

PANEL PACKET

May 2024



Employment Training Panel



PANEL NOTICE/AGENDA

MEETING TIME/PLACE

Friday, May 31, 2024 at 9:30 a.m.
CalEPA, 1001 I Street
Sierra Room
Sacramento, CA 95814
Phone: (916) 737-4200

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/81899032240>

Webinar ID: 818 9903 2240

One tap mobile: 888 278 0296 US Toll-free

Conference code: 1185529

(For assistance, login and raise hand or contact ETP-ESCU@etp.ca.gov)

Call to Order by Chair	Rebecca Bettencourt
<ul style="list-style-type: none">• Roll Call• Action to Approve May Panel Meeting Agenda• Action to Approve April Panel Meeting Minutes	
Executive Report	Jessica Grimes
<ul style="list-style-type: none">• Legislative/Budget/Other	Tara Armstrong
	Michael Cable
	Jaime Gutierrez
CivicMakers Apprenticeship Workgroup Updates and Next Steps	Judi Brown
	Brittany Henry
Presentation on Apprenticeship Funding Update FY24/25	Willie Atkinson
	Heather Miguel

Panel Date: May 31, 2024

Review, *Public Comment and Action on Proposals

Kellen Hernandez
Chris Hoover
Jana Lazarewicz

10:45 a.m. - 11:00 a.m.

BREAK

12:30 p.m. - 1:30 p.m.

LUNCH

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

*Public Comment on Matters Not on the Agenda

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. 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 Friday, May 24, 2024, 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

Economic Development Collaborative-Ventura County -----	\$236,160
Pioneer Circuits, Inc.-----	\$88,366
SonRay Solar, Inc. -----	\$223,215
South Bay Workforce Investment Board, Inc. -----	\$726,810
The Chamber of the Chino Valley-----	\$528,780

San Diego Regional Office

All American Racers, Inc.-----	\$165,600
Fullerton Chamber of Commerce dba North Orange County Chamber -----	\$531,114
Grossmont Cuyamaca Community College District -----	\$127,240
Murrietta Circuits-----	\$92,920
Reborn Cabinets, LLC-----	\$499,468
South Orange County Community College District, Saddleback College -----	\$663,960

San Francisco Regional Office

City of Richmond -----	\$103,500
Grandmark Service Company Inc. dba Grandmark Roofing -----	\$89,700

Sacramento Regional Office

Fowler Packing Company, Inc.(Agriculture) -----	\$93,288
Greater Modesto Chamber of Commerce-----	\$408,606
KnightHawk Building Services, Inc. -----	\$79,120
Mariani Packing Co., Inc. (Agriculture)-----	\$210,680

Panel Date: May 31, 2024

Sacramento Regional Office (continued)

Northstar Energy Management, LLC dba NovaSource	
Power Services -----	\$253,000
Tulare-Kings Hispanic Chamber of Commerce,	
Incorporated (Agriculture) -----	\$615,000

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 04/16/24 – 05/20/24

≤ \$75,000	Approved Date	Approved Amount
<u>North Hollywood Regional Office</u>		
Breakwater International (California) LLC	05/15/24	\$19,550
<u>San Diego Regional Office</u>		
M4D, LLC	05/15/24	\$71,760
Senga Engineering, Inc.	04/30/24	\$72,105
<u>San Francisco Regional Office</u>		
Janco Industries, Inc.	05/17/24	\$73,600
<u>Sacramento Regional Office</u>		
Ardagh Glass, Inc.	05/15/24	\$52,026
Atticman Heating and Air Conditioning Insulation Inc., dba Atticman HVAC	04/19/24	\$74,888
Jim Jonas, Inc.	04/19/24	\$72,680



State of California—Labor and Workforce Development Agency

Employment Training Panel

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REVIEW AND ACTION ON PROPOSALS

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M e m o r a n d u m

To: Panel Members

Date May 31, 2024

From: Jessica Grimes
Executive Director

Subject: **Directions Meeting Sites**

The Employment Training Panel will meet on **Friday, May 31st, 2024 at 9:30 a.m.**

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

Telephone (916) 737-4200 (ETP Central Office)

Directions to the California Environmental Protection Agency - Coastal Room

From Sacramento International Airport:

- Take **Hwy 5 South**
- Exit on "**J**" **Street** to **11th St.**
- Turn Left on **11th 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**



Memorandum

To: Panel Members

Date May 31, 2024

From: Jessica Grimes
Executive Director

Subject: **Future Meeting Sites**

<i>May Panel</i> <i>May 31st, 2024</i>	<i>In Person – CalEPA Coastal Room</i> <i>1001 I St, Sacramento, CA 95814</i> <i>Friday 9:30 AM – 3:30 PM</i>
<i>July Panel</i> <i>July 26th, 2024</i>	<i>In Person – CalEPA Coastal Room</i> <i>1001 I St. Sacramento, CA 95814</i> <i>Friday 9:30 AM – 3:30 PM</i>
<i>August Panel</i> <i>August 30th, 2024</i>	<i>In Person – CalEPA Coastal Room</i> <i>1001 I St. Sacramento, CA 95814</i> <i>Friday 9:30 AM – 3:30 PM</i>
<i>September Panel</i> <i>September 27th, 2024</i>	<i>In Person – CalEPA Coastal Room</i> <i>1001 I St. Sacramento, CA 95814</i> <i>Friday 9:30 AM – 3:30 PM</i>



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Friday, April 26, 2024

Panel Members

Rebecca Bettencourt
Chair

Dee Myers
Ex-Officio Member

Rick Smiles
Member

Gretchen Newsom
Member

Madison Hull
Member

Michael Hill
Member

Jennifer Fothergill
Member

Executive Staff

Jessica Grimes
Executive Director

Peter Cooper
Assistant Director

Jaime Gutierrez
Chief Deputy Director

Tara Armstrong
Deputy Director of Technical Branch

Laura Campbell
Chief of Program Operations

**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
California Environmental Protection Agency
1001 I Street, Sierra Room, Second Floor
Sacramento, California 95814
Friday, April 26, 2024**

I. PUBLIC PANEL MEETING CALL TO ORDER

Chair Bettencourt called the meeting to order at 9:30 a.m.

II. ROLL CALL

Present

Rebecca Bettencourt
Rick Smiles
Mike Hill
Gretchen Newsom
Madison Hull
Chris Dombrowski

Not in attendance

Doug Tracy
Jennifer Fothergill

Executive Staff

Jessica Grimes, Executive Director
Peter Cooper, Assistant Director
Jaime Gutierrez, Chief Deputy Director
Laura Campbell, Chief of Program Operations

III. AGENDA

The April Agenda was reviewed.

ACTION: Member Newsom moved and Member Smiles seconded approval of the April Agenda with a modification to move the presentations to the end of the meeting, following the training proposals. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Mike Hill – aye
Madison Hull – aye
Chris Dombrowski – aye

IV. MINUTES

The February Meeting Minutes were reviewed.

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

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

V. REPORT FROM THE EXECUTIVE DIRECTOR

Announced appointment of new Panel member Jennifer Fothergill. Member Fothergill will be attending the May Panel meeting.

Today's meeting presents 26 projects to support 10,285 trainees for approximately \$8.9 million.

VI. REPORT FROM ASSISTANT DIRECTOR

Application window for 2024/24 FY Apprenticeship Programs supported by the Allocation from our Core dollars will open Monday, May 13, 2024 at 9:00 am, and will close Friday, June 21, 2024 at 5:00 pm. An information session will be held on May 29, 2024 at 10:00 am.

VII. LEGAL REPORT

We are still in the 2023-24 legislative session. The last day for introducing bills passed on February 16, 2024. The legislature reconvened from spring recess on April 1, 2024. Bills are working their way through committees with various deadlines pending over the next few weeks, before the May Floor Session and Memorial Day.

There is one bill in particular that is receiving attention, SB 1321, referred to as the Employment Training Panel Bill, which proposes some significant changes to our enabling legislation. SB 1321 became the Employment Training Panel Bill by way of amendment around March 20, 2024. There was a Senate Labor Committee hearing earlier this week and it passed that committee on a four to one vote, and now has been referred to Appropriations. ETP does not have any opinion regarding SB 1321 at this time. Legal will continue to track SB 1321.

VIII. REPORT OF THE CHIEF DEPUTY DIRECTOR

Regarding Funding:

Today's Panel meeting for approximately \$8.9 million, includes six Delegation Orders for a total of \$262,274. Delegation Orders are Proposals capped at \$75K and approved under delegated

authority by the Executive Director on a continuous flow basis. ETP has approved a total of 26 delegation orders for this State Fiscal Year. If all proposals scheduled for this Panel Meeting are funded today, the Panel will be approving 26 projects.

Regarding Demand and Allocations:

There are 136 applications currently in demand and 53 applications are with the Regional Offices in development. 21 applications are under review with the applications and assessment unit and 62 submitted applications pending review (note these are SET applications funding within SET has been reduced with the allocation to the AG initiative, any submitted applications in queue will roll over into the next fiscal year). The estimated value of the 136 applications is \$27.2 million (\$14 million for single employers, \$8 million for multiple employer contracts, \$5.1 for small business, zero for apprenticeships, and zero in demand for Critical Proposals. We are currently within our total allocations for this fiscal year 2023-24. We do not have a Consent Calendar.

IX. ACTION ON PROPOSALS

SINGLE EMPLOYER CONTRACTS

Tab No. 1: AAA Plating & Inspection, Inc.

Priority industry, repeat contractor. Funding requested \$98,532 to train 102 under Job one, retrainees. Seventh ETP contract, 2nd in last 5 years. Training will take place in Compton.

Question regarding the production staff wage of \$16 per hour and a request for clarification on the incentive bonus.

