ordinary pieces of flat metal and make them into specialized products such as duct systems and solar panels. According to Tri-County JAC, sheet metal employers must improve worker job skills so that they can perform new techniques. This includes energy efficiency practices and technologies; increase in demand for sheet metal workers with business and computer skills such as 3-D virtual building modeling and welding; and skills in waste reduction of expensive materials. With the proposed training, the Tri-County JAC will be able to help its employers meet the quickly changing needs of this highly competitive construction industry.

Tri-County JAC will provide a source of well-trained Sheet Metal Workers so that employers have a reliable source of workers to fill new work projects for:

- Oxnard Unified School District - rehabilitation to several high schools
- Santa Maria Cold Storage
- Diablo Nuclear Power Plant Shutdown
- Paso Robles Apartment Complex
- UC San Luis Obispo Housing
- UC Santa Barbara Laboratory

## Training Plan

Training will occur via Classroom/Laboratory at Ventura and Santa Maria training locations.

**Commercial Skills:** Training will be offered to all occupations and it will include Duct Cleaning, Sheet Metal/HVAC Detailing, Introduction to Welding, Architectural Installation, Hand Tools, Pictorial Drawings, Roof Drainage Systems, Ventilation, Refrigerant Cycle, Specifications, and Trimble GPS Training.

**Computer Skills:** Training will be offered to Journeyworkers and it will include AutoCAD, Revit Detailing Software, Bluebeam Software and Building Information Modeling Software.

## Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journey workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **Training Infrastructure**

The Training Director will oversee the project administration. The Trust has assigned an 8 staff committee dedicated to this ETP Contract, (2 staff for ETP administration, 2 staff for needs assessment, 2 staff for recruitment and 2 staff for scheduling training). Tri-County JAC trainers are former or current members of the trade who bring first-rate credentials and vast field experience and are experts in the training topics and the skills needed on the worksite. The trainers will also help the apprentices understand the real challenges the apprentices will meet on the job and how to overcome them.

The JAC also retained a subcontractor to provide administrative services that includes assisting in maintaining ETP requirements in all paperwork, consults and advises the JAC in filing rosters, enrollments and invoices.

## **Marketing and Support Costs**

Marketing is provided through Tri-Counties JAC's website, trade shows, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Tri-Counties JAC also promotes this training program at labor-management meetings and industry assemblies.

Application announcements for the apprentice program are sent to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations. The JAC also give presentations at local high schools, community colleges, community-based organizations and community events.

Tri-Counties JAC requests, and staff supports, 8% support costs for Job Numbers 1-2 to fund recruitment and assessment of additional participants. While many participants have already been recruited, additional recruitment and assessment activities with employers and the JAC must occur to support apprenticeship training. The JAC will work with its union locals as they do outreach and recruitment of new employers.

## **Tuition Reimbursement**

Tri-County JAC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0910	\$129,090	10/3/22 - 10/2/24	51	0	\$19,967 (15%)
ET22-0926	\$212,572	10/4/21 - 10/3/23	62	62	\$171,423 (80%)

\*ET21-0910: Based on ETP Systems, 1,167 reimbursable hours have been tracked for potential earnings of \$19,967.37 (15% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. More trainee enrollments and hours are pending submission in this contract until the trainees are closed in the ET22 contract.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Tri-County JAC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0935	Ventura	08/24/20 - 08/23/22	\$114,871	\$114,871 (100%)
ET20-0913	Ventura	08/01/19 - 07/31/21	\$226,830	\$222,896 (98%)

## **DEVELOPMENT SERVICES**

Strategy Workplace Communications (Strategy) in Alameda assisted with development of this proposal at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Commercial - Journeyworker**

- Architectural & General Sheet Metal
- AB841 (Energy efficiency in public schools)
- Beginning HVAC
- Duct Cleaning
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training
- Title 24
- MIG Welding (GMAW)
- Service & Start-Up
- Sheet Metal/HVAC Detailing
- Stick Welding (SMAW)
- Testing, Adjusting, Balancing (TAB) Certification
- TIG Welding (GTAW)
- Title 24 MATT Level 1 -- (Mechanical Acceptance Test Technician)
- Trimble GPS Training

**Commercial - Apprentice**

- AB841 (Energy efficiency in public schools)
- Architectural Installation
- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation Architectural & General Sheet Metal
- AutoCAD (Introduction, Intermediate, Advanced)
- Beginning HVAC
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Core 1 (Safety/Tools)
- Communication
- Emergency Procedures
- Field Safety
- Geometric Construction
- Hand Tools

- Hazard Communication
- Hoisting and Rigging
- Lines and Lettering
- Safety in Field Installation
- Shop Safety
- Core II (Beginning Layout)
- Freehand Sketching
- Introduction to Parallel Lines
- Pictorial Drawings
- Sheet Metal and Metal Products
- Core III (Advanced Layout)
- Change Ogee Offsets
- Duct Change Elbows
- Duct S Offsets
- Introduction to Triangulation
- Y Branches
- Core IV (Architectural Principles)
- Additional Architectural Sheet Metal Work
- Architectural Sheet Metal Practices
- Flashings
- Introduction to Architectural Sheet Metal
- Roof Drainage Systems
- Waterproofing Roof Edges & Walls
- Duct Cleaning
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Foreman and Project Management Training
- Foreman Training
- Human Relations
- Introduction to Supervision
- Personnel Records
- Planning and Organizing
- Project Management
- Supervisory Training
- HVAC I
- Air and Air Properties
- Cooling
- Duct Design
- Duct Systems
- Energy Management System
- Heating
- Indoor Air Quality
- Introduction to HVAC Systems
- Refrigerant Cycle
- Servicing HVAC Equipment
- Start-Up and Commissioning Systems
- Ventilation

- HVAC II
- Controls
- Electricity
- Servicing HVAC Systems
- Start-Up and Commissioning Systems
- TAB Instrument Use
- TAB Work
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Plans and Specifications
- Architectural Drawings
- Electrical Drawings
- Mechanical Drawings
- Sheet Metal Shop Drawings
- Specifications
- Structural Drawings
- The Contract Documents
- Revit Detailing Software
- Service & Start-Up
- Sheet Metal/HVAC Detailing
- Sheet Metal Welding
- Codes and Symbols
- GMAW Process
- GTAW Process
- SMAW Process
- Welding Equipment Set-Up
- Welding Equipment Safety
- Welding Safety
- Stick Welding (SMAW)
- TAB
- TAB Certification
- TIG Welding (GTAW)
- Title 24 MATT Level 1 -- (Mechanical Acceptance Test Technician)
- Trimble GPS Training

### **Computer Skills**

#### **Computer Skills - Journeyworker**

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Revit Detailing Software
- Bluebeam Software
- Building Information Modeling Software

**Apprentice/Journeyworker**

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Joint Journeymen Apprentice Training Trust**

**Contract Number: ET24-0961**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** J. Romero

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Kern, Los Angeles, Orange, San Bernardino, Riverside, San Diego, Ventura, Santa Barbara, San Luis Obispo Counties	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Airconditioning, Refrigeration and Mechanical Contractors Association of Southern California (ARCA/MCA) and Southern California Pipe Trades District Council 16 (DC 16)		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$466,131</div>	+	<b>Support Costs</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$32,186 8%</div>	=	<b>Total ETP Funding</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$498,317</div>
In-Kind Contribution:	50% of Total ETP Funding Required		Inherent	

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Comm'l. Skills, OSHA 10/30	83	8-200	0	\$959	\$53.40
				Weighted Avg: 39			
2	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	160	8-200	0	\$2,617	\$32.04
				Weighted Avg: 153			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 and 2 (SET/Priority Industry wage modification): \$30.90 per hour statewide.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - HVAC Worker	\$53.40	83
<b>Job Number 2</b>		
Apprentice - HVAC Worker	\$32.04 - \$48.05	160

**INTRODUCTION**

Founded in 1949, The Joint Journeymen and Apprentice Training Committee (JJATC) ([www.hvcar-training.com](http://www.hvcar-training.com)) is a consortium of labor and management organizations to provide training for air conditioning and refrigeration technicians serving the Imperial, Kern, Los Angeles, Orange, San Bernardino, Riverside, San Diego, Ventura, Santa Barbara, San Luis Obispo Counties. The JJATC administers a training trust fund created through collective bargaining and funded by signatory employers. The employers and workers are represented by the Airconditioning, Refrigeration and Mechanical Contractors Association of Southern California (ARCA/MCA) and Southern California Pipe Trades District Council 16 (DC 16).

Some of the projects that have benefited from the skills gained from training by the journeyman and apprentices of JJATC include Clippers Inuit Dome, China Lake Naval Air Station, Cedar Sinai, LAX, LACCD Pierce College, Beverly Hills High School, Beverly Hills Courthouse, UCLA Medical Plaza, Norwalk Courthouse and Lucas Museum. This will be JJATC's ninth ETP Contract and the sixth within the last five years.

## **Veterans & Special Trainee Populations**

Trainees will include Veterans, who receive direct entry into the program, which includes training and assistance in finding work with employers throughout the area at no cost to the Veteran. JJATC is committed to supporting job-related training that helps veterans transition into the California workforce. This past year, JJATC had over 21 veteran apprentices in their program.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency, in this case Los Angeles Unified District.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

JJATC represented that the total number of new apprentices projected to serve this year is 149. Since 2018, the program has served 488 new apprentices averaging 98 apprentices per year. The growth percentage in the last 5 years is approximately 73%.

## **PROJECT DETAILS**

In this proposal, training will continue for Apprentices and Journeyworkers. Training includes inspection, service, maintenance, start-up, testing, balancing, adjusting, repair modification and replacement of mechanical and refrigeration equipment. Trainees work for contractors who serve a wide variety of industrial and commercial businesses throughout Southern California.

Demands for energy efficiency are changing the industry, especially in California. The California Building Energy Efficiency Standards, also known as Title 24, require higher levels of efficiency from air conditioning and refrigeration systems, including new types of equipment and controls and the setting up of zones within buildings so only the occupied portions of a building are cooled. Title 24 also sets standards for commercial refrigeration including supermarkets. These standards are part of the implementation of AB 32, the Global Warming Solutions Act of 2006, which mandates that California substantially reduce its greenhouse gas emissions.

The training in this proposal, will equip workers and contractors with the skills they need to win bids and complete jobs quickly and with the highest quality workmanship. It will also provide training for workers to gain skills to install, troubleshoot and repair air conditioning and refrigeration components and systems.

## Training Plan

Training will be provided via Classroom/Laboratory and E-Learning methodologies. Trainers are in house subject matter experts and experienced Journeyworkers.

**Commercial Skills:** This training will be offered to Apprentices and Journeyworkers. The curriculum consists of mandatory training for apprentices and some elective training for both apprentices and journey level trainees. The training provided is always standardized for all job sites and not just one job. Examples of course titles include Installation, Air Conditioning HVAC Troubleshooting, and Pneumatics. Training will include instruction in the use of electrical controls, digital controls, and new equipment. In-depth training in the principles of air conditioning and refrigeration will be provided, including thermodynamics, energy efficiency rating and coefficient of performance calculations. Specialized training will be provided for workers who install and service supermarket refrigeration systems. Training will include how to select components and lay out systems for maximum efficiency. Training also will include how to communicate effectively with customers and describe energy systems, efficiency requirements and savings from more efficient systems.

## Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. In this instance, the participating employers will continue to make contributions to the training trust for every hour of work conducted by the trainees. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The JJATC’s Training Director (dedicated administrator) and its administrative staff will oversee the program assisted by 3 staff dedicated to scheduling of training, 2 staff members dedicated to needs assessment and 4 staff dedicated to administration. In addition, JJATC retained third-party administrators- Betat Advisories and the Los Angeles Unified School District (LAUSD) to assist with the administration.

## Marketing and Support Costs

JJATC is requesting 8% in support costs to fund recruiting additional participating employers for this program. The Training Director, along with nine staff members, will be responsible for marketing, recruiting, and conducting needs assessments. While many participating employers have already been recruited, JJATC still needs to perform additional recruitment and assessment activities with employers to support apprenticeship training.

JJATC works with the following employer organizations: Air Conditioning, Refrigeration and Mechanical Contractors Association of Southern California through the apprentice training program. JJATC will disseminate class information throughout the year to all apprentice and Journeyworkers within the local’s jurisdiction, as well as to the contractors who employ them

through direct mailings, personal contacts, telephone calls, public service announcements, emails, flyers and its website. Staff recommends 8% support costs.

### **Tuition Reimbursement**

JJATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **Electronic Recordkeeping/LMS**

ETP staff reviewed and approved the use of a Learning Management System for recordkeeping.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0918	\$598,770	10/04/21 – 10/03/23	607	607	0	\$598,770 (100%)

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by JJATC under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0926	San Dimas	10/26/20 – 10/25/22	\$427,686	\$427,686 (100%)
ET20-0921	San Dimas	09/01/19 – 08/31/21	\$748,368	\$748,386 (100%)
ET19-0921	San Dimas	09/01/18- 08/31/20	\$948,124	\$948,124 (100%)
ET17-0908	San Dimas	09/24/16- 09/23/18	\$601,060	\$555,812 (93%)

### **DEVELOPMENT SERVICES**

JJATC retained Betat and Advisories in Sacramento to assist with development of this proposal for a flat fee of \$10,000.

### **ADMINISTRATIVE SERVICES**

JJATC retained Betat Advisories in Sacramento and Los Angeles Unified School District (LAUSD) in Los Angeles to perform administrative services in connection with this proposal for a fee not to

exceed 13% of payment earned. Betat Advisories and LAUSD will each receive 6.50% of administrative fee of the payment earned for a total of 13%.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Menu Curriculum****Class/Lab/E-Learning Hours**

8-200            Trainees may receive any of the following:

**COMMERCIAL SKILLS****Apprentice Curriculum**

- Air Conditioning HVAC Troubleshooting V
- Air Conditioning: Market Systems for HVAC Mechanics -
- Compressors III
- Customer Relations II Lecture (9 Weeks)
- DDC III (Direct Digital Controls
- Electrical Controls II
- Electrical Controls III
- Heat Loads & Air Distribution
- HVAC Start Test Balance
- HVAC Systems
- Hydronic Troubleshooting
- Installation of Air Conditioning, Pipe Fitting, Layout, Gas, and Arc Welding
- Market Applications
- Pneumatics
- Safety of HVACR Industry
- Thermodynamics
- Variable Frequency Drives
- Water Chillers

**Journey Level Curriculum**

- Absorption Chillers
- Belimo Motors
- Boilers
- Centrifugal
- Combustion Analysis
- Compressors
- Customer Relations
- Direct Digital Controls
- Electronically Commuted Motors (ECM)
- Electrical Code
- Electrical Controls
- Electrical for Start-up
- Electrical Protocol
- Electronic Variable Speed Drives
- Energy Audit
- Energy Retrofit
- Evap. Cond/Cooling Towers
- Green Professional Building Skills-UA Certificate Program

- Green Chill
- HVAC Core
- Market Core
- Market Electronic Manufacturing Services (EMS) E-2/Control
- Mechanical Code
- NEBB National Environmental Balancing Bureau
- Pneumatics
- Project Management
- Refrigerant Piping
- Screw Chillers
- Solar
- Thermal Energy Storage
- Title 24 Acceptance Test Certification
- Vane Axial Fans
- Variable Air Volume (VAV) Systems

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Modesto Area Sheet Metal Apprenticeship Training Trust**

**Contract Number: ET24-0932**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** J. Fetsch

**PROJECT PROFILE**

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Mariposa, Merced, Stanislaus, Tuolumne	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers Local Union No. 104		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$35,520		\$2,460 8%		\$37,980

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10	12	8-210	0	\$3,165	\$30.90
				Weighted Avg: 185			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** SET/Priority Industry wage modification: \$30.90 per hour

**Health Benefits:** ☐ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$8.93 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice - Sheet Metal Worker	\$21.97-\$31.90	12

**INTRODUCTION**

Founded in 1941 and headquartered in Sacramento, Modesto Area Sheet Metal Apprenticeship Training Trust (Modesto Sheet Metal) ([www.sheetmetaltraining.com](http://www.sheetmetaltraining.com)) provides training for Apprentices in the sheet metal, HVAC, and testing and air balance industries. Serving approximately 25 Apprentices, 200 Journeyworkers, and 7 employers, trainees are represented under collective bargaining between representatives from Local 104 and signatory employers. The Modesto Sheet Metal delivers training and services Tuolumne, Stanislaus, Merced and Mariposa counties. Training under this proposal will be for Apprentices in those counties only. This is Modesto Sheet Metal's third ETP Contract, and the third in the last five years.

**Veterans & Special Trainee Populations**

Modesto Sheet Metal is committed to recruiting and supporting job-related training that helps Veterans transition into the workforce. Modesto Sheet Metal actively recruits veterans through programs such as Helmets to Hardhats and SMART Heroes.

**Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, Apprentice reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Modesto Sheet Metal represented that the total number of new apprentices projected to serve this year is 4. Since 2018, the program has served 24 new apprentices. However, due to the declining amount of work in the area, graduating apprentices have shrunk in size in the last five years.

### **PROJECT DETAILS**

Training under this project will allow participating employers to address changes in the industry, as well as keep up with growing demand for skilled sheet metal workers in Tuolumne, Stanislaus, Merced and Mariposa counties. Training in this proposal will help provide workers with skills needed to meet demand and industry changes.

New construction is requiring a need for training in sheet metal fabrication, ductwork, and flashing. Likewise, the increase in demand for long-term servicing of industrial HVAC systems continues to grow and requires training in building HVAC control theory and Fundamentals, basic electrical theory and fundamentals, and airflow principles. Training will also ensure employers can meet the demands of their customers. Current local construction projects during the Contract term include: Modesto City School (replace 85 units at various sites), New Modesto Courthouse, and the John Latorraca Correctional Facility renovation. Signatory employers are given the opportunity to review and offer input when the curriculum is revised. Modesto Sheet Metal adjusts the curriculum when the national training organization creates updates. With this input, Modesto Sheet Metal and the Local Education Agency (LEA) assures that the curriculum we adopted is based on sound educational practice.

### **Training Plan**

Training will be delivered via Class/Lab & E-Learning in the following:

**Commercial Skills:** Training will be offered to Apprentice Sheet Metal Workers in order to build skills in the trade. Training topics will include Building HVAC Control Theory and Application, Duct Design and Airflow Calculations, Exhaust Hood and System Fabrication, and GREEN/LEED Awareness.

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The Apprenticeship Director will oversee the project with assistance from the Administrative Assistant. A Training Coordinator will schedule training and in-house experts will provide all training. All trainers receive instructor training through international training organizations and are approved by American River College. The Apprenticeship Director will report project performance to the governing board on a monthly basis.

## Marketing and Support Costs

Marketing is accomplished through Modesto Sheet Metal's website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. All current participating employers are signatory employers to Local 104. It also promotes this training program at labor-management meetings and industry assemblies.

Modesto Sheet Metal requests 8% support costs for Apprentices to assist staff and training liaison with qualifying signatory employers. Staff recommends the request for support costs.

## Tuition Reimbursement

Modesto Sheet Metal represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## PRIOR PROJECTS

The following table summarizes Contractor's performance by Modesto Sheet Metal under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0958	Modesto	5/17/2021- 5/16/2023	\$45,040	\$0.00 (0%)*
ET19-0934	Modesto	12/17/2018- 12/16/2020	\$98,141	\$98,141 (100%)

\* Contract is projected to earn \$12,705 (28%) based on hours in the ETP system. Low performance is due to recordkeeping issues. The contractor has plans to correct the issues by organizing the rosters by class, training each instructor on completing a roster, and created a procedure for collecting and entering rosters into the Cal-E-Force System.

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

N/A

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills**

- Advanced Blueprint Reading
- Advanced Drafting Skills
- Isometric Shapes
- Oblique Shapes
- Perspectives in Drafting
- Advanced Triangulation, Layout and Fabrication of Complex Fittings
- Air and Its Properties
- Air and Water Cooled Condensers
- Architectural Sheet Metal
- Basic Electrical Theory and Fundamentals
- Building HVAC Control Theory and Application
- Calculating Equipment Cooling Capacities and Enthalpy of Air
- Calculating System Design and Operation
- Design Skills
- Fabrication Skills
- Test Lab Duct Systems
- Central HVAC System Design
- Chilled Water Systems
- Complete Building Takeoff for Sheet Metal
- Confined Space Training
- Constant Volume Air Conditioning
- Control System Fundamentals
- Design, Fabrication and Installation of Duct Systems
- Duct Design and Airflow Calculations
- Duct Elevation Drawings
- Duct Leakage Testing
- Electric/Electronic Control Systems
- Electric Motors and Controls
- Electrical Components
- Electrical Panel Safety
- Electricity and HVAC Systems
- Environmental Building Science
- Exhaust Hood and System Fabrication and Installation
- Field Measuring
- Fire Life Safety
- Fire and Smoke Dampers
- Food Service Stainless Fabrication and Sanitary Code Requirements
- Forman's Problems (Troubleshooting)
- Gas Heating Systems
- GREEN/LEED Awareness
- Heat Load Calculations

- Heat Pump Components and Operation
- High and Low Voltage Applications
- Hoisting and Rigging
- HVAC Blueprint Takeoff for Bidding
- HVAC Detail Drawings
- HVAC Fan Laws and Principles
- Indoor Air Quality Procedures
- Industrial Specifications and Details
- Installation of Prefabricated Building Panels and Architectural Elements
- Introduction to Commercial Refrigeration
- Introduction to HVAC Equipment
- Layout and Fabrication of Fittings Using Drafting Skills
- LEAN Construction
- Local Codes and Standards
- Multi Zone HVAC
- Positive/Negative Pressure Blow Pipe Construction
- Refrigerant Safety
- Refrigerant Control Devices and Troubleshooting
- Rooftop Architectural Steel
- Rooftop Steel Construction
- Sheet Metal & Air Conditioning Contractors' National Association (SMACNA) Standards for Duct Construction
- Sheet Metal & Air Conditioning Contractors' National Association (SMACNA) Testing and Adjusting Balancing Bureau (TABB) Procedural Guide
- Standing Seam Roofs
- Study of Psychometrics
- Testing, Adjusting and Balancing System
- Trigonometry For the Sheet Metal Industry
- Troubleshooting HVAC Equipment
- Understanding Blueprints and Job Specifications
- Variable Air Volume Systems
- Welding Safety
- Welding Skills (Mig, Trig, ARC)
- Wiring Circuits and Schematics
- Zone Control Systems
- Building Information Modeling

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10



## Training Proposal for:

# Northern California Valley Sheet Metal Joint Apprenticeship and Training Trust Fund

**Contract Number: ET24-0936**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** C. Kaiser

## PROJECT PROFILE

Contract Attributes:	Apprenticeship Veterans Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers Local Union No 104, District 2		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$423,472		\$29,260 8%		\$452,732
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, Computer Skills, OSHA 10	133	8-210	0	\$3,404	\$30.90
				Weighted Avg: 199			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry): \$30.90 per hour  
**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.  
**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe  
 Up to \$7.07 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Sheet Metal Workers, Air Conditioning Mechanics, Test/Adjust & Balance Technicians	\$23.83 - \$25.00	9
	\$25.01 - \$37.96	124

**INTRODUCTION**

Founded in 1941 and headquartered in Sacramento, Northern California Valley Sheet Metal Joint Apprenticeship and Training Trust Fund (NorCal Sheet Metal) ([www.sheetmetalttraining.com](http://www.sheetmetalttraining.com)) provides training for Apprentices, Pre-Apprentices and Journeyworkers in the sheet metal, HVAC, and testing and air balance industries. Trainees are represented under collective bargaining between representatives from Sheet Metal Local 104. NorCal Sheet Metal delivers training to 21 counties across Northern California. Training under this proposal will be for Apprentices only. This will be NorCal Sheet Metal's fourth ETP Agreement, and the fourth in the last five years.

Apprentices in this trade are trained in fabrication, design, installation of ductwork and equipment, and service and repair of all types of heating, air-conditioning, and refrigeration equipment. Trainees are also offered welding certification in all areas. Training will consist of hands-on instruction and lecture.

**Veterans & Special Trainee Populations**

NorCal Sheet Metal actively recruits Veterans in participation with Helmets to Hard Hats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. In addition, the Organization also participates in the SMART Heroes program where it recruits from military bases and leads trainings to open career opportunities into the apprenticeship trades. As an incentive to fast-track Veterans into employment, all Veteran referrals are automatically moved to the top of their Qualified Applicants list for priority service. Further, NorCal Sheet Metal attends job fairs, career days, and reaches out to local career organizations to specifically target Veterans, women, and minority groups. The Organization also works with local county offices of education, local community colleges and community outreach organizations such as the Sacramento Employment and Training Agency.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

NorCal Sheet Metal represented that the total number of new apprentices projected to serve this year is 27. Since 2018, the program has served 202 new apprentices. The growth percentage in the last 5 years is approximately 11%.

## **PROJECT DETAILS**

New construction and increased employer demand for skilled workers in Northern California has created a need for Apprentices to train in sheet metal fabrication, welding, ductwork, and flashing. Likewise, the increase in demand for long-term servicing of industrial HVAC systems necessitates training in refrigeration theory, electrical theory and application, and airflow principles. Further, NorCal Sheet Metal has recently purchased a new variable refrigerant flow machine, which will provide trainees hands-on experience with installing and troubleshooting the system.

Training will ensure workers are certified with the necessary state and government agencies to meet industry standards once training is complete. For example, HVAC trainees will receive an Environmental Protection Agency (EPA) certification in HVAC servicing and installation upon completion of training. This certification allows HVAC technicians to handle and work with refrigerant chemicals, as these trainees have a demonstrated knowledge and understanding of the laws around working with and disposing of these chemicals safely. Training will also prepare Apprentices to work on projects throughout Northern California. Current local projects during this Contract include: Aggie Square at UC Davis, DGS Recourse Building Remodel, DGS Baetson Renovation, New Sacramento Courthouse, Capitol Annex, Richards Blvd. Office Complex, CNU Hospital Natomas, Kaiser Railyards, Beale AFB Hangar, 48x Outpatient Hospital at UC Davis, and California Tower at UC Davis.

## **Training Plan**

Training will be provided via Class/Lab & E-Learning in the following:

**Commercial Skills:** This training will be offered to Apprentices to ensure trainees have the skills and knowledge to be successful in sheet metal fabrication. Training topics include Introduction to Commercial Refrigeration, Intro to HVAC Equipment, and Understanding Blueprint and Job Specifications.

**Computer Skills:** This training will be offered to Apprentices to provide trainees with computer skills that are essential to their job duties. Training topics include Building Information Modeling (BIM), Digital Command Control (DCC) Logic Programing, and Computerized-Aided Drafting (CAD) Training.

### **Certified Safety Training**

OSHA 10: This training is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Alternate Recordkeeping**

Staff has reviewed and approved the Company’s request to use an alternate recordkeeping method.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

The Apprenticeship Director and Administrative Assistant will administer the ETP project. A Training Coordinator will schedule training. Seven internal trainers will provide all training and are in-house experts. Trainers receive instructor training through international training organizations and are approved by American River College. The Apprenticeship Director will report project performance to the governing board on a monthly basis.

### **Marketing and Support Costs**

NorCal Sheet Metal markets via its website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. All of NorCal Sheet Metal’s current participating employers are signatory to Local 104. The NorCal Sheet Metal also promotes this training program at labor-management meetings and industry assemblies.

NorCal Sheet Metal is requesting 8% support costs for the Apprentices in Job Number 1 to assist staff and training liaison with qualifying signatory employers. Staff recommends the request for support costs.

### **Tuition Reimbursement**

NorCal Sheet Metal represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

**PRIOR PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0957	Northern California	5/17/2021– 5/16/2023	\$149,797	\$0.00 (0%)*
ET19-0932	Northern California	12/17/2018– 12/16/2020	\$299,828	\$299,828 (100%)
ET17-0927	Northern California	3/1/2017 – 2/28/2019	\$266,880	\$266,880 (100%)

\*Contractor is in the process of closing out ET21-0957 and projects to earn 100% completion based on hours uploaded to Cal E-Force.

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

N/A

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills**

- Advanced Blueprint Reading
- Advanced Drafting Skills
- Advanced Triangulation, Layout and Fabrication of Complex Fittings
- Air and Its Properties
- Air and Water Cooled Condensers
- Architectural Sheet Metal
- Basic Electric Theory and Fundamentals
- Bio Cabinet Safety/Testing
- Building HVAC Control Theory and Application
- Building Pressurization Analysis
- Calculating Equipment Cooling Capacities and Enthalpy of Air
- Calculating System Design and Operation
- Central HVAC System Design
- Chilled Water Systems
- Complete Building Takeoff for Sheet Metal
- Confined Space Training
- Constant Volume Air Conditioning
- Control System Fundamental
- DCC Controls and Systems
- Demand Control Ventilation
- Design, Fabrication and Installation of Duct Systems
- Duct Design and Airflow Calculations
- Duct Elevation Drawings
- Duct Leakage Testing
- Electric/Electronic Control System
- Electric Motors and Controls
- Electrical Components
- Electrical Panel Safety
- Electricity and HVAC Systems
- Energy Audit
- Environmental Building Science
- Exhaust Hood and System Fabrication and Installation
- Field Measuring
- Fire Life Safety
- Fire and Smoke Dampers
- Food Service Stainless Fabrication and Sanitary Code Requirements
- Fume Hood Testing Fundamentals
- Gas Heating Systems
- Green/LEED Awareness
- Heat Load Calculations
- Heat Pump Components and Operation

- High and Low Voltage Applications
- Hoisting and Rigging
- HVAC Blueprint Takeoff for Bidding
- HVAC Detail Drawings
- HVAC Fan Laws and Principles
- Indoor Air Quality Procedures
- Industrial Specifications and Details
- Installation of Prefabricated Building Panels and Architectural
- Introduction to Commercial Refrigeration
- Intro to HVAC Equipment
- Layout and Fabrication of Fittings Using Drafting Skills
- LEAN Construction
- Local Codes and Standards
- Manometer, Pitot Tube and Tachometer Usage
- Multi Zone HVAC
- Pneumatic Controls Systems
- Positive and Negative Pressure Blow Pipe Construction
- Refrigerant Safety
- Refrigerant Control Devices and Troubleshooting
- Rooftop Architectural Steel
- SMACNA Standards for Duct Construction
- SMACNA TABB Procedural Guide
- Sound and Vibration Principles/Testing
- Standing Seam Roofs
- Study of Psychometrics
- TABB Supervisor Training
- TABB Technician Certification
- Testing, Adjusting and Balancing System
- Trigonometry for the Sheet Metal Industry
- Troubleshooting HVAC Equipment
- Understanding Blueprint and Job Specifications
- Variable Air Volume Systems
- Welding Safety
- Welding Skills (TIG, MIG, ARC)
- Wiring Circuits and Schematics
- Zone Control System

**Computer Skills**

- Building Information Modeling (BIM)
- CAD Training
- Digital Command Control (DCC) Logic Programming
- Introduction to Computerized Building Management

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10



**Training Proposal for:**  
**State Building and Construction Trades Council of California**

**Contract Number: ET24-0929**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** C. Kaiser

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Veterans Multiple Barriers At-Risk Youth Ex-Offender Priority Rate	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Northern California Plasterers (Local 300 & 66), Fresno Area Sheet Metal (Local 104, Kern & Northern Los Angeles Sheet Metal (Local 105), Plumbers and Steamfitters (Local 62 and 159), San Diego Roofers and Waterproofers (Local 45), and Southern California Plaster Tenders (Local 1414)		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,672		\$32,248 8%		\$499,920

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	252	8-210	0	\$1,830	\$18.20
				Weighted Avg: 107			
2	Retrainee Priority Rate Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 30	24	8-200	0	\$590	\$33.22
				Weighted Avg: 24			
3	Retrainee Priority Rate Pre-Apprentice New Hire At-Risk Youth Ex-Offender Multiple Barriers	Business Skills, Commercial Skills, Computer Skills, Literacy Skills, OSHA 10	10	8-200	0	\$2,460	\$17.85
				Weighted Avg: 100			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1 (Collective Bargaining Agreement): \$18.20 per hour  
 Job Number 2 (SET/Priority Industry): \$30.90 per hour  
 Job Number 3 (Collective Bargaining Agreement): \$17.85 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Electricians	\$31.30 - \$51.22	30
Apprentice Plasters	\$23.80 - \$25.00	15
	\$25.00 - \$39.26	39
Apprentice Plaster Tenderers	\$23.80 - \$25.00	15
	\$25.01 - \$35.70	32
Apprentice Plumbers and Steamfitters	\$26.77 - \$45.50	54
Apprentice Roofers	\$26.43 - \$33.98	13
Apprentice Sheet Metal Workers	\$18.20 - \$20.00	15
	\$20.01 - \$25.00	10
	\$25.01 - \$34.45	29
<b>Job Number 2</b>		
Journeyworker - Pipefitters	\$33.22 - \$75.79	3
Journeyworker - Plasters	\$25.01 - \$47.53	5

Journeyworker - Roofers	\$25.01 - \$42.30	5
Journeyworker - Sheet Metal Workers	\$25.01 - \$51.04	11
<b>Job Number 3</b>		
Pre-Apprentice- Pipefitters	\$17.85 - \$20.00	2
Pre-Apprentice- Plasters	\$17.85 - \$20.00	2
Pre-Apprentice- Plaster Tenderers	\$17.85 - \$20.00	2
Pre-Apprentice- Plumbers	\$17.85 - \$20.00	2
Pre-Apprentice- Sheet Metal Workers	\$17.85 - \$20.00	2

## **INTRODUCTION**

Founded in 1901, The State Building & Construction Trades Council of California (SBCTC or Council) [www.sbctc.org](http://www.sbctc.org) acts as an umbrella organization for union workers throughout the state. SBCTC represents more than 450,000 unionized construction workers and has 157 affiliated unions, 14 different construction craft unions, 22 local building trades' councils, and approximately 125 affiliated Joint Apprenticeship Training Committees (JATCs) that are responsible for providing Apprentices and Journeyworkers upgrade training.

This will be SBCTC's eighth ETP Contract, the sixth within the last five years. This project includes Journeyworker, Apprentice, Veteran Apprentice, and Pre-Apprentice trainees. This proposal is designed to help California create stable, middle class jobs for union workers in the building trades. Specifically, the Council targets trades that are influential in helping California's green economy develop, as more employers need electricians able to set up solar power systems; sheet metal workers that can service more fuel-efficient air systems; and plumbers, pipefitters, and steamfitters able to retrofit buildings with energy-efficient products.

SBCTC's project serves smaller apprentice programs that do not have the staff capacity to hold their own ETP contract. Many of the JATCs listed in this project have either part-time or no administrative assistance and without the help of the Council, would be unable to hold a contract on their own. Each JATC is a DAS-approved Apprenticeship program sponsor and will train various occupations throughout the building trades. Occupations include Plasters, Plaster Tenders, Sheet Metal Workers, and Plumbers, Pipefitters, and Steamfitters. The Apprentice programs, their respective LEA's and the associated locals that will participate under this project are below:

- Plaster Tenders of Southern California- Local No. 1414  
LEA: North Orange County Regional Occupational Program
- Plaster Tenders of Northern California- Local No. 300 and Local No. 66  
LEA: North Orange County Regional Occupational Program
- Fresno Sheet Metal Workers- Local No. 104  
LEA: Fresno Regional Occupational Program
- The Kern & Northern Los Angeles County A/C and Sheet Metal Workers JATC- Local No. 105  
LEA: Bakersfield Community College
- San Diego Roofers and Waterproofers, Local 45  
Sweetwater Unified School District
- Plumbers and Steamfitters, Local 159  
LEA: Diablo Valley College
- Plumbers and Steamfitters for Monterey/Santa Cruz JATC- Local No. 62  
LEA: Foothill College

## **Veterans & Special Trainee Populations**

SBCTC is committed to supporting job-related training that helps Veterans transition into the California workforce. Participating JATC's recruit Veterans in cooperation with programs like Helmets-to-Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Individual JATC's may also advertise special days on their websites just for Veterans to come in and apply for the apprenticeship program. In addition, many of the programs are deemed GI Bill Sites, in which Veteran Apprentices are eligible to receive Montgomery GI Bill benefits, such as monthly housing allowances while completing the program.

