



**Employment Training Panel**  
STATE OF CALIFORNIA EMPLOYMENT TRAINING PANEL  
POLICY COMMITTEE MEETING  
In person  
1100 J Street, Sacramento, CA, Sequoia Room  
**Thursday, October 26, 2023**

**I. POLICY COMMITTEE MEETING CALL TO ORDER**

Chair Gretchen Newsom called the meeting to order at 1:03 p.m.

**II. ROLL CALL**

Present

Gretchen Newsom  
Rick Smiles  
Rebecca Bettencourt

Executive Staff

Peter Cooper, Acting Director  
Jaime Gutierrez, Chief Deputy Director

ETP Representatives

Elisabeth Testa, Policy Manager

**III. MEETING AGENDA**

No changes to October 26, 2023 Agenda.

ACTION: Mr. Smiles moved and Ms. Bettencourt seconded approval of the October 26, 2023 Meeting Agenda with no changes. All Policy Committee Members present voted in the affirmative.

Motion carried, 3 to 0.

**IV. MEETING MINUTES**

No changes to August 8, 2023 Meeting Minutes.

ACTION: Mr. Smiles moved and Ms. Bettencourt seconded approval of the August 8, 2023 Meeting Minutes with no changes. All Policy Committee Members present voted in the affirmative.

Motion carried, 3 to 0.

## **V. ACTION ITEMS**

**No action items**

## **VI. DISCUSSION ITEMS**

### **AGRICULTURAL WORKFORCE DEVELOPMENT PRESENTATION BY SEBASTIAN SANCHEZ, DEPUTY SECRETARY FOR IMMIGRANT AND AGRICULTURAL WORKFORCE (LWDA)**

This presentation included some of the work that has been going on around agricultural industry. He explained the Labor Agency strategy and the steps they are taking to move the strategy forward. Employment Development Department estimated that there are approx. 840,000 workers per year, most of which are immigrants 49% of which have work authorization. This means that they may not be eligible for certain funds. 1/3 of workers do not speak English, most are seasonal workers. Basic skills, soft skills and high-skilled worker training could be offered during the off season times. Support services such as referrals to health, housing and educational resources, case management and coaching for job search and workplace success are the focus.

**Public comment was requested on this issue.**

Thea Rittenhouse with CDFA commented that she wanted to show their support for this and she is looking forward to Inter-agency partnerships

### **PRESENTATION BY HEATHER MIGUEL REGARDING PROPOSED AGRICULTURE ALLOCATION FOR THE REMAINDER OF THIS FISCAL YEAR**

Employment Training Panel is proposing to allocate \$10M to serve businesses and workers in the agricultural sectors from ETP Core funds, mostly from the SET funding capacity (with Agricultural NAICS Codes (11110-115310)). Reviewing applications on a case by case basis. With Single Employer contracts up to \$600K, Multiple Employer Contract up to \$1M and priority projects in processing.

Concerns were raised by Committee around the wages and what is the population that we are looking at in the agricultural field. Some of the wages are so low that they would not meet regular thresholds. Questions came up as to: How are we differentiating as to what work force we are aiming at instead of getting too much of the food manufacturers or processors that do give a higher wage? How do we choose the workforce? And what are the paths to higher paying jobs? What about English skills? Committee comment was made regarding pick rates vs. flat hourly wage. Could we structure the program so that those applying pay more than the bare minimum? The gap is with the field level worker not food manufacturers. United Farm Workers organization would be a good collaborator to work with for the worker voice. Possibly add a question to the application regarding what they are doing to increase worker voice.

Heather explained that this is standard ETP core funding being used not a new program and we are required to meet ETP standards performance metrics for these contracts. The goal is to get some of the lower paying people into the higher paying jobs. ETP does have a seasonal worker program through the SET funding. Maybe some of the employers could fall under the HUA

program. The Literacy program has been funded already. We also have alternative retention. Wage calculations pick rate vs hourly is something that will be looked into.

Robert Meyer contributed that there are other initiatives that we have with Community Colleges as well as workforce partnerships looking at various levels of agricultural technology. Program should result in standard industry recognized credentials and certifications when possible.

**Public comment was requested on this issue.**

No public comment

## **OSHA MANDATED TRAINING PRESENTATION BY JANA LAZAREWICZ**

ETP Regulation 4420.5(a) states that ETP shall not fund general training required by the state or federal Occupational Safety and Health Administration for the operation of a business in the state of California. The differences between OSHA 10/30 and general safety courses were discussed. Department of Industrial Relations is in charge of overseeing the list of general safety courses, they also keep a list of high hazard industries. A list of suggested courses designated to be excluded to receive funds was given. This list corresponds to OSHA's list of general safety training, and as such, are prohibited from being reimbursed with ETP funds. The list has been developed to aid staff and applicants when developing their training plans.

Committee was in support of this. These general safety trainings should be given by the employer to any new hire.

**Public comment was requested on the issue.**

Kern CCD Dave Teasdale proposed that the list of mandatory training be excluded from new hire training.

Nathan Daily CMTA is there a distinction between sexual harassment training between regular employees and supervisors?

Question was answered that there is a difference and both would be excluded. ETP cannot fund any state mandated training, since every employer is required to provide trainings such as safety training and sexual harassment trainings.

## **INTERAGENCY AGREEMENT WITH THE CALIFORNIA ENERGY COMMISSION PRESENTATION BY ROBERT MEYER**

California Energy Commission has invited the Employment Training Panel to enter into an Interagency Agreement to administer \$3M in Clean Transportation Program funding to provide Electric Vehicle Infrastructure training program (EVITP) training to state certified electricians. This is to address the shortage of EVITP certified electricians statewide. The Interagency agreement will focus on increasing the diversity of these electricians with a minimum of 50% funding invested in employers/trainees located in urban, disadvantaged and low-income communities. Eligible trainees will be limited to state certified electricians and eligible training will focus on EVITP certification training. The hope is that this program will begin in early 2024.

**Public comment was requested on the issue.**

There was no public comment

**CONCURRENT ENROLLMENT PRESENTATION BY ELDON DAVIDSON, EL CAMINO COLLEGE, UPSKILL CALIFORNIA**

Upskill California is a Community College Collaborative with other Community colleges and about 9 Multiple Employer Contractors. Per ETP regulations Concurrent enrollment of any trainee in more than one Panel funded training program is prohibited.

Some problems and possible solutions with the concurrent enrollment block were presented along with some pertinent examples. Conclusion is that concurrent enrollment being prohibited is not servicing those that are using the Community Colleges because it takes longer for the participant to get the training they need by extending the timeframe it takes.

**Public comment was requested on the issue.**

Dave Teasdale gave an additional example.

Jon Fox stated his frustration that trainees are not being released until the fiscal portion is completed.

Consensus was that staff digest this information regarding how prevalent this issue actually is, and how much it occurs between MECs vs between an MEC and a SE.

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

There is currently an upcoming list of items already, nothing was added.

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

Nathan Daily made a comment regarding when the job creation job group is at a lower wage range than the existing retrainees group and the wage is pushed up to be the same as the retrainees group, it invalidates the value of having a separate wage group altogether. Also, at the end of a contract there is an opportunity to move monies between different jobs groups which has been changed to no moves without using the formal revision process, an idea might be 3% of the contract value instead be allowed to move between job numbers without the formal revision, allowing for a little flexibility instead.

**IX. MEETING ADJOURNMENT**

Chair Newsom adjourned the meeting at 2:40 p.m.

**ACTION:** Mr. Smiles moved and Ms. Bettencourt seconded approval to adjourn. All Policy Committee Members present voted in the affirmative.

Motion carried, 3 to 0.