Marilyn Kuster responded that the bonus is for every employees and dependent upon projections. There is only one person at \$16 per hour. It is his first job and he will be having a 90-day review in the next week and will likely receive a small raise. There are only three people currently between \$18 and \$19 per hour. Everyone else is over \$19 per hour.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by AAA Plating & Inspection, Inc. in the amount of \$98,532. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 2: College Hospital, Inc.

Priority industry, repeat contractor. Funding requested \$432,768 to train 338 trainees under Job 1 (SET retraining) and 54 under Job 2 (job creation, SET retraining. 2nd ETP contract in last 5 years. Training will take place at headquarters in Cerritos and five other California locations.

Question was raised about prior project performance showing at 74% or \$294,000. ETP has approved the 74% and the final invoice in the amount of \$19,000 but you are asking for more money than last time why? Job number one, technician would earn between \$28.53 and \$38.89 per hour. There are 433 of them. In addition, under Job number 2 the technician is earning \$20.25 to \$37 per hour. What is their wage progression? How soon until they can receive the higher wage?

Bill Sachs replied that they have billed for 97% and are waiting on ETP to close out.

Holly McKittrick replied that Job number one is the incumbents and Job number 2 are the new hires. The technician category can include anyone that needs special education, licensing down through entry-level positions so there is a wide range of wages. There are annual merit increases from 3-5%.

ACTION: Member Smiles moved and Member Hull seconded approval of the proposal submitted by College Hospital, Inc. in the amount of \$432,768. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 3: Falck Mobile Health Corp.

Priority industry, 1st time contractor. Funding requested \$299,736 to train 487 retrainees under Job 1 (SET rate retraining) and 56 under Job 2 (job creation SET retraining). There is a union involved for the San Diego Association of Pre-Hospital Professionals. Training will take place throughout California.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Falck Mobile Health Corp. in the amount of \$299,736. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 4: Pioneer Circuits, Inc.

Withdrawn

Tab No. 5: Quinn Group, Inc.

Repeat contractor. Funding requested \$498,180 to train 570 workers. Training will take place at 18 locations statewide.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Quinn Group, Inc. in the amount of \$498,180. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 6: SonRay Solar, Inc.

Withdrawn

Tab No. 7: The Permanente Medical Group, Inc. dba Southern California Permanente

Repeat contractor. Funding requested \$499,560 to train 543 retrainees. Training will take place at their locations in Los Angeles, Riverside, San Bernardino, Orange and San Diego counties. 13th ETP contract, 3rd in last 5 years.

ACTION: Member Hill moved and Member Smiles seconded approval of the proposal submitted by The Permanente Medical Group, Inc. dba Southern California Permanente in the amount of \$499,560. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles – aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 8: LPL Financial LLC

Repeat contractor. Funding requested \$115,000 to train 250 retrainees. Training will take place at their locations in San Diego. 2nd ETP project, 2nd in last 5 years.

Comment regarding the operation staff, wage range is between \$29 to \$79 per hour for 235 employees and you as a priority industry and seeking a wage modification from \$39.21 down to \$30.75 per hour for the operations staff, approx. how many are earning the lower wage?.

Request to Staff to follow-up and get the number of their workforce that is earning \$29 wage, since the representative for the company did not have that information.

Question regarding the trainees' experience some are getting 60 hours (CBT) that is a lot of self-paced computer training what is the retention or application?

Andrea Bostic replied that they are not participating in mortgage banking. They expect about 30% will reach the 60 hour cap but there is also side by side coaching.

Questions regarding prior performance looks like an LMS issue what changes have been made.

Andrea Bostic explained they have increased staff and a process for reporting the training.

ACTION: Member Smiles moved and Member Hill seconded approval of the proposal submitted by LPL Financial LLC in the amount of \$115,000. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 9: Murrietta Circuits

Withdrawn

Tab No. 10: Schilling Paradise Corp.

Repeat contractor. Funding requested \$388,125 to train 375 workers over two Job numbers. Training will take place at their location in El Cajon. Second ETP contract, 2nd in the last 5 years.

ACTION: Member Smiles moved and Member Hull seconded approval of the proposal submitted by Schilling Paradise Corp. in the amount of \$388.125. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 11: Walter Anderson Plumbing

Repeat contractor. Funding requested \$402,500 to train 250 retrainees. Training will take place at their locations in El Cajon, San Marcos and San Diego. Fourth ETP Contract and third in the last 5 years.

Request to bump up the post retention wages so it matches the wage progression laid out in the table but probably not up to the maximum amount in case some new trainees come in. Looking at level three and weeks 15 to 25 so that they are on level 4 \$28 to \$30 an hour in weeks 26 through 52. So increasing the post retention wage from \$25.98. So can we anticipate the post-retention wage to instead but for lever 4, \$28-\$30 an hour?

Jill Meeuwssen stated that they probably have about 55 people that are under the \$30 an hour right now. In the last contract, they had about \$110,000 worth of training that did not quite meet the \$26 an hour range. They finished at 100% but had extra training. We want to make sure that we are able to bring the entry-level people in and that they actually get trained upskilling in important. Offer to meet the post retention wage at \$27.

Comment was made that some trainees will come in late and the post retention wage at \$25 is the only way you are going to capture them to be eligible. At \$25, you can get them in at the very end. The \$25.98 would insure success on the contract.

ACTION: Member Newsom moved and Member Hill seconded approval of the proposal submitted by Walter Anderson Plumbing in the amount of \$402,500 with the adjustment of the post retention wage at \$27 per hour. All Panel Members present voted in the affirmative to table the proposal as moved.

Motion carried by roll call vote, 6 to 0.
Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Mike Hill – aye
Madison Hull – aye
Chris Dombrowski – aye

Tab No. 12: American Medical Response West

Priority industry, 1st time contractor. Funding requested \$393,300 to train 180 workers under Job 1 (SET medical skills retraining). Training will take place at their locations in Concord, Modesto and Napa. Union is involved, the United Emergency Medical Service Workers, Local 4911 AFLCIO.

Question asked there are 80 in the \$22.64 to \$25 an hour wage range, when can they be bumped up to the second wage range of \$25.01 to \$44.43 per hour?

Chad Newland responded that the program takes EMT’s and allows them to become paramedics. On average in about 18 months after training, they will progress to the higher wage scale. First group in new hire and second is incumbent.

ACTION: Member Smiles moved and Member Hill seconded approval of the proposal submitted by American Medical Response West in the amount of \$393,300. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 13: International Business Machines Corporation dba IBM

Priority industry, repeat contractor. Funding requested \$499,560 to train 1030 trainees under Job number one and 56 under Job 2 veteran retraining retrainees. Training will take place at their locations in Santa Clara, San Francisco, San Mateo, San Diego and Orange County. 11th ETP contract, 4th in last 5 years.

Question regarding computer based training from between zero and 97 hours, how many of them do you see going that high? How many employees?

Jen Ji responded that they believe in training in the flow of work. Digital self-paced training is critical but they present and demonstrate skill learned in from of a panel, where they receive feedback and coaching. It depends the segment of learners. New hires receive more hands-on interaction.

ACTION: Member Smiles moved and Member Hull seconded approval of the proposal submitted by International Business Machines Corporation dba IBM in the amount of \$499,560. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 14: QuantumScape Battery, Inc.

Priority industry and first time contractor. Funding requested \$499,100 to train 700 under Job 1, priority retraining. Training will take place at their location in San Jose.

ACTION: Member Smiles moved and Member Hill seconded approval of the proposal submitted by QuantumScape, Inc. in the amount of \$499,100. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.
Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Mike Hill – aye
Madison Hull – aye
Chris Dombrowski – aye

Tab No. 15: The Sygma Network, Inc.

Priority industry, repeat contractor. Funding requested \$126,753 to train 167 under Job 1 (HUA SET retraining). Training will take place at their location in Stockton. Fifth ETP contract, 3rd in last 5 years.

Question regarding administration staff has lowered the post retention wage down to below \$20 an hour. It is \$18.54 for two individuals. How soon will their pay be \$20 and up?

The hourly rate is increased and 90 days by about 15%. Then at 6 months and again at one year we do wage reviews.

Request was made to bump up the post retention rate to \$20 an hour.

John Rivers responded that have already implemented changes. Their base rate is above \$20.

ACTION: Member Newsom moved and Member Hull seconded approval of the proposal submitted by Traffic Management, Inc. in the amount of \$360,000. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.
Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Mike Hill – aye
Madison Hull – aye
Chris Dombrowski – aye

Tab No. 16: Marques General Engineering, Inc. a California Corporation dba Marques General Engineering.

Repeat contractor. Funding requested \$272,895 to train 339 workers. Training will take place at their locations in Roseville and Rio Linda.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Traffic Management, Inc. in the amount of \$272,895. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.
Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Mike Hill – aye
Madison Hull – aye
Chris Dombrowski – aye

Tab No. 17: S. Martinelli & Company

Repeat contractor. Funding requested \$240,534 to train 534 workers. Training will take place at their facilities in Watsonville.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Traffic Management, Inc. in the amount of \$240,534. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.
Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Mike Hill – aye
Madison Hull – aye
Chris Dombrowski – aye

Tab No. 18: Timberworks Construction LLC

Repeat contractor. Funding requested \$495,650 to train 605 workers, including 15 new employees. Training will take place at their location in North Highlands.

Request to have the wage progression for the 480 framing staff explained. Would like to add a Job number 3 for the framing staff with a post retention wage of \$27 and a \$27-\$35 per hour wage range.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Timberworks Construction LLC in the amount of \$495,650 with the notion that we are creating a new Job number 3, occupation title, framing staff and that the post retention wage would be contractually at \$27 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.
Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Mike Hill – aye
Madison Hull – aye
Chris Dombrowski – aye

MULTIPLE EMPLOYER CONTRACTS (MEC)

Tab No. 19: Professionals in Human Resources Association

Repeat contractor. Funding requested \$743,400 to train 630 retrainees. Training will take place at their locations in Los Angeles, Orange, Riverside, San Bernardino and Venture Counties. Eighth ETP contract, 6th in last 5 years.