## **Pre-Apprenticeship Program/Ex-Offender/At-Risk Youth**

SBCTC is partnering with Trades Orientation Program (TOPS) and Flintridge Center to train Pre-Apprentices in this proposal. TOPS is a one-year program that offers construction training to Veterans, Women, At-Risk Youth and Ex-Offenders with multiple barriers to employment throughout California. Flintridge Center is a non-profit training center located in Los Angeles County that offers construction training to At-Risk Youth and Ex-Offenders with multiple barriers to employment. Upon completion, trainees who participate in this community-based program will be eligible to be accepted into the neighboring local unions' Apprenticeship programs. Trainees are placed based on availability, occupation interest, and skillsets. This training provides pathways for these trainees to be employed in occupations with high wages, long-term employment, pensions, healthcare and ongoing training which will be provided to them throughout the entirety of their careers in the building trades.

### **➤ Retention Modification**

For trainees in Job Number 3, retention may be satisfied by employment of at least 30 hours a week within 90 consecutive days with one or more employers. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 180 consecutive days, working full-time with one or more employers. Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the programs range between three to five years. The curriculum is developed with input from DAS and the designated Local Educational Agencies mentioned in the Introduction Section above.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## Program Completion Rates

SBCTC represents that the total number of new apprentices projected to serve this year is 130. Since 2018, the program has served 260 new apprentices. The growth percentage in the last 5 years has remained the same.

## PROJECT DETAILS

SBCTC seeks funding to continue to support union workers who need to upgrade their skills to perform jobs currently in-demand for commercial and industrial construction, public infrastructure projects, and energy efficient construction statewide. This is the seventh year SBCTC has implemented its “Building Green Skills” (BGS) training program which focuses on retraining Journeyworkers and Apprentice construction trades workers to support California’s energy efficiency goals and Project Labor Agreement initiatives.

Training is also driven by employers who are facing increased demand for workers who are able to build by following new green construction practices and building materials, maintain energy efficient buildings, and follow LEED and other energy efficiency standards. Trainees will learn to plan, lay out, install, lay tile, build, repair, monitor and maintain equipment that provides light, heat, communications, water, and power.

In addition, workers trained in this project will build, service and retrofit the following projects: Santa Cruz Library, Kaiser Permanente Clinic in Santa Cruz, Grand Hyatt Hotel at Bayonet and Black Horse Golf Course, Kresge College at UCSC, Treasure Island Parcel C2.2, Bell Street Gardens, Fremont Union High School, BRJE Phase II Housing Partners, John Muir OSC Walnut Creek, John Muir Health Concord, Pinole Vista Apartments, West County Detention Facility Expansion, Mercy Hospital, Hardrock Café and Casino, China Lake/Edwards Air force Base, Rary’s Children Hospital, SDUSD Franklin Elementary School WSM, SDSU Aztec Stadium, UCSD Hilel Center, Kaiser Permanente (San Marcos Hospital, El Cajon ECM, Zion RAD CT), and Kaiser Permanente Foundation Hospitals San Marcos Utility Plant.

## Training Plan

Training will be provided via Class/Lab & E-Learning in the following:

**Business Skills:** This training will be offered to Journeyworkers and Pre-Apprentices. Trainees will gain tools to plan, organize, and manage projects to complete them efficiently and on time. Journeyworker training will include Customer Service, Team Building, Problem Solving, and Decision Making. Training for Pre-Apprentices will cover Communication Skills and Trade Awareness courses.

**Computer Skills:** This training will be offered to Journeyworkers and Apprentices and will include course topics in Scheduling and Planning Jobs for Journeyworker and 3-D Drawings Software for all trades. Applications provide trainees with the ability to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized control systems.

**Commercial Skills:** This training will be offered to Journeyworkers, Apprentices and Pre-Apprentices. Training will focus on installing and maintaining new kinds of equipment, working with new materials, and complying with complex and rapidly changing energy efficiency standards. Commercial Skills’ training will provide trainees with skills to retrofit current buildings to meet Leadership in Energy and Environmental Design (LEED) certifications, build secure exterior and interior building components, design virtual buildings, and adjust computerized-control systems. This training will help workers hone the skills and knowledge necessary to work in green construction. Training includes Tile Laying, Blueprint Reading, Torque, and Transformers

for Apprentice, Green Construction and Health Hazards for Pre-Apprentice, and Electrical Safety and Estimating for all occupations.

**Literacy Skills:** This training will be offered to Pre-Apprentices and includes coursework in Vocational English, Vocational Math, and Workplace Readiness.

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

### **Alternate Recordkeeping**

Staff has reviewed and approved the Company’s request to use an alternate recordkeeping method.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### **➤ Training Infrastructure**

All training outlined in this proposal will be center-based depending on the union and program. Each JATC’s Training Director and administrative staff will oversee ETP administration including scheduling of training and collection of rosters. The trainee data, and work hour information is sent to the third-party administrator, Strategy Workplace Communications. In house trainers will provide the training for SBCTC.

### **Marketing and Support Costs**

Individual JATCs will market the program training programs through their local direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and websites. JATCs prepare multimedia materials such as videos to inform employers, workers, students, and community organizations about new apprenticeship and green construction training opportunities.

SBCTC is requesting 8% in support costs for Job Numbers 1 through 3 to fund its staff in marketing and assessment and to support the additional placement and outreach services including marketing associated with serving the multiple barrier population, specifically Ex-Offenders. The extra support cost will be directed to Flintridge for the extra work necessary to reinforce placement services. Staff recommends the request for support costs.

## **Tuition Reimbursement**

SBCTC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0940	\$499,373	10/3/2022 – 10/2/2024	391	0	0	\$0 (0%)*
ET22-0949	\$596,859	1/31/2022 – 1/30/2024	366	0	0	\$510,101 (86%)

\*SBCTC is in the process of completing and closing out ET22-0949. Once it is closed out, SBCTC will begin enrolling trainees into ET23-0940. SBCTC projects 100% completion for ET23-0940.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by SBCTC under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0956	Statewide	10/5/2020– 10/4/2022	\$377,061	\$368,470 (98%)
ET20-0911	Statewide	8/5/2019 – 8/4/2021	\$744,815	\$741,485 (99%)
ET18-0915	Statewide	10/2/2017– 10/1/2019	\$851,000	\$851,000 (100%)

## **DEVELOPMENT SERVICES**

Strategy Workplace Communications, in Alameda, assisted with development of this proposal at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services in connection with this proposal for an amount not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills****Pre-Apprentice**

- Communication Skills
- Critical Thinking
- Leadership
- Problem Solving
- Team Work
- Trade Awareness

**Business Skills****Journeyworker**

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

**Commercial Skills****Pre-Apprentice**

- Basic Blueprint Reading
- Construction Training
- First Aid/CPR
- Green Construction
- Tools and Materials
- Electrical Safety
- Hazard Awareness
- Health Hazards
- Personal Protective Equipment
- Scaffold and Safety
- Stairway and Ladders
- Tools - Hand and Power

**Commercial Skills****Apprentice****(Plasterers/Plaster Tenders)**

- Ablaerial Boom Lift
- Acoustical Plaster Finish
- Aerial Lift
- Basic Math
- Blueprint 1
- Blueprint Reading
- Blueprint Reading/Estimating
- Cage Building
- Casting Molds
- Cement Pump 1
- Cement Pump 2
- Cement Pump 3
- Cementitious, Mineral Fiber and Intumescent Fireproofing
- Colored Veneer
- Common Tools and Plastering Tools and Materials
- Equipment Maintenance Class
- Estimating
- Exterior Insulating Finishing Systems
- Exterior Insulation Finish System
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- First Aid/CPR
- Forklift
- Forklift (certification class)
- Fundamental Math
- Green Building Standards
- Inspect Lath & Plaster Bases
- Interior Plaster
- Mask and Protect Adjacent Surfaces
- Measuring
- M.E.W.P. (Mobile Elevated Work Platforms)
- Mix and Apply Inspect Lathing and Bases for Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch Brown and Finish Coats
- Mix and Apply Scratch Coat, Brown Coat, Finish Coat and Veneer
- Ornamental and Earth Plasters
- Patching
- Plaster Problems and Cracks
- Pointing Up, Level 5
- Pool Plastering
- Pool Plastering, Patching and Waterproofing
- Rolling Unit
- Running Bench Molds
- Scaffold Builder
- Scaffold Safety

- Scaffold Safety (certification class)
- Scaffold User
- Scratch and Carve Coat
- Small Engine Operation and Maintenance
- Specialty Finishes
- Stain
- Tile Laying
- Veneer
- Venetian Plastering
- Waterproofing Patching EIFS
- Workplace Safety and Health

**(Electrician)****2nd Year**

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology-National Electrical Code-2014 Code Book Review
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending-Conduit Fabrication
- Test instruments
- Transformers

**3rd Year**

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology-National Electrical Code-2014 Code Book Review
- Electrical Safety Related Work Practices
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending-Conduit Fabrication
- Preparing for Leadership
- Rigging, Hoisting, and Signaling
- Test Instruments
- Transformers

**4th Year**

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology-National Electrical Code-2014 Code Book Review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending-Conduit Fabrication
- Programmable Logics
- Test Instruments

**5th Year**

- Automated Demand Response
- Blueprint Reading
- Building Automation
- Code Calculations
- Codeology-National Electrical Code-2014 Code Book Review
- Code and Practices
- Electrical Theory
- Estimating
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending-Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Torque
- Transformers

**All Trainees in All Years**

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code and Practices
- Code Book Review
- Code Calculations

- Code of Excellence
- Codeology-National Electrical Code
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training Certifications Energy Storage
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing for Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting, and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

**(Plumbing and Steamfitters)****2nd year**

- Beginning Drawing
- Gas Installations
- Oxy Fuel Cut & Weld
- Pipefittings, Valves, Supports
- Rigging
- Water Supply
- Welding

**3rd year**

- Domestic Water
- Drainage
- Green Systems
- Hands On Class/Finish/ADA Requirements
- Natural Gas/Fuel
- Pipefitting Layout
- Plumbing Code
- Plumbing Fixtures
- Plumbing Service
- Pumps
- Related Science
- Steam Systems
- Welding for Certification

**4th year**

- Advanced Drainage Class
- Advanced Pipefitting
- Advanced Plan Reading
- Advanced Plumbing
- Backflow Prevention
- Comfort Heating & Cooling/Rigging
- Crane Signal Certification
- Crane Signal Person
- Hydronics
- Plumbing Code Review
- Related Math
- Rigging for Certification
- Steam
- Tube Bending

**5th year**

- Advanced Drawing/Foreman's Training
- Crane Signal Certification
- Foreman Training
- Instrumentation & Process Control
- Medical Gas
- Rigging Certification
- Star Test Preparation Class

**All years**

- Plumbing Service, Maintenance and Repair
- Provisional Upgrade class
- Residential Skills class

**(Refrigeration)****2nd year**

- A/C 1
- A/C 2
- Basic Electricity
- Customer Service
- Electric Controls
- Electric Motors

**3rd year**

- Basic Computers
- Customer Service
- Hydronics
- Refrigerant Controls
- Refrigeration 2

**4th year**

- Air & water analysis
- Basic DDC/Advanced DDC
- Building Controls
- Crane Signal Person
- Energy & Water Audits
- G-pro
- Motor Alignment
- Pneumatics
- Start, Test and Balance

**5th year**

- Boilers
- Chillers
- Crane Signal Certification
- HVACR Performance & compliance
- HVACR Review and Exit Exam
- HVACR STAR Mastery Review and Certification
- Rigging Certification

**(Sheet Metal)****Building Trades Service**

- Advanced Electricity for Sheet Metal Air Conditioning Service
- Air Balance Test Equipment Instruments
- Air Conditioning, Commercial Systems, Heating
- Air Distribution & Manufacturing Systems
- Basic Electricity for Sheet Metal Air Conditioning Service
- Basics of Architectural Sheet Metal
- Commercial Systems, Heat Loads, Piping

- Control Systems
- Electrical Systems Operation, Controls & Devices
- Energy Management Test and Balance
- First Aid/CPR
- Hazardous Material Recognition for the Test & Air Balance Industry
- HVAC Testing & Balancing Procedures
- Properties of Air Distribution for Sheet Metal Air Conditioning Service
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Sheet Metal Control Systems
- Systems Installation & Troubleshooting
- Temperature Measurement Instruments & Duct Systems
- Title 24 Mechanical Acceptance Training

**Building Trades Sheet Metal**

- Advanced Architectural
- Advanced Layout and Fabrication
- Advanced Welding
- Architectural Sheet Metal
- Basics of Architectural Sheet Metal
- CAD Detailing
- Codes and Standards
- Common Furnace Features
- Fabrication and Shortcuts
- Field Installation
- Filters and Filter Housings
- Final Architectural/Industrial Project
- Final HVAC Project
- Fire Life Safety Training
- First Aid/CPR
- Foreman Training
- Furnace Installation
- HVAC Air Systems and Duct Design
- HVAC Energy Conservation
- Industrial and Stainless Steel Introduction
- Installing Thermostats, Flues and Vents
- Intermediate CAD
- Measuring and Sketching
- Metal Roofing
- Parallel Line Fittings
- Piping
- Plans and Specifications
- Project Management, Takeoffs, Estimates
- Radial Line Layout and Ogee Offsets
- Residential AC Units
- Residential Duct Systems
- Residential HVAC

- Residential Structure and Sheet Metal Work
- Service Basics for Sheet Metal Workers
- Submittals and Shop Drawings
- Title 24 Mechanical Acceptance Training
- Triangulation Fittings
- Welding I: Process and Safety Overview, GMAW
- Welding II: GMAW & FCAW

**(Roofers and Waterproofers)**

- Asphalt Shingles
- Built-Up Roofing
- Cold Applied Roofing Systems, Waterproofing and Dampproofing
- Common Roofing & Waterproofing Materials and Equipment
- CPR/First Aid Training
- Fall Protection Training
- Introduction to Waterproofing and Dampproofing
- Kettle Safety
- Maintenance and Repair and Reroofing
- Metal Roofing
- NGFTOS Standards (Certified Instructor)
- Orientation and Safety
- Plans and Specifications
- Rigid Roofing
- Single-Ply and Waterproofing Systems

**(All Trades)****COMMERCIAL SKILLS**

- Backflow Certification
- Blueprint Reading
- Compressor Overhaul
- Cutting
- Direct Digital Controls
- Drawing
- Fall Protection Training
- First Aid/CPR
- Foreman Certification
- Industrial Install
- Industrial Safety
- Industry Math
- Medical Gas Install
- Rigging
- Rigging Certification
- Trade Math
- Welding

**Commercial Skills****Journeyworker****(Plumbers & Steamfitters)**

- 40-hour Medical Gas Class
- 8-hour Medical Gas Refresher Class
- Backflow Prevention
- BACnet Programming
- Brazing
- Compressor Overhaul
- Crane Signal Person
- Design and Installation of New Energy Efficient Equipment and Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Electrical Safety
- Energy Efficiency in Existing Equipment and Materials
- Fall Protection
- Falling Objects
- Foreman
- Foreman and Worker Responsibility
- Green Compliance
- HVACR UA Star
- Hydronics Systems and Refrigeration
- Industrial Rigging
- Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
- LEED Standards
- Medical Gas Installation
- Medical Gas Installation, System Testing, Maintenance, Repair, Standards and Brazing
- National Environmental Balancing Bureau (NEBB) Commissioning (Certification for Heating & Cooling Systems)
- Orbital Welding
- Pipefitting
- Plumbing Service, Maintenance and Repair
- Residential Skills Class
- Rigging Class
- Robotic Total Station
- Scaffolding
- Solar Installations
- Specialty Seminars for Service Work
- Start Test and Balance
- Working Around Pipelines
- Working in Confined Spaces

**(Plaster Tenders)**

- ABL
- Basic Math
- Blueprint I

- Blueprint Reading
- Cement Pump 1
- Cement Pump 2
- Cement Pump 3
- EIFS (Exterior Insulation Finish Systems EIFS)
- Estimating
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- Forklift
- Interior Plaster
- Rolling Unit
- Scaffold Builder
- Scaffold User

**(Electricians)**

- Solar Panel Installation
- Codeology
- Arc Flash
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Analog/Digital Circuit (AC/DC) Principles
- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits

**Grounding**

- Grounding and Bounding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110 Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

**Fire Alarm Systems and Installations**

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- National Fire Protection Act, 1972 (NFPA 72)
- Start Up and Check Out Procedures

**Fire Life Safety**

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

**Industrial Motor Control**

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

**Programmable Logic Control (PLC)**

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

**Electrical Design**

- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code

**Voice, Data, and Video**

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

**Industry Specific Skills**

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Conduit Bending
- Confined Space Entry
- Electrical Project Supervision Levels I
- Electrical Project Supervision Levels II
- Energy Audits

- Firestop Installation
- Management and Monitoring of Materials
- Preparing for Leadership
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Specialized Tools
- Testing Materials and Equipment –Proper Set Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Work Flow and Resources

#### **CALCTP (California Advanced Lighting Control Program)**

- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors

#### **Energy Storage**

- ESAM-TAC (Energy Storage and Micro Grids Training and Certification)
- Micro Grid
- Microgrid (ESM) Systems

#### **(Sheet Metal Workers)**

- Advanced Welding Skills
- Architecture Designs
- CA Green Building Code Training
- Ducts Maintenance
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems (Green Training)
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Training
- HERS (California Home Energy Rating System Program)
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up

- Rigging and Signal Training
- Safe Working Practices
- Testing Materials and Equipment –Proper Set-Up and Use
- Title 24 Mechanical Acceptance Training
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

**(All Trades)**

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Fall Protection Training
- Forklift (certification class)
- Management and Monitoring of Materials
- Preparing for Leadership
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Scaffold Safety (certification class)
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding
- Welding and Burning

**Computer Skills****Journeyworker**

- 3-D Modeling – Virtual Construction
- Auto Computer-Aided Design (AutoCAD)
- Automated Systems Applications Scheduling & Planning Jobs
- Benchmark Software – Lean Construction
- Scheduling and Planning Jobs

**Computer Skills****Apprentice (All Trades)**

- Computer-Aided Drafting (CAD)
- 3-D Drawings Software

**Literacy Skills****Pre-Apprentice**

- Soft Skills (Workplace Readiness)
- Vocational English
- Vocational Math

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**  
**Pre-Apprentice, Apprentice (All Trades)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**  
**Apprentice, Journeyworker (All Trades)**

- OSHA 30



## Training Proposal for:

# Local 442-Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund

**Contract Number: ET24-0914**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** J. Fetsch

## PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alpine, Amador, Calaveras, Mariposa, Merced, San Joaquin, Stanislaus, Tuolumne	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local Union 442		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$79,488		\$5,488 8%		\$84,976
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

## **TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	46	8-210	0	\$1,796	\$30.90
				Weighted Avg: 105			
2	Retrainee Journeyworker Priority Rate	Commercial Skills, Business Skills, OSHA 30	4	8-200	0	\$590	\$50.75
				Weighted Avg: 24			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$2.99 per hour may be used to meet the Post-Retention Wage in Job Number 1. This amount has been verified in the Collective Bargaining Agreement.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice- Plumber, Pipefitter, Refrigeration Fitter	\$27.91-\$45.68	46
<b>Job Number 2</b>		
Journeyworker- Plumber, Pipefitter, Refrigeration Fitter	\$50.75	4

## **INTRODUCTION**

Founded in 1955, Local 442 - Pipe Trades District Council 36 Journeyman and Apprentice Training Trust Fund (Pipe Trades DC 36) [www.lu442.com](http://www.lu442.com) is located in Modesto. Signatory employers fund the JATC, pursuant to the collective bargaining agreement. Pipe Trades DC 36 operates in San Joaquin and Stanislaus counties, supplying employers with qualified employees in the plumbing, pipe, and refrigeration fitter industry.

Pipe Trades DC 36 trains Plumbers, Pipefitters and Refrigeration Fitters in these California counties: Alpine, Amador, Calaveras, Mariposa, Merced, San Joaquin, Stanislaus and Tuolumne Counties. This will be Pipe Trades DC 36 eighth ETP Contract, and sixth in the last five years.

## **Veterans & Special Trainee Populations**

Although there is no Veteran Job Number component, Pipe Trades DC 36 is committed to recruiting and supporting job-related training that helps Veterans transition into the California workforce. Pipe Trades DC 36 actively recruits veterans through programs such as Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency in this case San Joaquin Office of Education and San Joaquin Delta College

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Pipe Trades DC 36 represented that the total number of new apprentices projected to serve this year is 15. Since 2018, the program has served 53 new apprentices. However, due to the declining amount of work in the area, graduating apprentices have shrunk in size in the last five years.

## **PROJECT DETAILS**

Pipe Trades DC 36 has partnerships with 25 employers in the Modesto and Stockton areas and places Pipe Trades program graduates with these employers. Graduates work in residential, commercial, industrial, refrigeration/air conditioning services, and repair in industries that include: energy, biopharmaceutical, healthcare, education, housing, food and beverage processing, and water treatment. Pipe Trades DC 36 will support construction in the Central Valley by providing highly skilled plumber, pipe, and refrigeration fitters for projects such as River Islands High School, Modesto Courthouse, and Aemetis Jet Biofuel Facility.

Training will also allow for workers to support California's initiative to become more energy efficient, as much of the plumber, pipe fitter, and refrigeration work revolves around energy management, new and more efficient operation of building components/materials, and meeting California's water waste reduction goals. Many commercial and industrial businesses seek Leadership in Energy and Environmental Design certification and want to work with contractors who have workers who understand and support energy efficient and green initiatives. Pipe Trades DC 36 Apprentices and Journeyworkers will receive training in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings.

The apprentice curriculum meets the needs of the participating employers because it is employer driven. It is designed to address employer needs as determined by customers and changes in the industry. Local projects and their hiring demands help to shape the curriculum during the apprentice earn and learn program. Participating employers and union representatives have identified the following additional reasons for training:

- California zero carbon goals require workers to use new materials and skills.
- More aggressive non-union and out-of-state bidding requires unionized contractors to show a track record of meeting, not exceeding labor and materials costs.
- Customers have higher quality standards, but they want projects to stay on budget and on time.

## Training Plan

Training will be delivered via Class/Lab & E-Learning in the following:

**Commercial Skills:** Training will be offered to Apprentices and Journeyworkers in energy efficiency training to better help participating employers meet local work demand. These courses include DC Electronics, Shielded Metal Arc Welding, and Detail & Layout of Piping/Advanced Welding.

**Business Skills:** Training will be offered to provide Journeyworkers with the skills needed to complete jobs quickly and with high quality workmanship. Class topics will include Advanced Time Management, Conflict Resolution, Creating Project Bids, Green Awareness Training and Green Certifications, Customer Service, Decision Making, Leadership, and Project Management.

## Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The Training Coordinator is the dedicated administrator and will oversee the ETP funded training. The Training Coordinator will have an Administrative Assistant that will also assist in project administration. Training will take place in Modesto and staff will review and coordinate training and attendance rosters for ETP compliance. There are 12 part-time trainers who will conduct and deliver training in accordance with ETP regulations. These trainers are former or current plumber, pipe and refrigeration fitters and are experts in the areas that they teach. The training rooms for on-site training are fitted out with the latest equipment and tools. Strategy Workplace Communications will also assist with administration services.

## Marketing and Support Costs

Pipe Trades DC 36 markets through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. The JATC will disseminate class information throughout the year to all apprentice and journey-level plumber, pipe and refrigeration fitters within the local's jurisdictions, as well as to the contractors who employ them. Pipe Trades DC 36 is also active in the local workforce investment board and is a partner in its community workforce development work. Additionally, the JATC sends out application announcements for the apprentice program to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations. Pipe Trades DC 36 employs two administrators to conduct the marketing, recruitment, needs assessments, and scheduling of training.

Pipe Trades DC 36 is requesting 8% support costs for all Job Numbers 1 & 2 to fund its staff in recruiting and qualifying additional participating employers for this program. While Pipe Trades DC 36 already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATC will cover the additional expenses.

## Tuition Reimbursement

Pipe Trades DC 36 represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0941	\$128,880	10/3/2022-10/2/2024	58	0	\$0.00 (0%)
ET22-0929	\$293,970	10/4/2021-10/3/2023	83	0	\$128,921 (44%)

\*ET23-0941: Pipe Trades DC 36 will begin enrolling trainees upon completion of the ET22-0929 contract. The contractor projects 100% based on training that has been completed and planned.

\*\*ET22-0929: According to the Contractor 18,351 training hours have been delivered which would earn 100%.

**PRIOR PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0901	Modesto/Stockton	7/27/2020-7/26/2022	\$196,083	\$196,083 (100%)
ET20-0903	Modesto/Stockton	7/1/2019 – 6/30/2021	\$387,330	\$373,360 (96%)
ET19-0908	Modesto/Stockton	08/6/2018-08/5/2020	\$227,799	\$227,799 (100%)
ET17-0919	Modesto/Stockton	12/26/2016-12/25/2018	\$208,820	\$196,409 (94%)

**DEVELOPMENT SERVICES**

Strategy Workplace Solutions located in Alameda assisted with development at no cost.

**ADMINISTRATIVE SERVICES**

Strategy Workplace Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills****Journey Level**

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service
- Decision Making
- Document and Report Writing
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership
- Problem Solving
- Project Management
- Teambuilding

**Commercial Skills****Journey Level and Apprentice**

- 1st period Class; Soldering, Tools & Materials
- 2nd Period Class; Math & Beginning Rigging
- 3rd Period Class; Drawing Interp. Science, Basic Electricity
- 4th Period Class; Shielded Metal Arc Welding
- 5th Period Class; Pipe Fitting & the Calculator, G-PRO Cert
- HVAC 3rd Refrigeration (Volume I & II), Customer Service
- HVAC 4th AC & Refrigerants
- HVAC 5th Electronics for MES
- HVAC 6th DC Electronics
- HVAC 7th Refer II & Pneumatics
- HVAC 8th Motor Alignment & AC
- HVAC 9th Air & Water Balance
- Pipe Fitter 6th Patterns, Pumps, Hydronic, & Steam Systems
- Pipe Fitter 7th Fitter Advanced Plan Reading, CAD & Math Chpt 6
- Pipefitter 8th Instrumentation, Tube Bending & Rigging Cert
- Pipefitter 9th Detail & Layout of Piping/Advanced Welding
- Pipe Fitter 10th Valve Repair & Foreman's Class
- Plumber 6th Plumbing Code Application & Drainage
- Plumber 7th Plumbing Service & Gas Installations
- Plumber 8th Advanced Plan Reading, CAD & Math Chpt. 6
- Plumber 9th Water Supply, Backflow Prevention & Pumps
- Plumber 10th Medical Gas/Foreman's Class

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Local 228 Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund

**Contract Number: ET24-0928**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** J. Dongallo

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Shasta, Trinity, Lassen, Siskiyou, Modoc, Tehama, Plumas, Butte, Glenn, Colusa, Yuba, Sutter, Sierra	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UA Local Union 228		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$54,769		\$3,792 8%		\$58,561
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills, OSHA 10	15	8-200	0	\$615	\$45.75
				Weighted Avg: 25			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10	28	8-210	0	\$1,762	\$30.90
				Weighted Avg: 103			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$5.74 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Plumbers, Steamfitters	\$45.75	15
<b>Job Number 2</b>		
Apprentice - Plumbers, Steamfitters	\$25.16 - \$40.28	28

**INTRODUCTION**

Founded in 1997 and headquartered in Marysville, Local 228- Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund (Local 228 Pipe Trades) (<http://lu228.org/yuba-shasta-jatc-training/>) has trained Apprentices and Journeyworkers from 13 Northern California counties in plumbing, pipefitting, welding, and Heating, Ventilation and Air Conditioning (HVAC). Committee members are jointly appointed by Local 228 and the Mechanical Contractors Council of Northern California. The JATC works with the Yuba County Office of Education as its Local Educational Agency (LEA), and UA Local 228 Training Center to deliver Related and Supplemental Instruction for each trade.

Local 228 Pipe Trades apprentices and Journeyworkers install, repair, maintain, and service piping and plumbing systems and equipment used for drinking (potable) water distribution, sanitary storm water systems, and waste disposal. They also work on technical installations for medical gas, hydronic in-floor heating, heat pumps, cross-connection control and many other systems. Their work is on technical installations for medical gas, hydronic In-floor heating, heat

pumps, cross-connection control and many other systems. This is mostly found in industrial commercial construction sectors, including hospitals, schools and other institutional buildings.

This is Local 228 Pipe Trades' sixth, Contract, fourth in the last five years. Local 228 Pipe Trades will work with its current signatory group of employers to ensure placement.

### **Veterans & Special Trainee Populations**

Any potential Veterans that are participating in this contract have been incorporated into the Job Number 1 population. Local 228 Pipe Trades recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. In addition, the Veterans in Piping Program, offered by the National UA (UA), offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave the service. The UA provides participants with additional skills training opportunities after Veterans complete the program by connecting them to established apprenticeship training programs. When they enter a local UA, Veterans are given credit for the classes they have already taken.

In addition, the program works to serve underserved populations in the industry, such as women in construction, economically disadvantaged and formerly incarcerated.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, UA Local 228 Training Center).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Local 228 Pipe Trades represents that the total number of new apprentices projected to serve this year is 25. Since 2018, the program has served 60 new apprentices. The growth percentage in the last 5 years is approximately 25%.

## **PROJECT DETAILS**

Local 228 Pipe Trades training is center-based. Training will cover plumbing and piping equipment, updated industrial commercial building standard and green business practices necessary to meet commercial interest. Training will expand workers' skills in preparation for new projects including: Marysville Costco, Butte College Science Building, Redding Cancer Center, and Fall Creek Fish Hatchery. Plumbers must learn installation skills in accordance with plumbing codes and health and safety regulations. Steamfitters are responsible for designing and installing

complex heating systems, special piping for acid, gas, oil, air, oxygen, nitrogen, ultra-high-purity water and gas systems, and other substances. Refrigeration and air conditioning mechanics are responsible for the service, repair, installation and retrofit of all types of refrigeration equipment. As technology and the industry changes, they must be trained in installing and maintaining hydronic systems and temperature regulation.

Training will also allow for workers to support California's initiative to become more energy efficient, as much of the plumber, pipe fitter, and refrigeration work revolves around energy management, new and more efficient operation of building components/materials, and meeting California's water waste reduction goals. Many commercial and industrial businesses seek Leadership in Energy and Environmental Design certification and want to work with contractors that have workers who understand and support energy efficient and green initiatives. Local 228 Pipe Trades Apprentices and Journeyworkers will receive training in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings.

## **Training Plan**

All class/lab training will be delivered at Yuba Shasta JATC headquarters in Marysville. Instructors have extensive technical expertise and training experience and meet standards set by the LEA, which is customized to meet the requirements/needs of the participating employers.

## **Apprentice Training**

**Commercial Skills:** Training will include Basic Electricity, Confined Space Certification, Drainage Systems, Gas Installation, Gas Tungsten Arc Welding, Industrial Rigging 410, Job Safety, Oxyfuel Practices, Pipe Fabrication/Layout, Plumbing Code Applications, Pumps, Standards of Excellence, Steam Systems, Tube Bending, and Water Supply.

## **Journeyworker Training**

**Commercial Skills:** Training will include A Guide to Service Work, Advanced Plan Reading and Drawing, Conservation Safe Handling of Refrigerants, HVAC and Refrigeration Systems 1, Hydronic Heating and Cooling, Medical Gas Brazing Certification, Pipe Fittings Valves Fasteners, Steam Systems, and Water Supply.

## **Certified Safety Training (Journeyworker and Apprentice)**

OSHA 10: This training is a series of courses "bundled" by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Marketing and Support Costs**

Local 228 Pipe trades disseminates class information throughout the year to potential trainees within JATC jurisdictions as well as to contractors who employ them through personal contact, telephone calls, emails, and its website. The JATC is also active in the local workforce investment board and is a partner in its community workforce development work.

Local 228 Pipe Trades requests 8% support costs for all Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participating employers for this program. While Local 228 Pipe

Trades already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATTF will cover the additional expenses.

### **Commitment to Training**

ETP funding will not displace Local 228 Pipe Trades' financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers as defined in their collective bargaining agreement. General safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

The Training Coordinator and an Administrative Assistant, directly involved in the previous ETP Contract, will oversee training and be responsible for coordinating training and reviewing attendance rosters for ETP compliance. Local 228 Pipe Trades employs part-time trainers who will deliver all training. Local 228 Pipe Trades has also contracted with a third party subcontractor to assist with administrative services.

### **Alternate Recordkeeping**

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

### **Tuition Reimbursement**

Local 228 Pipe trades represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0938*	\$26,255	10/3/2022 – 10/2/2024	30	0	0	\$0 (0%)
ET22-0954**	\$141,800	3/1/22 – 2/29/24	171	0	0	\$81,985 (58%)

\*The prior active project is close to closing out in the system. Due to the pending close-out process, the training population (ie. Apprentices) data has not been entered into this active contract. Once the close out of the prior project (ET22-0954) has been completed, then the trainee population can be entered, along with the tracked hours. This will provide an accurate total of Potential Earnings and Performance

Percentage. In addition, this project will have the assistance of a 3rd party administrative vendor to support the tracking and upload of data, once the close out is complete.