Comment was made that curriculum is identical to last contract.

Liliana Argue stated that they are all new employees.

ACTION: Member Smiles moved and Member Hull seconded approval of the proposal submitted by Professionals in Human Resources Association in the amount of \$743,400. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Member Smiles recused himself from the next training proposal and left the room.

Tab No. 20: The Chamber of the Chino Valley

Repeat contractor. Funding requested \$528,780 to train 660 retrainees over two Job numbers. Training will take place at locations in Orange, San Bernardino and Riverside Counties. Second ETP contract, 2nd in past 5 years.

Comment was made that the number of 1,500 trainees was not reflected in the Panel packet.

Zeb Wellborn stated that it was put together 8 months ago.

Comment was made that this change would have been brought up at the pre-panel meeting with Staff. It is a very big difference along with the significant amount being requested and past performance, which equates to 26% potential earning from last time.

Larry Mandel stated that 6 months ago the final invoicing was submitted.

Comment was made that the actual fiscal final review is more like 88%. With the upscaling, the retention issue and the addition of a 1,000 people a fine-tuning of the number would be a good idea.

ACTION: Member Newsom moved and Member Hull seconded approval to Table the proposal submitted by The Chamber of Chino Valley. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 5 to 0.
Rebecca Bettencourt – aye
Gretchen Newsom – aye
Mike Hill – aye
Madison Hull – aye
Chris Dombrowski – aye

Member Smiles was notified and returned to the room and panel meeting.

Tab No. 21: Foundation for Grossmont-Cuyamaca Community College District

Withdrawn

Tab No. 22: Fullerton Chamber of Commerce dba North Orange County Chamber

Repeat contractor. Funding requested \$531,114 to train 654 retrainees across two Job numbers. Training will take place at locations in Orange and Los Angeles Counties. Third ETP contract and third is last 5 years.

Comment was made that prior contract performance the percentage is likely at 68.4% or final earned at 339,661 and today we are being asked to approve \$531,114. Question of what going on?

Andrew Gregson responded that there should be another 30,000 that was approved.

Comment was made that if that is accurate then that would bring it up to 85%. Possibly approving with a right sizing of 68.4% the lower amount for \$340,000 today. So Table or right sized amount?

Larry Mandel request to Table and come back.

ACTION: Member Newsom moved and Member Smiles seconded approval to Table the proposal submitted by Fullerton Chamber of Commerce dba North Orange County Chamber. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.
Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Mike Hill – aye
Madison Hull – aye
Chris Dombrowski – aye

Tab No. 23: Shasta-Tehama-Trinity Joint Community College District

First time contractor. Funding requested \$211,560 to train 95 retrainees Training will take place at their locations throughout California.

ACTION: Member Smiles moved and Member Hull seconded approval of the proposal submitted by Shasta-Tehama-Trinity Joint Community College District in the amount of \$211,560. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Douglas Tracy – aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

AGRICULTURE

Tab No. 24: Wonderful Pistachios & Almonds LLC

Repeat contractor. Funding requested \$298,701 to train 333 retrainees, across two job numbers. Training will take place at locations in Los Angeles, Fresno and Kern Counties. 4th ETP contract, 4th in last 5 years.

Request to increase post retention wages in Job 2 from \$17.31 per hour to \$18.50 per hour with the \$2.50 Healthcare

Lola Ramirez agreed to wage increase.

ACTION: Member Newsom moved and Member Hull seconded approval of the proposal submitted by Wonderful Pistachios & Almonds LLC in the amount of \$298,701 with the understanding that the post retention wage in Job number 2 will be moved from \$17.31 per hour up to \$18.50 per hour with the \$2.50 Healthcare allowance. All Panel Members present voted in the affirmative to approve the proposal as moved.

To clarify the motion the motion was to approve the proposal submitted by Wonderful Pistachios & Almonds LLC in the amount of \$298,701 with the with the understanding that the post retention wage in Job number 2 will be moved from \$17.31 per hour up to \$19.50 per hour with the \$2.50 Healthcare allowance

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 25: J.G. Boswell Company

Priority industry, 1st time contractor. Funding requested \$587,520 to train 464 trainees under Job 1 (HUA retraining) and 117 under Job 2 (seasonal SET HUA) trainees. Training will take place at their locations in Cochran, Bakersfield, Button Willow and Exeter.

Request to move the post retention wage up to \$18 per hour.

Gladys Watering agreed.

Comment was made regarding productive lab vs simulated lab and the Class A drivers vs forklift drivers, clarification was made that forklift certification comes under the non-productive lab manufacturing skills. So productive lab manufacturing skills, like bulldozer operation, electrical systems, and equipment cross training, equipment maintenance, harvester operation, irrigation technology, standard operating procedure and tractor operation is really getting into the operation of the mobile vehicles. Request was made to decrease the productive lab down to 15%.

Bill Saks agreed to 15%.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by J.G. Boswell Company in the amount of \$587,520 with the caveat that the post retention wage for Jobs numbers one and 2 move from \$17.72 per hour to \$18 per hour and the productive lab allowance be reduced to 15 hours per employee. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 26: Vino Farms, Inc.

Repeat contractor. Funding requested \$230,000 to train 250 trainees. Training will take place at locations in Lodi, Healdsburg, Napa, Los Alamos and San Miguel.

A general discussion took place regarding working conditions and workplace safety; whether this training proposal would foster the creation of high-wage, high-skilled jobs, and whether this employer is committed to fostering the retention of high-wage, high-skilled jobs.

Comment was made that in 2021 a class action lawsuit was brought against Vino Farms for failing to pay farmworkers for hour worked including overtime, failing to allow meal and rest breaks and requiring workers to buy tools without compensation. This happened during one of Vino Farms previous ETP contracts. The case settled for \$1.4 million dollars. In addition in April 2023, about 100 farmworkers protested at one of Vino Farms locations stating they used synthetic sprays, such as Roundup, prohibited water breaks during the hottest and busiest times of the harvest, used temporary agricultural workers to illegally replace long-term field employees

and retaliated against workers who pointed out these issues. In 2022 Vino Farms was penalized the US Department of Labor for giving preferential treatment to temporary agricultural workers. ETP is one of the biggest advocates of workers' rights and treating workers with fairness respect and a healthy work environment. Can you comment on this?

Veronica Natara responded that in 2021 they engaged with the employees Council. They did not feel that any wage an hour issue was violated. There was no finding that they had done anything wrong based on the allegations and it was easier to settle the suit. The 2023 protest did not include not even one Vino Farm worker.

Panel expressed concern over whether this training proposal would result in safe and secure jobs for those trainees that successfully complete the training requested in the proposal.

Comment was made that something is definitely going on, that issues like these usually are the result of management turnover, and it was asked whether any leadership changes have been recently made. Additionally, if so, then what were the action plans with your team leaders to make sure issues like these will not happen again.

Veronica Natara indicated there were retirements within management, and stated that they implemented a policy and explained to all workers about clocking in appropriately and making sure they're taking their lunch breaks.

Request to expand on the no fault of Vino Farms, the changing of the culture and the choice to settle the lawsuit.

Veronica Natara stated that the article says there is no evidence that a court of commissioner had informed the defendant that its conduct violated the labor code. Vino Farms made the best business decision at the time to settle.

Comment that the current contract terminated the end of January it is at the amount of 74.08% which would require a right size of this contract.

Per Staff this contract has already been right sized.

ACTION: Member Newsom moved and Member Hull seconded denial of the proposal submitted by Vino Farms, Inc. All Panel Members present voted in the affirmative to deny the proposal as moved.

Motion carried by roll call vote, 4 to 2.

Rebecca Bettencourt – abstain

Gretchen Newsom – aye, deny

Rick Smiles – aye, deny

Mike Hill – aye, deny

Madison Hull – aye, deny

Chris Dombrowski – abstain

Tab No. 27: Reiter Brothers, Inc.

Repeat contractor. Funding requested \$322,320 to train 57 retrainees and 410 seasonal workers. Typo on page 2 of the proposal in the training plan table, the post retention wage and Job number one at \$20.05 per hour should be \$22.55 per hours as is also indicated in the minimum wage by county table.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Reiter Brothers, Inc. in the amount of \$322,320. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

AMENDMENTS

Tab No. 28: Asher Biotherapeutics, Inc.

Amendment request to reduce post retention wage in Jobs one and 2 from \$80 to \$32.

Brent Lamb explained the amendment was due to a clerical error originally it was thought that it was an average of the wages instead of a minimum.

ACTION: Member Smiles moved and Member Hill seconded approval of the proposed amendment submitted by Asher Biotherapeutics, Inc. to reduce the post retention wage from \$80 to \$32. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 29: CytomX Therapeutics, Inc.

Amendment request to reduce the post retention wage from \$75 to \$40 in Job number one and from \$75 to \$38 in Job number 2.

ACTION: Member Smiles moved and Member Hill seconded approval of the proposed amendment submitted by CytomX Therapeutics to reduce the post retention wage from \$75 to \$40 in Job number one and from \$75 to \$38 in Job number 2. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Tab No. 30: Porterville Adult School

Amendment request to create a new retraining Job number 2 and shift \$249,936 from their existing new hire Job number one to the new retrain Job number 2.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposed amendment as submitted by Porterville Adult School. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

[Lunch Break 12:30 pm – 1:15 pm]

**X. PRESENTATION: EMPLOYMENT TRAINING PANEL (ETP)
PRESENTATION & ACTION ITEM ON SFY 24/25 FUNDING
STRATEGIES**

Jaime Gutierrez, Chief Deputy Director, presented the proposed SFY 24/25 Funding Strategies for the Employment Training Panel, outlining those Reimbursement Rates, Project Caps, Funding Allocations, and Moratoriums stated in the written materials included in the panel packet.

Discussion had over what would qualify as a significant change. More than 3% was discussed and generally agreed upon. If there is a potential change more than 3%, then the matter would be brought back to panel for approval.

ACTION: Member Newsom moved and Member Smiles seconded approval of Staff recommendations for funding allocations as to Reimbursement Rates, Project Caps, Funding Allocations (including the \$5.5M in SET funding to continue to support the LWDA Agricultural Initiative), and Moratoriums, with the allowance for Staff to rebalance allocations toward the end of the SFY 24/25 based on demand up to 3%

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

XI. PRESENTATION AND ACTION ITEM: ETP NAICS INDUSTRIES/ECONOMIC HIGHLIGHTS AND ETP PRIORITY INDUSTRY REVIEW & RECOMMENDATIONS

Nancy Tran, Manager of the Planning & Research Unit, and Brian T. Hooker, Senior Research Data Specialist within the Labor Market Information Division, presented ETP's Priority Industry Review & Recommendations, outlining those written materials included in the panel packet.

Staff recommends keeping ETP's current Priority Industries and adopt LMIDs recommendations, minus some coded that don't align with ETP legislation or Governor's office initiative (add 45 to Priority Industries and Remove 87 existing Priority Industry designations). Staff requests approval to adopt NAICS code recommendations.

Much discussion took place regarding the spreadsheet and individual NAICS code recommendations. Member Newsom stated the panel very much appreciates the recommendations, but the panel will make its own decisions.

[Member Smiles left the Panel Meeting and did not return.]

ACTION: Member Newsom moved and Mr. Dombrowski seconded approval of the Staff recommendations of ETP Priority Industries as outlined in the written materials with the following amendments: to remove 212 to 213 (the mining, including oil & gas), to add back in 48 to 49 (transportation & warehousing, inclusive of air, rail, water, vehicle, and goods, transportation, or warehousing), to remove finance and insurance (securities, commodity, contracts, and other financial investments and related activities [i.e., 52]), and to remove 81 (personal care services, dry cleaning, and laundry services, and personal services). All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 5 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Member Newsom requested that in next year's presentation that wage progression statistics be included in the information and presentation

XII. PRESENTATION: 2022-23 ANNUAL REPORT & 2021-24 STRATEGIC PLAN

Nancy Tran, Manager of the Planning & Research Unit, presented ETP's 2022-23 Annual Report & 2021-24 Strategic Plan, outlining those written materials included in the panel packet.

Discussion and questioning of the materials took place during the presentation.

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

Phil Herrera commented in opposition of SB 1321.

Jorge Zegalla asked whether SET funds were only going to be used for the Agriculture Initiative. Chief Deputy Director stated SET was not limited to only the Agriculture Initiative.

Eldon Davidson commented on the retirement of Diana Torres.

XV. MEETING ADJOURNMENT

Acting Chair Bettencourt asked for motion to adjourn the panel meeting.

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

Motion carried by roll call vote, 5 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Mike Hill – aye

Madison Hull – aye

Chris Dombrowski – aye

Chair Bettencourt Adjourned the meeting at 2:24 p.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.



05/21/2024

Prototype Review

Apprenticeship Working Group

Facilitated by...

Judi Brown - Project Director

Brittany Henry - Project Manager

Eva Mas - Design Researcher/Facilitator



Agenda Overview

9:00-9:05am	Welcome + One-word check-in
9:05-9:15am	Brief Review of Activities to Date
9:15-9:50am	Present Prototypes
9:50-10am	Next Steps

Activities To Date

Community Agreements

- Be fully **present**. As much as possible try to keep your cameras on throughout the session.
- **One mic - One voice:** Help make sure everyone is heard.
- Listen **actively** and with an **open mind**.
- Assume **good intentions**.
- Work **creatively** when confronted with **limitations/constraints**.
- Communicate in **good faith**.
- Help us keep things **on time**.
- **Consider** those that are not in the room but are part of the picture.
- More words, **fewer acronyms**.

Project Timeline/Activities

Goals & Desired Outcomes

Goals

What do we hope to achieve?

- Reviewing ETP's Apprenticeship Funding process to evaluate the efficiency, applicability and equity of the process and report on how to change it.

Desired Outcomes

How will we know we've met our goals?

- A diverse and representative sample of invested stakeholders (Apprenticeship Working Group) will identify a way to review and disburse funding equitably.
- We will identify low-effort and high-impact 'wins' for furthering the efficacy of apprenticeship programs.
- Recommendations for funding apprenticeship programs will be made in a way that aligns with the greatest needs and gaps in the current system.

Roles & Responsibilities

CivicMakers...

- **CivicMakers** will directly facilitate and support the Apprenticeships Working Group made up of multiple stakeholders in the pursuit of the identified targeted outcomes.

Design Team...

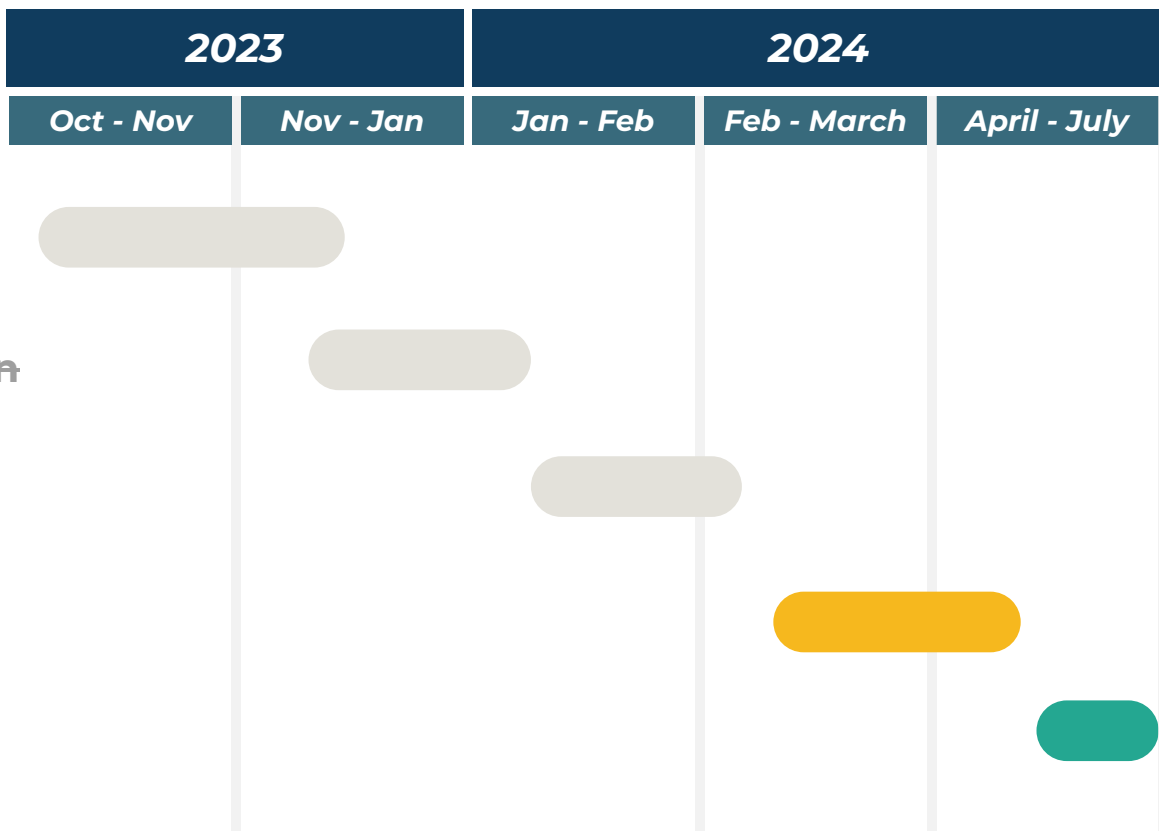
- The **Design Team** will stay informed on the process, give input when necessary: (i.e. who should we talk to, and what do we want to learn from them?) and will also be part of the Working Group and attend design sessions.

Working Group...

- The **Apprenticeships Working Group** will be direct contributors to defining priority design areas for identifying key funding process considerations.

Project Timeline

- 1** ~~Discovery Interviews~~
(Oct - Dec 2023)
- 2** ~~Analysis & Challenge Definition~~
(Dec 2023 - Jan 2024)
- 3** ~~Ideate~~
(Jan - Feb 2024)
- 4** **Prototyping & Testing**
(Feb - May 2024)
- 5** **Recommendations & Implementation**
(June 2024)



The Process

- **Discovery | Stakeholder Interviews**
- **Define | Challenge Definition**
- **Ideation**
- **Prototyping and Testing Ideas**
- **Process Recommendations | Implementation Planning**

Discovery - 14 completed interviews

66 unique insights were captured and coded over the course of 14 interviews.