\*\*This project is currently 16 months into the contract. Some training data has yet to be entered into the system. With three months of aggressive eligible training remaining, Local 228 Pipe Trades is confident the potential earnings will be over 75% by the end of the contract. The project will have the assistance of a 3rd party administrative vendor to support the tracking and upload of data, once the close out is complete.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Local 228 Pipe Trades under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0935	Yuba City	12/31/2018- 3/30/2021	\$242,399	\$182,883 (75%)

### **DEVELOPMENT SERVICES**

Strategy Workplace Solutions in Alameda assisted with development of this proposal at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy Workplace Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprenticeship Level Training**

- A Guide to Service Work
- Advanced Plan Reading and Drawing
- Basic Electricity
- Confined Space Certification
- Conservation Safe Handling of Refrigerants
- Drainage Systems
- Drawing & Blue Print Reading
- Financial Literacy for Apprentices
- Gas Installations
- Gas Tungsten Arc Welding
- Green Awareness/Technology
- Green Business Practices
- Heartsaver CPR, 1st Aid, AED
- HVAC and Refrigeration Systems 1
- HVAC and Refrigeration Systems 2
- Hydronic Heating and Cooling
- Industrial Rigging 410
- Industrial Rigging/Crane Signalperson Certification
- Job Safety
- Job Stewart/Understanding MLA
- Medical Gas Brazer Certification
- Medical Gas Installer Certification
- Oxyfuel Practices
- Pipe Fabrication/Layout
- Pipe Fitting Valves Fasteners
- Plumbing Code Applications
- Plumbing Fixtures and Appliances
- Plumbing Service Maintenance and Repairs
- Pumps
- Refrigeration Service/AC Mechanics
- Soldering and Brazing
- Standards of Excellence
- Steam Systems
- Tube Bending
- Use and Care of Tools
- Updated Building Standards
- Water Supply
- Welding Practices and Procedures

**Commercial Skills****Journeyworker Training**

- A Guide to Service Work
- Advanced Plan Reading and Drawing
- Basic Electricity
- Confined Space Certification
- Conservation Safe Handling of Refrigerants
- Drainage Systems
- Drawing & Blue Print Reading
- Gas Installation
- Gas Tungsten Arc Welding
- Green Awareness/Technology
- HVAC and Refrigeration Systems 1
- HVAC and Refrigeration Systems 2
- Hydronic Heating and Cooling
- Industrial Rigging 410
- Industrial Rigging/Crane Signalperson Certification
- Job Safety
- Medical Gas Brazer Certification
- Medical Gas Installer Certification
- Oxyfuel Practices
- Pipe Fabrication/Layout
- Pipe Fittings Valves Fasteners
- Plumbing Code Applications
- Plumbing Fixtures and Appliances
- Plumbing Service Maintenance and Repairs
- Pumps
- Refrigeration Service/AC Mechanics
- Soldering and Brazing
- Steam Systems
- Tube Bending
- Water Supply
- Welding Practices and Procedures

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)****Journeyworker and Apprenticeship Level**

- OSHA 10



## Training Proposal for:

# Local 246 Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund

**Contract Number: ET24-0915**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** J. Dongallo

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Kings, Madera, Tulare	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local 246		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$211,368		\$14,622 8%		\$225,990
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills, Computer Skills, OSHA 10/30	20	8-200	0	\$639	\$48.00
				Weighted Avg: 26			
2	Retrainee Priority Rate Apprentice	Commercial Skills, Computer Skills, OSHA 10/30	103	8-200	0	\$2,070	\$30.90
				Weighted Avg: 121			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** SET/Priority Industry wage modification: \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.50 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Plumbers, Steamfitters	\$48.00	20
<b>Job Number 2</b>		
Apprentice - Plumbers, Steamfitters	\$26.40 - \$42.46	103

**INTRODUCTION**

Founded in 1942, Local 246 Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund (Local 246 Pipe Trades) ([www.ualocal246.com](http://www.ualocal246.com)) trains Apprentices and Journeyworkers for the piping industry. As technology and industry changes so does the need for qualified individuals with pipe trades training and experience. Apprentices and Journeyworkers work in residential, commercial, industrial, and refrigeration/air conditioning services and repair in transit, healthcare, education, housing, water treatment and technology industries.

Local 246 Pipe Trades serves 441 union members across 4 counties in the San Joaquin Valley (Fresno, Madera, Kings, Tulare), and consists of three management representatives from the Mechanical Contractors Association and three members from UA Local 246 representing labor. There are 21 signatory employers, 90% of which are small business.

Its mission is to ensure union plumber, pipe, and refrigerator fitters gain the skills, knowledge, and experience necessary to build and service commercial and residential buildings. Local Pipe

Trades provides training, training materials, experienced instructors, and leadership to uphold union values and principles of service and professionalism.

This is Local 246 Pipe Trades seventh ETP Contract, and sixth in the last five years.

### **Veterans & Special Trainee Populations**

Local 246 Pipe Trades is committed to recruiting and supporting job-related training that helps Veterans transition into the California workforce. Local 246 Pipe Trades actively recruits Veterans through programs such as Helmets to Hardhats and the Veterans in Piping program. Local 246 Pipe Trades is also an approved GI Bill site. All Veterans in the apprenticeship program receive monthly Montgomery GI Bill benefits, such as a monthly housing allowance. In the previous ETP contract, Local 246 Pipe Trades included eight Veteran trainees.

In addition, the program works to serve underserved populations in the industry, such as women in construction, economically disadvantaged and formerly incarcerated.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, Fresno County Superintendent of Schools CTE/ROP).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Local 246 Pipe Trades represented that the total number of new apprentices projected to serve this year is 20. Since 2018, the program has served 120 new apprentices. The growth percentage in the last 5 years is approximately 30%.

### **PROJECT DETAILS**

Local 246 Pipe Trades has partnerships with contractors in the San Joaquin Valley areas and places Pipe Trades program graduates with these contractors. Trainees will receive training in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial demand to develop, retrofit, and maintain greener energy and water flow into/out of buildings. Plumbers must learn installation skills in accordance with plumbing codes and health and safety regulations. Steamfitters are responsible for designing and installing complex heating systems, special piping for acid, gas, oil, air, oxygen, nitrogen, ultra-high-purity water and gas systems, and other substances. Refrigeration and air conditioning mechanics are responsible for the service, repair, installation and retrofit of all types of

refrigeration equipment. As technology and the industry changes, they must be trained in installing and maintaining hydronic systems and temperature regulation.

Local 246 Pipe Trades graduates work in residential, commercial, industrial, refrigeration/air conditioning services, and repair in industries that include: energy, biopharmaceutical, healthcare, education, housing, food and beverage processing, and water treatment. Local 246 Pipe Trades will support construction in San Joaquin Valley by providing highly skilled plumbers and steamfitters for projects such as Madera Casino Hotel, Fresno Airport Expansion, Valley Children's Hospital, the Carbon Capture and Hydrogen Plant facilities (\$300 million each) in Mendota, CA.

Training will also allow for workers to support California's initiative to become more energy efficient, as much of the plumber, pipe fitter, and refrigeration work revolves around energy management, new and more efficient operation of building components/materials, and meeting California's water waste reduction goals. Many commercial and industrial businesses seek Leadership in Energy and Environmental Design (LEED) certification and want to work with contractors who have workers who understand and support energy efficient and green initiatives. Local 246 Pipe Trades Apprentices and Journeyworkers will receive training in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings.

## Training Plan

This training Curriculum was customized to meet the needs of all participating employers. Training will be delivered via Class/Lab and E-Learning in the following:

### Apprentice Training

**Commercial Skills:** Training will include Advanced Drawing, Auto-Cad, Backflow Prevention, Drainage, Gas Installations, Green Systems, Layout, Pipe Fitting, Medical Gas, Pumps, Rigging, Tube Bending, Valve Repair, Water Supply, Welding for Certification, Advanced Electricity, Boilers, Calibration, Chillers, Controls II, Customer Service, Hydronics, Motor Alignment, and Refrigeration.

**Computer Skills:** Training will ensure that workers are up-to-date with new and emerging technologies and software. Topics include Computer-Aided Drafting (CAD) and 3-D Drawings Software.

### Journeyworker Training

**Commercial Skills:** Training will include Aerial Lift Certification, Air Water Analysis, Backflow Prevention, Brazing, Building Controls, Crane Signal Person Certification, Fall Protection, Falling Objects, Foreman, G-PRO, Direct Digital Controls, Electric Motors, LEED Standards, Medical Gas Installation, Orbital Welding, Plumbing Code, Rigging, Scaffolding, Solar Installation, Title 24, Tremble, Trade Math, and Welding.

**Computer Skills:** Training will ensure that workers are up-to-date with new and emerging technologies and software. Topics include Computer-Aided Drafting (CAD) and 3-D Drawings Software.

## **Certified Safety Training**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Marketing and Support Costs**

Local 246 Pipe Trades markets through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. The JATTF will disseminate class information throughout the year to all apprentice and journey-level plumber and steamfitters within the local's jurisdictions, as well as to the contractors who employ them. Local 246 Pipe Trades is also active in the local workforce investment board and is a partner in its community workforce development work. Additionally, the JATTF sends out application announcements for the apprentice program to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations. Classes for the journey-level and apprentice trainees are offered January through May and August through December. Local 246 Pipe Trades employs two administrators to conduct the marketing, recruitment, needs assessments, and scheduling of training.

Local 246 Pipe Trades is requesting 8% support costs for Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participating employers for this program. While Local 246 Pipe Trades has already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATTF will cover the additional expenses.

## **Commitment to Training**

ETP funding will not displace Local 246 Pipe Trades' financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers as defined in its collective bargaining agreement. General safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

### **➤ Training Infrastructure**

The Training Coordinator is the dedicated administrator and overseer of ETP-funded training. The Administrative Assistant will also assist with project administration. Training will take place in Fresno and staff will review and coordinate training and attendance rosters for ETP compliance. There are 11 part-time trainers who will conduct and deliver training in accordance with ETP regulations. These trainers are former or current Plumber and Steamfitters and are experts in the areas that they teach. The training rooms for on-site training are fitted with the latest equipment and tools. A third party administrator will provide Local 246 Pipe Trades with administration services.

## **Tuition Reimbursement**

Local 246 Pipe Trades represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **Alternate Recordkeeping**

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0944	\$216,567	10/01/22 – 9/30/24	104	0	\$0 (0%)

The prior projects are in the process of closing out in the system. Due to this process, the training population (ie. Apprentices) data has not been entered into this active contract. Once the close out of the prior projects have been completed, then the trainee population can be entered, along with the tracked hours. This will provide an accurate total of Potential Earnings and Performance Percentage. The project will have the assistance of a 3rd party administrative vendor to support the tracking and upload of data, once the close out is complete.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Local 246 Pipe Trades under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0930	Fresno, Madera, Kings, Tulare	9/08/20 – 9/07/22	\$151,728	\$151,728 (100%)
ET20-0918	Fresno, Madera, Kings, Tulare	8/05/19 – 8/04/21	\$298,590	\$298,590 (100%)
ET19-0909	Fresno, Madera, Kings, Tulare	8/06/18 – 8/05/20	\$335,612	\$335,612 (100%)

## **DEVELOPMENT SERVICES**

Strategy Workplace Solutions in Alameda assisted with development of this proposal at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy Workplace Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentices****Plumbing and Pipefitters**

- Advanced Drawing
- Advanced Pipefitting
- Advanced Plan Reading
- Advanced Plumbing
- Auto-Cad
- Backflow Prevention
- Code/Water Supply
- Crane Signal Person Certification
- Drainage
- Drawing II
- Drawing Interpretation & Plan Reading
- Foreman Training
- Gas Installations
- Green Systems
- Hydronics/ Steam
- Instrumentation & Process Control
- Layout
- Medical Gas
- Medical Gas Certification
- Oxy Fuel Cut & Weld
- Pipe Fitting
- Pipefitting and Service
- Pipefitting Layout
- Pipefitting, Valves, Supports
- Plumbing Code
- Plumbing Fixtures
- Plumbing Service
- Pumps
- Related Science
- Rigging
- Rigging for Certification
- Steam Systems
- Tube Bending
- Valve Repair
- Advanced Valve Repair
- Water Supply
- Welding
- Welding for Certification

**Refrigeration**

- Advanced Electricity
- Advanced Pneumatics
- Air Water Analysis
- Basic Computers
- Basic Electricity
- Boilers
- Building Controls
- Calibration
- Chillers
- Controls I
- Controls II
- Customer Service
- Drawing Interpretation and Plan Reading
- Electro Pneumatics
- Energy Audits
- G-PRO
- Hydronics
- Motor Alignment
- Pneumatic DDC Introduction
- Pneumatics
- Refrigerant Controls
- Refrigeration
- Soldering and Brazing
- Start Test and Balance

**(All Trades)**

- Aerial Lift Certification
- Backflow Certification
- Backflow Prevention
- Basic Welding
- Building Controls
- Compressor Overhaul
- Direct Digital Controls
- Drawing Interpretation and Plan Reading
- Electric Motors
- Foreman Certification
- Forklift Certification
- HVAC Star Certificate
- HVAC Star Prep
- HVAC STAR-Heating Ventilation Air Conditioning Refrigeration Star
- HVACR Performance & Compliance
- HVACR STAR Mastery and Certification
- HVACR UA Star Certification
- Hydronics Systems and Refrigeration
- Industry Math
- Mechanical Acceptance Test Technician Certification

- Medical Gas Certification
- Medical Gas Install
- Medical Gas Refresher
- Rigging
- Rigging Certification
- Soldering and Brazing
- Standards for Excellence
- Title 24
- Trade Math
- Tremble
- Use/Care/Tool
- Valve Repair
- Advanced Valve Repair
- Water Quality Program
- Welding

**Commercial Skills****Journeyworker**

- Aerial Lift Certification
- Air Water Analysis
- Backflow Certification
- Backflow Prevention
- Backflow Prevention Certification
- BACnet Programming
- Basic Welding
- Brazing
- Building Controls
- Chillers/Boilers Certification
- Compressor Overhaul
- Crane Signal Person Certification
- Design & Installation of New Energy Efficient Equipment & Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Drawing Interpretation and Plan Reading
- Electrical Safety
- Energy Efficiency in Existing Equipment and Materials
- Fall Protection
- Falling Objects
- Foreman
- Foreman and Worker Responsibility
- G-PRO
- Drawing Interpretation
- Direct Digital Controls
- Drawing Interpretation and Plan Reading
- Electric Motors
- Foreman Certification
- Forklift Certification
- Green Compliance

- HVACR UA Star Certification
- HVAC Star Certificate
- HVAC Star Prep
- HVAC STAR-Heating Ventilation Air Conditioning Refrigeration Star
- HVACR Performance & Compliance
- HVACR STAR Mastery Certification
- Hydronics Systems and Refrigeration
- Industry Math
- Industrial Rigging Certification
- Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
- LEED Standards
- Mechanical Acceptance test Technician
- Medical Gas Certifications
- Medical Gas Installation
- Medical Gas Installation, System Testing, Maintenance, Repair, Standards and Brazing Certification
- Medical Gas Refresher
- National Environmental Balancing Bureau (NEBB) Commissioning Certification
- Orbital Welding
- Orbital Welding Certification
- Pipefitting
- Plumbing Code
- Rigging
- Rigging Certification
- Robotic Total Station
- Safe Working Practices
- Scaffolding
- Solar Installations
- Specialty Seminars for Service Work
- Start Test and Balance
- Soldering and Brazing
- Standards for Excellence
- Use/Care/Tool
- Title 24
- Tremble
- Trade Math
- Water Quality Program
- Welding
- Welding and Burning
- Working Around Pipelines
- Working in Confined Spaces

**Commercial Skills**

**Both Journeyworkers and Apprentices**

- COVID Safety Training

**Computer Skills**

- 3-D Drawings Software
- Computer-Aided Drafting (CAD)

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry

**Contract Number: ET24-0912**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Niquet

### PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Southern California Pipe Trades District Council 16		
Turnover Rate:		≤20%	

### FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,701		\$32,212 8%		\$499,913

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commerial Skills OSHA 10/30	209	8-210	0	\$1,522	\$30.90
				Weighted Avg: 89			
2	Retrainee Priority Rate Journeyworker	Commerial Skills, OSHA 10/30	255	8-200	0	\$713	\$51.88
				Weighted Avg: 29			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$ 4.96 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Plumber/Pipefitter	\$25.94 - \$44.50	209
<b>Job Number 2</b>		
Journeyworker -Plumber/Pipefitter	\$51.88	255

**INTRODUCTION**

Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry (A&J Training Trust) ([www.ajtraining.org](http://www.ajtraining.org)) is a Joint Labor-Management Committee founded in 1959. It operates nine training centers in Southern California for the plumbing and pipefitting industry and serves 2,200 apprentices and 4,200 journeymen. The A&J Training Trust provides training for apprentices and journeymen in the plumbing and pipefitting industry who work in a variety of settings doing new construction and maintenance, air conditioning, heating, refrigeration, and plumbing service work.

ETP training will be provided for the following JATCs:

- Glendale, Burbank, San Fernando Valley & Antelope Valley Plumber & Steamfitter JATC
- Pomona and San Gabriel Valleys Plumber & Steamfitter JAC
- Kern, Inyo, & Mono Counties Plumbing, Pipefitter & Refrigeration/Air Conditioning Mechanic JATC
- Landscape/Irrigation, Sewer & Storm, Underground Specialty Piping JATC
- San Bernardino & Riverside Counties Plumbing & Steamfitter JAC
- Santa Barbara County Pipe Trades JAC
- San Luis Obispo County Plumbing JAC
- Ventura County Plumbing & Pipefitting JAC

## **Veterans & Special Trainee Populations**

A&J Training Trust serves veterans and participates in veteran outreach and hiring activities, including Helmets to Hardhats. In addition, it has a program to connect with Marines at Camp Pendleton who are completing their military service. The training takes place at Camp Pendleton during the Marines' last 18 weeks of service. Once completed, trainees are entered as second-year apprentices into the trade. Some of these veterans are placed in jobs outside of California and may not be eligible for ETP funding. Therefore, a separate Veteran's Job Number is not requested.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

A&J Training Trust represented that the total number of new apprentices projected to serve this year is 230. Since 2018, the program has served 1,429 new apprentices. The growth percentage in the last 5 years is approximately 5%.

## **PROJECT DETAILS**

New technology and production demands continuously bring change to the plumbing and piping industry. These changes require those working in the industry to constantly broaden their knowledge and skills. Furthermore, increasing demand for workers with national certifications in plumbing, pipefitting, medical gas, and welding requires training programs. These certifications ensure employers hire properly trained industry professionals with the necessary skillsets needed to complete complex construction jobs. Training provided through this application will prepare workers to successfully gain these certifications.

ETP training will assist apprentices and journeymen in learning to install, repair, maintain, and service piping and plumbing systems and equipment used for drinking water distribution, sanitary storm water systems, and waste disposal. Further, they work on technical installations for in-floor heating, medical gas, heat pumps, solar panels, cross-connection control, and many other systems. Welding is a key skill for many jobs and apprentices are trained in all welding processes.

Upcoming projects that Apprentices will work during this contract include:

- Harbor UCLA
- Intuit Dome
- Compton High School
- Weingarten

## **Training Plan**

ETP training will be delivered via Class/Lab and E-Learning methodologies in the following:

**Commercial Skills:** Training will be offered to all Apprentices and Journeyworkers on course topics that include Material Handling, Rigging in the Piping Trades, Drainage Systems, Water Treatment, Building Water Systems, Rigging Techniques, Tube Bending and Valves Certification refresher in order to increase worker skill sets in the piping and plumbing industry.

## **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Marketing and Support Costs**

Employers are notified of the A&J Training Trust’s training through the association web sites, mailings, and presentations. Employers participate as members of the joint committee that operates the A&J Training Trust. Training is designed around employer needs and the general needs of the industry.

Although many participating employers have been recruited, additional recruitment will occur as needed to complete the project and replace any employers whose training needs may change throughout the project. Assessment of employer-specific job requirements will take place during the term of the Contract.

A&J Training Trust conducts assessments at the conclusion of each class. In addition, trainees provide feedback, through their union representatives on the joint apprenticeship committee and directly to the training centers, regarding their experience in the program and how the program helped to prepare them for work in their industry. Likewise, contractors provide feedback, through their representatives on the joint apprenticeship committee and directly to the training centers, regarding skills needed in their business and on the effectiveness of the training centers in meeting their needs. As a result, A&J Training Trust requests, and staff supports, the 8% support costs.

## **Commitment to Training**

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeymen ETP funds will not displace the existing financial commitment to

training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The CEO of A&J Training Trust (dedicated administrator) will oversee project administration. The Los Angeles Unified School District and Betat Advisories will partner to perform project administration. A&J Training Trust will schedule classes and complete training rosters. In-house subject-matter experts from A&J Training Trust will provide all training, and these trainers are experienced journey-level workers. The Los Angeles Unified School District and Betat Advisories will assist with employer liaison, documentation of work hours, and uploading of training and enrollment data.

### Learning Management System (LMS)

Staff has reviewed and approved the A&J Training Trust's use of an LMS for recordkeeping.

### Tuition Reimbursement

A&J Training Trust represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### ACTIVE PROJECTS

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0951	\$489,514	10/31/22-10/30/24	311	0	0	\$327,006 (67%)

Based on ETP Cal-E-Force system, 19,149 hours have been tracked. A&J Training Trust has over 75% of training hours completed and are working at getting those hours uploaded.

### PRIOR PROJECTS

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0901	Van Nuys	8/23/21 8/22/23	\$598,298	\$598,290 (100%)
ET21-0906	Van Nuys	9/1/20- 8/31/22	\$427,350	\$427,350 (100%)
ET20-0905	Van Nuys	7/1/19- 6/20/21	\$748,440	\$748,440 (100%)
ET19-0901	Van Nuys	7/1/18- 6/30/20	\$949,428	\$949,428 (100%)

**DEVELOPMENT SERVICES**

Betat Advisories in San Francisco assisted with development of this proposal for a flat fee of \$10,000.

**ADMINISTRATIVE SERVICES**

Betat Advisories and the Los Angeles Unified School District in Los Angeles will perform administrative services for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice**

- Safe working conditions
- Hazard Communication
- Personal Protective Equipment
- Material Handling
- Electrical Safety
- Tool Safety
- Scaffold Safety
- Fall Protection
- Stairways and Ladders
- Confined Spaces
- Mathematics used in the Piping Trades
- Units of Measurement
- Rigging in the Piping Trades
- Materials, Hardware and Tools Associated with Rigging
- Use of Copper and Acetylene Torches
- Gas Distribution Systems and their Components
- UPC and other Administrative Authorities
- Fittings, Pipes, Appliances and Materials
- Drainage Systems and their Components
- Water Treatment
- Water Treatment & Water Sizing
- Water Mains & Water Sizing
- Water Mains & Services
- Building Water Systems
- Hot Water Supply & Water Sizing
- Introduction to Basic Drawing Tools, Measuring Tools and Lettering Skills
- Three View, Plan View and Elevation View Drawings
- Graphic Symbols for Pipe Fittings and Valves
- Interpretation of Technical Diagrams and Piping Drawings
- Interpretation of Isometric Drawings
- Service & Repair Fixtures & Controls
- Basic Electricity, Pneumatics, Hydraulics
- Servicing of Gas and Electrical Appliances
- Failure Analysis
- Advanced Drawing
- Isometric Drawings
- Drawing Structural Backgrounds
- Drawing Sleeves on Structural Backgrounds
- Drawing Sleeves without Dimensions
- Review other Trades Drawings
- Design & Layout

- Isometric Drawing of Water, Water Gas, Waste and Vent Systems
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Material Take Off List for Installation
- Laying Out Trenches, Figure Grade and Backfill
- Ordering Material for the Job Site and Maintain an Inventory
- Using the Uniform Plumbing Code
- Maintaining Standardization and Safety Mind
- Fundamentals of Welding
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Flat, Vertical and Overhead Positions with 6 and 8 Welding Rod on Plate
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Flame Cut and Bevel Pipe
- Proper use of Grinders for Welding Preparation
- Welding Techniques for Plate and Pipe
- Weld Rod Designations, AMP Settings and Polarity
- Creating Models and Estimating
- Qualities and Role of a Leader
- Using Computer Based Technologies to Manipulate, Create, Store, Retrieve Data
- Medical Gas Installer & Brazing
- Refinery Safety: Working in High Hazard Facilities

### **Journey Level**

- Asbestos Awareness
- Backflow Prevention
- Basic Computers
- Clean Room/Orbital Welding
- Competent Person
- Confined Spaces
- Crane Signal Person Recertification
- Forklift Training
- Green Awareness
- High Hazard Facility Safety Training
- Industrial Pipefitter Refinery
- Breslin: Survival of the Fittest
- Breslin: The Partnership
- Medical Gas Installer
- Medical Gas Recertification
- NITC Fitter Certification
- NITC Plumber Certification
- Rigging Techniques
- Trimble & Sokkia Robotic Total Training Station
- Tube Bending
- UA Rigging Recertification
- Valves Certification Refresher

### **Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

### **Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Southern California Pipe Trades District Council 16

**Contract Number: ET24-0951**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** L. Hughes

## PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obsispo, Santa Barbara, Ventura	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada,		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,390		\$32,340 8%		\$499,730
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commerical Skills, OSHA 10/30	110	8-200	0	\$565	\$50.21
				Weighted Avg: 23			
2	Retrainee Priority Rate Apprentice	Commerical Skills, OSHA 10/30	165	8-210	0	\$2,652	\$30.90
				Weighted Avg: 155			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1-2 (SET/Modified Wage): \$30.90/hr.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.96 per hour may be used to meet the Post-Retention Wage in Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Plumber and Pipefitter	\$50.21 - \$51.74	110
<b>Job Number 2</b>		
Apprentice - Plumber and Pipefitter	25.94 - \$36.32	165

**INTRODUCTION**

The Southern California Pipe Trades District Council 16 (District Council 16) ([www.dc16.org](http://www.dc16.org)), was founded in 1889. District Council 16 represents 13 local unions in Southern California, with jurisdiction spanning from San Luis Obispo and Bakersfield, to Los Angeles, Orange County, Riverside and San Bernardino County, and San Diego. District Council 16 is a proud member of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. The United Association is made up of more than 350,000 pipe tradesmen in the construction industry across the U.S. and Canada. This includes Orange County Plumbing, Pipefitting & Steamfitters JATC, and San Diego & Imperial Counties Pipe Trades JATC.

District Council 16 provides training for Apprentice and Journeyworkers in the plumbing and pipefitting industry who work in a variety of settings. From bungalows to power stations, doing new construction and maintenance, refrigeration and plumbing service work. They install and service freeway irrigation and drainage systems, pipe fabrication and assembly, manufacturing of mechanical parts and equipment, quality control and non - destructive testing on all types of jobs or products. Workers trained in this project are employed by a variety of firms, including plumbing and mechanical contractors, building and plant owners, power plants, hospitals, manufacturing

companies, and recreational centers (such as Disneyland). This is District Council 16's first ETP Contract.

### **Veterans & Special Trainee Populations**

District Council 16 is committed to recruiting and employing Veterans by participating in Veterans' outreach, and Veterans' hiring activities including Helmets to Hardhats. District Council 16 currently has 51 Veteran apprentices.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **PROJECT DETAILS**

This project will help workers and employers continue to develop a skilled and productive workforce. Like other trades, the pipe trades are being changed by new technology and new production demands. Employers have reported to the District Council 16 the need for workers trained in specialty areas due to general shortages of skilled workers. Apprentices need specialty skills focused on welding, green building systems, and medical gas installation to complete complex construction jobs.

In an increasing competitive market place for the signatory contractors they must meet demand for projects by training Apprentices and hiring additional Apprentices. Training for Apprentices will allow them to advance in pay levels in accordance with the collective bargaining agreement for the industry. Trainees in this project will be working on construction and project renovations that include: 3545 Wilshire Towers, Seed LA, LAX, and Weingarten Towers.

### **Training Plan**

Training will be provided via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will be offered to Journeyworker and Apprentice Plumbers and Pipefitters to increase workers skill set in the piping and plumbing industry. Course topics that include Material Handling, Design & Layout, Rigging Techniques, Drainage Systems, Water Treatment, Building Water Systems, and Welding Techniques.

## **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

District Council 16 Administration will be performed in a partnership between the applicant, the Los Angeles Unified School District and Administrative Subcontractor. Staff members will assist with ETP administration to include the following: class scheduling, documentation of work hours, uploading training and enrollment data, reporting, and related activities. All training will take place at the training facility.

## **Marketing and Support Costs**

District Council 16 is requesting, and staff recommends, 8% support costs for Job Numbers 1 & 2 to fund recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs change since the project planning process began. Assessment of employer-specific job requirements will all take place during the term of the contract. Recruitment includes: Flyers, E-mail, and Advertisement. Employers are notified of training through the association web sites, mailings, and presentations. Employers participate as members of the joint committee that operates the District Council 16. Training is designed around their needs and the general needs of the industry. District Council 16 will cover additional costs beyond the ETP-funded support costs.

## **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **Electronic Recordkeeping/LMS**

District Council 16 has requested to utilize electronic recordkeeping. ETP staff has reviewed and approved the Company’s learning management system.

## **DEVELOPMENT SERVICES**

Betat Advisories in San Francisco assisted with development for a flat fee of \$10,000.

### **ADMINISTRATIVE SERVICES**

Betat Advisories along with LAUSD will perform administrative services for a fee not to exceed 6.5% per subcontractor, not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To be determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice****Commercial Skills**

- Safe working conditions
- Hazard Communication
- Personal Protective Equipment
- Material Handling
- Electrical Safety
- Tool Safety
- Scaffold Safety
- Fall Protection
- Stairways and Ladders
- Confined Spaces
- Mathematics used in the Piping Trades
- Units of Measurement
- Rigging in the Piping Trades
- Materials, Hardware and Tools Associated with Rigging
- Use of Copper and Acetylene Torches
- Gas Distribution Systems and their Components
- UPC and other Administrative Authorities
- Fittings, Pipes, Appliances and Materials
- Drainage Systems and their Components
- Water Treatment
- Water Treatment & Water Sizing
- Water Mains & Water Sizing
- Water Mains & Services
- Building Water Systems
- Hot Water Supply & Water Sizing
- Introduction to Basic Drawing Tools, Measuring Tools and Lettering Skills
- Three View, Plan View and Elevation View Drawings
- Graphic Symbols for Pipe Fittings and Valves
- Interpretation of Technical Diagrams and Piping Drawings
- Interpretation of Isometric Drawings
- Service & Repair Fixtures & Controls
- Basic Electricity, Pneumatics, Hydraulics
- Servicing of Gas and Electrical Appliances
- Failure Analysis
- Advanced Drawing
- Isometric Drawings
- Drawing Structural Backgrounds
- Drawing Sleeves on Structural Backgrounds
- Drawing Sleeves without Dimensions

- Review other Trades Drawings
- Design & Layout
- Isometric Drawing of Water, Water Gas, Waste and Vent Systems
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Material Take Off List for Installation
- Laying Out Trenches, Figure Grade and Backfill
- Ordering Material for the Job Site and Maintain an Inventory
- Using the Uniform Plumbing Code
- Maintaining Standardization and Safety Mind
- Fundamentals of Welding
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Flat, Vertical and Overhead Positions with 6 and 8 Welding Rod on Plate
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Flame Cut and Bevel Pipe
- Proper use of Grinders for Welding Preparation
- Welding Techniques for Plate and Pipe
- Weld Rod Designations, AMP Settings and Polarity
- Creating Models and Estimating
- Qualities and Role of a Leader
- Using Computer Based Technologies to Manipulate, Create, Store, Retrieve Data
- Medical Gas Installer & Brazing
- Refinery Safety: Working in High Hazard Facilities

### **Journey Level**

#### **Commercial Skills**

- Asbestos Awareness
- Backflow Prevention
- Basic Computers
- Clean Room/Orbital Welding
- Competent Person
- Confined Spaces
- Crane Signal Person Recertification
- Forklift Training
- Green Awareness
- High Hazard Facility Safety Training
- Industrial Pipefitter Refinery
- Breslin: Survival of the Fittest
- Breslin: The Partnership
- Medical Gas Installer
- Medical Gas Recertification
- NITC Fitter Certification
- NITC Plumber Certification
- Rigging Techniques
- Trimble & Sokkia Robotic Total Training Station
- Tube Bending
- UA Rigging Recertification

- Valves Certification Refresher

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**United Association Plumbers Local 78**

**Contract Number: ET24-0930**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** K. Mam

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Los Angeles, Orange, Riverside, San Bernardino	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association Plumbers Local 78		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,148		\$32,290 8%		\$499,438

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority	Comm'l. Skills, OSHA 10/30	50	8-200	0	\$639	\$51.88
				Weighted Avg: 26			
2	Retrainee Apprentice Priority	Comm'l. Skills, OSHA 10/30	224	8-210	0	\$2,087	\$30.90
				Weighted Avg: 122			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Number 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.96 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker – Plumber, Pipefitter	\$51.88	50
<b>Job Number 2</b>		
Apprentice - Plumber, Pipefitter	\$25.94 - \$41.50	224

**INTRODUCTION**

Founded in 1892, United Association Plumbers Local 78 (Local 78) ([www.uaplumber78.com](http://www.uaplumber78.com)) provides training for Apprentices and Journeyworkers in the plumbing and pipefitting industry installing and servicing freeway irrigation and drainage systems, performing marine pipefitting, gas fitting, pipe fabrication and assembly, and manufacturing of mechanical parts and equipment. Trainees are employed by a variety of types of firms, including plumbing and mechanical contractors, utility contractors, shipbuilders, building and plant owners, utility companies, quality control contractors, control companies, instrumentation companies, air and water balance companies, chain stores, food processing companies, paper mills, power plants, hospitals, manufacturing companies, recreational centers (such as Disney World), fabricating shops, refineries, casinos, and electric power companies. Local 78 serves members throughout Imperial, Los Angeles, Orange, Riverside, and San Bernardino counties. This is Local 78's first ETP Contract.

## **Veterans & Special Trainee Populations**

Local 78 works with Helmets to Hardhats to actively market to Veterans and recruits from a Camp Pendleton program for a group of Marines who are completing their service and preparing for civilian life in the pipe trades. The training takes place at Camp Pendleton during the Marines' last 18 weeks of service. When they finish, Local 78 places them as second year apprentices.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Local 78 represented that the total number of new apprentices projected to serve this year is 56. Since 2018, the program has served 201 new apprentices. The growth percentage in the last 5 years is approximately 4%.

## **PROJECT DETAILS**

Local 78 provides training for Apprentices and Journeyworkers in the plumbing and pipefitting industry. The pipe trades are being changed by new technology and new production demands. Today's worker must have broader skills than workers needed in the past to work in a variety of types of construction. In addition, workers with specialty skills including medical gas and welding are in demand so employers have workers with the specific skills they need to complete complex construction jobs. Trainees require extensive training in new construction and maintenance including fabricating, assembling, installing, and repairing piping systems. Current projects include PBF Energy Torrance Refinery, Chevron El Segundo, World Energy Paramount, World Oil Asphalt, and South Gate.

## **Training Plan**

Training will be delivered via Class/Lab and E-Learning at the training facility by in-house experts and vendors in the following:

**Commercial Skills:** Training will be offered to all occupations on specialized technical skills. Training topics include Fittings, Pipes, Appliances and Materials, Service & Repair Fixtures & Controls, and Welding Techniques for Plate and Pipe.

## **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The Plumbing Training Coordinator will be responsible for overseeing all training aspects of this project including scheduling training and completion of training rosters. Local 78 has also retained the services of a third-party administrator that has extensive ETP experience to assist with administration.

## **Marketing and Support Costs**

Local 78 markets to association members through association web sites, mailings, and presentations.

Local 78 is requesting 8% support costs for the cost associated with employer recruitment; employer worksite visits to determine training needs; curricula design and scheduling of training; and assisting employers with training plan implementation. Although the “core” group of employers has been identified, additional employers will be added during the course of this project.

## **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **Electronic Recordkeeping/LMS**

ETP has reviewed and approved the use of Local 78’s electronic record keeping system.

## **DEVELOPMENT SERVICES**

Betat Advisories in San Francisco assisted with development for a flat fee of \$10,000.