Communities Engaged:

- California Community College Chancellor's Office
- Division of Apprenticeship Standards
- ETP
 - Internal Team Members
 - Panel Members
- Emergent & Innovative Trades
- Traditional Trades

Themes - Identified Challenges

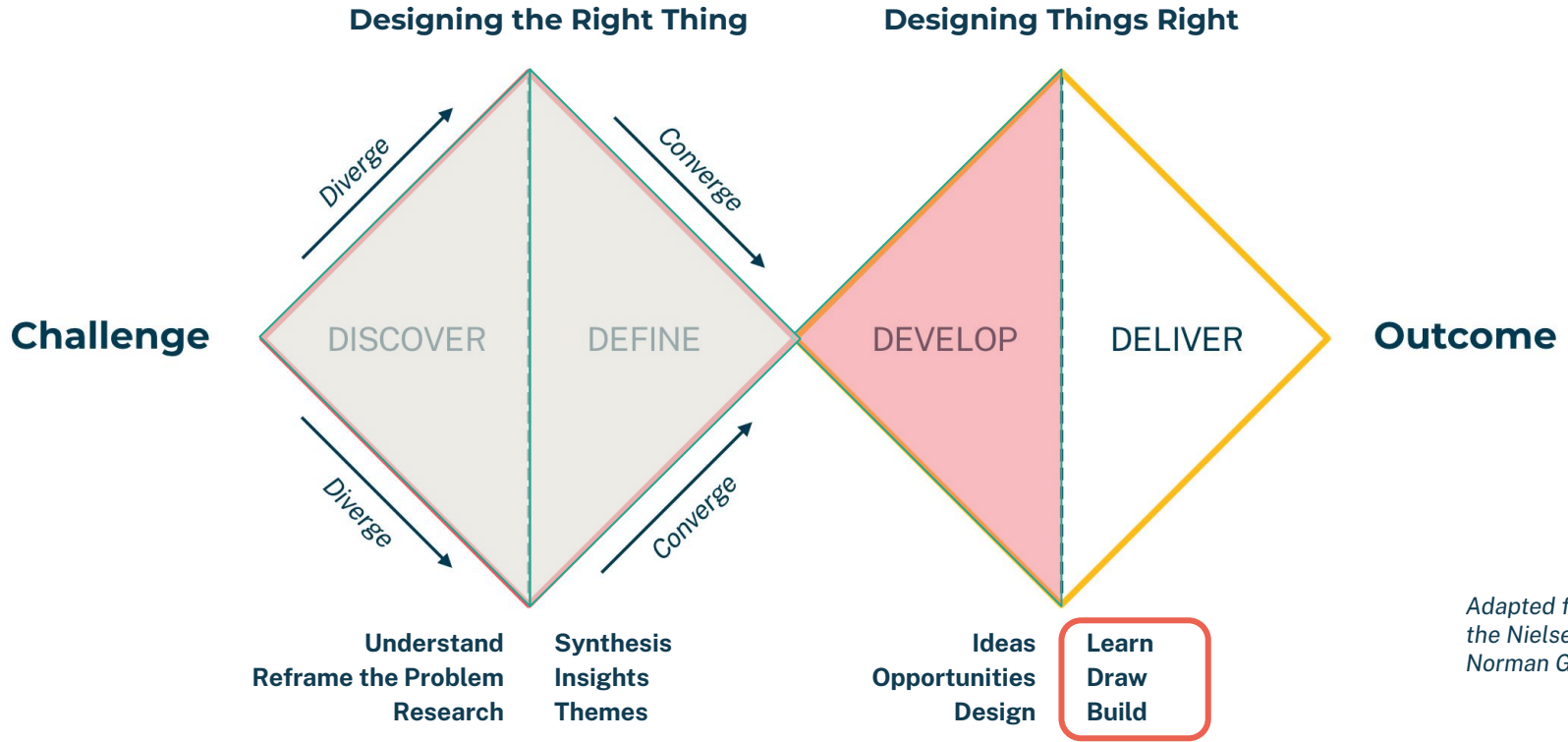
Theme 1: Stakeholders are unsure about what standardized qualifiers ETP's panel uses when evaluating approval and funding allocation for apprenticeships.

Theme 2: There is also a desire from within ETP's evaluation structure to have more qualitative metrics that speak to the impact an apprenticeship program will or did have on an apprentices quality of life.

Theme 3: There is a shared consensus that there are several underrepresented groups in the current landscape, particularly women, POC (especially non-latinx), veterans, and professions outside of construction trades.

Theme 4: Stakeholders find that at times the process of procuring ETP funding for an apprenticeship program can be overly cumbersome.

The Double Diamond Model



*Adapted from
the Nielsen
Norman Group*

Ideation

How Might We Statements

1. **How Might We....** establish **clear, transparent criteria** that both ETP's Panel and ETP Development Staff are aligned on so that applicants receive **consistent guidance on how to develop their apprenticeship proposal?**
2. **How Might We.....**define **qualitative metrics** that could indicate the **positive impact of funding** for an apprentice's career journey?
3. **How Might We....****collect, analyze, and disseminate data** to ensure an **equitable distribution of funding** amongst various industries, regions, and demographics?

Ideation Session: By the Numbers

- 16 Participants
- 3 Teams
- 130 Ideas Generated
- 4 Ideas Prioritized

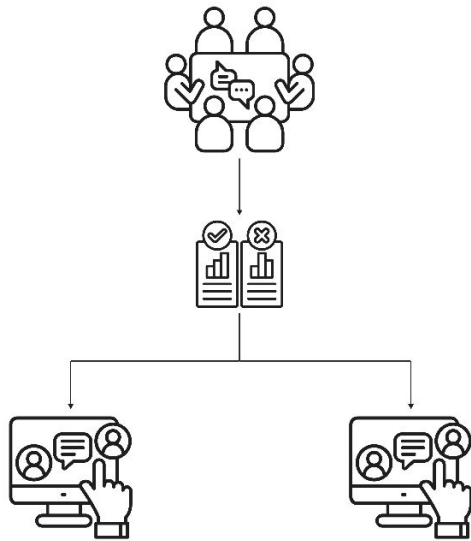


Prototypes

Prototype 1: Meeting between Panel & staff to discuss changes in application

How Might We... establish clear, transparent criteria that both ETP's Panel and ETP Development Staff are aligned on so that applicants receive consistent guidance on how to develop their apprenticeship proposal?

Main Intended Outcomes = Help Panel members to see the criteria and data elements they want or need in order to make effective decisions on the apprentice projects. Ideally, this would eliminate additional questions by panel.



The Idea

Via a Policy Committee meeting, lay out the elements staff think the panel may want to see included in the apprentice proposals moving forward (could include removing or adding new sections).

Create a dialogue with them to present the elements to Panel. Once panel approves what they want, we will work with the Cal E-Force (CEF) team to implement the changes.

Once the changes take effect, this will help the Panel members to see the criteria and data elements they want or need in order to make effective decisions on the apprentice projects. Ideally, this would eliminate additional questions by panel.

Prototype 2: Funding Allocation based on region and overall community need

How Might We.... collect, analyze, and disseminate data to ensure equitable distribution of funding amongst various industries, regions, and demographics?

Main Intended Outcomes = Funding formula based on demand and geography that takes into account equity for smaller programs and/or industries that meet critical community needs.



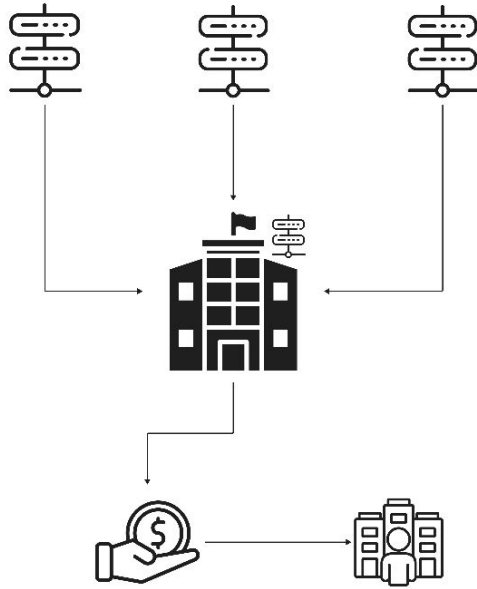
The Idea

Compare funding delivered to the total number of apprentices in each region and funding based on need.

The Process: ETP staff work with the Division of Apprenticeship Standards (DAS) to get detailed information on the registered apprentices by region. After analyzing the data, ETP can take recommendations to panel on funding distributions by state region for approval.

The Formula: 50% of funding is based on total demand of applications from specific regions, the other 50% based on program growth and the regions share of total job openings within that region based on EDD Labor Market Information Division (EDD LMID).

Prototype 3: Funding allocation based on a program's usage of existing funding streams



The Idea

ETP is currently working with the Division of Apprenticeship Standards (DAS) to set up an MOU to share data, so this could easily parlay into that work. Once that's implemented, ETP and DAS would need to engage with the California Community College Chancellor's Office (CCCCO) set up agreements for their data as well.

It would also require the Panel to make program changes to align with the intent in order to implement new rules around right-sizing award amounts, etc.

Considerations: timely data, initial requested amount, budget allocation, data integrity.

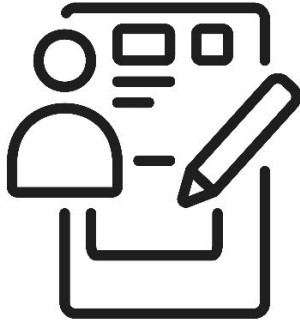
This does require some agency alignment which can sometimes take a while to implement. **+2**

Prototype 4: Exit Interview Form for ETP Apprentices

How Might We... establish clear, transparent criteria that both ETP's Panel and ETP Development Staff are aligned on so that applicants receive consistent guidance on how to develop their apprenticeship proposal?

Main Intended Outcomes

- **ETP Internal & Repeat Contractors:** Staff are able to reference the interview documents as a part of the development process to include these responses in the proposals for funding.
- **1st Time Contractors:** Provide some considerations for 1st time contractors during the development phase (in terms of the type of success metrics that Panel looks for) and allow them more capacity to directly support applicants.



The Idea:

Exit interview form for ETP apprentices graduating their respective programs that captures expanded knowledge, support of program, impact on quality of life, etc.

Program and Policy Unit (PPU) implements a process, coupled with the current final monitoring procedures of asking closeout questions to gather data from existing information of the apprentices graduating a program. This can be used in subsequent proposals to inform panel of the outcomes of the trainees and the impact of the apprenticeship program on life and career outcomes.