## **ADMINISTRATIVE SERVICES**

Betat Advisories and the Los Angeles Unified School District will perform administrative services for a fee of not to exceed 6.5% of payment earned each.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice**

- Advanced Drawing
- Basic Electricity, Pneumatics, Hydraulics
- Building Water Systems
- Confined Spaces
- Creating Models and Estimating
- Design & Layout
- Drainage Systems and their Components
- Drawing Sleeves on Structural Backgrounds
- Drawing Sleeves without Dimensions
- Drawing Structural Backgrounds
- Electrical Safety
- Failure Analysis
- Fall Protection
- Fittings, Pipes, Appliances and Materials
- Flame Cut and Bevel Pipe
- Flat, Vertical and Overhead Positions with 6 and 8 Welding Rod on Plate
- Fundamentals of Welding
- Gas Distribution Systems and their Components
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Graphic Symbols for Pipe Fittings and Valves
- Hazard Communication
- Hot Water Supply & Water Sizing
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Interpretation of Isometric Drawings
- Interpretation of Technical Diagrams and Piping Drawings
- Introduction to Basic Drawing Tools, Measuring Tools and Lettering Skills
- Isometric Drawing of Water, Water Gas, Waste and Vent Systems
- Isometric Drawings
- Laying Out Trenches, Figure Grade and Backfill
- Maintaining Standardization and Safety Mind
- Material Handling
- Material Take Off List for Installation
- Materials, Hardware and Tools Associated with Rigging
- Mathematics used in the Piping Trades
- Medical Gas Installer & Brazing
- Ordering Material for the Job Site and Maintain an Inventory
- Personal Protective Equipment
- Plan View Drawing of Water, Gas Waste and Vent Systems

- Proper use of Grinders for Welding Preparation
- Qualities and Role of a Leader
- Refinery Safety: Working in High Hazard Facilities
- Review other Trades Drawings
- Rigging in the Piping Trades
- Safe Working Conditions
- Scaffold Safety
- Service & Repair Fixtures & Controls
- Servicing of Gas and Electrical Appliances
- Stairways and Ladders
- Three View, Plan View and
- Elevation View Drawings
- Tool Safety
- Units of Measurement
- UPC and other Administrative Authorities
- Use of Copper and Acetylene Torches
- Using Computer Based Technologies to Manipulate, Create, Store, Retrieve Data
- Using the Uniform Plumbing Code
- Water Mains & Services
- Water Mains & Water Sizing
- Water Treatment
- Water Treatment & Water Sizing
- Weld Rod Designations, AMP Settings and Polarity
- Welding Techniques for Plate and Pipe

**Journeyworker**

- Asbestos Awareness
- Backflow Prevention
- Basic Computers
- Breslin: Survival of the Fittest
- Breslin: The Partnership
- Clean Room/Orbital Welding
- Competent Person
- Confined Spaces
- Crane Signal Person Recertification
- Forklift Training
- Green Awareness
- High Hazard Facility Safety Training
- Industrial Pipefitter Refinery
- Medical Gas Installer
- Medical Gas Recertification
- NITC Fitter Certification
- NITC Plumber Certification
- Rigging Techniques
- Trimble & Sokkia Robotic
- Total Training Station
- Tube Bending

- UA Rigging Recertification
- Valves Certification Refresher

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry

**Contract Number: ET24-0922**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Niquet

## PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction Mining, Oil Gas  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,690		\$32,251 8%		\$499,941
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm. Skills, OSHA 10/30	173	8-200	0	\$738	\$51.88
				Weighted Avg: 30			
2	Retrainee Priority Rate Apprentice	Comm. Skills, OSHA 10/30	311	8-210	0	\$1,197	\$30.90
				Weighted Avg: 70			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

Job Numbers 1 and 2 (SET/Priority Industry wage modification): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.96 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker -Refinery Pipefitter	\$51.88- \$51.88	173
<b>Job Number 2</b>		
Apprentice - Refinery Pipefitter	\$25.94- \$44.50	311

**INTRODUCTION**

Established in 1945, Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry (SoCal Plumbing and Piping) ([www.ajtraining.org](http://www.ajtraining.org)) provides center-based training for Apprentices and Journeymen who primarily work in oil refineries in Southern California. Additionally, Apprentices learn to lay out, fabricate, assemble, install, maintain, and repair piping systems that transport oil and other fluids, including fluids under high temperatures and high pressures which requires high hazard safety training.

Participating employers are contractors in oil refineries such as Chevron USA (El Segundo Refinery), Tesoro Refining & Marketing Company (Carson and Wilmington Refineries), PBF Energy (Torrance Refinery), Phillips 66 (Wilmington Refinery), Valero Energy (Wilmington and Asphalt Refineries), and Lunday Thagard (South Gate Refinery). These refineries process about one million barrels of oil a day. ETP training will also be provided for the Los Angeles & Vicinity Steamfitters and Industrial Pipefitters JATC. This will be SoCal Plumbing and Piping's sixth ETP Contract and the sixth in the last five years.

## **Veterans & Special Trainee Populations**

While there will be no separate job number for Veterans in this proposal, SoCal Plumbing and Piping is committed to integrating Veterans into its program by supporting the Veterans In Piping (VIP) program at Camp Pendleton. The VIP consists of a group of Marines who are completing their service and preparing for civilian life in the pipe trade. The training takes place at Camp Pendleton during the Marines' last 18 weeks of service. Upon completion, they are placed as second-year Apprentices in the trade. Since the Marines come from different parts of the United States and are subsequently positioned all over the country, the majority are ineligible for ETP funding. Presently, the program accommodates 28 veteran apprentices.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

SoCal Plumbing and Piping represented that the total number of new apprentices projected to serve this year is approximately 75. Since 2018, the program has served 359 new apprentices. The growth percentage in the last 5 years is between 3-5%.

## **PROJECT DETAILS**

The proposed training is in response to Senate Bill 54 (SB 54) enacted after the 2012 Chevron Oil Refinery disaster in Richmond injuring several employees and thousands of people in the surrounding communities. Following the disaster, the Legislature enacted SB 54 that found the use of unskilled and untrained workers in chemical manufacturing and processing facilities including oil refineries was a risk to public health and safety.

Under SB 54, contractors working in such facilities are required to employ Apprentices and skilled Journeymen who are graduates of Apprentice programs. In addition, all workers must complete special high hazard training to work in refineries. This bill applies to any trade working for contractors in a refinery, including plumbers, pipefitters, and steamfitters. This resulted in two major changes to the industry. First, there is a demand for more registered Apprentices and Journeymen. Second, training has changed to add high hazard safety training to existing programs.

In this proposal, SoCal Plumbing and Piping will primarily focus on specific Apprentice trainees to qualify them for refinery work under SB 54. Other trainees are regular Apprentices starting out in the trade. Training for Apprentices will allow them to advance in pay levels in accordance with the collective bargaining agreement for the industry. Participating Employers require more apprentices to perform refinery work. They also require specific training in refinery operations and safety for apprentices and journeymen. Like all apprentice training, these workers must also learn all-around skills as pipefitters and steam fitters so they can work in refineries as well as other jobs when the availability of work shifts. Current projects include Marathon (2 locations: Carson and Wilmington), Philips 66 (2 locations: Carson and Wilmington), Valero Wilmington and Valero Asphalt Plant.

## **Training Plan**

Training will be delivered via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will be offered to both Apprentices and Journeyworkers and will focus on increasing skills and techniques in piping systems and oil refineries. Training focuses on installation, understanding piping and oil flow, Refinery practices, equipment operations and working in high hazard facilities. Class topics will include Refinery Gaskets, Energy Control, Confined Spaces, Flame Cut and Bevel Pipe, Advanced Drawing, and Isometric Drawings.

## **Certified Safety Training**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

The SoCal Plumbing and Piping’s Training Coordinator will oversee the implementation of the proposed training with two in-house staff members dedicated to ETP administration, needs assessment, recruitment, and scheduling of training. Two outside administrative vendors have been retained to assist in the project administration and to ensure that all training records are in compliance with ETP requirements. Training will be delivered by in-house trainers who are journey level workers with extensive practical and training experience in the trade.

## **Marketing and Support Costs**

The SoCal Plumbing and Piping’s marketing efforts are conducted through the association web sites, mailings, and presentations. Training information is disseminated throughout the year to all

Apprentice within the local justification as well as to the contractors who employ them. The SoCal Plumbing and Piping requests and staff recommends 8% support costs to assist with marketing, recruitment, and assessment of additional employers which will continue throughout the contract term.

### **Tuition Reimbursement**

The SoCal Plumbing and Piping represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **Electronic Recordkeeping/LMS**

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0931	\$494,479	10/02/22 - 10/02/24	289	418	\$498,670 (100%)

ET23-0931 - Based on Cal-E-Force 29,177 reimbursable hours have been tracked for potential earnings of \$498,670 (100% of approved amount). The Contractor will be closing out this contract and projects final earnings of 100% based on training delivered to date.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by SoCal Plumbing and Piping under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0922	Multiple Locations	10/04/21 - 10/03/23	\$598,290	\$598,290 (100%)
ET21-0910	Multiple Locations	10/05/20 - 10/04/22	\$427,350	\$427,350 (100%)
ET20-0941	Multiple Locations	12/23/19 - 12/22/21	\$376,310	\$376,310 (100%)
ET19-0921	Multiple Locations	11/01/18- 10/31/20	\$582,999	\$582,999 (100%)

### **DEVELOPMENT SERVICES**

The SoCal Plumbing and Piping retained Betat Advisories in Auburn to assist with development of this proposal for a flat fee of \$10,000.

**ADMINISTRATIVE SERVICES**

The SoCal Plumbing and Piping retained Betat Advisories and Los Angeles Unified School District in Los Angeles to perform administrative services in connection with this proposal for a combined fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Apprentice****Commercial Skills**

- Refinery Safety: Working in High Hazard Facilities
- High Tech Work Process
- Refinery Gaskets
- Understanding Oil Flows
- Refinery Systems
- Fundamentals of the Petroleum Refining Industry
- Crude Oil and its Pipelines
- Classes of Refinery Processes and Refinery Configurations
- Properties of the Refinery-Produced Streams
- Hazard Communication
- Emergency Action Plans
- Toxicology
- Personal Protective Equipment for Working in a Refinery
- Respiratory Protection
- Hearing Conservation
- Energy Control
- Confined Spaces
- Prevention of Heat Stress
- Refinery Safe Working Practices
- Refinery Process Overview
- Introduction to OSHA
- Personal Protective Equipment
- Material Handling
- Electrical Safety
- Tool Safety
- Scaffold Safety
- Fall Protection
- Stairways and Ladders
- Mathematics used in the Piping Trades
- Units of Measurement
- Rigging in the Piping Trades
- Materials, Hardware and Tools Associated with “Rigging”
- Incorporate Units of Measuring and Mathematical Formulas with “Rigging”
- Use of Copper and Acetylene Torches
- Gas Distribution Systems and their Components
- Uniform Plumbing Code and other Administrative Authorities
- Fittings, Pipes, Appliances and Materials
- Drainage Systems and their Components

- Water Treatment
- Water Treatment & Water Sizing
- Water Mains & Water Sizing
- Water Mains & Services
- Building Water Systems
- Hot water Supply & Water Sizing
- Introduction to Basic Drawing Tools, Measuring Tools and Lettering Skills
- Three View, Plan View and Elevation View Drawings
- Graphic Symbols for Pipe Fittings and Valves
- Interpretation of Technical Diagrams and Piping Drawings
- Interpretation of Isometric Drawings
- Service & Repair/Fixtures & Controls
- Basic Electricity, Pneumatics, Hydraulics and Servicing of Gas and Electrical Appliances
- Failure Analysis
- Advanced Drawing
- Isometric Drawings
- Drawing Structural Backgrounds
- Drawing Sleeves on Structural Backgrounds
- Drawing Sleeves Without Dimensions
- Review Other Trades Drawings
- Design & Layout
- Isometric Drawing of Water, Water Gas, Waste and Vent Systems
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Material Take-Off List for Installation
- Laying out Trenches, Figure Grade and Backfill
- Ordering Material For The Job Site and Maintain an Inventory
- Fundamentals of Welding
- How to Strike and Maintain an Arc with Shielded Metal Arc Welding. Process
- Flat, Vertical and Overhead Positions with 610 and 7018 Welding Rod on Plate
- General Knowledge of Oxy Fuel and Arc Welding Safety
- Flame Cut and Bevel Pipe
- Proper Use of Grinders for Welding Preparation
- Welding Techniques for Plate and Pipe
- Weld Rod Designations, Amp Settings and Polarity
- Creating Models and Estimating
- Qualities and Role of a Leader
- Computer-Based Technologies
- Medical Gas Installer & Brazing

## **Journeyworker**

### **Commercial Skills**

- Asbestos Awareness
- Backflow Prevention
- Basic Computers

- Clean Room/Orbital Welding
- Competent Person
- Confined Spaces
- Crane Signal Person Recertification
- Forklift Training
- Green Awareness
- High Hazard Facility Safety Training
- Industrial Pipefitter Refinery
- Breslin: Survival of the Fittest
- Breslin: The Partnership
- Medical Gas Installer
- Medical Gas Recertification
- NITC Fitter Certification
- NITC Plumber Certification
- Rigging Techniques
- Trimble & Sokkia Robotic Total Training Station
- Tube Bending
- UA Rigging Recertification
- Valves Certification Refresher

**Apprentice/Journeyworker****Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**U.A. Local 342 Joint Apprenticeship and Training Trust**

**Contract Number: ET24-0920**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** T. Allen

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 342		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,865		\$32,100 8%		\$499,965

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority	Comm'l. Skills, OSHA 10/30	95	8-200	0	\$811	\$72.00
				Weighted Avg: 33			
2	Retrainee Apprentice Priority	Comm'l. Skills, OSHA 10/30	485	8-210	0	\$872	\$36.00
				Weighted Avg: 51			

**\*Post-Retention Wage is the Contractual Wage**

<b>Minimum Wage by County:</b> Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour <b>Health Benefits:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision. <b>Used to meet the Post-Retention Wage?:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe Although employer provided health benefits, they are not being used to meet Post-Retention Wage.
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker – Plumber, Pipefitter	\$72.00	95
<b>Job Number 2</b>		
Apprentice – Plumber, Pipefitter	\$36.00-\$61.20	485

**INTRODUCTION**

U.A. Local 342 Joint Apprenticeship and Training Trust (UA Local 342) ([www.ua342.org/training](http://www.ua342.org/training)) trains Apprentices and Journeyworkers for the plumber and pipefitting industry in Northern California. The UA Local 342 serves Journeyworkers and Apprentices working primarily in Alameda and Contra Costa counties. Employers are represented by the Industrial Contractors UMIC, Inc. the Northern California Piping Contractors, the Mechanical Contractors Association of Northern California, the Air Conditioning & Refrigeration Contractors Association of Northern California; and the Residential Plumbing and Mechanical Contractors Association of Northern California. Workers to be trained are employed by a variety of firms, including plumbing and mechanical contractors, utility contractors, refineries, building and industrial plant owners, and utility and pipeline companies. The UA Local 342 operates a 45,000 square-foot, training center located in Concord where all in-person training will occur. This will be UA Local 342 seventh ETP Contract, and the sixth in the last five years.

**Veterans & Special Trainee Populations**

U.A. Local 342 is committed to supporting job-related training that helps Veterans transition into California's workforce. It recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and building trades.

In addition to Helmets to Hardhats, U.A. Local 342 also works with the Veterans in Piping (VIP) program offered by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. The VIP program offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave military service. The VIP program consists of 18 weeks of highly specialized, intensive training in marketable skills such as welding; heating, ventilating, air conditioning and refrigeration; and sprinkler fitting. Upon completion of the VIP program, the trainees are connected to established apprenticeship training programs such as the U.A. Local 342. This program is a major factor in the program's recruitment of Veterans and U.A. Local 342 currently has Veterans who are a direct result of recruitment through the VIP Program.

U.A. Local 342, also actively recruits, hires, and incentivizes women to join the apprenticeship program and partners with local organizations such as the Oakland Chapter of Tradeswomen Inc. and the Rising Sun Center for Opportunity. It has also sponsored delegates to attend National Women in Construction events in the past.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Diablo Valley College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

U.A. Local 342 represented that the total number of new apprentices projected to serve this year is 231. Since 2018, the program has served 892 new apprentices. The growth percentage in the last 5 years is approximately a 3% increase since 2018 and a 73% increase since 2021.

### **PROJECT DETAILS**

Apprentices and Journeyworkers in the pipe trades build and service everything from sanitary plumbing in homes to ultra-pure process piping systems in semiconductors and biotech plants. Plumbing, pipefitting and HVAC contractors participating in this agreement are in demand for highly-skilled workers in "green" energy requirements and systems. These skilled workers are needed to replace retiring workers and fill the growing demand for workers in the San Francisco area. The proposed training will give Journeyworkers and Apprentices skills such as valve repair, medical gas installation, welding, refrigerant handling, industrial rigging, foreman skills, geothermal systems, green awareness, instrumentation, field computer systems, AutoCAD and Title 24 requirements. This specialized training leads to certifications that are recognized nationally in the pipe trades industry.

Workers trained under this application are employed by a variety of types of firms and work on sites across the bay area including local hospitals, oil refineries, and a large job with PG&E to replace gas pipelines throughout Northern California. Other examples of work projects include: design-build, installation and service of high-purity process piping for semiconductor, biotechnology, and pharmaceutical manufacturing; construction, service and replacement of pipeline systems, including pumps and other installations; installation, service and repair of piping systems that provide hospital patients with oxygen and other medical gases; and construction, service and repair at oil refineries.

## **Training Plan**

Training will be delivered by in-house experts via Class/Lab and E-Learning in the topics below:

**Commercial Skills:** Training will be provided to all occupations. Journeyworkers will receive training in topics such as Blueprint Reading, Advanced Plan Reading, Certified Crane Operator Certification, Construction Management, Downhill Welding and Industrial Instrumentation. Apprentices will receive training in topics such as Beginning Electrical Theory, Advanced Compressor and Motor Theory, Trade Mathematics, Water Supply Systems and all Plumbing and Mechanical Systems.

## **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

Signatory employers will continue to make contributions to the Trust for every hour worked by Apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

Training will be overseen by the Training Director. Four staff will assist with administration, coordinate the training schedule, and assist with training attendance. A third party administrator has been retrained to assist with administrative duties.

## **Marketing and Support Costs**

All training is marketed through the various participating employer associations and through the U.A. Local 342's newsletters, public service announcements, personal contacts, telephone calls, the Internet, emails, and the U.A. Local 342's website. While many participating employers have already been recruited, additional recruitment and assessment activities with employers must occur.

U.A. Local 342 requests 8% support costs to assist in trainee recruitment, employer outreach and assessment of employer-specific job requirements. Staff recommends approval.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **Electronic Recordkeeping/LMS**

Staff has reviewed and approved the U.A. Local 342's use of a Learning Management System for recordkeeping.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0955	\$493,433	10/31/22- 10/30/24	311	0	\$203,974 (41%)
ET22-0925	\$599,251	10/4/21-10/3/23	335	0	\$599,251 (100%)

ET23-0955: U.A. Local 342 has trained a 234 trainees and once training is completed, expects to earn 100% of the award amount.

ET22-0925: U.A. Local 342 has trained a total of 469 trainees in the project and based on total hours trained expects to earn 100% of the award amount.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by U.A. Local 342 under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0938	Concord	12/14/20- 12/13/22	\$427,560	\$427,560 (100%)
ET20-0938	Concord	11/4/19- 11/3/21	\$723,600	\$723,600 (100%)
ET19-0906	Concord	8/1/18- 7/31/20	\$839,800	\$839,800 (100%)
ET17-0931	Concord	4/3/17- 4/2/19	\$533,399	\$533,399 (100%)

**DEVELOPMENT SERVICES**

Betat Advisories, in San Francisco, assisted with development of this proposal for a flat fee of \$10,000.

**ADMINISTRATIVE SERVICES**

Betat Advisories will also perform administrative services for a fee not to exceed 10% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Journeyworker Training**

- Auto Computer Aided Design
- Advanced Drawing (Pipe Drafting)
- Advanced Plan Reading
- Basic Electricity
- Beginning Instrumentation
- Blueprint Reading
- Boiler
- Brazing
- Certified Crane Operator Certification
- Chlorofluorocarbon Certification
- Construction Management
- Detailing
- Diametrics
- Downhill Welding
- Drawing
- Foreman Training
- Gas
- Gas Installations (Plumbing)
- Hand Fusion
- HVAC Theory
- Industrial Instrumentation (Tube Bending)
- Instrumentation
- Med Gas
- Med-Gas Installer/Brazer (For UA Certification)
- MIG (Metal Inert Gas)
- Orbital Welding
- Plumbing Code
- Plumbing Fixtures & Appliances (Plumbing)
- Polyvinylidene Fluoride Piping
- Rigging
- Refinery Safety Overview
- Signal Person
- Tig & Fusion Welding
- Title 24
- Trimble
- Tube Bending
- Variable Speed
- Water Supply

**Apprentice Training**

- Mechanical Refrigeration Theory
- Electrical Theory/Beginning Schematics
- The Refrigeration Cycle
- Intermediate Electrics I
- Intermediate Mechanical Refrigeration I
- Intermediate Electrical II
- Intermediate Mechanical Refrigeration II
- Electrical Troubleshooting I
- Electrical Troubleshooting II
- Direct Digital Controls
- Variable Frequency Drivers
- Market Refrigeration Systems
- Pneumatic Controls
- Boilers
- Compressor and Motor Theory
- Start Test Balance: Water Side I
- Start Test Balance: Air side I
- Start Test Balance: Water Side II
- Start Test Balance: Air Side II
- Trade Mathematics
- Water Supply systems
- Sewage Disposal
- Plumbing System Service and Repair
- Construction Management in Plumbing
- Medical Gas Systems
- Related Science in the Piping Trades
- Drawing and Plan Reading for the Piping Trades
- Advanced Drawing in the Piping Trades
- Plumbing Tool Workshop I
- Plumbing Tool Workshop II
- Plumbing Code I
- Plumbing Code II
- Welding for Plumbers
- Electricity for Plumbers
- Gas Installation in Plumbing
- Backflow Prevention
- Plumbing Fixtures
- Certification Preparation
- Computer for the field
- Trade Mathematics
- Use and Care of Tools
- Welding Safety/Plate Welding
- Oxygen/Acetylene Cutting
- Pipe Shop I
- Pipe Shop II
- Related Science in the Piping Trades
- Advanced Drawing in the Piping Trades

- Instrumentation 1
- Instrumentation 2
- Steam Systems
- Electricity for Steamfitting
- Industrial Rigging
- Beginning AutoCAD (Computer Aided Design)
- Advanced AutoCAD (Computer Aided Design)
- Pumps
- Tube Bending
- Pipe Welding 1
- Welding 5
- Welding 6
- Welding 7
- Welding 8
- Welding 9
- Welding 10
- Orbital Welding
- Construction Management in Steamfitting
- Computer for the field

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

OSHA 30



**Training Proposal for:**  
**U.A Local 447 Joint Apprentice Training Center**

**Contract Number: ET24-0935**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** K. Alexander-Paiva

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,264		\$32,340 8%		\$499,604

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commercial Skills OSHA 10/30	196	8-210	0	\$2,549	\$30.90
				Weighted Avg: 149			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry) \$30.90 per hour  
**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.  
**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe  
 Up to \$0.35 per hour may be used to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Plumbers, Pipe Fitters	\$30.56-\$51.95	196

**INTRODUCTION**

Established in 1905, the U.A. Local 447 Joint Apprenticeship Training Center (UA Local 447) (<http://www.ualocal447.org>), trains Apprentices and Journeyworkers for the plumbers and pipefitting industry in Northern California. The UA Local 447 serves over 1,500 Journeyworkers and 280 Apprentices working largely in the Sacramento region. Employers are represented by multi-craft unions whose members are engaged in the fabrication, installation and servicing of piping systems. There are approximately 340,000 highly-skilled United Association members across North America.

In this proposal, Apprentices will receive training on design, building, installing and repairing plumbing and sanitary systems, water and gas piping, refrigeration and HVAC systems. Trainees are employed by a variety of firms, including plumbing and mechanical contractors, utility contractors, refineries, building and industrial plant owners, and utility and pipeline companies. The UA Local 447 operates a 30,000 square-foot training center located in Sacramento where all in-person training will occur. This will be UA Local 447's first ETP Contract.

**Veterans & Special Trainee Populations**

U.A Local 447 is committed to supporting job-related training that helps Veterans transition into California's workforce. The JATC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Currently, there are six Veterans enrolled in the apprenticeship program.

In addition to Helmets to Hardhats, UA Local 447 also works with the Veterans in Piping (VIP) program offered by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. The VIP program offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave military service. The VIP program consists of 18 weeks of highly specialized, intensive training in marketable skills such as welding; heating, ventilating, air conditioning and refrigeration; and sprinkler fitting. Upon completion of the VIP program, the trainees are connected to established apprenticeship training programs such as the UA Local 447.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

U.A Local 447 represented that the total number of new apprentices projected to serve this year is 50. Since 2018, the program has served 280 new apprentices. The growth percentage in the last 5 years is approximately 0%.

## **PROJECT DETAILS**

Apprentices in the pipe trades build and service everything from sanitary plumbing in homes to ultra-pure process piping systems in semiconductors and biotech plants. Plumbing, pipefitting and HVAC contractors participating in this agreement are in demand for highly-skilled workers in “green” energy requirements and systems. These skilled workers are needed to replace retiring workers. The proposed training will give Apprentices skills such as valve repair, medical gas installation, welding, refrigerant handling, electrical troubleshooting and basic computer skills.

Apprentices trained under this application work on sites across the Sacramento area including local hospitals, Water Treatment and Waste Plants, Food and Beverage Processing Plants, Power Plants, Manufacturing Facilities, Bio-Pharmaceutical, Military Bases and Wineries. Some of their major projects are Aggie Square, UC Davis Medical Center Surgery Center, Department of General Services Bateson Building, Department of General Services UnRuh Building, Department of General Services Capitol Annex, and Kaiser Roseville Hospital Expansion.

## **Training Plan**

Training will be delivered by via Class/Lab and E-Learning in the following:

**Commercial Skills:** Apprentices will receive training on Welding, Soldering/Brazing, Machinery, Supermarket Refrigeration, Basic Arc Welding, Basic Drawing and Water/Gas Supply

## **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## **Training Infrastructure**

The Training Coordinator will oversee the project with two staff dedicated to ETP administration. There will be 17 Instructors who are subject matter experts in the field that will take attendance and forward training documentation to the designated administrators for input into the Cal-E-Force system. UA Local 447 also retained Strategy Workplace Communications to assist with ETP administration.

## **Marketing and Support Costs**

UA Local 447 is requesting 8% in support costs to conduct marketing through direct mailings, informational flyers, personal contacts, public-service announcements/presentations, emails, telephone calls and its website. Application announcements for the apprenticeship program will be sent to local, state, and federal agencies as well as local high schools, community colleges, and community-based organizations.

## **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **DEVELOPMENT SERVICES**

Strategy Workplace Communications in Alameda assisted with proposal development at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****3rd Period**

- Oxygen Acetylene, Arc & Plastic Welding, Level I
- Soldering/Brazing Certification- Machinery, Level I
- Supermarket Refrigeration

**4th Period**

- Basic Arc Welding
- Basic Drawing
- Oxygen Acetylene, Arc, and Plastic Welding, Level II
- Soldering/Brazing Certification – Machinery, Level II

**5th Period**

- Water/Gas Supply
- Advanced Refrigeration
- Customer Relations

**6th Period**

- Draining
- Advanced Drawing
- Electrical Troubleshooting
- Refrigeration Controls

**7th Period**

- SteamFitting/Pipe Fitting
- Asbestos Awareness
- Computer Literacy
- Pneumatic Controls

**8th Period**

- Advanced Arc Welding
- Electronic Controls
- Direct Digital Control

**9th Period**

- Code and Code Exam
- Med-Gas
- Refrigeration and Hydronics Piping

**10th Period**

- Basic Computer
- Job Supervision
- Service & Repair

- Test & Balance
- STAR Certification

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**

**Pipe Trades Apprentice & Journeyman Training Trust Fund of  
Santa Clara & San Benito Counties**

**Contract Number: ET24-0938**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** J. Romero

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Clara and San Benito	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen & Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA Local 393)		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,368		\$32,219 8%		\$499,587

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills; Computer Skills; OSHA 10/30	283	8-210	0	\$1,659	\$36.60
				Weighted Avg: 97			
2	Retrainee Journeyworker Priority Rate	Commercial Skills; Computer Skills; OSHA 10/30	51	8-200	0	\$590	\$65.17
				Weighted Avg: 24			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** Job Numbers 1 and 2 (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Plumber and Pipefitter	\$36.60 - \$64.00	283
<b>Job Number 2</b>		
Journeyworker - Plumber and Pipefitter	\$65.17 - \$88.24	51

**INTRODUCTION**

Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties (Pipe Trades JATC) (<http://www.pipetradestraining.org/>) opened the Lloyd E. Williams Pipe Trades Training Center in 1961 in San Jose. The training center serves 2,200 union members represented by the Plumbers, United Association Local Union 393. The Pipe Trades JATC was created in collective bargaining between Local 393 and management represented by the South Bay Piping Industry and the Santa Clara Valley Contractors Association. ETP training will be delivered at its training center in San Jose. The training center is a modern, 100,000 square-foot facility with 48 classrooms and welding and computer laboratories.

This will be Pipe Trades JATC's eighth ETP Contract, and its fifth in the last five years. ETP funds will help create a stable, flexible and skilled workforce for the local construction industry to meet continued demand for pipe-trades' workers generated by new construction projects and backfilling jobs created by retiring Journeyworkers.

Through partnerships with different contractors in the San Jose area, graduates of the Pipe Trades program work in residential, commercial, industrial, and refrigeration/air conditioning services and repair industries that include: semiconductor, energy, biopharmaceutical, healthcare, aerospace, education, housing, water treatment, and technology industries.

## **Veterans & Special Trainee Populations**

The Pipe Trades JATC is committed to supporting job-related training that helps Veterans transition into the California workforce by recruiting Veterans in cooperation with Helmets to Hardhats, a national joint labor- management program that recognizes the link between skills acquired in military service and the building trades. On its website, the Pipe Trades JATC advertises special days just for the veterans to come in and apply for the apprenticeship program.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Pipe Trades JATC represented that the total number of new apprentices projected to serve this year is 72. Since 2018, the program has served 359 new apprentices. The program has seen steady participation but there has been little to no growth in the last 5 years.

## **PROJECT DETAILS**

Demand for apprentices has continued to climb over the past few years. Graduates of this program work in construction and repair for industries that include: semiconductor, energy, biopharmaceutical, healthcare, aerospace, education, housing, water treatment, and technology. There is currently also a high demand for welders in the area. EDD's Employment Projections estimate a 12.4% increase in demand for Plumbers, Pipefitters, and Steamfitters from 2018–2028. It is critical that the Pipe Trades JATC provide apprentice training to keep up with quality standards in plumber, pipe, and refrigeration fitter construction while offering classes in new and emerging technologies that require highly honed plumber, pipe, and refrigeration fitter skills. After taking journey level classes, plumber, pipe, and refrigeration fitters can be tested to be designated a certified welder.

There are 100 estimated participating employers in the proposed program. An estimated 40% are large businesses and 40% are small businesses located throughout Silicon Valley. ETP funding has helped Pipe Trades JATC prepare workers for new projects in the area, as well as backfill the jobs created by retiring journeymen. Below is a partial list of the projects the trainees will be working on: Google Data Center, Stanford Bridge, Intuitive Surgical (ISI), Google Java, Amazon Data Center, Intel and Nvidia Mission College.

## Training Plan

Training will be provided via Classroom/Laboratory and E-Learning methodologies. Trainers are subject matter experts and experienced Journeyworkers.

**Commercial Skills:** This training will be offered to Apprentices and Journeyworkers on topics such as Blueprint Reading, Advanced Trade Math for Steamfitters, Steam Technology, Project Management, and Industrial Safety, which will help the trainees keep projects moving forward and upgrade skills relevant to construction projects. In addition, some trainees may receive the following certifications: HVAC Star; Medical Gas Installer; Medical Gas Brazers; Foreman's Certificate; Industrial Signal Persons Certification; and, Welding.

**Computer Skills:** This training will be offered to Apprentices and Journeyworkers on topics such as Computer-Aided Drafting (CAD) and 3-D Drawings Software that have been identified in training needs assessments with employers and the participating union.

## Certified Safety Training

OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. In this instance, the Participating Employers will continue to make contributions to the training trust for every hour of work conducted by the trainees. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

Pipe Trades JATC's Training Director (dedicated administrator) and its administrative staff will oversee the program. A third-party administrator- Strategy Workplace Communications has been retained to assist with administration. Training will be delivered by 50 in-house trainers.

## Marketing and Support Costs

Pipe Trades JATC is requesting 8% in support costs to fund recruiting additional participating employers for this program. The Training Coordinator, along with two assistant coordinators and five administrative assistants, will be responsible for marketing, recruiting, and conducting needs assessments. While many participating employers have already been recruited, the JATC still needs to perform additional recruitment and assessment activities with employers to support apprenticeship training.

Pipe Trades JATC will disseminate class information throughout the year to all apprentices and journeyworkers within the local's jurisdiction, as well as to the contractors who employ them through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. Staff recommends 8% support costs.

### **Tuition Reimbursement**

Pipe Trades JATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **Electronic Recordkeeping/LMS**

ETP staff reviewed and approved the use of a Learning Management System for recordkeeping. The system is Union Manager produced by Integrated Software to track training data for apprentices programs.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0913	\$499,962	10/03/22 – 10/02/24	341	90	0	\$170,027 (34%)

Based on ETP Systems, 9,933 reimbursable hours have been tracked for 90 enrollees out of 341 estimated trainees with potential earnings of \$170,027 (34%) of approved amount for ET23-0913. The Contractor projects final earnings of 100% based on currently committed training.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0925	San Jose	09/21/20 – 09/20/22	\$363,462	\$299,238 (82%)
ET20-0923	San Jose	09/03/19 – 09/02/21	\$749,470	\$749,470 (100%)
ET19-0915	San Jose	08/06/18 – 08/05/20	\$949,900	\$949,900 (100%)

### **DEVELOPMENT SERVICES**

Pipe Trades JATC has retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice****Plumbing****2nd year**

- Beginning Drawing and Design
- Industrial Safety
- Rigging; Lay-out

**3rd year**

- Advanced Trade Math for Plumbers
- Plumbing Codes
- Plumbing Fixtures

**4th year**

- Advanced Draw & Blueprint Read
- Applied Welding
- Water Systems

**5th year**

- Industry Install
- Med Gas Install
- Special Topics

**Steamfitters****2nd year**

- Industrial Safety
- Steamfitter Science
- Elect & Air Cond
- Steamfitting, Cutting & Welding

**3rd year**

- Advanced Trade Math for Steamfitters
- Steam Technology

**4th year**

- Advanced Drawing & Blueprint Read
- Hydronic Systems
- Industrial Rigging

**5th year**

- Indust Install
- Med Gas Install
- Special Topics

**Refrigeration****2nd year**

- Electrical Controls Fundamentals
- Mechanical Systems

**3rd year**

- Advanced Electric Controls
- Heating, Ventilation, and Air Conditioning (HVAC) Pneumatic & Elect Control Systems

**4th year**

- Advanced Refrigeration & Chillers
- Industrial Refrig & Air-Cond Service

**5th year**

- Special Topics
- Start, Test & Balance
- Heating, Ventilation, and Air Conditioning (HVAC) Systems

**Commercial Skills****All Trades- Commercial – Journeyman Level/All Trainees in All Years**

- Autocad – Tricks and Tools of Fabrication
- Backflow Certification
- Bluebeam/BIM 360
- Blueprint Reading
- Compressor Overhaul
- Construction Technology Credential
- Computer Skills
- PlanGrid
- Comprehensive Layout and Design Test Out
- NavisWorks/BIM360
- Robotic Total Station
- Bluebeam
- UA Foreman Training
- Cutting
- Daikin Variable Refrigerant Volume Installation and Commissioning
- Daikin Variable Refrigerant Volume IV Installation and Commissioning
- Daikin Variable Refrigerant Volume Service and Troubleshooting
- Direct Digital Controls
- Drawing
- Energy Audit
- Electric Power Research Institute (EPRI) Rigging
- Foreman Certification

- HVAC Control Basics
- Industrial Install
- Industrial Safety
- Industry Math
- Intro to Virtual Technology
- Math for Residential Plumbers
- MedGas Installer Refresher Course
- Medical Gas Install
- Mitsubishi VRF Training
- Cross-Linked Polyethylene (PEX) Piping
- Plumbing Service
- Project Management
- R78 Brazing
- Residential Blueprint Reading & Drawing
- Residential Drainage/Water System
- Residential Fixtures/Layout
- Residential Plumbing
- Residential Plumbing Code
- Residential Waste, Water, Gas Systems
- Rigging
- Rigging Certification
- STAR Certification HVACR
- Title 24
- Start, Test & Balance
- GPro Certification
- STAR Certification
- Energy Audit Certification
- Title 24 Mechanical Acceptance Test Technician (MATT) Certification
- Title 24 Requirements
- Trade Math
- UA Foreman
- Vertiv DSE Thermal Management
- VFD Training (Variable Frequency Drive)
- Virtual Design and Technology
- Welding

**Computer Skills****All Trainees**

- Computer-Aided Drafting (CAD)
- 3-D Drawings Software

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County

**Contract Number: ET24-0952**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** S. Wang

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Mateo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA Local 467)		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,059		\$32,280 8%		\$499,339
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm. Skills, Computer Skills, OSHA 10/30	182	8–210	0	\$2,583	\$39.71
				Weighted Avg: 151			
2	Retrainee Priority Rate Journeyworker	Comm. Skills, Computer Skills, OSHA 10/30	41	8–200	0	\$713	\$79.41
				Weighted Avg: 29			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

Job Numbers 1 and 2 (SET/Priority Industry wage modification): \$30.90 per hour statewide.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Plumber, Pipefitter, Refrigeration Worker	\$39.71 - \$67.50	182
<b>Job Number 2</b>		
Journeyworker - Plumber, Pipefitter, Refrigeration Worker	\$79.41 - \$99.26	41

**INTRODUCTION**

Founded in 1955 and headquartered in San Mateo, the Pipe Trades Apprentice and Journeymen Trust Fund for San Mateo County (Plumbers JATC of San Mateo) ([www.ualocal467.org](http://www.ualocal467.org)) has provided workers in the plumbing, pipefitting, and HVAC (heating, ventilation and air conditioning) trades. Today around 180 signatory contractors cover the area from South San Francisco to East Palo Alto and employ the Local 467 members in many construction industries from heavy industrial, commercial, and residential sectors. ETP training will be delivered at Plumbers JATC of San Mateo's 30,935 square-foot training center in Burlingame with 15 classrooms and laboratories equipped for training. This will be Plumbers JATC of San Mateo's eighth ETP Contract, its seventh in the last five years.