Consideration:
Pairing the exit interviews with graduation reports from DAS

Next Steps

Next Steps

1. **Integrate Input from this session into Prototypes**
2. **Present at Panel Meeting on May 31**
3. **Recommendations for Implementation**

FY 24/25 ETP Apprenticeship Program

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



Progress to date

- **ETP Apprenticeship Workgroup/Design Team**
 - ETP Executive Sponsor/Support - Assistant Director Peter
 - Program Policy/Guidelines – Willie Atkinson, Assessment & Program Division Manager
 - Implementation Development/Monitoring - Heather Miguel, Manager Program Projects Unit
- **Outreach/Engagement**
 - Interagency Advisory Committee on Apprenticeship – Southern Ca. Apprenticeship Network (SCAN), Local Apprenticeships Uniting a Network of Colleges and High Schools (LAUNCH)
- **Collaboration**
 - Division Of Apprenticeship Standards – Data Sharing MOU



Funding for FY 24/25

- **Considerations**

- Apprenticeship ecosystem
- Apprenticeship Working Group
- Diversity, Equity, and Inclusion
- Previous fiscal year funding methodologies
- Allocation including proposal funding cap (\$23.7mm/\$600K)
- All eligible submitted apprenticeship applications

- **Methodology**

- Equitable reduction to all proposals to stay confined within the FY24/25 funding allocation

Looking Forward

- Diversify Apprentice training infrastructure by partnering with workforce development entities, community college and the Division of Apprenticeship Standards
- Accelerate and explore non-traditional apprentice programs in sectors showing high-growth (advanced manufacturing, healthcare)



Thank You





**Training Proposal for:
Pioneer Circuits, Inc.**

Contract Number: ET24-0286

Panel Meeting of: May 31, 2024

ETP Regional Office: North Hollywood

Analyst: S. Turner

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing Aerospace Related Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	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: 300	U.S.: 309	Worldwide: 309
<u>Turnover Rate:</u>	2%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

FUNDING DETAIL

In-Kind Contribution
\$500,000

Total ETP Funding
\$88,366

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, Computer Skills, Mfg. Skills	113	8-200	0	\$782	\$22.55
				Weighted Avg: 34			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$22.55 per hour for Orange 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 \$2.39 per hour may be used to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Operator	\$20.16 - \$25.00	40
Sales	\$20.16 - \$25.00	13
Administration	\$20.16 - \$25.00	7
	\$25.01 - \$35.00	7
Lead	\$25.00 - \$30.00	20
Engineer	\$35.00 - \$45.00	26

INTRODUCTION

Founded in 1981 and headquartered in Santa Ana, Pioneer Circuits, Inc. (PCI) (www.pioneercircuits.com) manufactures complex grid, rigid-flex, and flex printed circuit boards. Additionally, PCI provides product related services encompassing design, mock-up, research and development, and engineering. PCI's capabilities include bookbinder technology (allowing multiple flex layers to bend at different radii), alternative shielding (such as constantan, an alloy containing ~55% copper and ~45% nickel for thermal management), and extended length flex circuits, which are uniquely longer than any other manufacturer in the United States. Its high temperature woven fabric material reinforcement, a patented technology, offers additional strength and durability to already reliable flex circuits.

PCI components must exhibit exceptional reliability to endure the severest environments for prolonged periods supporting Military applications, Avionic, Satellite, and Deep Space sectors. Its customers include NASA, Lockheed Martin, Raytheon, Northrop Grumman, General Electric, and Boeing. This is PCI's third ETP Contract, and the third within the last five years.

PCI's proposal was initially presented at the February 2024 Panel Meeting. As a result of the reduction in projected earnings at the time of funding proposal presentation below 75%, the Panel tabled funding consideration for a future Panel meeting so the requested funding and respective training plan could be right-sized in accordance with Panel Policy, whereas, no greater requested funding than current or projected earnings. In addition, the Panel requested PCI provide information as to how PCI would improve the administration of the training project and Contract. The revised proposal has been adjusted and right sized to align with its projected earnings, in accordance with current FY 23/24 Panel policy. The revised training plan represents:

- Reduction from two Job numbers to one
- Elimination of Job Creation Job number
- Post Contractual wage of no less than \$22.55, inclusive of \$2.39 in health benefits.
- Reduction of \$87,814 in funding request, from \$176,180 to \$88,366

For this project, the HR Specialist has committed to oversee ETP's training, and has meticulously compiled a roster of only eligible employees to ensure the attainment of 100% of training completion and earned funds. PCI further represents, unlike the previous project, the HR Specialist will oversee from the beginning unlike joining in after a year. The result of the mid-project entry led to a bit of a scramble to meet goals by training all employees without a clear understanding of their eligibility. In this new initiative, the HR Specialist will take a proactive approach.

Veterans Program

Although there is no Veteran component in this proposal, PCI is firmly committed to the hiring and development of Veterans. The Company currently employs a total of five employees in California who self-identify as Veterans. Moreover, all qualified Veteran candidates are encouraged to apply for positions through the standard company hiring process.

PROJECT DETAILS

Flex and rigid flex circuits play a critical role in space exploration and satellite technology. Therefore, prior training focused on advanced flex and rigid flex circuitry that required new processes and upgraded skills training for both equipment and products within the military and aerospace markets. Since 2019, driven by a growing customer base, PCI has grown its workforce by 34%, with 25% of new hires occurring in 2020. The current training plan primarily focuses on the newly hired employees and the implementation of PCI's Enterprise Resource Planning system featuring updated procedures and processes. Incorporating new software, which encompasses, but is not limited to project management and timekeeping software, accounting software (SAGE 100), and ADP software. Additionally, there's training in Cyber Security Protocols, Network Management, and Risk Mitigation which is imperative for its employees, given the critical nature of the Company's products and the importance of protecting customer data. The proposed project will be managed by multiple departments at various level within the organization. This will include Directors, Human Resources (HR), Senior Management, Managers, and Team Leaders. These internal stakeholders will be intimately involved with understanding ETP requirements, identifying the need for training at both the department and individual level and determining the precise topics to be delivered.

After a comprehensive assessment of training needs that revealed productivity inefficiencies within its existing resources, PCI recently invested \$1.1M in acquiring two new Laser Direct Image manufacturing equipment machines, Waste Treatment System, BGA Rinse/Dryer, X-ray Inspection Machine, Mechanical Shear, Laser Drill Machine, Computer Numerical Control Drill Machine, Plasma Etcher, Developers, Solder mask Sprayer, Coupon Scopes and a vacuum hot press machine. All new equipment will require Standard Operating Procedures and training

materials. Furthermore, the task of designing the training now falls under the purview of department heads, ensuring a seamless integration with the curriculum. These enhancements, coupled with the implementation of a new Material Requirements Planning system and the updated Environment Health and Safety procedures, aim to ensure the latest training in process optimization, manufacturing equipment, and administrative software.

This strategic approach is geared towards maintaining a sustainable competitive edge by achieving increased overall efficiencies and productivity, ultimately contributing to the Company's profitability. Concurrently, in alignment with its ongoing yearly 10% revenue growth plan, PCI has expanded its administrative and manufacturing facilities. This expansion has positioned the Company to lay the groundwork for product diversification in another sector outside of defense.

Training Plan

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

Business Skills: Training will be offered to Administration, Sales, Engineers and Leads and includes Budgeting, Data Analyzation, Financial Reporting, Production Scheduling and Time Management.

Computer Skills: Training will be offered to all occupations to sharpen proficiencies in Adobe Creative Suite, ADP Workforce Now, Salesforce and Enterprise Resource Planning that are relevant to respective job roles and responsibilities.

Manufacturing Skills: Training will be offered to Engineers, Operators and Leads and includes Assembly Processes, Blueprints and Measurements, Computer-Aided Manufacturing Data and Tools and Engineering Change Requests. Training will enable workers to have the skills required to manufacture products that meet the standards of the component manufacturing industry.

Commitment to Training

PCI currently invests \$500,000 annually for training that includes orientation and safety training. The ETP funding will enable PCI to implement new and updated safety protocols, software procedures, and manufacturing equipment, thereby upskilling its employees.

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 Human Resources will be responsible for managing and executing this project, working closely with the HR Specialist who will take a hands-on approach and oversee 25 in-house trainers with the training, enrollment, scheduling, delivery, documentation, and the collection of rosters on a weekly basis. A third-party administrative subcontractor has been retained to assist with project administration to ensure all training records meet ETP compliance. PCI has a training schedule in place and is prepared to commence training upon contract approval.

Impact/Outcome

All Engineers, Leads, and Operators will receive the following accreditations:

- Interconnecting and Packaging Electronic Circuits (IPC) Standards' certification. IPC is a global association for the electronic manufacturing industry.

- Handling and foreign object debris certifications for their highly sensitive materials and products.
- NASA Technical Standards certifications.
- Quality Control & Quality Assurance and Standardized Quality Management Systems certifications.

These certifications enhance the skill sets of the trainees. This training is expected to not only decrease the likelihood of injuries but also enhance the desirability of PCI’s employees for fieldwork. Simultaneously, it will bolster the Company’s competitive standing by ensuring a sufficient pool of qualified staff capable of fulfilling roles where these certifications are vital.

PRIOR PROJECTS

The following table summarizes PCI performance under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0239	Santa Ana	1/31/22 - 1/30/24	\$156,078	\$ (0%)
ET19-0114	Santa Ana	07/01/18 - 09/28/20	\$152,880	\$128,651 (84%)

ET22-0239 – As of review of this proposal, potential earnings reported in ETP systems were at \$90,143 (58%). Total earned amount remains at zero until ETP Fiscal can approve final invoices for earned funds. PCI reports training occurred during a period of transition in the final year of the contract term when the HR Specialist joined with no prior experience and inadequate knowledge and understanding of ETP’s eligibility requirement, thus contributing to the low performance of 58%.