**Veterans & Special Trainee Populations**

Plumbers JATC of San Mateo recruits veterans in cooperation with Helmets to Hardhats, which is a national (joint-labor-management) program that recognizes the link between skills acquired in military service and employment opportunities in the building trades.

**Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental

Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Plumbers JATC of San Mateo represented that the total number of new apprentices projected to serve this year is 36. Since 2018, the program has served 265 new apprentices. The growth percentage in the last 5 years is approximately 7%.

### **PROJECT DETAILS**

ETP funds are being requested due to the following factors: older workers are retiring and a pipeline of qualified plumbers, pipefitters, and refrigeration workers to fill the gap locally is needed; state-energy initiatives related to Title 24 requires workers to use new materials and skills; and, bidding processes on competitive jobs in the field requires contractors to stay current with the most up-to-date innovations.

Trainees will also receive training in the use of plumbing and piping equipment, updated building standards and energy efficiency business practices necessary to meet commercial interest and demand to develop, retrofit and maintain better energy and water flow into and out of buildings. Equipment not installed or used correctly can lead to high-energy use, breakdowns, expensive re-work, and delays in schedules. Trainees will learn to work more efficiently with the materials, thus reducing energy usage, scrap, accidents, and re-work.

Plumbers JATC of San Mateo reports that the following projects are driving employer demand under this proposal:

- Tanforan Shopping Center
- 768 Industrial Road, San Carlos
- 280 East Grand, South San Francisco
- 3500 Marina Blvd., Brisbane
- 1421 Maple Street, Redwood City
- Bowditch Middle School, Foster City

### **Training Plan**

The following training will be conducted using Class/Lab and E-Learning delivery methods:

**Computer Skills:** this training will be offered to Journeyworkers and Apprentices in courses such as 3-D Drawings Software, Laser Scanning, PlanGrid, and Robotic Total Station.

**Commercial Skills:** This training will be offered to Journeyworkers on courses such as ARC Welding, Brazing, Design and Installation of New Energy Efficient Equipment and Materials, and Energy Efficiency in Existing Equipment and Materials. Plumbing and Steamfitters trainees in the Apprentice Training will receive courses such as Code/Water Supply, Oxygen/Acetylene Training, Pipefitting Service, and Advanced Drawing/Layout, while HVACR trainees will receive training on courses such as Advanced Electricity, Calibration, Start, Test, and Balance, and Chillers.

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work and manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Commitment to Training**

Signatory employers will continue to make contributions to the training trust for every hour worked by apprentices and journey-level workers. Safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

Plumbers JATC of San Mateo’s Training Director (dedicated administrator) and five administrative staff will assist in ETP-project administration including scheduling of training and collection of rosters. Training will be delivered by 24 in-house subject-matter experts. Additionally, a third-party subcontractor- Strategy Workplace Communications (Strategy) has been retained to assist with ETP administration.

### **Tuition Reimbursement**

Plumbers JATC of San Mateo represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **Marketing and Support Costs**

Plumbers JATC of San Mateo conducts marketing through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the jurisdiction, as well as to the pipe trades’ contractors who employ them. Application announcements for the Apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. Its Training Director will be working with an assistant who will be responsible for marketing, recruiting, needs assessments, and scheduling. Thus, it is requesting 8% in support costs to fund recruiting, qualifying, and assessing participating employers for this program.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0936	\$452,361	10/3/22 – 10/2/24	192	189	0	\$216,355.47 (48%)

Based on ETP's Cal-E-Force system, 25,389 reimbursable hours have been tracked for potential earnings of \$434,406 (96% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through October 2024.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Plumbers JATC of San Mateo under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET22-0910	Burlingame	10/4/21 – 10/3/23	\$588,468	\$588,468 (100%)
ET21-0905	Burlingame	8/17/20 – 8/16/22	\$272,768	\$272,768 (100%)
ET20-0900	Burlingame	7/1/19 – 6/30/21	\$538,290	\$538,290 (100%)
ET19-0904	Burlingame	8/1/18 – 7/31/20	\$556,832	\$493,740 (89%)
ET17-0918	Burlingame	12/26/16 – 12/25/18	\$409,176	\$380,925 (93%)

\*ET22-0910 – This Contract has been closed.

## **DEVELOPMENT SERVICES**

Plumbers JATC of San Mateo retained Strategy in Alameda to assist with development of this proposal at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy was also retained to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**COMMERCIAL SKILLS****Apprentices****Plumbing and Steamfitters****2nd Year**

- Code/Water Supply
- Drawing I
- Plumbing I
- Plumbing II

**3rd Year**

- Drawing II
- Oxygen / Acetylene Training
- Pipe Fitting
- Welding
- Hydronics I
- Hydronics II

**4th Year**

- Hydronics / Steam
- Medical Gas Certification
- Pipefitting and Service
- Pipe Fitting Technologies I
- Pipe Fitting Technologies II
- Rigging
- Signal Person Certification
- Steam Systems

**5th Year**

- Advanced Drawing/Layout
- Code II
- Gas / Rigging Signal Person
- Junior Mechanics
- Refrigeration
- UA Foreman Training and Piping Industry

**HVACR****2nd Year**

- Advanced Electricity
- Basic Electricity
- Electrical Technologies I
- Electrical Technologies II
- Pneumatic Direct Digital Control (DDC) Introduction

**3rd Year**

- Advanced Pneumatics
- Calibration
- Controls I
- Controls II
- Direct Digital Controls I
- Direct Digital Controls II
- Electro Pneumatics
- Hydronics

**4th Year**

- Start, Test, and Balance I
- Start, Test, and Balance II

**5th Year**

- Chillers
- HVAC Star Certificate
- Special Systems
- All Trades
- ARC Welding
- Backflow Certification
- Blueprint Reading
- Compressor Overhaul
- Cutting
- Direct Digital Controls
- Drawing
- Foreman Certification
- HVACR Industry Review
- HVAC Aspects
- Industrial Install
- Industrial Safety
- Industry Math
- Medical Gas Install
- NITC Medical Gas Recertification
- Rigging
- Rigging Certification
- Special Systems / VRF / Split Systems
- Trade Math
- Welding

**COMMERCIAL SKILLS****Journeyworkers**

- ARC Welding
- Backflow
- BACnet Programming
- Basic Boiler
- Brazing

- Compressor Overhaul
- Design and Installation of New Energy Efficient Equipment and Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Electrical Safety
- Energy Efficiency in Existing Equipment and Materials
- Fall Protection
- Falling Objects
- Foreman and Worker Responsibility
- Foreman Training
- Gas System Personnel
- Georg Fischer Certification Class
- HVACR Brazing Certification
- Industrial Rigging
- Johnson DX9100 (Brand of Digital Controller)
- LEED Standards Johnson Controls Courses
- Medical Gas - installation, System Testing, Maintenance, Repair
- Medical Gas -- Installation, System Testing, Maintenance, Repair, Standards and Brazing
- Mitsubishi City Multi VRF Basics
- Motor Bearing, Pump Seal, & Laser Alignment
- National Environmental Balancing Bureau Commissioning
- NFPA99 2015/ASSE 6000 (National ITC Corporation- NTC Medical
- NITC Medical Gas Recertification)
- NITC Medical Gas Re-Certification Refresher Course
- Open and Inspect / Teardown of a Carrier 5H Series Compressor
- Orbital Welding
- Robotic Total Station
- Safe-Working Conditions (supplements Cal-OSHA)
- Scaffolding
- Signallerperson
- Solar Installations
- Specialty Seminars for Service Work
- Stainless Steel TIG & Orbital Welding Certification
- Standards and Brazing
- Star Overview
- Start, Test, and Balance
- Tradesman Auto & Controls
- Tradesmen Introduction to Building Automation & Controls
- Tungsten Inert Gas Welding
- Welding
- Working Around Pipelines
- Working in Confined Spaces

**COMPUTER SKILLS****Journeyworker and Apprentice**

- 3-D Drawings Software
- Basic Computer Skills

- BIM360/Navis
- Bluebeam
- Computer-Aided Drafting
- Laser Scanning
- Online FABmep
- PlanGrid
- Procore
- Revit 1
- Revit 2
- Robotic Total Station

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**  
**Journeyworker and Apprentice**

- OSHA 10
- OSHA 30



## Training Proposal for:

# California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Southern CA

**Contract Number: ET24-0957**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** T. Allen

## PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Southern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Ironworkers Locals 433, 416, and 229		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,264		\$32,335 8%		\$499,599
<b>In-Kind Contribution:</b>	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	997	8-210	0	\$479	\$30.90
				Weighted Avg: 28			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, OSHA 30	28	8-200	0	\$787	\$43.00
				Weighted Avg: 32			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.05 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Ironworker	\$26.85-\$41.69	997
<b>Job Number 2</b>		
Journeyworker - Ironworker	\$43.00	28

**INTRODUCTION**

Since 1946, the California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund-Southern CA (SoCal Ironworkers) ([www.universityofiron.org](http://www.universityofiron.org)) has been serving the building trades industry to ensure that Journey worker and Apprentice ironworkers have the skills, knowledge, and training necessary to be safe on the jobsite and competitive in the workplace.

Ironworkers install structural and reinforcing iron and steel to form and support roads, freeways, buildings, rail stations, hospitals, schools, hotels, recreational areas, parking structures, and bridges. Its current projects include the Clippers Arena, Disney Downtown Experience, Solar Project, Antelope Valley, San Diego Airport expansion.

The SoCal Ironworkers training centers are a partnership between three International Brotherhood of Ironworker local unions: Local 433 in the City of Industry and San Bernardino, Local 416 in Norwalk, and Local 229 in San Diego. Each program is separately registered with the Division of Apprenticeship Standards (DAS). This will be SoCal Ironworkers ninth ETP Contract and the seventh within the last five years.

**Veterans & Special Trainee Populations**

The SoCal Ironworkers is committed to the recruitment and hiring of Veterans in its program. Veterans are recruited in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Veterans are also recruited through its website where they are invited on special days to visit the training centers and apply for the apprenticeship program. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go the second stage (the interview). Veterans in an apprenticeship program are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance, which are paid directly to the Veteran trainees.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, Cerritos Community College District and Grossmont Union High School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

SoCal Ironworkers represented that the total number of new apprentices projected to serve this year is 300. Since 2018, the program has served 1,641 new apprentices. The growth percentage in the last 5 years is approximately 5%.

## **PROJECT DETAILS**

The proposed training is to address ongoing demand for skilled ironworkers. An aging workforce is retiring from the industry and this has created major challenges for staffing unionized workers in the ironwork construction industry. The SoCal Ironworkers anticipate that 40% of its members will be leaving in the next 10 years, creating a need for qualified workers to step into open positions and generating increasing demand for apprentices.

The Apprentice training is employer-driven designed to meet the needs of participating employers as determined by customers and changes in the industry. Local projects and participating employers' hiring demands help shape the curriculum.

The proposed training will help keep up with quality standards in ironwork construction while offering classes in new and emerging technologies that require highly honed ironworker skills. Current projects include the Clippers Arena, Disney Downtown Experience, Solar Project, Antelope Valley, San Diego Airport expansion.

### **Training Plan**

Training will be delivered via Class/Lab and E-learning in the following:

**Commercial Skills:** This training will be offered to all occupations to develop the skill levels required in the construction industry. Courses include Oxy-Fuel and Welding, Rebar Detailing, Scaffold Erector, Blueprint Reading, Rigging, Precast/Metal Building and Proper Equipment Set-Up.

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

SoCal Ironworkers’ Apprentice Director will oversee the implementation and administration of this project. There will be dedicated staff assigned to various functions of this project: two staff assigned to Administration, four to needs assessment, six to recruitment, and six to scheduling training. An outside consultant has also been retained to assist in project administration and to ensure that all training records are in compliance with ETP requirements. Training will be delivered by in-house subject-matter experts.

### **Marketing and Support Costs**

SoCal Ironworkers’ marketing efforts are conducted through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, websites, and open houses. Training information is disseminated throughout the year to all apprentice and journey-level ironworkers within its local jurisdictions, ironworker contractors, and to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations.

Its website provides current information of interest and facilitates communication with members, contractors, community and elected leaders, the general public, and other stakeholders. SoCal Ironworkers is requesting 8% support costs to cover marketing, recruitment, and assessment of additional employers which will continue throughout the contract term.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0902	\$471,144	10/2/2022-10/2/2024	365	0	\$393,689 (83%)
ET22-0958	\$597,240	03/28/2022 - 03/27/2024	545	0	\$597,240 (100%)

ET23-0902 - SoCal Ironworkers has trained 360 total trainees for 22,936 hours of training and based on total hours trained and expects to earn 100% of the award amount once all training is completed.

ET22-0958 - SoCal Ironworkers has trained 363 total trainees for 32,885 hours of training and based on total hours trained and expects to earn 100% of the award amount once all training is completed.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by SoCal Ironworkers under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0946	Southern California	10/05/2020-10/04/2022	\$375,085	\$371,368 (99%)
ET20-0935	Southern California	11/04/2019 - 11/03/2021	\$740,505	\$697,888 (94%)
ET19-0925	Southern California	10/08/2018 - 10/07/2020	\$948,818	\$948,818 (100%)
ET18-0910	Southern California	10/02/2017 - 10/01/2019	\$511,010	\$511,010 (100%)

## **DEVELOPMENT SERVICES**

SoCal Ironworkers retained Strategy Workplace Communications in Alameda to assist with the development of this proposal at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy Workplace Communications will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Journeyworker**

- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Army Corps of Engineers
- Blueprint Reading
- Energy Audits
- First Aid/CPR
- Forklift Training
- Heat Stress Safety
- Layout and Instruments
- Lead in Construction
- Mine Safety and Health Administration (MSHA)
- OSHA 510
- Post Tensioning Certification
- Proper Equipment Set-Up
- Proper Installation and Use of Testing and Auditing Materials and Equipment
- Qualified Rigger
- Rigging Review
- Safe Working Practices
- Scaffold Erector
- Scaffold User
- Subpart R (Steel Erection)
- Understanding New Technologies and Changes to Industry Standards
- Welding and Burning

**Commercial Skills****Apprentice**

- Apprentice
- Architectural
- Architectural Safe Work Practices
- Army Corps of Engineers
- Blueprint Reading
- Cranes (Includes Scaffold Erector / Dismantler)
- Foreman Training
- Green Construction For Ironworkers
- Heat Stress Safety
- Lead In Construction
- Measurement And Math
- Mixed Base (Intro To Blueprint & Math)
- Oxy-Fuel and Welding Safe Work Practices
- Post Tensioning
- Precast / Metal Building (Includes Scaffold User)

- Rebar Detailing
- Reinforcing Safe Work Practices
- Rigging and Forklift Training
- Rigging Safe Work Practices
- Structural
- Structural Safe Work Practices, Subpart R Steel Erection
- Welding

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

**Apprentice**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

**Apprentice**

- OSHA 30

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

**Journeyworker**

- OSHA 30



## Training Proposal for:

# California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Northern CA

**Contract Number: ET24-0919**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** T. Allen

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern and Central California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Ironworkers Local, 118, 155, 377, and 378		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,310		\$31,962 8%		\$499,272
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm'l. Skills, OSHA 10/30	858	8-210	0	\$547	\$30.90
				Weighted Avg: 32			
2	Retrainee Priority Rate Journeyworker	Comm'l. Skills, OSHA 10/30	42	8-200	0	\$713	\$41.00
				Weighted Avg: 29			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$6.30 per hour may be used to meet the Post-Retention Wage in Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Ironworker	\$24.60-\$25.00	125
	\$25.01-\$43.92	733
<b>Job Number 2</b>		
Journeyworker- Ironworker	\$41.00	42

**INTRODUCTION**

The Northern CA Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund (NorCal Ironworkers) ([www.universityofiron.org](http://www.universityofiron.org)) seeks funding to train Journeyworker and Apprentice Ironworkers who primarily work in Solano, Contra Costa, San Francisco, San Jose, Fresno and Sacramento counties. NorCal Ironworkers operates training centers equipped with the newest technology in Sacramento, Fresno, San Francisco, San Jose and Benicia.

The training centers are a partnership created in collective bargaining between four International Brotherhood of Ironworker local unions (Local 118 in Sacramento, Local 378 in Benicia, Local 155 in Fresno, and Local 377 in San Francisco); and some 600 signatory employers. The four local JATCs sponsor three Ironworker apprentice programs as funded through the central trust. This will be NorCal Ironworker's ninth ETP Contract, the seventh in the last five years.

## **Veterans & Special Trainee Populations**

NorCal Ironworkers works in cooperation with Helmets to Hardhats, a national joint labor-management program. This program helps Veterans transition into the civilian workforce. NorCal Ironworkers' website advertises special days exclusively for veterans to apply for the apprenticeship program. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go to the second stage (the interview). If eligible, veterans will start as first year apprentices, not as pre-apprentices.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College and San Jose City College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

NorCal Ironworkers represented that the total number of new apprentices projected to serve this year is 369. Since 2018, the program has served 1,790 new apprentices. The growth percentage in the last 5 years is approximately 5%.

## **PROJECT DETAILS**

NorCal Ironworker's mission is to ensure workers have the skills, knowledge, and training necessary to be safe on the jobsite, competitive in the workplace and satisfied with their careers. The curriculum has been developed and customized to address local needs. Training is required to keep up with quality standards in ironwork construction including welding, rigging, reinforcing, post-tensioning and architectural work. Training will prepare Ironworkers to work on large construction projects including the State Capitol remodel, High Speed railway construction, Data centers in San Jose, as well as the Highway 50 widening project through Sacramento.

## **Training Plan**

Training will be delivered via class/lab in the following:

**Commercial Skills:** Training will be provided to all occupations to ensure Ironworkers have the skills necessary for upcoming projects. Training topics include Blueprint Reading, Layout and Instruments, and Welding and Burning.

## **Certified Safety Training**

**OSHA 10/30:** This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **➤ Training Infrastructure**

The Apprenticeship Director and an Administrative Assistant, both with experience with prior ETP training contracts, will assist with administration. Designated staff will coordinate training and review attendance rosters for ETP compliance. NorCal Ironworkers retained an administrative subcontractor to provide administrative services. Training will be delivered by in-house experts in any one of the following locations: Benicia, Sacramento, Fresno, San Jose or San Francisco sites.

## **Marketing and Support Costs**

The NorCal Ironworkers requests 8% in support costs for current and ongoing efforts in marketing, recruitment. NorCal Ironworkers conducts ongoing assessments of employer-specific job requirements. Open houses will be held both for workers and for employers. In Benicia, potential ironworkers tour the facility and talk with staff about careers in ironworking. Employer open houses provide an opportunity for company owners, project managers, and safety representatives to evaluate the program and speak with staff and trainees.

NorCal Ironworkers and various local unions publicize the availability of training through their websites, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. This training program will also be promoted at labor-management meetings and industry assemblies, via site visits to local schools, trade shows, industry meetings, and vocational outreach organizations.

## **Tuition Reimbursement**

NorCal Ironworkers represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0934	\$471,162	11/1/2022- 10/31/2024	593	0	\$471,162 (100%)
ET22-0957	\$597,543	03/28/2022- 03/28/2024	596	0	\$597,543 (100%)

ET22-0957 - SoCal Ironworkers has trained 596 total trainees for 40,543 hours of training and based on total hours trained and expects to earn 100% of the award amount once all training is completed.

ET23-0934 - SoCal Ironworkers has trained 593 total trainees for unknown hours of training and based on total hours trained and expects to earn 100% of the award amount once all training is completed.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance by NorCal Ironworkers under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0945	Northern & Central California	10/05/20 – 10/04/22	\$377,543	\$377,543 (100%)
ET20-0936	Northern & Central California	11/04/19- 11/03/21	\$745,190	\$739,469 (99%)
ET19-0926	Northern & Central California	10/08/18- 10/07/20	\$948,182	\$948,182 (100%)
ET18-0911	Northern & Central California	10/02/17- 10/01/19	\$530,457	\$530,457 (100%)
ET16-0924	Northern & Central California	06/06/16- 06/05/18	\$518,825	\$518,825 (100%)

## **DEVELOPMENT SERVICES**

NorCal Ironworkers retained Strategy Workplace Communication in Oakland assisted with development at no cost.

## **ADMINISTRATIVE SERVICES**

Strategy Workplace Communication will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice**

- Architectural
- Architectural Safe Work Practices
- Army Corps of Engineers EM3851-1
- Blueprint Reading
- Cranes (Includes Scaffold Erector / Dismantler)
- First Aid/CPR
- Foreman Training
- Green Construction for Ironworkers
- Heat Stress Safety
- Lead In Construction
- Measurement And Math
- Mixed Base (Intro to Blueprint & Math)
- Oxy-Fuel and Welding Safe Work Practices
- Post Tensioning
- Precast / Metal Building (Includes Scaffold User)
- Rebar Detailing
- Reinforcing Safe Work Practices
- Rigging and Forklift Training
- Rigging Safe Work Practices
- Structural
- Structural Safe Work Practices, Subpart R Steel Erection
- Welding

**Commercial Skills****Journeyworker**

- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Army Corps of Engineers EM3851-1
- Blueprint Reading
- Energy Audits
- Forklift Training
- Heat Stress Safety
- Layout and Instruments
- Lead in Construction
- Mine Safety and Health Administration (MSHA)
- MSAJ (Mine Safety and Health Administration)
- OSHA 510
- Post Tensioning Certification
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)

- Qualified Rigger
- Rigging Review
- Safe Working Practices
- Scaffold Erector
- Scaffold User
- Subpart R (Steel Erection)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding and Burning

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA

**Contract Number: ET24-0937**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** C. Kaiser

## PROJECT PROFILE

Contract Attributes:	Apprenticeship Veterans Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Operating Engineers Local 3		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,392		\$32,394 8%		\$499,786
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills	32	8-200	0	\$1,943	\$56.33
				Weighted Avg: 79			
2	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10	174	8-210	0	\$2,515	\$36.61
				Weighted Avg: 147			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

Job Number(s) 1 and 2: (SET/Priority Industry wage modification): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker- Construction Equipment Operator, Heavy Duty Repairer, Mobile Vertical/Horizontal Machine Operator, Crane Operator, Plant Operator, Grade Checker, Construction Lube Technician	\$56.33 - \$64.33	32
<b>Job Number 2</b>		
Apprentice- Construction Equipment Operator, Heavy Duty Repairer, Mobile Vertical/Horizontal Machine Operator, Crane Operator, Plant Operator, Grade Checker, Construction Lube Technician	\$36.61 - \$47.88	174

**INTRODUCTION**

Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA (Operating Engineers JAC) ([www.oe3.org](http://www.oe3.org)) is a joint labor management organization founded in 1969 to provide high-quality and up-to-date training in cranes, blades, dozers, track loaders, backhoes, excavators and forklifts for Apprentice and Journeyworker Operators. This project will include Apprentices and Journeyworkers who work on a variety of infrastructure-related construction projects including roadways, dams, and bridges.

Currently, the main training center, located in Sloughhouse, consists of an eleven acre campus with an additional 80 acres devoted to a training yard and maintenance area where hands-on training is conducted in a simulated lab environment. The Operating Engineers JAC currently serves 46 counties in Northern California. Employers who are signatory to Operating Engineers Local 3 work on projects building roadways, buildings, bridges, dams, and other forms of infrastructure. Operating Engineers JAC represents over 760 apprentices in Northern California.

This is Operating Engineers JAC's fifth ETP Contract, and the fourth in the last five years.

## **Veterans & Special Trainee Populations**

Operating Engineers JAC partners with Helmets to Hardhats to recruit Veterans into the program. Veterans who have experience operating heavy equipment while in the military may be eligible for direct entry into the program. Operating Engineers JAC also partners with City Build in San Francisco, Cypress Mandela and Rising Sun both in Oakland, Job Corps in Sacramento, and the MC3 Program throughout Northern California to recruit and train at-risk youth and ex-offenders in the construction field.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is 3-5 years depending on the occupation. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

Operating Engineers JAC represented that the total number of new apprentices projected to serve this year is 295. Since 2018, the program has served 1,369 new apprentices. The growth percentage in the last 5 years is approximately 37%.

## **PROJECT DETAILS**

The need for Operating Engineers is expected to grow in the coming years as many of the JAC's participating employers have projects booked a couple years out. The Operating Engineer field continues to undergo significant changes due to the rising cost of materials and the modernization of the industry. The modernization of the industry includes new controls on equipment such as, GPS technologies, drones and robotics. Drones are being used to survey construction sites and robotics operated through remote control are being developed and utilized. If workers are not trained properly, labor costs and wasted products can reduce an employer's profits and prevent the company from obtaining future projects. This training will prepare Apprentices to meet industry growth and the need for skilled workers. Projects being worked on are Folsom Ranch, San Mateo Big Wave Project, San Francisco Hayes Point condo tower project, Mendocino County Russian River Bridge replacement, Solano County SMUD project, Fresno County High Speed Rail, Alameda County Southbound Express Lane project, Sacramento County Levee improvement work in the Delta, Sonoma County Laguna Water Treatment Plant project, Lake County West Ford Flat Battery Energy Storage System, Calaveras County Rock Creek Landfill expansion, Sacramento Weir project in West Sacramento, Fremont Weir, and Salmon Habitat project.

Operating Engineers JAC trains multiple Apprentice occupations and this project will include: Construction Equipment Operator, Crane Operator, Mobile/Vertical/Horizontal Drilling Machine Operator, Heavy Duty Repairer, Construction Lubrication Technician, Plant Operator, and Grade Checker. Because Operating Engineers JAC trains so many occupations across Northern California, trainees attend training for a week at a time at the training center.

## **Training Plan**

Training will be provided via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will be provided to all occupations and will include Drone, Robotics, Air Brakes, Electronics, and Rigging.

## **Certified Safety Training**

OSHA 10 This training is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Alternate Recordkeeping**

Staff has reviewed and approved the Company’s request to use an alternate recordkeeping method.

## **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **➤ Training Infrastructure**

This project will be overseen by the Director of Apprenticeship who works with a General Superintendent, Senior Coordinator, Master Mechanic, Field Foreman, eight Coordinators and 14 Instructors to schedule and manage training. The Office Coordinator will work closely with the Director of Apprenticeship to schedule training and manage the training rosters. Operating Engineers JAC training Instructors have a minimum of 10 years journey-level experience in the field and are subject-matter experts.

## **Marketing and Support Costs**

Marketing is done through the JAC’s website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Operating Engineers JAC also promotes this training program at labor-management meetings and industry assemblies.

Operating Engineers JAC requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the

Operating Engineers JAC must occur to support apprenticeship training. Staff recommends 8% support costs.

### **Tuition Reimbursement**

Operating Engineers JAC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0954	Sloughhouse	4/5/2021 – 4/4/2023	\$243,000	\$243,000 (100%)
ET18-0922	Sloughhouse	6/4/18 – 6/3/20	\$948,200	\$243,094 (26%)*
ET16-0915	Sloughhouse	11/16/15– 11/15/17	\$948,894	\$873,499 (92%)

\*ET18-0922: Poor performance was due to a shift in staffing at the JAC in which newer staff didn't understand the complexity of administering the ETP project. The staff understands the administration requirements of the ETP process as they finished the most recent Contract at 100% earned. In addition, the ET18-0922 contract served Journeyworkers and Pre-Apprentices, this project will serve Journeyworkers and Apprentices.

### **DEVELOPMENT SERVICES**

Operating Engineers JAC has retained Betat Advisories in San Francisco to assist with development of this proposal for \$5,000.

### **ADMINISTRATIVE SERVICES**

Betat Advisories will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills**

Journeyworker and Apprentice:

- **For Construction Equipment Operator, Mobile/Vertical and/or Horizontal Drilling Machine Operator, Plant Operator, Grade Checker, Mobile Concrete Pump Operator, and Dredge Operator**
  - Backhoe
  - Motor Grader (Blade)
  - Dozer
  - Excavator
  - Gradesetting
  - Global Positioning System (GPS)
  - Loader
  - Scraper
  - Support Equipment: Skid Steer, Skip Loader, Roller, Compactor
  - Drill: Vertical and Horizontal
  - Paving: Paving Machine, Screed, Roller
  - Forklift
  - Rigging
  - Signalman
  - Drone
  - Robotics
  - Hydro Excavation
  - Green Technologies
  - Understanding Changes to Industry Standards
- **For Heavy Duty Repairer and Construction Lubrication Technician**
  - Electrical
  - Hydraulic
  - Engines
  - Powertrains
  - Welding
  - Lube and Service
  - Air Conditioning (A/C)
  - Air Brakes
  - Forklift
  - Rigging
  - Signalman
  - Drones
  - Robotics
  - Electronics
  - Green Technologies
  - Understanding Changes to Industry Standards

- **For Crane Operator**
  - Rigging
  - Signal
  - Load Charts
  - Cleaning & Lubrication
  - Boom Sections
  - Crane Operations
  - Crane Set Up and Tear Down
  - Transporting Cranes
  - Forklift
  - Robotics
  - Green Technologies
  - Understanding Changes to Industry Standards

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

Apprentice

- OSHA 10



## Training Proposal for:

# Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund

**Contract Number: ET24-0939**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** T. Allen

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Operating Engineers Local No. 3		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,680		\$32,280 8%		\$499,960
<b>In-Kind Contribution:</b>	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills	80	8-200	0	\$1,476	\$49.06
				Weighted Avg: 60			
2	Retrainee Priority Rate Apprentice	Commercial Skills OSHA 10	270	8-200	0	\$1,351	\$36.58
				Weighted Avg: 79			
3	Retrainee Priority Rate Pre-Apprentice	Commercial Skills OSHA 10	10	8-200	0	\$1,711	\$30.95
				Weighted Avg: 100			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** SET/Priority Industry wage modification: \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provided health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Construction Inspector, Surveyor	\$48.32-\$58.27	80
<b>Job Number 2</b>		
Apprentice - Construction Inspector, Surveyor	\$33.76-\$47.83	270
<b>Job Number 3</b>		
Pre Apprentice - Constructor Inspector, Surveyor	\$28.99	10

**INTRODUCTION**

Founded in 2005, Operating Engineers and Northern California Surveyors Pre-Apprentice, Apprentice and Journeyman Affirmative Action Training Fund (<http://teapprenticeship.org>) (Operating Engineers) is a joint labor-management committee comprised of representatives from the inspection and testing industry through its trade association and labor organization. Trainees in this project will be Construction Inspectors & Surveyors. This will be the Operating Engineers sixth ETP contract, and its sixth in the last five years.

Operating Engineers provides training for employees of third party inspection and testing contractors (employers) in 46 Northern California counties. Construction Inspectors ensure the

structural integrity of commercial and industrial buildings, roads, and bridges by performing four main tasks: (1) Monitoring materials and workmanship on the job site; (2) Assuring that relevant codes and approved plans are followed; (3) Performing tests and job related duties necessary for quality inspections; and (4) Communicating and working closely with contractors, engineers, and city and county building departments.

### **Veterans & Special Trainee Populations**

Operating Engineers serves and actively recruits Veterans into the program. To recruit Veterans, Operating Engineers participates in various outreach job fair programs and hiring activities throughout Northern California, including working with Helmets to Hardhats and receiving referrals from EDD One-Stop job centers. In order to incentivize Veterans to join the program, all Veterans who apply receive a bonus in the point ranking system which allows for expedited admission to Apprentice training positions and program.

Operating Engineers recruits women applicants to the Apprenticeship program and regularly works with Tradeswomen Inc., the Solano Trades Introduction Program and other local community organizations.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is two years. The curriculum is developed with input from DAS and a designated Local Educational Agency State, Center Community College District.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Operating Engineers represents that the total number of new apprentices projected to serve this year is 90-100. Since 2018, the program has served an average of 87 new apprentices each year for a total of 522 new apprentices. The growth percentage in the last 5 years is approximately a 5-6% increase compared to 2018 which includes the downturn in 2020 due to COVID.

### **PROJECT DETAILS**

This project will train Construction Inspectors & Surveyor's in the "special inspection" functions of construction inspecting. Special inspection requires the monitoring of construction materials and workmanship which are critical to the integrity of building structures. This includes reviewing the work of contractors to ensure the approved plans and specifications are followed and relevant building codes and municipal ordinances are observed. The special inspection process occurs in addition to inspections conducted by the municipal building inspector and by the design

professional responsible for a particular job. Special inspectors perform continuous or periodic inspection and testing, depending on specific job types and circumstances of each job.

These 'special inspection' functions require skilled, experienced, and credentialed inspectors. Well-trained inspectors are key to structural integrity and safety of construction projects. To win contracts and maintain employment levels, employers must have highly skilled and certificated workers like those trained under this application. As construction work continues to expand in Northern California, there is a need for more inspectors and inspectors are required to obtain more specialized certifications to perform inspection work. Certifications, which once were voluntary, are now often mandatory for inspectors to work on job sites.

In addition, training will help meet employer demand throughout Northern California, as employers require new and highly specialized skills from Journeyworkers, including skills in emerging technologies in concrete. Examples include new research and development of concrete materials, applicable field applications, quality assurance, and quality control and construction techniques for the following materials: roller compacted concrete, shotcrete, self-consolidating and high strength concrete. Current construction projects include the CA High Speed Rail, San Francisco Civic Center, San Francisco International Airport, and the Big Bird Amazon Warehouse.

## Training Plan

Training will be delivered via Class/Lab & E-Learning in the following:

**Commercial Skills:** This training will be provided to all trainees. Training topics include Concrete Field testing, Plan Reading, Fundamentals of Concrete, Emerging Technologies in Concrete, Non-destructive Testing, Quality Assurance, Soils and Earthwork, and Structural Welding.

OSHA 10/30: This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## Training Infrastructure

Training will be overseen by the Training Administrator. Two staff will schedule classes and provide training coordination. Training will occur either E-Learning or in-person at Castro Valley Adult School, OE3 Union Hall in Rohnert Park, OE3 Union Hall in Sacramento, Milpitas High School, Salida Middle School, Alhambra High School in Martinez, Rancho Murieta Training Center and Tutoring may occur in our Administrative Office in Concord. Betat Advisories will provide ETP administrative services.

## Alternative Recordkeeping

Staff has reviewed and approved the Operating Engineers use of alternative recordkeeping.

## Marketing and Support Costs

Operating Engineers notifies employers of training through association web sites, mailings, and presentations. Employers participate as members of the Trust and training is designed around their needs and the general needs of the industry.

Although many participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs change. Assessment of employer-specific job requirements will take place during the term of the Contract. Total support costs for these activities exceed the projected personnel cost of these activities. Therefore, Operating Engineers and staff requests 8% support costs.

## Tuition Reimbursement

Operating Engineers represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0953	\$441,507	10/31/2022- 10/30/2024	215	0	\$0 (0%)
ET22-0931	\$599,200	11/22/2021- 11/22/2023	286	0	\$599,200 (100%)*

ET23-0953: Operating Engineers expects to enroll and train once the participants from the ET22-0931 project have been placed. Once that is completed, the Contractor expects to earn 100% of the award amount.

ET22-0931: Operating Engineers has trained 392 total trainees in the projects and based on total hours trained and expects to earn 100% of the award amount.

## PRIOR PROJECTS

The following table summarizes Contractor's performance by Operating Engineers under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0947	Alameda	3/1/21 – 2/28/23	\$212,110	\$211,858 (99%)
ET20-0907	Alameda	8/1/19 – 7/31/21	\$298,320	\$298,320 (100%)
ET17-0907	Alameda	10/1/16- 9/30/18	\$281,820	\$225,908 (80%)

**DEVELOPMENT SERVICES**

Operating Engineers retained Betat Advisories to assist with development of this proposal for a flat fee of \$10,000.

**ADMINISTRATIVE SERVICES**

Operating Engineers retained Betat Advisories to perform administrative services in connection with this proposal for a fee of, not to exceed 10% of payment earned.

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice Surveyor**

- Algebra I
- Algebra II
- Angles
- Area by Coordinates
- Boundary Retracement/Field Result
- Boundary Retracement/Pre Steps
- Circle Solutions
- Conducting the survey
- Construction Control Surveys
- Construction Staking
- Data Collection System
- Documenting a survey
- Earthwork & Volume
- Functions Boundary Survey
- Geometry
- Global Positioning System (GPS) Topic 1
- GPS Topic 2-4
- Highway Construction Surveys
- Horizontal Curves
- Introduction to Computers
- Introduction to Traverse
- Introduction/History Boundary Surveying
- Latitude, Departure & Coordinates
- Legal Description/Easements
- Metric Systems/Conversions
- Municipal Street Construction
- Oblique Triangles
- Omitted Measurement
- Partitioning of Land
- Photogrammetric Surveys
- Plan, Profile & Section
- Preparing for a survey
- Rectangular Coordinates System
- Reporting
- Safety Training Review
- Safety-Heat Stress
- Solving Equations Part 2
- Subdivision
- Topographic Surveying & Mapping
- Total Station

- Traverse Lines
- Traverse-Precision
- Traverses-Methods & Procedures
- Trigonometry
- Vertical Curves

**Journeyman Surveyor**

- 3D Laser Scanning
- Advanced Global Positioning System/Global Navigation Satellite Systems
- Advanced Survey Calculator
- In-depth Plan Reading
- Latest Techniques in Leveling including Digital
- Photogrammetry
- Robotics
- Boundary Retracement
- Total Station

**Pre-Apprentice Surveyor**

- Introduction to apprenticeship
- Introduction to field surveying
- Introduction to pacing, chaining and instruments
- Introduction to plans and calculations
- Safety procedures
- Survey math and calculator

**Pre-Apprentice Inspector**

- Concrete Field testing
- Working with Concrete, mixing, sampling, slump
- Unit weight, yield, and air content of concrete
- Air content of freshly mixed concrete
- Concrete test specimens
- Radiation safety
- Nuclear physics
- Transportation - nuclear gauges
- Concrete Inspection
- Concrete Work
- Design-construction sequence
- Plan Review and Reading
- Plan elevations and sections
- Isometric sketches
- Architects' scales
- Symbols and reference marks
- Reinforcing steel
- Indexes on drawings
- Using a grid system
- Foundation plans and structural details
- Data analysis
-

- Report writing
- Inspecting spray applied fireproofing

**Apprentice Inspector**

- International Code Council reinforced concrete certification
- International Code Council structural steel bolt and weld
- Non-destructive testing and magnetic particles
- Certified welding inspection certification
- International Code Council structural masonry certification
- Pre-stressed concrete certification
- International Code Council commercial building inspector certification
- American Concrete Institute lab technician certification
- International Code Council soils section inspector certification
- Asphalt laboratory and field fundamentals
- American Concrete Institute base aggregate technician certification

**Journeyworker Inspector**

- Administration of building obstruction codes and standards
- Building construction
- Building inspections
- Customer service for an inspector
- Emerging technologies in concrete
- Field applications
- Fireproofing, firestopping and
- High strength concrete
- Identifying and differentiating new materials
- Inspection for the design professional
- Interpreting specifications for new materials
- Non-destructive testing
- Prestressed concrete
- Quality assurance
- Reinforced concrete
- Research and development in concrete materials
- Roller compacted concrete
- Self-consolidating concrete
- Shotcrete
- Soils and earthwork
- Special inspections
- Specialty building products
- Structural design, masonry, ad steel
- Structural welding
- Technical content of building codes and standards
- Working with customers

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10



**Training Proposal for:**  
**Stationary Engineers Northern California and Northern Nevada**  
**Apprenticeship and Training Trust Fund**

**Contract Number: ET24-0909**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** K. Alexander-Paiva

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Stationary Engineers Local 39, IUOE, AFL-CIO		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,376		\$32,421 8%		\$499,797

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills	321	8-200	0	\$1,557	\$42.06
				Weighted Avg: 91			

**\*Post-Retention Wage is the Contractual Wage**

<p><b>Minimum Wage by County:</b> Job Number 1 (SET/Priority Industry): \$30.90 per hour</p> <p><b>Health Benefits:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.</p> <p><b>Used to meet the Post-Retention Wage?:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Although employer provides health benefits, they are not being used to meet Post-Retention Wage.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Stationary Engineer Apprentice	\$42.06-\$57.09	321

**INTRODUCTION**

Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund (Stationary Engineers Local 39) was created in 1951 to train stationary engineers who operate and maintain the physical plant systems in buildings such as airports, hospitals, biotech research and manufacturing facilities, food and beverage facilities, and public and private-office buildings. Stationary Engineers maintain equipment in the building including boilers, pumps, fans, compressors, refrigeration and air conditioning units, motors, automated controls and electrical apparatus.

Training under this Contract will be delivered between seven training centers throughout Northern California with classrooms and laboratories equipped for specialized skills training. Stationary Engineers Local 39 is headquartered in San Francisco with the other training sites located in Alameda, Concord, Contra Costa, Fresno, Sacramento, San Francisco, Santa Clara and Tehama counties. This is Stationary Engineers Local 39's fifth ETP Contract and the fifth in the last five years.

**Veterans & Special Trainee Populations**

Stationary Engineers Local 39 partners with Veterans Affairs and participates in Veteran outreach and hiring activities to recruit applicants. Stationary Engineers Local 39 screens for Veterans and assists them in collecting GI Bill benefits while they are apprentices.

**Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in

length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Fresno Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Stationary Engineers Local 39 represented that the total number of new apprentices projected to serve this year is 49. Since 2018, the program has served 381 new apprentices. The growth percentage in the last 5 years is approximately 12%.

### **PROJECT DETAILS**

Stationary Engineers Local 39 serves approximately 350 Apprentices and 22,000 Journeyworkers, however only Apprentices will be participating in this project. Technology in the engineering industry is continually upgrading. Changes to computerized systems, sensor technology, automatic testing, computer controls, thermostats, and the use of computerized building management systems are increasing the complexity of jobs for Apprentices. Engineers are responsible for the safety and operation of all systems within a building and it is critical that Apprentices are trained in new technologies. Further, Engineers must know how to operate, monitor, maintain, service, and repair multiple types of equipment. As such, training will be delivered in equipment operations, updated-building standards, and green-business practices necessary to meet industry demands.

Stationary Engineers Local 39 customized training will prepare Apprentices to work on construction projects with member employers. These projects include - Hotel Nikko in San Francisco, San Francisco Marriott Marquis, Chase Arena, Bimbo Bakeries, the Tishman Speyer Building and the Oakland Coliseum.

### **Training Plan**

Training will be delivered by via Class/Lab and E-Learning in the following:

**Commercial Skills:** Apprentices will receive training in maintaining and operating plumbing, electrical systems, refrigeration, boilers, compressors, motors, and HVAC equipment. Training will also focus on the operation and maintenance of energy-efficient technologies and products.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The Apprenticeship Coordinator (dedicated administrator) will oversee the project. There will be 16 Instructors that will take attendance and forward training documentation to the headquarters office where three Administrative Staff will input the data into the LMS. Stationary Engineers Local 39 retained a third-party subcontractor to assist with ETP administration

### Marketing and Support Costs

Stationary Engineers Local 39 is requesting 8% in support costs to conduct marketing through direct mailings, informational flyers, personal contacts, telephone calls, public-service announcements/presentations, emails, and its website. Application announcements for the apprenticeship program will be sent to local, state, and federal agencies as well as local high schools, community colleges, and community-based organizations. The Apprenticeship Coordinator will be working with three staff members for marketing, recruiting, needs assessments, and scheduling. Staff recommends the 8% support costs.

### Tuition Reimbursement

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### Electronic Recordkeeping/LMS

Staff has reviewed and approved Stationary Engineers Local 39's LMS for the use of recordkeeping.

### ACTIVE PROJECTS

The following table summarizes Contractor's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0959	\$494,126	10/31/22-10/30/24	214	0	TBD
ET22-0911	\$598,752	11/22/21-11/21/23	216	0	\$598,752

ET23-0959, Stationary Engineers Local 39 expects to enroll and train once the participants from the ET22-0911 project have been placed. Once that is completed, the Contractor expects to earn 100% of the award amount.

ET22-0931, Stationary Engineers Local 39 has trained 338 total trainees in the project, and based on total hours trained, expects to earn 100% of the award amount.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0914	Statewide	12/1/2020- 11/30/2022	\$427,350	\$427,350 (100%)
ET20-0919	Statewide	8/26/2019- 8/25/2021	\$721,750	\$715,731 (99%)

**DEVELOPMENT SERVICES**

Betat Advisories LLC in Auburn assisted with development of this proposal for a flat fee of \$10,000.

**ADMINISTRATIVE SERVICES**

Betat Advisories LLC will also perform administrative services in connection with this proposal for a fee not to exceed 10% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills**

- Air conditioning
- Air conditioning maintenance and troubleshooting
- Air flow
- Basic electricity
- Biomedical principles
- Boiler basics
- Boiler components
- Boiler piping
- Charging a system
- Chemical treatment for wastewater
- Chemical use and safe handling
- Chilled water
- Compressors
- Condensers
- Conduction, convection, radiation
- Conduit bending and wire pulling
- COVID-19 hazard awareness training
- Drawing diagrams
- Eaton controllers
- Electrical circuits
- Electrical meters
- Electrical safety
- Electrical symbols and diagrams
- Electricity and motor controls
- Electro-magnetism
- Electron theory
- Electronic controls
- Energy efficiency
- Equipment operation
- Feed water components to boiler systems
- Green buildings
- Ozone Depleting Refrigerants
- Heat exchangers
- Heat pumps
- Identifying symbols in a logic diagram
- Installing and using gauges
- Math for engineers
- Measuring current
- Medical equipment control
- Medical equipment maintenance management
- Micrologic controllers

- Motors
- Multi-wire circuits
- Ohms Law
- Physics of biomedical equipment
- Power factor and efficiency
- Programming and troubleshooting controls
- Programmable logic controls
- Protection devices
- Records and reports
- Refrigerant gauges
- Refrigeration
- Refrigeration cycle
- Refrigeration maintenance and troubleshooting
- Repairs and maintenance
- Safe working conditions
- Safety considerations for electricity
- Series and parallel circuits
- Sewage and sludge treatment
- Taking measurements
- Teco controllers
- Theory of heat
- Tools, hardware and test equipment
- Transformers
- Troubleshooting a motor control circuit
- Troubleshooting boilers
- Troubleshooting water treatment and wastewater systems
- Use of hand tools
- Using logic diagrams
- Using meters
- Using nitrogen and tanks under pressure
- Variable frequency drives
- Ventilation



**Training Proposal for:**  
**Southern California Elevator Constructors Apprenticeship and Training Trust**

**Contract Number: ET24-0910**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** M. Paccarelli

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Imperial, San Bernardino, Riverside, San Diego, Inyo, Mono, Kern, Santa Barbara, San Luis Obispo, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Elevator Constructors Local 18		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$467,440</div>	+	<b>Support Costs</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$32,387 8%</div>	=	<b>Total ETP Funding</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">\$499,827</div>
In-Kind Contribution:	50% of Total ETP Funding Required		Inherent	

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commercial Skills; OSHA 10/30	231	8-200	0	\$2,053	\$35.17
				Weighted Avg.: 120			
2	Retrainee Priority Rate Journeyworker	Commercial Skills; OSHA 10/30	26	8-200	0	\$984	\$63.95
				Weighted Avg.: 40			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$30.90 per hour

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Elevator Constructors	\$35.17 - \$51.16	231
<b>Job Number 2</b>		
Journeyworker - Elevator Constructors	\$63.95	26

**INTRODUCTION**

Founded in 2001, the Southern California Elevator Constructors Apprenticeship and Training Trust (SoCal Elevator JATC) ([www.iuec18.org](http://www.iuec18.org)) is a joint-labor management organization serving over 600 Apprentices and 1,300 Journey-level Elevator Constructors. Workers are represented by the International Union of Elevator Constructors Local 18 and employers are represented by the National Elevator Bargaining Association and the Elevator Contractors of America.

Most elevators today have computerized control systems that are more complex and require a higher level of troubleshooting than in the past. As such, Elevator Constructors must be specialized in installation, maintenance, modernization, or repair work of elevators. Maintenance and repair workers require extensive knowledge of electronics, hydraulics, and electricity because a large part of maintenance and repair work involves troubleshooting. After an elevator is installed, workers must regularly provide maintenance and service to keep it working properly. They perform preventive maintenance such as oiling and greasing moving parts, replacing worn parts, and adjusting equipment for optimal performance.

This will be SoCal Elevator JATC's fifth ETP Contract and the fifth within the last five years. Current projects include the Beverly Hills Courthouse, Cedar Sinai, China Lake Naval Air Station, Clippers Stadium in Inglewood, and Lucas Museum of Narrative Art.

**Veterans**

Although there is no Veterans component in this proposal, SoCal Elevators JATC participates in Helmets to Hardhats and gives veterans accelerated admission to its apprenticeship program.

**Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

**Program Completion Rates**

SoCal Elevators JATC represented that over 50 new apprentices are projected to be served this year. Since 2018, the program has served 475 new apprentices, averaging 79 new apprentices per year. The growth percentage in the last 5 years is approximately 7%.

**PROJECT DETAILS**

This proposal is driven by the growing volume of new construction and the need to train members to install, service, and maintain increasingly complex computer systems that control elevators. Elevator constructors require greater knowledge of electronics, hydraulics, and electricity because a large part of maintenance and repair work is troubleshooting. In addition to elevators, workers in this trade build and repair escalators, chairlifts, moving walkways and similar equipment in buildings.

Elevator modernization is the process of upgrading its critical parts to enable it to handle new technology while performing more safely and efficiently. Typically, a modernization will affect the controller equipment, the hoist machines, and electrical wiring. The constant upgrading of elevators with new equipment and advanced technology continues to drive the need for increased apprentice and journey-level training.

According to the Employment Development Department, it is estimated that the demand for Elevator Constructors in California will increase by 7.1% between 2018 and 2028. The demand for elevator construction including long-term service and repair of related equipment continues to grow at a rapid rate resulting in 80% increase in the number of Elevator Constructor apprentices in the last three years.

This proposal will help employers manage the growing volume of work in Southern California by providing workers with the skills to meet industry demand. Apprentices will receive training on how to install, service, and maintain increasingly complex computer systems that control

elevators. Training will also help SoCal Elevators JATC transition its program to include more hands-on competency testing and expand the use of virtual elevator and escalator training devices. These virtual, three-dimensional computer programs help trainees improve their installation and troubleshooting skills.

## **Training Plan**

Training will be delivered via Class/Lab and E-Learning in the following:

**Commercial Skills:** Training will be offered to all occupations in theory and practical application of skills needed by Elevator Constructors. Training will provide workers with the skills to install elevator cab assembly and door operators, electrical fundamentals, hoistway structures, circuit tracing, and other trade skills.

## **Certified Safety Training**

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Commitment to Training**

ETP funds will not displace the existing financial commitment to training of participating employers. Safety training is provided in accordance with all pertinent requirements under state and federal law.

### **➤ Training Infrastructure**

SoCal Elevator JATC’s Chairman will oversee the implementation and administration of this project with four in-house staff members managing the internal project administration. Two administration vendors have been retained to assist in documenting the work hours, uploading training and enrollment data, and ensuring compliance with ETP requirements. Training will be 100% center-based delivered at SoCal Elevators JATC’s California training facilities. All trainers are qualified journey level workers with extensive practical and training experience in the elevator industry.

## **Electronic Recordkeeping**

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

## **Marketing and Support Costs**

Marketing of its training programs are conducted through its website, mailings, flyers, advertisements, and program presentations. SoCal Elevator JATC requests, and staff supports, 8% support costs for continued recruitment, employer outreach, and assessment of employer-specific job requirements. Although many participants have already been recruited, additional outreach and needs assessments will take place throughout the contract term.

**Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

**PRIOR PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0906	Multiple Locations	09/01/21 - 08/31/23	\$597,720	\$597,720 (100%)
ET21-0922	Multiple Locations	10/26/20 - 10/25/22	\$427,350	\$416,801 (98%)
ET20-0947	Multiple Locations	02/03/20 - 02/02/22	\$374,112	\$374,112 (100%)
ET19-0936	Multiple Locations	12/10/18 - 12/09/20	\$832,590	\$832,590 (100%)

**DEVELOPMENT SERVICES**

Betat Advisories in San Francisco assisted with the development of this proposal for a flat fee of \$10,000.

**ADMINISTRATIVE SERVICES**

Betat Advisories in San Francisco and the Los Angeles Unified School District in Los Angeles will perform administrative services for a combined fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice****Trade Skills**

- Introduction to safety
- Safety during construction and modernization
- Safety during maintenance and repairs
- Alcohol and other drugs
- Introduction to OSHA
- Hazard communication
- PPE
- Materials handling
- Electrical safety
- Tool safety
- Fall protection
- Stairways and ladders
- Confined spaces
- Motor vehicle safety
- Ergonomics
- Fire safety
- Scaffold safety
- Competent person training for fanned scaffolds
- Training program for suspended scaffolds
- Care studies
- Customer relations
- Labor history and IUEC history
- Basic mathematic concepts
- Measurement
- Introduction to installation drawings
- Detail drawings and material specifications
- Welding

**Hoistway Structures**

- Tools and material handling
- Rigging and hoisting
- Crosby fasteners
- Pit structure
- Introduction to guide rails
- Installation of guide rails
- Machine and sheave installation
- Elevator control equipment installation
- Car and counterweight assembly and roping
- Elevator rope and roping
- Reroping
- Elevator cab modernization, refinishing and floor covering

**Electrical Fundamentals**

- Signed numbers and powers of 10
- The metric system
- Equations and formulas
- Ratio and proportion
- Electrical safety
- Basic electricity orientation
- Understanding the relationship between voltage, current and resistance
- Basic electrical circuit components
- Series and parallel DC resistive circuits
- Alternating current theory
- Magnetism and electromagnetism

**Electrical Theory & Application**

- Introduction to analog and digital meters
- Transformers
- DC generator and motor theory
- Components of DC motors and generators
- Types of DC motors and generators
- Maintenance and service
- AC motors

**Installation**

- Planning, piping and wiring
- Piping and wiring the machine room and hoistway
- Piping and wiring the car
- Start-up procedures
- Passenger elevator door and entrance installation
- Elevator cab assembly and door operators
- Freight elevator doors and gates
- Freight door operators
- Dumbwaiters
- Machine room maintenance
- Hoistway maintenance
- Asbestos awareness

**Solid State**

- Mathematics for Ohm's Law
- Basic components and series and parallel resistance
- Magnetism, electromagnetism, AC theory and transformers
- Capacitors and Capacitance
- Inductors and inductance
- Diodes
- Transistors and Thyristors
- Analog integrated circuits
- Digital integrated circuits

**Power & Logic**

- Introduction to circuit tracing
- Relays and timers
- Power and power control
- Logic controls
- Constant pressure push button systems & single automatic push button systems
- Collective systems, Hydraulic controller theory & troubleshooting
- Variable voltage selective collective systems

**Advanced Topics in Elevators**

- Installing and servicing the jack
- Piping and temporary operation
- Basic hydraulic theory
- Hydraulic elevator maintenance
- Escalator components and installation process
- Moving walk components and installation procedures
- Service maintenance and repair
- Residential and limited use/limited acquisition elevators
- Residential and limited use/limited acquisition platforms and chair lists
- Rack and pinion hoists

**Journeyworker**

- Customer relations
- DC generators and motors
- Financial tools for the trade
- Hydraulic controller theory and troubleshooting
- Maintenance
- Safety testing
- Solid state theory and application
- Welding

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# Northern California Elevator Industry Joint Apprentice Training Committee Trust Fund

**Contract Number: ET24-0948**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** S. Wang

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Elevator Constructors Local Union No. 8		
Turnover Rate:		≤20%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$463,638		\$31,980 8%		\$495,618
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commerical Skills, OSHA 10/30	351	8–200	0	\$541	\$77.61
				Weighted Avg: 22			
2	Retrainee Priority Rate Apprentice	Commerical Skills, OSHA 10/30	303	8–210	0	\$1,009	\$42.69
				Weighted Avg: 59			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:**

Job Number(s) 1 & 2 (SET/Priority Industry wage modification): \$30.90 per hour statewide.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Elevator Constructor	\$77.61 - \$87.31	351
<b>Job Number 2</b>		
Apprentice - Elevator Constructor	\$42.69 - \$62.09	303

**INTRODUCTION**

Founded in 2004, Northern California Elevator Industry Joint Apprenticeship and Training Committee Trust Fund (NorCal Elevator JATC) ([www.iuec8.org](http://www.iuec8.org)) serves over 500 apprentices and 800 journey-level Elevator Constructors and Mechanics. Workers are represented by the International Union of Elevator Constructors Local 8, which covers 46 Northern California counties. Employers are represented by the National Elevator Bargaining Association and the Elevator Contractors of America. Workers are employed in companies that build, install, repair, modernize, and service elevators and escalators. Training will be delivered at the Joint Apprenticeship and Training Committee (JATC) headquarters in San Francisco or one of its leased facilities in Martinez, Sacramento, Santa Clara, or Marin. This will be NorCal Elevator JATC's sixth ETP project, and its sixth in the last five years.

**Veterans & Special Trainee Populations**

NorCal Elevator JATC has committed to training veterans, it participates in the Helmets to Hardhats program, and it gives veterans an accelerated admission to its apprenticeship program.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District (LAUSD) and Martinez Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

NorCal Elevator JATC represented that the total number of new apprentices projected to serve this year is over 24. Since 2018, the program has served 357 new apprentices. The growth percentage in the last 5 years is approximately 2%.

## **PROJECT DETAILS**

Training in this proposal will continue to focus on the growing volume of new construction and need for long-term service modernization and repair of elevators and related equipment in Northern California. Training provided will be in basic and advanced instruction in theory and practical application of skills needed by elevator constructors which includes safety, electricity, electronics, hydraulics, troubleshooting, maintenance, service, and types and models of equipment. This training will also help the trust transition its training program to include more hands-on tests and expand the use of virtual elevators and escalators-computer programs that help trainees install and troubleshoot equipment.

NorCal Elevator JATC reports that the following projects are driving employer demand under this proposal:

- Chico Downtown Parking
- LRC Building KCC Delano
- Capay Valley Community Center
- Redwood Estates Fire Department
- Financial Center Building in Oakland

## **Training Plan**

Training will be delivered via Class/Lab and E-Learning in the following:

**Commercial Skills:** this training will be offered to Journeyworkers on topics such as Asbestos, Advanced Hydraulic Valve Operating Adjustment and Troubleshooting, and DC Generators and Motors to ensure proper knowledge and safety while operating equipment. Apprentices will receive training on topics such as Alternating Current Theory, Basic Components and Series and

Parallel Resistance, Confined Spaces, and Detail Drawings and Material Specifications to ensure proper knowledge and safety while operating equipment.

### **Certified Safety Training**

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

### **Training Hours Limitation**

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### **➤ Training Infrastructure**

The JATC’s Chairman (dedicated administrator) will oversee the project with two staff dedicated to ETP-project administration. All trainers are qualified journey-level workers with extensive practical and training experience in the elevator industry. Additionally, it has retained a third-party subcontractor- Betat Advisories to help in overseeing training and assist with ETP administration.

### **Marketing and Support Costs**

NorCal Elevator JATC requests, and staff supports, 8% in support costs to assist in trainee recruitment, employer outreach and assessment of employer-specific-job requirements, and promote training opportunities for journeyworkers and apprentices with signatory employers. All training is marketed through the various participating employer associations in Northern California and through the JATC’s newsletters, public service announcements, personal contacts, telephone calls, emails, and NorCal Elevator JATC’s website.

ETP-funded training will be discussed at all labor/management meetings and pertinent trade and apprenticeship events. Marketing and training evaluations are conducted via face-to-face meetings, email, and regular contact with trainees, employers, and the union. Additional feedback is received in writing from trainee class assessments and employer and union trustee reports to NorCal Elevator JATC.

### **Tuition Reimbursement**

NorCal Elevator JATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **Electronic Recordkeeping/LMS**

Staff has reviewed and approved NorCal Elevator JATC’s use of a Learning Management System (LMS) for recordkeeping.

## **ACTIVE PROJECTS**

The following table summarizes Contractor's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
**ET23-0960	\$494,000	11/1/22 – 10/31/24	304	0	0	\$0
*ET22-0914	\$599,872	10/4/21 – 10/3/23	321	642	642	\$599,872 (100%)

\*\*ET23-0960: NorCal Elevator JATC has started training; however, no hours have been tracked in ETP's Cal-E-Force system. The Contractor is in the process of enrolling trainees and is on track to completing training. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through October 2024.

\*ET22-0914 - NorCal Elevator JATC has completed training and trainees are currently in their retention period.

## **PRIOR PROJECTS**

The following table summarizes Contractor's performances under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0918	NorCal	7/1/20 – 6/30/22	\$427,952	\$427,952 (100%)
ET20-0909	NorCal	8/1/19 – 7/31/21	\$749,420	\$749,420 (100%)
ET18-0921	NorCal	4/2/18 – 4/1/20	\$742,742	\$742,742 (100%)

## **DEVELOPMENT SERVICES**

NorCal Elevator JATC retained Betat Advisories in Auburn to assist with development of this proposal for a flat fee of \$10,000.

## **ADMINISTRATIVE SERVICES**

Betat Advisories was also retained to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**COMMERCIAL SKILLS****Journeyworker**

- Advanced Hydraulic Valve Operating Adjustment and Troubleshooting
- Aerial Lift Certification
- Arc Flash Safety in the Workplace
- Asbestos
- Customer Relations
- DC Generators and Motors
- Door Operator Series
- Escalator Series
- Financial Tools for the Trades
- Forklift Certification
- Hydraulic Theory and Troubleshooting
- Introduction to Automated People Movers
- Limited Use / Limited Acquisition Series
- Maintenance
- Mechanic Review Eligibility
- Meters
- Microprocessor Based Control
- Rack & Pinion
- Re-roping
- Safety Testing for Code Compliance
- Scaffolding Competent Person Course
- Signaling and Rigging
- Solid State Motor Control
- Solid State Theory and Application
- Solid State Theory and Application II
- Traveling Cable
- Virtual Escalator
- Welding Training

**Apprentice**

- AC Motors
- AC Theory
- Advanced Topics in Elevators
- Alternating Current Theory
- Analog Integrated Circuits
- Asbestos Awareness
- Basic Components and Series and Parallel Resistance
- Basic Electrical Circuit Components
- Basic Electricity Orientation
- Basic Hydraulics Theory

- Basic Mathematics Concepts
- Capacitors and Capacitance
- Car and Counterweight Assembly and Roping
- Care Studies
- Collective Systems, Hydraulic Controller Theory & Troubleshooting
- Competent Person Training
- Components of DC Motors and Generators
- Confined Spaces
- Constant Pressure Push Button Systems & Single Automatic Push Button Systems
- Crosby Fasteners
- Customer Relations
- DC Generators and Motor Theory
- Detail Drawings and Material Specifications
- Digital Integrated Circuits
- Diodes
- Dumbwaiters
- Electrical Fundamentals
- Electrical Safety
- Electrical Theory and Application
- Elevator Cab Assembly and Door Operators
- Elevator Control Equipment Installation
- Elevator Rope and Roping
- Elevator Cab Modernization, Refinishing, and Floor Covering
- Equations and Formulas
- Escalator Components and Installation Process
- Fall Protection
- Fire Safety
- Freight Door Operators
- Freight Elevator Doors and Gates
- Hazard Communication
- Hoistway Maintenance
- Hoistway Structures
- Hydraulic Elevator and Maintenance
- Inductors and Inductance
- Installation
- Installations of Guide Rails
- Installing and Servicing the Jack
- Introduction to Analog and Digital Meters
- Introduction to Circuit Tracing
- Introduction to Guide Rails
- Introduction to Installation Drawings
- Introduction to Safety
- Logic Controls
- Machine and Sheave Installation
- Machine Room Maintenance
- Magnetism and Electromagnetism
- Maintenance, Service, and Repair

- Materials Handling
- Mathematics for Ohm's Law
- Measurement
- Motor Vehicle Safety
- Moving Walk Components and Installation Procedures
- Passenger Elevator Door and Entrance Installation
- Piping and Temporary Operation
- Piping and Wiring the Car
- Piping and Wiring the Machine Room and Hoistway
- Pit Structure
- Planning, Piping, and Wiring
- Power and Logic
- Power and Power Control
- Rack and Pinion Hoists
- Ratio and Proportion
- Relays and Timers
- Re-Roping
- Residential and Limited Use / Limited Acquisition Elevators
- Residential and Limited Use / Limited Acquisitions Platform and Chair Lists
- Rigging and Hoisting
- Safety During Construction and Modernization
- Safety During Maintenance and Repairs
- Scaffold Safety
- Series and Parallel DC Resistive Circuits
- Signed Numbers and Powers of 10
- Solid State
- Stairways and Ladders
- Start-Up Procedures
- The Metric System
- Tools and Material Handling
- Tool Safety
- Trade Skills
- Training Program for Suspended Scaffolds
- Transformers
- Transistors and Thyristors
- Types of DC Motors and Generators
- Understanding the Relationship Between Voltage, Current, and Resistance
- Variable Voltage Selective Collective Systems

**Safety Skills - OSHA 10/30 (Certified-OSHA Instructor)**

**Apprentice and Journeyworker**

- OSHA 10
- OSHA 30



**Training Proposal for:**  
**Carpenters Training Trust Fund for Northern California**

**Contract Number: ET24-0934**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** PPU-Central Office

**Analyst:** K. Alexander-Paiva

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction   Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Brotherhood of Carpenters and Joiners of America		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$467,984		\$31,908 8%		\$499,892

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commerical Skills	2,659	8-200	0	\$188	\$34.91
				Weighted Avg: 11			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Number 1 (SET/Priority Industry): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

While the Contractor does provide Health Benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice Carpenter	\$34.91-\$47.38	2,659

**INTRODUCTION**

Carpenters Training Trust Fund for Northern California (CTTF) ([www.ctcnc.org](http://www.ctcnc.org)) is an organization that provides Pre-Apprentice, Apprentice, and Journeyworker training services for union Carpenters throughout Northern California. CTTF is governed by a joint labor and management trust board structured as a collective bargaining based organization. It is headquartered in Pleasanton and operates four training centers in Fairfield, Pleasanton, Morgan Hill, and Fresno. Representatives from the United Brotherhood of Carpenters and Joiners of America, which includes 27,500 journeymen carpenters, serves on CTTF and the Board of Trustees. Signatory employers also serve on both the Committee and the Board, through the Construction Employers' Association of California. CTTF also provides training for 6,000 registered Apprentices in 46 counties across Northern and Central California. This will be CTTF's ninth contract and seventh in the last 5 years.

**Veterans & Special Trainee Populations**

Veterans are recruited directly into first-year Apprenticeship, bypassing the Pre-Apprentice requirement. Currently, there are 179 Veterans Apprentices in the program. CTTF works in cooperation with Helmets-to-Hardhats, a national joint labor-management program to help transition active duty military personnel into employment in the construction industry, including Apprenticeship programs.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

CTTF represented that the total number of new apprentices projected to serve this year is 622. Since 2018, the program has served 2,893 new apprentices. The growth percentage in the last 5 years is approximately 11%.

## **PROJECT DETAILS**

Apprentice training will give workers new to the trade the basic skills they need to succeed in a long-term career and provide union contractors with the skilled workers they need to staff construction projects. As the requirements of the industry continue to change, workers must improve skill sets. The program was developed and is operated as a coordinated, collaborative team composed of the union, union members and contractors. In order for signatory employers to successfully compete for jobs in the current economic recession, it is critical that Apprentices are highly skilled and productive.

CTTF customized training will prepare Apprentices to work on construction projects with member employers. These projects include - Golden Gate Bridge Physical Suicide Deterrent System & Wind in San Francisco, Affordable Housing in Larkspur, Kaiser in Stockton, American River Bridge Rehabilitation in Sacramento, and North Salinas High School in Salinas.

## **Training Plan**

Training will be provided via Classroom/Laboratory and E-Learning methodologies.

**Commercial Skills:** Training will include Drywall/Lather, Insulator, Pile Driver, Shingler, Acoustical Installer, Hardwood Floor Layer, Millwright or Scaffold Erector.

## **Commitment to Training**

Signatory employers will continue to contribute to the training trust for every hour worked by Apprentices and Journeymen. Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **Training Infrastructure**

CTTF's Executive Director will oversee the project and four staff members are responsible for training coordination, including but not limited to marketing, recruitment, needs assessments, scheduling, and ETP administration. Internal staff will coordinate training and document training hours. Training attendance will be kept and the data maintained in the LMS. Further, CTTF has hired an administrative subcontractor to provide ETP administration functions.

### **Marketing and Support Costs**

Employers participate as members of CTTF and are notified of training through CTTF's website, mailings, and presentations. Although these are signatory employers, additional recruitment is still needed and partners with the following organizations and gives special consideration to graduates from their program for entry into the Apprenticeship program: UBC Job Corps, JobTrain, Fresno County Office of Education, Cypress Mandela in Oakland, Metropolitan Educational District in San Jose, Monterey Adult School, Richmond Works, San Francisco Unified School District, Stockton Youth Build, Tulare County Office of Education, and CityBuild in San Francisco. CTTF requests, and staff recommends, 8% in support costs for marketing, recruitment, and assessment activities.