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with the proposal development for a flat fee of \$8,836

ADMINISTRATIVE SERVICES

Propel Consulting Group 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

- Accounts Payable
- Accounts Receivable
- Budgeting
- Communication and Negotiation Skills
- Customer Service
- Data Analyzation
- Financial Reporting
- Leadership
- Organizational Skills
- Problem Solving & Decision Making
- Production Scheduling
- Project Management
- Sales Skills
- Team Building
- Time Management

Computer Skills

- Intermediate/Advance Adobe Creative Suite
- ADP Workforce Now
- Sage
- DataCloud
- Enterprise Resource Planning (ERP)
- Exostar
- Intermediate/Advanced MS Office
- Information Systems
- MAS90 (Accounting Software)
- PROCIM (Project Management Software)
- Salesforce
- SolidWorks

Manufacturing Skills

- Assembly Processes
- Blueprints and Measurements
- Computer-Aided Manufacturing (CAM) Data and Tools
- Closed Circuit Board Equipment
- Corrective Actions
- Destructive Analysis
- Electrical Tests
- Engineering Change Requests
- Final Process Inspection
- Impedance Calculations and Stack Ups
- Inner Layer Photo

- Institute for Printed Circuit (IPC) 6013
- Institute for Printed Circuits (IPC) 600
- Institute for Printed Circuits (IPC) 6012
- Institute for Printed Circuits (IPC) 610
- Institute for Printed Circuits (IPC) 620
- Institute for Printed Circuits (IPC) J Standard
- Lamination Process
- Manufacturing Processes
- Military Standard Specs
- Outer Layer Photo
- Process Engineering
- Product Handling
- Quality Assurance
- Quotations, Sales and Purchase Orders
- Root Cause Analysis



Retrainee-Job Creation
Training Proposal for:
SonRay Solar, Inc.

Contract Number: ET24-0311

Panel Meeting of: May 31, 2024

ETP Regional Office: North Hollywood

Analyst: J. Garcia

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative SET Priority Rate	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Placer	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: 295	U.S.: 340	Worldwide: 340
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$600,000

Total ETP Funding
\$223,215

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	Computer Skills Business Skills Commercial Skills	155	8-200	0	\$1,035	\$30.75
				Weighted Avg: 45			
2	Retrainee Job Creation Initiative SET Priority Rate	Computer Skills Business Skills Commercial Skills	42	8-200	0	\$1,495	\$20.00
				Weighted Avg: 65			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: (SET/Modified Priority Industry) \$30.75 per hour
Job Number 2 (SET/Job Creation): \$18.45 per hour in Placer 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 \$2.35 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
Job Number 1		
Administration Staff	\$28.40 - \$35.00	28
HVAC Service Technicians	\$28.40 - \$32.00	8
HVAC Warehouse Staff	\$28.40 - \$32.00	10
Solar Installers	\$28.40 - \$32.00	32
Roofers	\$28.40 - \$32.00	47
HVAC Installers	\$28.40 - \$33.00	30
Job Number 2		
Administration Staff	\$20.00 - \$25.00	10
HVAC Service Technicians	\$20.00 - \$25.00	2
HVAC Warehouse Staff	\$20.00 - \$25.00	6
Solar Installers	\$20.00 - \$25.00	8
Roofers	\$20.00 - \$25.00	10
HVAC Installers	\$20.00 - \$25.00	6

INTRODUCTION

Based in Rocklin and founded in 2000, SonRay Solar, Inc. (SonRay) (<https://sonrayserviceteam.com/>) provides new home construction services to national home builders. These services include design and installation of solar systems, and HVAC design and

installation. The new home builders are primarily tract housing builders for new developments. SonRay's roof operations are located in Rocklin, and both Solar and HVAC operations have two separate locations in Sacramento. Areas serviced include Sacramento and all surrounding areas: Fairfield, Vacaville, Manteca, Modesto, Gridley, Chico and Truckee.

All training will take place in Rocklin. This will be SonRay's second ETP Contract and the second contract in the last five years.

PROJECT DETAILS

As SonRay has grown rapidly over recent years, the Company is analyzing the efficiency of each department and each worker. With a tight labor market and workers new to the industry, the Company must re-tool employee skillsets to continue to deliver a quality work product while still adding more projects.

SonRay is also working to become leaner during slower periods, with the intent to manage resources more effectively. This will require topics such as LEAN construction and efficient use of materials and time. Focus will be on training each position to work more efficiently so SonRay can level the efficiencies into more projects to remain competitive. To this end, the company has begun developing the Project Workforce App, a custom time keeping app for field employees, and is in the process of training all employees and implementing it for each division. Another new software, Smart Sheets, was introduced into the roofing division. With this change in software, it changed how the Company prepares estimates for new projects, and tracks job progress, materials, and inventory. Many hours of training went into training the office and field staff. In the next year, SonRay will be implementing these changes in the HVAC and Solar divisions for the employees who were part of the previous contract. This will be ongoing training to improve efficiency of processing, and will be implemented into other areas of the company for process improvements.

In addition, the Company must comply with continuous code updates. Training on proper installation procedures is crucial to ensure quality of work in the field. New products are introduced frequently that have different installation requirements that installers must be trained on. Ongoing training will be needed for current employees as well as any new hires

Training will allow the company to meet the demand of the customers' home building at record pace. Proper training will provide trainees skills with a foundation for future promotion or employment, working safely on the job, and providing quality services to major national builders. ETP funding will also help SonRay continue to develop its more extensive training program. The Company aims to have a topline training program so it can meet the owner's goals for double-digit growth.

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 expects to hire at least 42 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.

With the expected 20% increase in business, additional field installers will need to be hired including Supervisors and office staff.

The Company recently purchased a new software product, Smartsheets, which was partially launched in the Roofing division. There is additional work that must be completed before it is fully

launched, requiring additional administrative staff to provide development, training, and maintenance of the software once fully launched. Once completed, focus will be on the other divisions (HVAC and Solar).

The new codes and requirements also require additional staff. For example, SonRay will now be handling battery storage for the solar division which was never part of their scope of work. SonRay promoted a Manager to oversee the process and will need additional installers to assist as more builders and jobs add this to their scope.

The hiring of new workers will also provide SonRay with the ability to promote from within into management positions. SonRay has hired 88 employees in the last six months, therefore, is on pace to hire and train newly hired workers.

Training Plan

Training will be provided via Classroom/Laboratory and E-Learning, in the following:

Business Skills: This training will be offered to all occupations and will include course topics such as Contract Administration, Financial Reporting, Inventory Controls, Leadership Training, Project Management, and Purchasing Procedures.

Commercial Skills: This training will be offered to all occupations with the exception of Administration Staff and will include course topics such as job related Fall Protection, Metal Installation, Solar Installation, and Tile Installation.

Computer Skills: This training will be offered to all occupations and will include course topics such as Project Workforce, Smartsheets, and Vista Viewpoint.

Commitment to Training

SonRay spends approximately \$400,000 annually for training in California. The initial ETP project helped make management aware of inconsistencies in the training program and encouraged them to develop a more structured program with topics, tracking, and reporting. While the previous Contract focused on basic skills needed to get the job done as the workloads were overwhelming, this training will be more in depth, as the Company would like to build on those basic skill sets to add more advanced techniques, resulting in better efficiency. This will be a companywide initiative.

ETP Funds will not displace 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 HR Manager will oversee project administration and report overall status to the Owners to ensure all training is up-to-date. The Human Resources Coordinator will assist with gathering rosters, ensuring accuracy and proper documentation on the rosters, and provide the data to the administrative consultant. Additional support will be provided by the CFO, Controller, Field Managers, and Supervisors. Training will be delivered by in-house experts, including Managers and Supervisors, and vendors as needed.

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 \$41.00 to \$30.75). Approximately 155 trainees for all occupations in Job Number 1 will need the wage modification. The Company requests this modification.

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 \$ %
ET22-0234	Rocklin	1/31/2022 – 1/30/2024	\$330,510	\$242,390 (73%)*

*Based on ETP Systems, 11,011.48 reimbursable hours have been tracked for potential earnings of \$242,390 (73% of approved amount). The Contractor projects final earnings of 73%. Construction slowed down significantly during the previous contract term due to the rising interest rates in response to rising inflation. As a result, new hire numbers were impacted, as was the ability to provide training for that group. Additionally, guidance was provided to department managers, and it was at their discretion to determine who needed training, which resulted in a slow start.

To improve performance, the Company will place a higher priority on current employees, providing them with additional training up to the 200 hour maximum. Items being addressed in this training program include:

- Analyzing skill gaps to bring lower performing employees up to speed
- Setting department goals for managers
- Collaboration with HR and Management on training needs, and designing tailored training to meet company needs
- Obtaining feedback from employees on how training would benefit them

With these adjustments, the Company is confident they will obtain 100% of requested funding.

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development for a flat fee of \$7,500.