### **Tuition Reimbursement**

CTTF represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **Electronic Recordkeeping/LMS**

Staff has reviewed and approved CTTF's LMS for the use of recordkeeping.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0958	\$494,000	11/01/2022-10/31/2024	304	TBD	\$494,000 (100%)*
ET22-0930	\$598,290	11/22/2021-11/21/2023	259	707	\$598,290 (100%)

\*ET23-0958 – CTTF expects to train once the participants from the ET22-0930 project have been placed. Once that is completed, the Contractor expects to earn 100% of the award amount.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance by CTTF's under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0909	Pleasanton	07/01/20- 06/30/22	\$427,350	\$427,350 (100%)
ET20-0912	Pleasanton	08/01/2019- 07/31/2021	\$748,440	\$748,440 (100%)
ET19-0905	Pleasanton	8/01/2018- 07/31/2020	\$949,588	\$949,588 (100%)
ET18-0903	Pleasanton	07/05/2017- 07/04/2019	\$949,327	\$949,327 (100%)

**DEVELOPMENT SERVICES**

Betat Advisors in Auburn to assist with development of this proposal for a flat fee of \$10,000.

**ADMINISTRATIVE SERVICES**

Betat Advisors will also perform administrative services in connection with this proposal for a fee, not to exceed 10% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills**

- Foundations & Floors
- Wood Framing
- Concrete Formwork
- Exterior Finish
- Concrete Bridge Building
- Interior Finish
- Concrete Structures
- Equipment
- Safety
- Green Technologies
- Rigging
- Layout Instruments
- Engineered Structural Systems
- Commercial Steel Framing
- Commercial Door Hardware
- Stair Building
- Roof Framing
- Introduction to Welding & Cutting
- Drywall/Lathing, Trade Safety
- Basic Applications
- Mathematics Review
- Commercial Framing Systems and Fire Stop
- Doors, Frames, Hardware & Windows
- Blueprint Reading I
- Blueprint Reading II
- Applied Blueprint Technology
- Welding (Heavy Plate)
- Welding (Light Gauge)
- Residential Metal Stud Framing
- Exterior Systems & Trims
- Interior Metal Lath Systems
- Shaft Protection & Ceiling Systems
- Arches, Furring & Advanced Systems
- Advanced Construction Techniques
- Intro to Working Drawings for Insulators
- Firestop
- Residential Blueprint Reading for Insulators
- Fork Lift
- Driver Safety Training
- Residential Insulation
- Installation and Weatherization

- Commercial Blueprint Reading for Insulators
- Welded Frame-Mobile Tower
- Scaffolds
- Commercial & Industrial
- Insulation Installation
- Aerial Lift
- Energy Conservation Codes and Standards for Insulators
- Green Advantage
- CalGreen
- Worker Safety & Tool Skills for Pile Drivers - Fall Protection
- Construction Math
- Concrete & Formwork
- Welding 1 - SMAW (Shielded Metal Arc Welding) 1F, 2F, 3F, 4F
- Introduction to Pile Driving Land & Water - Aerial Lifts
- Welding 2 - SMAW 1G, 2G - Fork Lifts (Shielded Metal Arc Welding)
- Advanced Pile Driving - Land & Water
- Wharfage & Marine Structures
- Welding 3 - SMAW 3G Certification (Shielded Metal Arc Welding)
- Introduction to Structural Blueprints & Layout Instruments
- Bridge Building & Advanced Structural Blueprints
- Falsework, Shoring & Heavy Timber Framing
- Advanced Formwork
- Welding 4 - SMAW 4G Certification (Shielded Metal Arc Welding)
- Welding 5 - FCAW 3G Certification (Flux-cored Arc Welding)
- Welding 6 - FCAW 4G Certification (Flux-cored Arc Welding)
- Blueprint Reading
- Flashing, Shakes & Composition
- Shingles, Sidewalls, Tile & Metal
- Installation of Exposed & Concealed Grid Ceilings
- Welded Frame & Mobile Tower
- Special Ceiling Systems, Aerial Lift
- Access Floor Systems
- Integrated Ceilings & Special Techniques
- Tools of The Trade, Installation of Wood Floors
- Athletic Floors, Finishing & Repairing Floors
- Millwright 16 Hour Safety & Millwright Tool Skills
- Math Applications - Fall Protection
- Materials of Construction
- Layout Procedures - Fork Lift
- Industrial & Rough Terrain
- Optical Instruments
- Blueprint Reading - Aerial Lift
- Cutting & Welding 1
- Monorails
- Conveyors
- Installation of Machinery
- Maintenance of Machinery
- Precision Tools & Shaft Alignment

- Turbines
- Introduction to Scaffolds -Confined Space
- Blueprint Reading - Basic
- System Scaffold
- Hazard Awareness - Aerial
- Blueprint Reading - Advanced
- Suspended Scaffolds
- Tube & Clamp Scaffold
- Blueprint Reading for Scaffold
- Erectors
- Welding



**Training Proposal for:**  
**California Tooling and Machining Apprenticeship Association**

**Contract Number: ET24-0946**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** J. Dongallo

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	Manufacturing  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$46,480		\$3,220 8%		\$49,700

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Computer Skills, Mfg. Skills	35	8-200	0	\$1,420	\$22.66
				Weighted Avg: 83			

**\*Post-Retention Wage is the Contractual Wage.**

**Minimum Wage by County:** \$24.72 per hour in Alameda, Marin, San Francisco, San Mateo and Santa Clara counties; \$23.59 per hour in Contra Costa; \$22.66 per hour in all other counties

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☐ No ☐ Maybe

Up to \$2.50 per hour may be used to meet the Post-Retention Wage.

**Current Wage Range by Occupation**

Occupation Titles	Post-Retention Wage Range	Estimated # of Trainees
<b>Job Number 1 - Apprentice</b>		
CNC Machinist	\$20.16 - \$25.00	5
	\$25.01 - \$38.50	10
CNC Machinist Technician	\$20.16 - \$25.00	1
Industrial Machinery Mechanic	\$23.06 - \$25.00	2
	\$25.01 - \$34.63	3
Machinist	\$20.16 - \$25.00	1
	\$25.01 - \$29.00	1
Maintenance Machinist	\$23.06 - \$25.00	3
	\$25.01 - \$35.00	3
Mold Maker	\$21.28 - \$25.00	1
	\$25.01 - \$31.92	1
Quality Control Inspector	\$20.16 - \$25.00	1
	\$25.01 - \$27.00	1
Tool & Die Maker	\$21.86 - \$25.00	1
	\$25.01 - \$32.79	1

**INTRODUCTION**

The California Tooling and Machining Apprenticeship Association (CTMAA) ([www.calmachinist.com](http://www.calmachinist.com)) was founded in 2004. In 2008, CTMAA formed as a stand-alone trade association, doing business in California as a non-profit corporation headquartered in Petaluma. The Company's primary function is to train the next generation of machinists in California.

CTMAA offers multiple four-year apprenticeship programs for five occupations: Machinist, CNC Machinist, Tool & Die Maker, Mold Maker, Maintenance Machinist and Industrial Machinery Mechanic. Additionally, the Association offers a two-year apprenticeship program for the CNC Machinist Technician and Quality Control Inspector occupations. Apprentices from all eight occupations will be trained under this proposal.

CTMAA operates as a Unilateral Apprenticeship Committee (UAC) for its member employers and is recognized as a “non-traditional” apprenticeship and represents it is approved by the California Division of Apprenticeship Standards (DAS) in 2019 as a hybrid. However, at present, no participating employers have union-shop (represented) workers being trained in this proposal.

This is CTMAA’s fifth ETP Contract, the fourth in the last five years.

### **Veterans & Special Trainee Populations**

CTMAA does have a hiring preference for Veterans and CTMAA actively recruits veterans, and seeks returning Veterans through outreach, events (recruiting fairs, college outreach, summer camps) and partnering with organizations like Swords-to-Plowshares. In addition, CTMAA is part of the National Helmets to Hard Hats initiative. All veterans’ referrals from National Helmets to Hard Hats are automatically moved to the top of their Qualified Applicants list.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instructions portion of DAS-approved apprenticeship training. Depending on the type of trade, apprenticeship programs vary in length. In this case the program is two years for CNC Machinist Technicians and four years for CNC Machinist, Machinist, Maintenance Machinist, Mold Maker and Tool & Die Maker. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Laney College in Oakland).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Wage Modification**

The ETP post-retention wage for Apprentices is usually no less than \$30.90 per hour. However, Panel may accept the ETP Standard Minimum Wage for retraining on a case-by-case basis, for good cause. CTMAA is requesting a wage modification to the Retrainee Wage of \$24.72 for Alameda, Marin, San Mateo, Santa Clara and San Francisco counties and \$23.59 for Contra Costa County, and \$22.66 for all other counties statewide. Because this is a non-traditional apprenticeship program, CTMAA is requesting the retrainee wage modification to align with the wages in the respective counties to place the trainees into full time employment with local employers.

### **First Year Apprentices**

CTMAA requests an exception to allow first-year Apprentice Machinist occupations to participate as permitted under existing ETP Apprenticeship Training guidelines for a 24-month program. Under

ETP Apprenticeship Guidelines, an exception may be made for trainees who have advanced to Year 1, Period 2 when the apprenticeship program is less than or equal to 24 months.

CTMAA does not separate the Apprentices into different levels depending on their year. Instead, trainees are allowed to select from different sets of courses that correspond to their areas of interest. In addition, a trainee can be a first-year in course work, but be a second-year in work status or, on the other hand, a trainee can be a second-year in course work, but a first-year in work status. This is because CTMAA gives credit if a trainee comes into the JATC with work or course experience. However, the Contractor will only enroll those who have advanced to Period 2 in the ETP Contract.

### **Program Completion Rates**

CTMAA represented that the total number of new apprentices projected to serve this year is 54. Since 2018, the program has served 43 new apprentices. The growth percentage in the last 5 years is approximately 26%.

### **PROJECT DETAILS**

The primary purpose of the program is to help Apprentices and Journeyworkers by providing training in the various phases of the manufacturing industry. The program is designed to assist individuals in becoming familiar with the different facets of the trade and to increase the number and variety of employment opportunities available. Other important purposes of the program are to improve the quality of craftsmanship in the industry and train skilled workers that employers need to successfully bid for more work.

CTMAA is changing its training program to meet changing industry demands and estimates that 40% of current journey-level machinists will retire in the next five years, creating a strong demand for training the next generation of machinists. CTMAA will continue to provide apprentices with valuable skills to ensure trainees can fill the gap left by retiring Journeyworkers. To meet employer demand for Journeymen, Apprentices must be trained to attain the skills and experience necessary to reach the journey level.

### **Training Plan**

Training will be delivered via Class/Lab/E-Learning in the following:

**Computer Skills:** Training will focus on software programs to produce metal works. Training topics will include Autodesk Inventor, Computer-Aided Design, Computer Aided Machining, HAAS CNC Programs, and MasterCam.

**Manufacturing Skills:** Trainees will receive a Certificate of Apprenticeship upon completion of the DAS approved program. Courses include Assembly, Bearings, Bench Work, Calibration, Coating, Conveyors, Coolant Changes, Deburring, Drilling, Electrical Equipment, Estimating, Fabrication, Gaskets, Grinding, Hand Tools, Jig Borer, Lathes, Lubrication, Machine Cleaning, Material Testing, Milling, Packing, Pipefitting, Pumps, Sketching, Surface Treatment, Tapping, Tooling, Welding, and Writing Inspection Reports.

### **Marketing and Support Costs**

CTMAA requests 8% in support costs. The Association engages in outreach and positive recruitment activities with a special focus on increasing the participation in the apprenticeship program. Enrollment is anticipated to increase as CTMAA expands from 46 Northern California and Central California counties to statewide.

CTMAA conducts individual employer assessments to evaluate its machinist-training needs and review its on-the-job training facilities. As a result, the RSI Curriculum is updated on a regular basis through DAS. In addition, the CTMAA regularly evaluates the performance of each registered apprentice.

### **Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

The Apprentice Coordinator (dedicated administrator) will oversee all project administration, while working with an Administrative Assistant to coordinate training and review training rosters to ensure ETP compliance. The Apprentice Coordinator will report the project's performance on a bi-monthly basis to the Chairman of the Recruitment Committee who will oversee the project. CTMAA has also hired a third-party administrator who will provide services including enrollment of trainees, tracking of training hours, and navigating ETP systems.

RSI training is currently approved/certified by CTMAA and conducted at the following schools: Santa Rosa Junior College, De Anza College, Laney College, Diablo Valley College, College of Marin, Napa Valley College, San Joaquin Delta College, Modesto Junior College, Reedley College, Fresno City College, Glendale Community College, Norco College, San Bernardino College, Fullerton College, LA Trade Tech, Simi Institute, Ventura Community College and San Diego City College. Instructors are industry subject-matter experts. Training vendors are qualified instructors with the education and experience to train in the topics delivered. Any required certifications or licenses required of any training will be maintained as mandated.

### **Tuition Reimbursement**

Students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

### **ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0907	\$96,558	8/23/21 – 8/22/23	38	0	0	\$46,318 (48%)

ET19-0933 is closing out in the system. Due to the pending close-out process, all of the training population (i.e. Apprentices) data has not been entered into this active contract. Once the close out of the prior project has been completed, then the trainee population can be entered, along with the remaining tracked hours. This will provide an accurate total of Potential Earnings and Performance Percentage. In addition, this project will have the assistance of a 3rd party administrative vendor to support the tracking and upload of data, once the close out is complete.

**PRIOR PROJECTS**

The following table summarizes Contractor's performance by CTMAA under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0933*	Statewide	12/17/18 – 12/16/20	\$121,524	\$76,403 (63%)
ET17-0920	Statewide	12/19/16 – 12/18/18	\$86,086	\$78,492 (91%)

ET19-0933: This ETP Contract presented some challenges related to accurately identifying how much training would take place and how much of it was ETP eligible during the Pandemic. This resulted in the lower performance than normal. Since then, the contractor has developed a more efficient training plan, processes (E-learning options) and strategy, which will increase training productivity to the same rates achieved before the onset of the Pandemic. In addition, a 3rd party administrative vendor has been retained to support tracking and upload of data.

**DEVELOPMENT SERVICES**

Sierra Consulting Services in Cameron Park assisted with development for a flat fee of \$2,600.

**ADMINISTRATIVE SERVICES**

Sierra Consulting Services will also perform administrative services for a fee not to exceed 11% of payment earned.

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Computer Skills**

- Autodesk Inventor
- Coordinate Measuring Machines/Optical/Electronic Tools Inspection Software
- Computer Aided Design (CAD)
- Computer Aided Machining (CAM)
- CNC Programming/Operating
- HAAS CNC Programs
- MasterCam

**Manufacturing Skills**

- Assembly
- Bearings
- Bench work
- Blue Print Reading
- Calibration
- Coordinate Measuring Machines/Optical/Electronic Tools
- Coating
- Composites
- Conveyors
- Construction of Molds
- Construction of Tools and Dies
- Coolant Changes
- Coordinate Measuring Machine
- Deburring
- Dimensional Metrology/Geometric Dimensioning & Tolerancing
- Drilling
- Electrical Circuits/Programmable Logic Controller & Actuators
- Electrical Discharge Machining
- Electrical Equipment
- Electric Motors & Drives
- Engineering Drawings for Machinist and Industrial Technicians
- Estimating
- Fabrication
- Finishing
- Fit-Up
- Job Planning & Preparation
- Gaskets
- Gearboxes
- Geometric Dimensioning & Tolerancing Interpretation and Application
- Grinding
- Heat Treating
- Hand Tools

- Hydraulics
- Inspections
- Jig Borer
- Lathes
- Lubrication
- Machine Cleaning
- Machine Tool Technology 1
- Machine Tool Technology 2
- Maintenance, Cleaning & Repair
- Manufacturing Materials and Processes
- Material Identification
- Material Testing
- Measurements and Calculations
- Mechanical Seals
- Metallurgy
- Milling
- Packing
- Pipefitting
- Pneumatics
- Power Sources
- Power Tools
- Power Transmission Systems
- Precision Inspection
- Preventative Maintenance
- Process Control & Documentation
- Pumps
- Reaming
- Rigging
- Robotics
- Rotating Equipment
- Safety Training
- Secondary Operations
- Shop Maintenance
- Sketching
- Special Projects/NIMS
- Surface Treatment
- Tapping
- Technical Math & Statistics
- Tool Control/Selection/Application
- Tool Crib
- Tooling
- Turning (manual and CNC)
- Vibration Analysis
- Vision Inspection Equipment
- Welding
- Writing Inspection Reports



**Training Proposal for:**  
**Sprinkler Fitters Local 483 Journeyman & Apprenticeship**  
**Training Fund**

**Contract Number: ET24-0956**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** R. Jackson

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sprinkler Fitters Local 483		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$367,760		\$25,428 8%		\$393,188

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 30	137	8–210	0	\$2,224	\$31.11
				Weighted Avg: 130			
2	Retrainee Journeyworker Priority Rate	Commerical Skills OSHA 30	150	8–200	0	\$590	\$44.57
				Weighted Avg: 24			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

Job Number(s) 1 and 2 (SET/Priority Industry wage modification): \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No ☐ Maybe

Although employer(s) provide health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Apprentice - Sprinkler Fitters	\$31.11 - \$65.06	137
<b>Job Number 2</b>		
Journeyworker - Sprinkler Fitters	\$44.57 - \$83.59	150

**INTRODUCTION**

Since 1952, Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund (Sprinkler Fitters JATC) (<http://www.sprinklerfitters483.org/>) has been committed to providing the best trained and most qualified Sprinkler Fitters in North America. Through partnerships with the United Association of Plumbers, Pipe Fitters and Sprinkler Fitters (United Association), the National Fire Sprinkler Association, and all of its Signatory Contractors, provides and maintains a training facility that all members of Local Union 483 can access and utilize. It trains apprentices to install, inspect, test, and service sprinkler systems in residential and commercial buildings. ETP training will be conducted at its training center in Hayward.

This will be Sprinkler Fitters JATC's second ETP Contract, and its second in the last five years.

## **Veterans Program & Special Trainee Populations**

Sprinkler Fitters JATC recruits veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Through the United Association's program, it participates in Veterans In Piping (VIP), a national program to link more veterans to the United Association's trades and locals.

## **Apprenticeship Program**

The Panel funds Apprentice training supporting existing apprenticeship programs approved by the Division of Apprenticeship Standards (DAS). ETP funding also supplements the cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Chabot College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per Class/Lab or E-Learning hour.

## **Program Completion Rates**

Sprinkler Fitters JATC represents that the total number of new apprentices projected to serve this year is 40. Since 2018, the program has served 167 new apprentices. The growth percentage in the last five years is approximately 0%.

## **PROJECT DETAILS**

Employers and union representatives have identified the following specific reasons for the need for more training: older workers are retiring and the need to create a pipeline of qualified Sprinkler Fitters to fill the gap; state safety initiatives require workers to use new materials and standards; and, out-of-state bidding requires local unionized contractors to stay up to date with the most current innovations happening in the industry that are often setting the standard.

This project's curriculum meets the needs of employers, because it is employer driven and designed to address employer needs as determined by customers and changes in the industry. Local projects and hiring demands help to shape the curriculum during the apprentices' earn and learn program. Sprinkler Fitters JATC will provide a source of well-trained construction workers so that employers have a reliable source of workers. ETP funding will expand and upgrade Sprinkler Fitters JATC's program.

Sprinkler Fitters JATC reports that the following projects are driving employer demand under this proposal:

- GENESIS Marina Project (Brisbane)
- YouTube – PLA (San Bruno)
- San Mateo County office building (Redwood City)

## Training Plan

Training will be conducted using Class/Lab and E-Learning delivery methods in the following:

**Commercial Skills:** this training will be offered to all occupations in courses such as Installation of Wet Pipe Sprinkler Systems, Copper Pipe Preparation and Installation for Brazing, and Using the NFPA 13 Standard.

## Certified Safety Training

OSHA 30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Commitment to Training

Employers connected to Sprinkler Fitters JATC determine their own budgets and are responsible for all state and federal mandated training. The employers will continue to provide federal and state mandated training, while also delivering company and job-site orientation training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## Training Infrastructure

Sprinkler Fitters JATC’s Director of Training (dedicated administrator) will oversee the project with assistance from its administration staff. Training will be delivered by in-house subject-matter experts who are experienced in the trade. Additionally, a third-party subcontractor was retained to assist with ETP administration.

## Marketing and Support Costs

Through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website, Sprinkler Fitters JATC will disseminate class information throughout the year to all apprentice Sprinkler Fitters within the local’s jurisdictions as well as to the contractors who employ them. Application announcements for the apprenticeship program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. Thus, Sprinkler Fitters JATC is requesting and staff recommends 8% in support costs of its total proposed funding amount for all Job Numbers to promote training opportunities.

## Tuition Reimbursement

Sprinklers Fitters JATC represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the ETP Contract.

**ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0946	\$336,250	10/3/22– 10/2/24	222	0	\$311,238 (93%)

Based on ETP's Cal-E-Force (CEF) system, 16,604 hours have been tracked for potential earnings of \$311,238 (93% of approved amount). Sprinkler Fitters JATC projects final earnings of 100% based on training currently committed to by the JATC and invoices will be submitted in CEF by December 2023.

**DEVELOPMENT SERVICES**

Sprinkler Fitters JATC retained Strategy Workplace Communications (Strategy) in Alameda to assist with development of this proposal for no fee.

**ADMINISTRATIVE SERVICES**

Strategy was also retained to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Apprentice****COMMERCIAL SKILLS****2nd Year**

- Basic Mathematics For The Offsetting Of Pipe
- Copper Pipe Preparation And Installation For Brazing
- Copper Pipe Preparation And Installation For Soldering
- Heritage And Future In The Pipe Trade
- Industry Specific Knot Tying Using Different Types Of Material
- Installation Of Wet Pipe Sprinkler Systems
- Maintenance And Inspection Of Automatic Fire Protection Systems
- Operation Of Multiple Styles Of Fire Sprinkler Heads
- Oxygen-Acetylene Torch Cutting And Welding Safety
- Review OSHA Safety Standards
- Rigging Fire Protection Piping And Material For Lifting With Cranes.
- The Use Of Hand Signals For Communication With Forklift/Crane Operators
- Using The NFPA 13 Standard
- Wet Pipe Alarm Valves

**3rd Year**

- Building Plans, Architectural, Mechanical, And Electrical Drawings
- Dry Valves, Accelerators, Exhausters And Other Various Parts Of Fire Protection Dry Systems
- Fire Protection Dry Systems
- Forklift/Gradall Safety Certification
- Fundamentals Of Gas Welding And Flame Cutting
- Hydraulics, The Physical Properties Of Fluids
- Installation Of Underground Piping (NFPA 24)
- Interpretation Of Blueprints For Underground
- Water Supply For Fire Protection
- Isometric Drawing
- Oxygen-Acetylene Safety
- Plasma Cutting Safety
- Related Safety And Health (Underground Construction)
- Review The Applicable Codes For The Installation, Inspection, Testing And Maintenance Of Fire Protection Dry Systems

**4th Year**

- Architectural Drawings
- Automatic Fire Pumps Installation, Start Up, Certification And Maintenance
- Fire Protection Water Supply
- Hydraulics For Fire Protection Systems

- Installation Of Combined Sprinkler-Standpipe Systems
- Isometric Drawings
- National Fire Protection Association 25 Inspections
- Pump Theory
- Pumps For Fire Protection System
- Soldering Large Diameter Copper Pipe
- Technical Reports
- Techniques And Topics For Tailgate Meetings
- Viking Rate Of Rise, Pneumatic, Hydraulic Release
- Deluge, Pre-Action Non Interlock, Single Interlock, And Double Interlock Systems

### **5th Year**

- Backflow Protection
- Bladder Type Foam Tanks
- Computer Basics
- Direct Injection And Proportion-Based Foam System
- Fire Detectors
- NFPA 13 Handbook
- Review Basic Hydraulics
- Review Fire Pump Basics
- Sprinkler Alarms
- Types Of Foaming Agents
- Viking Rate Of Rise

### **Safety Skills- OSHA 30 (Certified Trainer)**

- OSHA 30

### **Journeyworker**

### **COMMERCIAL SKILLS**

- Advanced Pump Installation
- Advanced Fire Pump Packing & Alignment
- Advanced Fire Pump Acceptance and Maintenance
- Aerial Scissor Lift
- Gradall
- American Society Of Sanitary Engineers (ASSE) & Inspection, Testing & Maintenance
- First Aid
- CPR
- Adv. Cathodic Protection
- Understanding Alarm Panels And Devices
- Construction Falls: Hazards And Protections
- Competent Person
- Soldering & Brazing
- Through Penetration Fire Stopping
- Safe Pressure Testing
- Competent Person

- Tube Bending For Fire Protection
- Advanced ITMs For Valves
- Accelerators and Thermostats Releases
- Fire Protection Water Quality Management
- Advanced Dry Valves

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



## Training Proposal for:

# California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36

**Contract Number: ET24-0943**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** San Diego

**Analyst:** P. Duarte

## PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Multi Counties	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Tradeshow and Exhibit Installers Local 831 (Southern California) and Local 510 (Northern California)		
Turnover Rate:		≤0%	

## FUNDING DETAIL

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$258,896		\$17,916 8%		\$276,812

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm'l Skills OSHA 10/30	50	8-200	0	\$590	\$42.38
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Comm'l Skills OSHA 10/30	104	8-200	0	\$2,378	\$26.89
				Weighted Avg: 139			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 & 2: SET Priority Industry Wage, \$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.01 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker -Trade Show Installer (blue text protected unable to edi)	\$42.38- \$42.88	50
<b>Job Number 2</b>		
Apprentice - Trade Show Installer	\$26.89- \$38.12	104

**INTRODUCTION**

Established in 2008, the California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36 (CA Tradeshow) ([www.local831.org](http://www.local831.org)) serves workers in two local unions. Local 831 serves Southern California, and Local 510 serves Northern California. CA Tradeshow provides up-to-date industry skills training and secure high-quality job opportunities for its members. The trust serves 300 Apprentices and 1,500 Journeymen.

Workers trained are employed by companies that build and install exhibits for trade shows, major convention centers, hotels and other conference and exhibit venues. Tasks for trainees include tradeshow, convention, special event, material preparation, storing, hauling, loading, unloading, construction, uncrating, re-crating, layout, installation, dismantling, and maintenance. Tasks also include computer, mechanical, and lifting equipment operation for installations. This is CA Tradeshow's fourth ETP Contract and the third within the last five years.

## **Veterans & Special Trainee Populations**

CA Tradeshow currently does not have a formal outreach program to hire Veterans. However, all qualified veteran candidates are encouraged to apply for positions through the Company's normal hiring process.

## **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is three years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

## **Program Completion Rates**

CA Tradeshow represented that the total number of new apprentices projected to serve this year is 92. Since 2018, the program has served 115 new apprentices. The growth percentage in the last 5 years is approximately 89%.

## **PROJECT DETAILS**

The entertainment industry has quickly recovered from the pandemic era, and CA Tradeshow has continuously grown as discussed above. In order to meet the show business fast growing demand, skilled workers must keep up with industry upgrades including learning the new materials and tools. In addition, new types of floor coverings, structural materials, coatings, modular systems, and tools are continuously introduced to meet customer's requests. Training in this project will help promote the development of skills for the above mentioned changes.

Upcoming projects that trainees will work on include:

- California Dental Show
- Advanced Clean Transportation Expo Show
- RuPaul's DragCon LA Exhibit and show
- International Dairy Deli Bakery Association show
- American Association for Thoracic Surgery show
- National Association of Music Merchants show
- VidCon Anaheim show
- Anime show

## Training Plan

Training will be delivered via Class/Lab and E-learning in the following:

**Commercial Skills:** Training will be provided to all trainees and will include tradeshow basics, custom booth, graphics/custom booth, graphics/custom booth 2, power tools, and rigging for Apprentices. Journeyman training will also include boom lift, custom exhibits, scissor lift, plan reading and scaffolding. These classes are needed for the latest processes, procedures and industry methodologies. These skills will keep the trainees more employable in the trade show industry.

## Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

## Commitment to Training

ETP funds will not displace the existing financial commitment to training. Employers will continue to contribute to the training trust for every hour worked by Apprentices and Journey workers. In addition, CA Tradeshow anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing commitment to training by employers participating in this project. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

Training will be overseen by CA Tradeshow’s joint committee and LAUSD representatives. Four staff members will work part time to coordinate scheduling and ensure all hours are entered correctly in the system. Rosters will be forwarded to LAUSD to ensure accuracy. Training will be delivered by qualified in-house Journeymen with extensive practical and training experience. CA Tradeshow will also use the Los Angeles Unified School District and the Anaheim Convention and Visitors Bureau for specialized training. CA Tradeshow has hired a third party company to provide administrative support.

## Marketing and Support Costs

Although many of the signatory employers have already been recruited, additional recruitment is needed to complete the project and replace those whose training needs have changed since the project planning process began. Additionally, support will be needed for specific job requirement assessments, which will all take place during the term of the contract. CA Tradeshow is therefore requesting 8% of support costs to aid them in completing these tasks. Staff recommends the 8% in support costs.

**Tuition Reimbursement**

CA Tradeshow represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

**Electronic Recordkeeping/LMS**

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

**ACTIVE PROJECTS**

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0904	\$174,521	10/3/2022- 10/2/2024	114	0	\$147,535 85%

**PRIOR PROJECTS**

The following table summarizes Contractor's performance by CA Tradeshow under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET20-0915	Multi Counties	08/1/2019- 07/31/2021	\$482,440	\$131,702 (27%)
ET18-0919	Multi Counties	12/18/2017- 12/17/2019	\$297,240	\$297,240 (100%)

\*Due to the pandemic and the nature of tradeshow, all tradeshow were cancelled for a period of time that include a large portion of this ETP Contract's term. This year, work has significantly picked up and the organization is preparing for a number of very large tradeshow.

**DEVELOPMENT SERVICES**

CA Tradeshow retained Betat Advisories in Auburn to assist with development of this proposal for a flat fee of \$5,000.

**ADMINISTRATIVE SERVICES**

CA Tradeshow retained as primary Betat Advisories in Auburn and as secondary LAUSD to perform administrative services in connection with this proposal for a fee of 6.5% for each administrator not to exceed 13% of payment earned.

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Commercial Skills****Apprentice Training**

- Tradeshow Basics
- Custom Booth
- Graphics/Custom Booth
- Power Tools
- Graphics/Custom Booth 2
- Rigging

**Commercial Skills****Journey Level Training**

- Boom Lift
- Custom Exhibits
- Extruded Metals
- Fall Protection for Trade Show Riggers
- Forklift Operation and Safety
- Genie Lift
- Power Tools
- Trade Show Scaffolding
- Scissor Lift
- Show Site Graphics
- Trade Show Basics
- Portable Exhibits
- Plan Reading
- Pallet Jack Operation and Safety
- Scaffolding
- Communications for Trade Show Workers
- From Work Order to Completion
- Using Shop Tools and Equipment
- Reading Blueprints and Shop Drawings
- Building Cabinets, Risers and Headers
- Building a Custom Exhibit

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**Training Proposal for:**  
**Valley Roofers Joint Apprenticeship Training Trust Fund**

**Contract Number: ET24-0940**

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** Sacramento

**Analyst:** J. Dongallo

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Multi County	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Roofers, Waterproofers and Allied Workers Local No. 81		
Turnover Rate:		≤20%	

**FUNDING DETAIL**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$133,245		\$9,204 8%		\$142,449

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm. Skills, OSHA 10/30	21	8-200	0	\$369	\$40.48
				Weighted Avg: 15			
2	Retrainee Priority Rate Apprentice	Comm. Skills, OSHA 10/30	75	8-210	0	\$1,796	\$30.90
				Weighted Avg: 105			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:** Job Numbers 1 and 2 (SET/Priority Industry):\$30.90 per hour.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No ☐ Maybe

Up to \$4.59 per hour may be used to meet the Post-Retention Wage for Job Number 2.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Journeyworker - Roofer/Waterproofers	\$40.48	21
<b>Job Number 2</b>		
Apprentice - Roofer/Waterproofers	\$26.31 - \$40.29	75

**INTRODUCTION**

Founded in 1975 and located in Stockton, Valley Roofers Joint Apprenticeship Training Trust Fund (Valley Roofers) (<https://buildcalifornia.com/training/valley-roofers-waterproofers-j-a-t-c/>) trains Apprentices and Journeyworkers in the roofing industry working for small and large businesses in Northern California. This will be the Valley Roofers fourth ETP Contract; the fourth in the past five years.

Valley Roofers is comprised of Local No. 81 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO and the Associated Roofing Contractors of the Bay Area Counties, Inc. Valley Roofers was created through collective bargaining, with an equal number of members appointed by union and management with employer contributions to a training trust fund. The employers are not “participants” but are signatories to the Collective Bargaining Agreement.

Training will be delivered at the Valley Roofers 5,000 square-foot, fully equipped Training Center in Stockton. The Training Center offers programs that focus on various phases of the roofing and waterproofing industry. The Apprenticeship program is a 3.5 year (42 month) program, and will

require 4,200 hours of on-the-job training and 144 hours per year of Related and Supplemental Instruction (RSI).

### **Veterans & Special Trainee Populations**

Valley Roofers maintains a hiring preference for Veterans, however, due to the low number of Veterans participating in this proposal, Valley Roofers will not track Veterans in a separate Job Number. Currently, Valley Roofers has three Veteran Apprentices.

In addition, Valley Roofers disseminates information to One-Stop Centers throughout Northern California. The program, also, works to serve underserved populations in the industry, such as women in construction, economically disadvantaged and formerly incarcerated. Currently, Valley Roofers has four female Apprentices and one female who completed her apprenticeship last September.

### **Apprenticeship Program**

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the RSI portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, San Juan Unified School District Adult Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, the Apprentice priority industry reimbursement rate is reduced from \$23 to \$16 per class/lab hour.

### **Program Completion Rates**

Valley Roofers represented that the total number of new apprentices projected to serve this year is 77. Since 2018, the program has served 429 new apprentices. The growth percentage in the last 5 years is approximately 100%.

## **PROJECT DETAILS**

The primary purpose of the program is to assist Apprentices and Journeyworkers by providing training in the various phases of the roofing and waterproofing industry. The program is designed to assist individuals in becoming acquaint with the different facets of the trade and to expand the scope of employment opportunities. Additionally, the program aims to enhance industry craftsmanship and train skilled workers who are essential for employers to secure successful bids for increased work volume.

Valley Roofers is revamping its training program to meet changing demands in the industry. The roofing industry continues to progress and move towards new roofing systems and materials. Today's roofing systems include a variety of single-ply systems and a variety of modified roofing systems (mopping, torching, primed, adhesives, hot rubber, and peel-n-stick). Additionally, there are improved waterproofing systems, photovoltaic systems, vegetative roofs, and rainwater

harvesting systems. These advanced systems require new skills for both Apprentices and Journeyworkers.

Modern contractors need to be more skilled and flexible to meet the demands of building owners and managers, who require a wide variety of roofing systems and materials. This need becomes particularly pronounced as developers construct larger and more complex structures. Employer needs, which encompass changing requirements for apprentice training, the necessity for workers trained in specialty areas, and general shortages of labor, are also reported through the union to the trust.

Furthermore, employers must hire a sufficient number of skilled craftsmen for specialized jobs and to replace retiring Journeyworkers. Currently, there is a regional shortage of Roofers and Water proofers in the industry, especially at the journey level. To meet the employer demand for Journeymen, Valley Roofers must train Apprentices to attain the skills and experience necessary to reach the journey level. Apprentices will receive training in commercial skills, covering topics such as; introduction to the roofing and waterproofing industry, introduction to waterproofing and damp proofing, common materials, built-up roofing, cold applied and caulking, rigid roofing, asphalt and wood shingles, plans and specifications, single-ply, maintenance and repairs, upgrades, metal roofing, kettle safety, advanced materials, specialty systems, and conservation standards. Journey level workers also will receive training in commercial skills, including specialty skills products and materials that are new to the industry and products and skills that have been in use, but which were not taught during the journey level worker's apprenticeship.

## **Training Plan**

This Curriculum was customized to meet the needs for the core group of participating employers. Training will be delivered via class/lab in the following:

### **Apprentice Training**

**Commercial Skills:** Training will include Advanced Materials, Built-Up Roofing, Common Materials, Conversion Standards, Kettle Safety, Metal Roofing, Rigid Roofing, Single-Ply, Waterproofing and Damp Proofing.

### **Journeyworker Training**

**Commercial Skills:** Training will include Advanced Concepts in Waterproofing and Damp Proofing, Advanced Single-Ply Roofing, Creating Safe Working Conditions, Creating Project Plans, Roofing Materials, Title 24 Energy Standards for Roofing, Torch-On Product, and Working on Scaffolding.

### **Certified Safety Training**

OSHA 10/30: This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

## Marketing and Support Costs

Valley Roofers disseminates class information throughout the year to potential trainees within JATC jurisdictions as well as to contractors who employ them through personal contacts, telephone calls, emails, and its website. The JATC is also active in the local workforce investment board and is a partner in its community workforce development work.

Valley Roofers requests 8% support costs for Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participating employers for this program. While Valley Roofers already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATC will cover the additional expenses.

## Commitment to Training

ETP funding will not displace Valley Roofers' financial commitment to training. Signatory employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers as defined in their collective bargaining agreement. General safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

### ➤ Training Infrastructure

The Contract Representative is the dedicated administrator for this proposal. Valley Roofers staff will provide all ETP training. Trainers are experienced Journeyworkers with formal instruction in training methods and subject matter. The training facility is located in Stockton. Administration will be performed in a partnership with a third party administrator. Class scheduling and completing training rosters will be the role of the applicant. The third party administrator will assist in uploading training and enrollment data to ETP and reporting ETP related activities.

## Tuition Reimbursement

Valley Roofers represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

## ACTIVE PROJECTS

The following table summarizes Contractor's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET22-0928	\$123,753	10/4/21 - 10/3/23	81	0	\$123,753 (100%)

The prior project is closing out in the system. Due to the pending close-out process, the training population (ie. Apprentices) data has not been entered into this active contract. Once the close out of the prior project (ET20-0942) have been completed, then the trainee population can be entered, along with the tracked

hours. This will provide an accurate total of Potential Earnings and Performance Percentage. In addition, this project will have the assistance of a 3rd party administrative vendor to support the tracking and upload of data, once the close out is complete.

### **PRIOR PROJECTS**

The following table summarizes Contractor's performance by Valley Roofers under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0942	Stockton	12/23/19 - 12/22/21	\$81,403	\$73,150 (90%)
*ET18-0904	Stockton	8/01/17 - 7/31/19	\$112,340	\$57,020 (51%)

\*ET18-0904 was the Contractor's first ETP Contract, which presented some challenges related to accurately identifying how much training would take place and how much of it was ETP eligible. This resulted in the low performance. Since then, the contractor has developed an efficient training plan and strategy, which has resulted in two other ETP Contracts with over 90% performance. In addition, Valley Roofers hired a 3rd party administrative vendor to support the tracking and uploading of data to ensure all training is accounted for.

### **DEVELOPMENT SERVICES**

Betat Advisories in San Francisco assisted with development of this proposal for a flat fee of \$5,000.

### **ADMINISTRATIVE SERVICES**

Betat Advisories will also perform administrative services for a fee not to exceed 12% of payment earned.

### **TRAINING VENDORS**

N/A

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Apprentice****Commercial Skills**

- Advanced Materials
- Asphalt and Wood Shingles
- Built-Up Roofing
- Cold Applied and Caulking
- Common Materials
- Conversion Standards
- Introduction to Waterproofing and Damp Proofing
- Kettle Safety
- Maintenance and Repairs
- Metal Roofing
- Plans and Specifications
- Rigid Roofing
- Single-Ply
- Special Safety
- Specialty Systems
- Upgrades
- Waterproofing and Damp Proofing

**Journeyworker****Commercial Skills**

- Advanced Concepts in Waterproofing and Damp Proofing
- Advanced Single-Ply Roofing
- Advanced Systems of Built-Up Roofing
- Coordinating Plans and Schedules with Other Building Trades
- Creating Safe Working Conditions
- Creating Project Plans
- Designing Rigging and Hoisting Systems and Procedures
- Rigid Roofing
- Roofing Materials
- Title 24 Energy Standards for Roofing
- Torch-On Product
- Working Around Hazardous Materials
- Working on Scaffolding

**Journeyworker/Apprentice**

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30



**RETRAINEE-JOB CREATION**  
**Training Proposal for:**  
**BGI Worldwide Logistics, Inc.**

**Delegation ≤ \$75,000 Single Employer**

**Contract Number: ET24-0196**

**Approval Date:** August 31, 2023

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** J. Romero

**PROJECT PROFILE**

Contract Attributes:	Priority Rate SB <100 Retrainee Job Creation Initiative	Industry Sector(s):	Services Transportation Warehousing  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Riverside	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 26	U.S.: 26	Worldwide: 36
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

**In-Kind Contribution**

\$10,950

**Total ETP Funding**

\$10,350

<b>Small Business Only:</b>	Owner <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
<b>Out-of-State Competition:</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Occupations to be Trained:</b>	Operations/Sales, Administration, Warehouse, Supervisor/Manager, Owner

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Priority SB<100 Retrainee	Business Skills Comm Skills Computer Skills Continuous Impr.	26	8-200	0	\$368	\$22.66
				Weighted Avg: 16			
2	Priority SB<100 Job Creation	Business Skills Comm Skills Computer Skills Continuous Impr.	2	8-200	0	\$391	\$18.78
				Weighted Avg: 17			

\*Post-Retention Wage is the Contractual Wage.

**Minimum Wage by County:** Job Number 1: \$22.66 per hour for Los Angeles and Riverside Counties  
 Job Number 2 (Job Creation): \$18.78 per hour for Los Angeles and \$18.54 for Riverside Counties.  
**Health Benefits: Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No  
 Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1:</b>		
Operations/Sales	\$20.16 - \$30.00	13
Administration	\$21.00 - \$30.00	3
Warehouse	\$20.16 - \$27.00	5
Supervisor/Manager	\$24.00 - \$34.00	4
Owner	\$30.00 - \$65.00	1
<b>Job Number 2:</b>		
Operations/Sales	\$18.78 - \$20.00	2

**OVERVIEW**

<b>Year Company Founded:</b>	1999	<b>Company Headquarters:</b> <input type="checkbox"/> Single location Signal Hill
<b>Total Number of Facility locations in California</b>	3	
<b>Facility location(s) where training will occur</b>	<ul style="list-style-type: none"> <li>• Signal Hills, CA</li> <li>• Compton, CA</li> <li>• Palm Desert, CA</li> </ul>	

<b>Nature of Business:</b>	<ul style="list-style-type: none"> <li>• Global freight shipping and logistics company</li> <li>• Warehousing and distribution</li> <li>• Transportation and shipping services</li> </ul>
<b>Customer Base</b>	<ul style="list-style-type: none"> <li>• Aerospace, defense, construction, import/export, industrial, manufacturing, technology and wholesale/retail trade industries.</li> </ul>

<b>Business / Industry Needs / Changes</b>	<ul style="list-style-type: none"> <li>• Cargo shipping challenges (Nationwide and International)</li> <li>• Backlog in processing of cargo, results in longer periods of cargo transit</li> <li>• Constant changes and tighter security in transporting cargo requires certification in different security levels.</li> <li>• Expansion and continuation of BGI's transportation management system since last Contract, Cargowise. It allows clients access to a broad range of booking and order management tools, including document management systems, 24/7 shipment tracking, reporting, distribution, transportation, and Customs automation. The system enables the Company to utilize more efficient and streamlined processes to improve productivity, service time, and customer service.</li> <li>• Company plans to expand both its market range and company size by 2024.</li> </ul>
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**Training Plan:**

<b>Need for Training:</b>	<ul style="list-style-type: none"> <li>• Due to the challenges and constant changes in the process and security requirements in the cargo industry, BGI must continuously upgrade the skill level of staff to enable them to respond confidently and promptly to the demands and changes of the industry.</li> <li>• Upgrades in technological skills will provide staff the proficiency to use new software systems implemented by BGI.</li> </ul>
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab

☒ E-Learning

<b>Continuous Improvement</b>	<b>Business Skills</b>	<b>Computer Skills</b>
<b>Commercial Skills</b>		

<b>Job Creation Justification</b>	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function.
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### Alternate Recordkeeping

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

### Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> <li>• <b>Trainers:</b> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Commercial Skills, Computer Skills and Continuous Improvement</li> <li><input checked="" type="checkbox"/> Vendor – Types of Training by vendor: Computer Skills, Commercial Skills and Continuous Improvement</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• <b>Administration:</b> <p>Each location has a Team Lead who will collect all training rosters to be submitted them to the Administrative Staff at the main location, who will collectively submit all training rosters to BGI's administrative subcontractor for ETP CEF upload.</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> In-house</li> <li><input checked="" type="checkbox"/> Subcontractor</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• <b>Project Oversight:</b> <p>The Company has assigned the Data and Information Manager and an administrative staff to administer the project. The Company also retained the services of a third-party administrator to assist with administration.</p> </li> </ul>

### Repeat Contract

<ul style="list-style-type: none"> <li>• <b>Number Of Contracts in last 5 years:</b></li> </ul>	1
<ul style="list-style-type: none"> <li>• <b>Training provided / focus in last Contract:</b></li> </ul>	<ul style="list-style-type: none"> <li>• Training focused on BGI's purchase and implementation of a new transportation management software system, CargoWise One. CargoWise One is a cloud-based system allowing clients access to a broad range of booking and order management tools including document management systems, 24/7 shipment tracking, reporting, distribution, transportation, and Customs automation. The system enables the Company to</li> </ul>

	<p>utilize more efficient and streamlined processes to improve productivity and service time, and customer service.</p> <ul style="list-style-type: none"> <li>Unfortunately, due to the restrictions of the COVID19 pandemic training for this was placed on hold and is now being included in this ETP proposal with its upgrades from the time it was installed in 2019.</li> </ul>
<ul style="list-style-type: none"> <li><b>Difference in Training Plan:</b></li> </ul>	<p>In this ETP proposal, BGI has added a variety of new training modules to its program.</p> <p>The Company expanded the CargoWise training to include three professional certification levels, namely, Certified Operator, Certified Specialist, and Certified Professional. These certifications will enhance employee effectiveness and serves to provide additional professional development opportunities.</p> <p>BGI also added industry compliance and certification training courses through the Veroot compliance and vendor management platform which is are built on BGI's existing training in order to include new opportunities for professional development and opportunities to qualify for upper mobility within the Company.</p>

## **PRIOR PROJECTS**

The following table summarizes Contractor's performance under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0194	Signal Hill	08/07/18 – 08/06/20	\$24,180	\$10,365 (43%)

The unexpected effect of the COVID19 pandemic prevented BGI in achieving the training planned for this contract. For this proposal, BGI staff developed a training schedule broken down by month, so it will be easy to follow for both trainers and attendees. They will schedule periodic department meetings to include recap(s) on the training provided with feedback and assessment of the training. They will be conducting a gap analysis to identify further training needs of their employees.

## **SUBCONTRACTORS**

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Funding Source	Seal Beach	\$500
Administrative	Training Funding Source	Seal Beach	13% of payment earned
Training Vendors	To Be Determined	To Be Determined	To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Accounting: QuickBooks; Payroll; Excel; CargoWise One
- Administrative Process Improvement
- Change Management
- Coaching/Leadership
- Communication
- Credit and Collection Skills
- Customer Relations
- Planning
- Sales & Marketing/Negotiation
- Time Management
- Teambuilding
- Work Processes/Procedures

**Commercial Skills**

- Customs-Trade Partnership Against Terrorism
- Customs Brokerage
- Cargo & Deconsolidation
- Dangerous Goods for Air and Ocean
- Delivery; Inbound and Outbound Freight Forwarding
- Distribution Processes and Procedures
- Domestic Shipping—Trucking, Rail, Ocean, Air
- Warehouse Equipment Operations
- International Commercial Terms
- Inspection Techniques
- Inventory Management
- International Shipping — Ocean, Air
- International Traffic in Arms Regulations (ITAR)
- Logistics Skills
- Order, Picking, and Packing
- Quality Control
- Sales to Operations Turnover
- Shipping and Receiving – Expediting for On-Schedule
- Standard Operating Procedures
- Supply Chain/Warehousing
- Transportation Security Administration procedures
- Warehouse Procedures

**Computer Skills**

- CargoWise One (Cloud-Based Operating System)
- Microsoft Office Programs
- Sales & Marketing Software (CRM)
- Payroll Reports

- Script Writing for Report Generation
- TMS (Transportation Management System 3PL)
- Warehouse Management

**Continuous Improvement Skills**

- Problem Solving Tools and Techniques
- Process Improvement
- Quality improvement



**RETRAINEE-JOB CREATION**  
**Training Proposal for:**

**Skori, Inc. dba West Coast Ambulance**

**Delegation ≤ \$75,000 Single Employer**

**Contract Number: ET24-0211**

**Approval Date:** September 12, 2023

**Panel Meeting of:** September 29, 2023

**ETP Regional Office:** North Hollywood

**Analyst:** L. Vuong

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate SB <100 SET HUA Job Creation Initiative	Industry Sector(s):	Services Healthcare  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 87	U.S.: 87	Worldwide: 87
<u>Turnover Rate:</u>	6%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

**In-Kind Contribution**

\$83,300

**Total ETP Funding**

\$74,704

<b>Small Business Only:</b>	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
<b>Occupations to be Trained:</b>	Billing Staff, Dispatcher, Emergency Medical Technician, Emergency Medical Service Coordinator, Field Training Officer (EMT Supervisor/Manager), Gurney Driver, Paramedic, Respiratory Therapist, Vehicle Service Technician (Maintenance)

### TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority SB<100 SET HUA Medical Skills	Computer Skills Continuous Impr. MS Didactic	64	8-200	0	\$736	\$18.54
				Weighted Avg: 32			
2	Retrainee Job Creation Priority SB<100 Medical Skills	Computer Skills Continuous Impr. MS Didactic	30	8-200	0	\$920	\$18.54
				Weighted Avg: 40			

**\*Post-Retention Wage is the Contractual Wage**

#### **Minimum Wage by County:**

Job Number 1 (SET/HUA): \$18.54 per hour for Los Angeles County.

Job Number 2 (SET/Job Creation): \$18.54 per hour for Orange and San Diego Counties.

**Health Benefits: Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No

Up to \$1.04 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 & 2.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1</b>		
Billing Staff	\$18.00 - \$25.00	2
Dispatcher	\$18.00 - \$25.00	2
Emergency Medical Technician	\$18.00 - \$25.00	30
Emergency Medical Service Coordinator	\$18.00 - \$25.00	4
Field Training Officer (EMT Supervisor/Manager)	\$21.00 - \$25.00	5

Gurney Driver	\$17.50 - \$20.00	3
Paramedic	\$25.10 - \$45.00	5
Respiratory Therapist	\$30.00 - \$35.00	9
Vehicle Service Technician (Maintenance)	\$18.00 - \$25.00	4
<b>Job Number 2</b>		
Billing Staff	\$18.00 - \$25.00	2
Dispatcher	\$18.00 - \$25.00	2
Emergency Medical Technician	\$18.00 - \$25.00	10
Emergency Medical Service Coordinator		1
Field Training Officer (EMT Supervisor/Manager)	\$21.00 - \$25.00	2
Gurney Driver	\$17.50 - \$20.00	3
Paramedic	\$25.10 - \$45.00	3
Respiratory Therapist	\$30.00 - \$35.00	5
Vehicle Service Technician (Maintenance)	\$18.00 - \$25.00	2

**OVERVIEW**

<b>Parent Company</b>		Skori, Inc. dba West Coast Ambulance	
<b>Year Company Founded:</b>	2002	<b>Company Headquarters:</b> <input type="checkbox"/> Single location Burbank, CA	
<b>Total Number of Facility locations in California</b>		4	
<b>Facility location(s) where training will Occur</b>		<ul style="list-style-type: none"> <li>• Burbank (Los Angeles County)</li> <li>• Lancaster (Los Angeles County)</li> <li>• Anaheim (Orange County)</li> <li>• San Diego (San Diego County)</li> </ul>	

<b>Nature of Business:</b>	<ul style="list-style-type: none"> <li>• Founded in 2002 and headquartered in Burbank, Skori, Inc. dba West Coast Ambulance (WCA) (<a href="https://www.wcambulance.com">https://www.wcambulance.com</a>) provides medical transportation services in Los Angeles County.</li> <li>• The Company operates 24/7 providing transportation for basic life support, life support paramedics, stand-by and community services, bariatric specialty, dialysis, special care (emergency), stretcher, wheelchair and long distance transportation,</li> <li>• The Company also offers specialized transportation services including psychiatric, chemotherapy, radiology, inter-facility, doctor/medical</li> </ul>
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	appointments, hospital admissions/discharges, adult day care centers, and family activities.
<b>Customer Base:</b>	<ul style="list-style-type: none"> <li>• City and County Health Department</li> <li>• Hospitals</li> <li>• Family Health Care Centers</li> <li>• Nursing Facilities</li> <li>• Doctor and Medical Facilities</li> </ul>
<b>Business / Industry Needs / Changes</b>	<ul style="list-style-type: none"> <li>• 16% growth in business and 15% in workforce over the next 12 months.</li> <li>• Committed to hiring 30 new employees (Job Number 2) over the next two years.</li> <li>• Expanded client territories to Orange and San Diego Counties.</li> <li>• Acquired four new contracts.</li> <li>• New customers (Optum Health Plan, Lakeside Regal) and increases existing customer HealthNet.</li> <li>• Added two new facilities (Anaheim and San Diego).</li> <li>• Invested \$650,000 in new equipment, including 5 ambulance vehicles, 5 gurney vans, 10 Charis chairs, IT equipment, new phone system, and new critical care equipment.</li> <li>• New customer demands and expectations, including better and faster services.</li> <li>• Keep up with industry requirements and technological advancements.</li> <li>• WCA aspires to promote and develop future leadership within the Company.</li> </ul>

### Training Plan:

<b>Need for Training:</b>	<ul style="list-style-type: none"> <li>• Provide existing and new workers with training to gain required skills, adapt to new technologies and system, exceed customer expectations, attract new clients, improve services, and standardize processes and procedures across all departments.</li> <li>• WCA has developed a company-wide training program which includes Computer Skills, Continuous Improvement, and Medical Skills – Didactic. Trainees will gain knowledge and skills necessary to deliver superior services, operate sophisticated equipment, exceed customer expectations, attract new customers, improve performance, increase retention, and advance in their careers.</li> <li>• The overall objective of training is to promote staff development to drive growth and career advancement.</li> </ul>
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab

☒ E-Learning

☒ MS Didactic

Computer Skills	Continuous Improvement	Medical Skills - Didactic
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<b>Job Creation Justification</b>	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function;  <input checked="" type="checkbox"/> Opening specific new plants or facilities, expanding or upgrading existing facilities, and/or repurposing existing unused space/buildings or facilities; and  <input checked="" type="checkbox"/> The Company has committed to hiring 30 new employees and is currently going through the hiring and interviewing processes to prepare them for the opening of its two new facilities (September 2023 for San Diego and October 2023 for Anaheim).
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### Special Employment Training

Under Special Employment Training (SET), employers are not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

#### ➤ Wage Modification (Priority Industry)

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$41.20 to \$30.90). Trainees in Job Numbers 1 are employed in a Priority Industry and qualify for a SET wage modification up to 25% below the statewide average hourly wage.

### High Unemployment Area

All trainees in Job Number 1 work in Burbank and Lancaster (Los Angeles County), a High Unemployment Area (HUA). This region with unemployment exceeding the state average by at least 25%.

#### ➤ Wage Modification (HUA)

For trainees in a HUA, the Panel may further modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages. WCA requests a wage modification for the trainees in Job Numbers 1 from \$22.66 to \$18.54 per hour for Los Angeles County.

Approximately 50 trainees in Billing Staff, Dispatcher, Emergency Medical Technician/Service Coordinator, Field Training Officer, Gurney Driver, and Vehicle Service Technician will need the wage modification.

**Alternate Recordkeeping**

Staff has reviewed and approved the Company's request to use an alternate recordkeeping method.

**Training Infrastructure & Administrative Plan**

- **Trainers:**
  - ☒ In-house – Types of Training: Computer Skills, Continuous Improvement, Medical Skills - Didactic
  - ☐ Vendor – Types of Training by vendor: To Be Determine
- **Administration:**

WCA's Director and California Training Administration, Inc.

  - ☒ In-house
  - ☐ Subcontractor
- **Project Oversight:**

WCA's Director will oversee the training project and administrative responsibilities. WCA has designated a team of Senior Training Coordinators to schedule, document, secure rosters, deliver training and ensure ETP compliance. The Company has also retained a third party subcontractor to support project administration duties including enrollment, data tracking, invoicing, and participating in ETP monitoring and ensuring compliance with ETP requirements. A detailed training schedule is in place, and the Company is ready for training to commerce upon approval.

**SUBCONTRACTORS**

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	California Training Administration, Inc.	Rocklin	\$2,500
Administrative	California Training Administration, Inc.	Rocklin	13% payment earned
Training Vendors	To Be Determined		

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Computer Skills**

- Billing and Coding Software
- Dispatch Software
- Electronic Medical Records Application
- Microsoft Office/Excel (Intermediate & Advanced only)
- Patient Care record
- Scheduler Software

**Continuous Improvement Skills**

- Ambulance Operation Procedures
- Billing Techniques
- Call Center & Dispatch Protocols
- Communication Skills
- Conflict Resolution
- Crisis Prevention & Intervention (CPI)
- Critical Thinking
- Customer Service
- Documentation
- Efficiency & Quality Improvements
- Emergency Vehicle Operations
- EMS Communications & Protocol
- FEMA
- HazMat for Patient Care Providers
- HIPPA/Patient Privacy
- Leadership Skill/Coaching
- Leadership/Coaching Essentials
- Managing Multiple Priorities
- Managing Workflow and Schedules
- Performance/Quality Improvements
- Train-the-Trainer
- Standard Operating Procedures
- Teams Meetings

**Medical Skills (Didactic)**

- Advanced Cardiac Life Support
- Airborne Pathogens
- Ambulatory Patient Care
- Basic Life Support (BLS)
- Bloodborne Pathogens
- Body Mechanics
- Cardiac Assessment
- Cardiac Patient Care
- Care of and Treatment of Shock Patients

- Care of Bariatric Patients
- Care of Cardiac Patients
- Care of Geriatric Patients
- Care of the Renal Patient
- Care of the Stroke Patient
- Chronic obstructive Pulmonary disease (COPD)
- Code Blue Response Procedures
- COVID19 Mitigation
- Critical Care
- Decontamination Procedures
- Dysrhythmia recognition & Interpretation
- EKG & Cardiac Monitors
- Emergency Medical Technician (EMT & EMT-1)
- EMT/Paramedic Skills
- Equipment Operation
- Geriatric Patient Care
- Hazardous Materials/Protection
- Medical Transport of High Risk Patients
- Medication Administration & Reconciliation
- Neonatal Intensive Care Unit (NICU Transport)
- Neurological Assessment & Pre-Hospital Care
- Orthopedic Assessment & Pre-Hospital Care
- Orthopedic Stabilization & Traction
- Oxygen Administration
- Pain Management
- Patient Assessment & Pre-Hospital Care
- Patient Transport Techniques
- Pediatric Patient Care
- Pharmacology & Pharmacokinetics
- Pre-Hospital Trauma Life Support
- Psychiatric Patient Care
- Respiratory Arrest
- Respiratory Assessment
- Restraints
- Standards of Care
- Trauma patient Care
- Ventilator Operations



**RETRAINEE-JOB CREATION**  
**Training Proposal for:**

**Trinity Renovation, Inc. dba kitchenCRATE & bathCRATE**

**Delegation  $\leq$  \$75,000 Single Employer**

**Contract Number: ET24-0148**

**Approval Date:** August 16, 2023

**Panel Meeting of:** July 21, 2023

**ETP Regional Office:** Sacramento

**Analyst:** J. Dongallo

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative HUA SET SB <100	Industry Sector(s):	Construction (C)  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento, Stanislaus	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 42	U.S.: 42	Worldwide: 42
<u>Turnover Rate:</u>	12%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

**In-Kind Contribution**

\$95,696

**Total ETP Funding**

\$73,623

<b>Small Business Only:</b>	Owner <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
<b>Occupations to be Trained:</b>	Administrative Staff, Field Staff, Project Managers, Sales Staff, Executive Staff, Owner

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Priority Retrainee HUA SB<100 SET	Business Skills Comm Skills Computer Skills Continuous Impr. HazMat OSHA 10/30 PL-Comm. Skills	42	8-200	0	\$1,219	\$19.00
				Weighted Avg: 53			
2	Priority Job Creation Retrainee HUA SB<100 SET	Business Skills Comm Skills Computer Skills Continuous Impr. HazMat OSHA 10/30 PL-Comm. Skills	7	8-200	0	\$1,495	\$19.00
				Weighted Avg: 65			
3	Priority Job Creation Retrainee SB<100 SET	Business Skills Comm Skills Computer Skills Continuous Impr. HazMat OSHA 10/30 PL-Comm. Skills	8	8-200	0	\$1,495	\$19.00
				Weighted Avg: 65			

**\*Post-Retention Wage is the Contractual Wage**

**Minimum Wage by County:**

**Job Number 1 (Retrainee/HUA):** \$17.00 per hour for Stanislaus County.

**Job Number 2 (Retrainee/HUA/Job Creation):** \$15.50 per hour for Stanislaus County.

**Job Number 3 (Retrainee/SET/Job Creation):** \$18.54 per hour for Sacramento County.

**Health Benefits: Used to meet the Post-Retention Wage?:** ☐ Yes ☒ No

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
<b>Job Number 1: SET/Retrainee/HUA</b>		
Administrative Staff	\$20.00 - \$36.06	3
Field Staff	\$19.00 - \$38.50	30
Project Managers	\$38.46 - \$48.08	3
Sales Staff	\$63.74 - \$69.71	2
Executive Staff	\$20.00 - \$36.06	3
Owner	N/A	1
<b>Job Number 2: SET/Job Creation/Retrainee/HUA</b>		
Administrative Staff	\$20.00 - \$20.00	1
Field Staff	\$19.00 - \$25.00	4
Project Managers	\$25.01 - \$45.00	1
Sales Staff	\$25.01 - \$40.00	1
<b>Job Number 3: SET/Retrainee/Job Creation</b>		
Administrative Staff	\$20.01 - \$25.00	1
Field Staff	\$19.00 - \$25.00	5
Project Managers	\$25.01 - \$45.00	1
Sales Staff	\$25.01 - \$40.00	1

## **OVERVIEW**

<b>Year Company Founded:</b>	2010	<b>Company Headquarters:</b> <input type="checkbox"/> Single location Salida, CA (Stanislaus County)
<b>Total Number of Facility locations in California</b>	2	
<b>Facility locations where training will occur</b>	<ul style="list-style-type: none"> <li>Salida (Stanislaus County)</li> <li>Sacramento (Sacramento County)</li> </ul>	
<b>Nature of Business:</b>	<ul style="list-style-type: none"> <li>Trinity Renovation, Inc. dba kitchenCRATE &amp; bathCRATE (Trinity Renovation) (<a href="http://www.trinityrenovationsinc.com">www.trinityrenovationsinc.com</a>) provides kitchen, bathroom and counter top fabrication remodeling services for residential homeowners and commercial facilities.</li> </ul>	
<b>Customer Base:</b>	<ul style="list-style-type: none"> <li>Residential Homes</li> <li>Commercial Buildings</li> </ul>	
<b>Business / Industry Needs / Changes</b>	<ul style="list-style-type: none"> <li>Trinity Renovation is a construction skilled specific company that needs to consistently enhance and</li> </ul>	

	<p>upgrade equipment and techniques to meet industry needs.</p> <ul style="list-style-type: none"> <li>• The Company expanded to another location, Sacramento, which requires additional training to incumbent and new staff on equipment, product knowledge and business processes.</li> <li>• The Construction industry has continued to evolve and develop new requirements/regulations. This requires Trinity Renovation to continue training to meet industry regulations.</li> </ul>
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### Training Plan:

<b><i>Need for Training:</i></b>	<ul style="list-style-type: none"> <li>• All Field Staff and Project Managers will receive cross training in multiple areas. Training on Construction Management, Estimating, Product Knowledge, Personal Protection Equipment, Planning and Scheduling, and Project Management will provide the trainees with in-depth knowledge of the Company processes to ensure continued Company growth.</li> <li>• All Administrative Staff will focus training on improving their Business Skills. Training on Business Fundamentals, Conflict Resolution, Customer Service, Financial Analysis, Operational Skills, Strategic Planning and Time Management will set the standard for the skill levels required and will standardize the knowledge base.</li> <li>• With a focus of expanding the business into a new Commercial Construction market, as well as, a new region in Sacramento, the Company plans on hiring additional workers to meet current demand for its' services. The Division Manager will hire a Salesperson, Project Manager and five additional field staff employees to occupy the 2,300 square foot warehouse. Training will require the new employees to get certified on all of the products and services, as well as, how to program the systems that are being used.</li> <li>• The Company has acquired new Voyager XP 5-axis CNC saw and fabrication software, which will elevate manual countertop stone cutting too fully digital. Additionally, another purchase of a laser product (LT2D3D laser template) will scan the existing cabinetry and create a digital file for the countertops: enabling the saw to cut the precise piece. Training will require the new employees to get certified on all acquired equipment/software.</li> </ul>
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

☒ Class/lab

☒ E-Learning

☒ Productive Lab

<b>Business Skills</b>	<b>Computer Skills</b>	<b>Commercial Skills</b>
<b>Continuous Improvement</b>	<b>PL - Commercial Skills</b>	

<b>Certified Safety Training</b>	<input checked="" type="checkbox"/> OSHA 10/30 <input checked="" type="checkbox"/> Hazardous Materials (HAZMAT)
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<b>Productive Laboratory</b>	<b>Justification:</b> <input checked="" type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures <input checked="" type="checkbox"/> Certification Standards  <b>15 PL Hours per-trainee-</b> Remodeling kitchens and bathrooms is a job that is inherently dangerous and very costly to replicate in a class room setting. Remodeling these sections within a home requires special tools and materials that can be best taught at the job site. The trainer will demonstrate step-by-step instructions and then observe trainees performing these tasks. Trinity Renovation is requesting up to 15 hours of PL training. Upon training completion, the trainer will create a certificate confirming competencies and it will be saved in the employee's file for access and review.  <b>Occupations Receiving PL Training:</b> Field Staff
The PL instructor must be dedicated to training, at a ratio of 1:1.	

<b>Job Creation Justification</b>	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function.  <input checked="" type="checkbox"/> Opening specific new plants or facilities, expanding or upgrading existing facilities, and/or repurposing existing unused space/buildings or facilities.
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### Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	Job 1: 53 Hours Job 2 & 3: 65 Hours
The Company will train existing and new employees over 45 hours in order to produce the quality and standards required within the industry. Additional training will be given to new employees (Job Creation), due to the complexity and uniqueness of each remodeling project. A significant amount of training is needed in order to ensure the safety of new employees, as well as the delivery of high quality service. In addition, new trainees will learn transferable skills under this project that allows them to be more competitive in the industry.	

### Special Employment Training/High Unemployment Area (HUA)

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

### ➤ **Wage Modification**

For trainees employed in a priority industry, the Panel may modify the SET minimum wage up to 25% below the statewide average hourly wage (from \$41.20 to \$30.90).

In addition, trainees in Job Numbers (1 and 2) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in Stanislaus County are in a HUA. For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages. Trinity Renovation requests a wage modification from \$30.90 per hour to \$19.00 per hour for Job Number 1 to serve workers in lower-wage occupations.

Approximately 23 current trainees within Administrative Staff and Field Staff will need the wage modification.

### **Training Infrastructure & Administrative Plan**

- **Trainers:**

- ☒ In-house – Types of Training: Business Skills, Commercial Skills, Computer Skills, Continuous Improvement Skills, Hazardous Materials Skills, OSHA 10/30, PL – Commercial Skills
- ☒ Vendor – Types of Training by vendor: To Be Determined

- **Administration:**

Trinity Renovation has retained an administrative subcontractor to assist with the administering of the training Contract.

- ☒ In-house
- ☒ Subcontractor

- **Project Oversight:**

Trinity Renovation's training budget is approximately \$65,000 annually for both of its locations. Training includes state-mandated training, legal compliance training, and new-hire orientation.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

The Company has a structured training plan in place. The Director of Finance and Administration will work with the Office Manager to oversee project administration and tracking performance. Training will be delivered by in-house experts and vendors as needed.

**SUBCONTRACTORS**

<b>Subcontractor Type</b>	<b>Subcontractor Name</b>	<b>City</b>	<b>Cost / %</b>
Development	Carrazo LLP, Innovative Tax Solutions	Sacramento	\$7,300
Administrative	Carrazo LLP, Innovative Tax Solutions	Sacramento	13%
Training Vendors	To Be Determined	To Be Determined	To Be Determined

**Exhibit B: Curriculum****Class/Lab/E-Learning**

Trainees may receive any of the following:

**Business Skills**

- Business Fundamentals
- Conflict Resolution
- Creative Marketing
- Customer Service
- Dealing with Difficult People
- Employee Coaching
- Essential Skills for New Supervisor
- Financial Analysis
- Marketing/Sales Techniques & Strategy
- Operational Skills
- Planning and Organization
- Strategic Planning
- Time Management

**Commercial Skills**

- Cabinetry
- Carpentry
- Construction Management
- Crisis Management
- Demolition
- Electrical Installation
- Estimating
- Forklift/Scissor Lift
- Kitchen/Bath Installation
- Lighting and Dimmers
- Lock Out/Tag Out
- Mechanical, Electrical and Plumbing
- Painting and Staining
- Personal Protection Equipment
- Planning and Scheduling
- Product Knowledge
- Stucco

**Computer Skills**

- Slabsmith (New Fabrication Saw)
- LT-2D3D (New Laser Templating)
- Computer Aided Design (CAD) Software
- Revit Architecture Fundamentals
- Social Media – Linked-In
- VM Ware
- Voyager XP 5-Axis CNC Saw and Fabrication Software
- Website Maintenance

**Continuous Improvement Skills**

- Cross Training
- Coaching Procedures
- Communication Skills
- Effective Meetings for Leaders
- How to Coach and Mentor
- Kaizen
- Leadership
- Meeting Management
- Process Improvement
- Production Scheduling
- Project Management
- Quality Measurement Systems
- Supervisor Skills

**Hazardous Materials Skills**

- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling
- Hazardous Waste Cleaning
- Lead Removal

**Safety Skills - OSHA 10 (Certified-OSHA Instructor)**

- OSHA 10

**Safety Skills - OSHA 30 (Certified-OSHA Instructor)**

- OSHA 30

**Productive Lab (Trainer-to-Trainee Ratio 1:1)**

Trainees may receive any of the following:

**Commercial Skills**

- Cabinetry
- Carpentry
- Demolition
- Electrical Installation
- Estimating
- Forklift/Scissor Lift
- Kitchen/Bath Installation
- Lighting and Dimmers
- Mechanical, Electrical and Plumbing
- Painting and Staining
- Stucco