ADMINISTRATIVE SERVICES

Propel Consulting Group 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

- Accounts payable
- Accounts receivable
- Communication
- Contract administration
- Customer service
- Estimating
- Financial reporting
- Inventory controls
- Leadership training
- Payroll processing
- Problem solving & decision making
- Project management
- Purchasing procedures
- Scheduling

Commercial Skills

- AC startup & troubleshooting
- Composition
- Fall Protection
- Felt and batt
- Flashing
- Forklift Certification training
- Gutter Install
- HVAC installations procedures
- Ladder safety
- Metal Installation
- Power Tool operating procedures
- Roof Installations procedures
- Rough/duct install
- Solar Installation
- Tile Installation
- LEAN Construction

Computer Skills

- Google docs
- MS Office - Intermediate/Advanced
- Project Workforce
- Smartsheets
- Tablets/mobile devices
- Vista viewpoint



Training Proposal for:
All American Racers, Inc.
Contract Number: ET24-0348

Panel Meeting of: May 31, 2024

ETP Regional Office: San Diego

Analyst: P. Duarte

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Manufacturing Aerospace Related Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	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: 164	U.S.: 164	Worldwide: 164
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	14%		

FUNDING DETAIL

In-Kind Contribution
\$189,568

Total ETP Funding
\$165,600

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, Computer Skills, Cont. Impr., HazMat, Mfg. Skills, PL-Mfg. Skills	144	8-200	0	\$1,150	\$22.55
				Weighted Avg: 50			

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

<p>Minimum Wage by County: \$22.55 per hour for Orange County</p> <p>Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.</p> <p>Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Up to \$2.45 per hour may be used to meet the Post-Retention Wage.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Administration Staff	\$20.10 - \$25.00	1
	\$25.01 - \$30.00	3
Production Staff (CNC Machine Operators, Composite Technician, Test Technician I)	\$20.65 - \$25.00	9
	\$25.01 - \$30.00	111
Supervisor/Manager	\$21.00 - \$25.00	3
	\$25.01 - \$30.00	17

INTRODUCTION

Founded in 1965 and located in Santa Ana, All American Racers, Inc. (AAR) (www.allamericanracers.com) manufactures high quality, large- and small-scale composite structures for the aerospace, defense and commercial industries. Prior to adding its composite department, AAR legacy began in 1970 as a design and construction facility owned and operated by motorsport racing driver Dan Gurney. The Company designed and built winning Formula One car, 500 car, Sports Car, the Le-Mans Delta Wing and the Alligator motorcycle. The parent company which acquired AAR in 2021, is OC Composite Works, LLC. D.B.A. APEX Space and Defense Systems and will not be participating in this project.

The Company strives to stay ahead of the technological curve by investing in state-of-the-art composite department, on site aerodynamics facility, precision modeling, fabrication, machining, and engine design and manufacturing capabilities.

This will be AAR’s first ETP Contract. Training will take place at its single location in Santa Ana.

Veterans Program

Although there is no Veteran component in this project AAR welcomes and encourages Veterans to apply for employment through its standard company hiring process.

PROJECT DETAILS

Based on the Company's internal training needs assessment, the proposed training will focus on upgrading the skills of AAR's existing workforce and implementing improvements to support growth and enhance organizational efficiency. In addition, the Company will implement continuous improvement courses for its Production Staff to maximize cost effectiveness while delivering the highest quality products to existing and new customers.

AAR is currently training Production Staff to perform cycle time studies during each production stage operation to establish a base line and determine production efficiencies throughout the entire production process. The Company is also cross-training all Production Staff to become more interchangeable throughout production.

In addition, training will improve the Administrative and Supervisors/Managers Staff's performance capacity to quickly respond to any inquiry with a working solution. In order to keep up with the demand, Production Staff must train in new materials, equipment and manufacturing processes while adhering to current regulatory and safety requirements. This will lead to robust workforce capable of maintaining efficiency and high performing results.

Training Plan

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

Business Skills: Training will be offered to all occupations and includes Communication, Product Data Management, Financial Analysis, and ISO. Training will establish production efficiencies to reduce manufacturing costs to become more cost efficient and competitive in the market.

Computer Skills: Training will be offered to all occupations and includes AutoCad, ERP Software, Crystal Reports and Microsoft Office (Intermediate/Advanced). Training will increase productivity and efficiency.

Continuous Improvement: Training will be offered to Production Staff and Supervisors/Managers and includes Scrap Production, LEAN and Kan Ban Principles. Training will improve the manufacturing process.

Hazardous Materials Skills: Training will be offered Production Staff and Supervisors/Managers and includes HazMat Handling, Global Harmonized System and Industrial Hygiene. Trainees must have full knowledge of the most up-to-date hazmat systems and requirements.

Manufacturing Skills: Training will be offered Production Staff and includes Lean Practices, Material Supply Chain, Production Machinery and Inspection Procedures. Training will improve and increase trainees' ability to process new materials using new methodologies.

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.

Productive Lab-Manufacturing Skills is crucial to the aerospace manufacturing industry. Trainees must learn how to operate proprietary equipment that requires hands-on experience for new equipment, materials and processes. Production Staff will be trained in equipment operation, inspection techniques and process methodologies to meet industry production requirements.

PL training will be provided to approximately 100 Production Staff. The PL trainer-to-trainee ratio is 1:1. Trainees will be trained on approximately 12 hours of PL by AAR's in-house experts. Trainees will be observed and evaluated on their proficiency with the equipment after the training ends.

Commitment to Training

AAR has an annual training budget of approximately \$100,000 and includes job specific skills, new products and on-boarding. ETP funding will assist AAR with employee retention, cross training and skill expansion as well as maintaining and improving the workforce required for continual changes to products, production, and technology.

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 Human Resources Manager will oversee the ETP training project. Training is scheduled to begin upon Panel approval and will be delivered onsite with in-house experts with at least two or more years of operating machinery experience and vendors as needed. The Company has also retained the services of a third party subcontractor to assist with administration of this project.

Impact/Outcome

ETP funding will enable AAR to expand its production skills sets, and increase and improve operations allowing the Company to meet customer demand and expand employees' opportunities for advancement.

Alternate Recordkeeping

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

DEVELOPMENT SERVICES

Training Funding Source in Seal Beach assisted with proposal development for a flat fee of \$1,900.

ADMINISTRATIVE SERVICES

Training Funding Source 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

- Communication
- Customer Service Excellence
- Financial Analysis
- Leadership and Team Development
- Logistics
- Organizational and Time Management
- Planning
- Product Data Management
- Sales Management
- Strategic Marketing

Computer Skills

- AutoCad
- Inventory Management System
- Customer Management Software
- Crystal Reports
- ERP Software
- Label Matrix Barcode Software
- Microsoft Office (Intermediate/Advanced)
- QuikBooks
- Query Report Writer
- UPS/FEDX Supply Chain software

Continuous Improvement Skills

- Scrap Production
- ISO
- Down-Time Elimination
- Set-Up Minimization
- R & D
- Kaizen Methodology
- LEAN
- Kan Ban Principles

Hazardous Materials Skills

- HazMat Handling
- Global Harmonized System
- Industrial Hygiene

Manufacturing Skills

- Best Production Methods
- Equipment Operation, Maintenance, Troubleshooting
- Inspection Procedures

- Lean Practices
- Material Supply Chain
- Operational Planning and Processes
- Production Machinery
- Reliability Centered Maintenance
- Supply Chain Management
- Warehouse/Shipping and Receiving
- Workplace Organization/5S

Productive Lab (Trainer-to-Trainee Ratio 1:1)

Trainees may receive any of the following:

Manufacturing Skills

- Shearing Techniques
- Finishing Skills
- Maintenance and Trouble-Shooting
- Line Operation
- Punch Press/Forming Techniques



**Training Proposal for:
Murrietta Circuits**

Contract Number: ET24-0306

Panel Meeting of: May 31, 2024

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	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: 107	U.S.: 110	Worldwide: 110
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	15%		

FUNDING DETAIL

In-Kind Contribution
\$175,000

Total ETP Funding
\$92,920

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	Mfg. Skills, Mgmt. Skills, Cont. Impr., HAZMAT	101	8-200	0	\$920	\$22.55
				Weighted Avg: 40			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (Retrainee): \$22.55 per hour for Orange 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
Job Number 1 (Retrainee)		
Administration Staff	\$20.05-\$25.00	4
	\$25.01-\$33.66	4
Engineers	\$30.00-\$52.89	11
HR Staff	\$23.00-\$25.00	2
Managers/Supervisors	\$36.06-\$72.12	14
Operators	\$20.05-\$25.00	30
	\$25.01-\$35.00	23
Program Managers	\$26.00-\$50.00	6
Stock Room Clerks	\$20.05-\$24.00	7

INTRODUCTION

Founded in 1980, and located in Anaheim, Murrietta Circuits (Murrietta) (www.murrietta.com), manufactures custom printed circuit boards and circuit card assemblies. The Company also provides other electrical services including electrical testing, PCB Design, cable assemblies, component tin coating and box building. Customers include Defense Companies such as Raytheon, Northrop and Honeywell.

This will be Murrietta’s second contract in the last five years. Training will take place at its headquarters in Anaheim.

Veterans Program

Murrietta is not seeking a separate Veteran job number at this time. However, Veterans are welcomed and encourage to apply for open positions within the Company.

PROJECT DETAILS

In its previous Contract, Murrietta focused on automation and streamlining internal processes such as shipping and receiving. This Contract will focus on employee development as well as the introductions of new skills necessitated by the addition of new internal software.

The current inventory method is inefficient, leading to difficulties meeting and filling customer orders. To that end, the company purchased new equipment and software to aid in keeping track of components and materials internally. This will allow the company to continue to streamline its internal processes to meet customer demand while maintaining industry standards.

There is a need to cross train employees to ensure that the production line operates smoothly and efficiently while filling customer orders. Therefore, staff will be trained on new equipment such as Printed Circuit Board Lamination Press, Copper Plating Line, Printed Circuit Board Layer Printer, Lab Equipment, Air Vacuum Tools for Assembly, Inventory Towers, and X-Ray Counter.

Murrietta will also offer the following certifications: IPC-A-610 (The Standard for Acceptability of Electronic Assemblies), J-Standard (Soldered Electrical Assemblies) 001, and IPC-A-600 Certifications.

Finally, the company previously implemented a manager skills training program in an effort to build up leadership skills for new and existing managers and supervisors. In an effort to become more organized and efficient, the company will offer management skills development training via continuous improvement for all staff who wish to seek advancement opportunities, which will lead to an increase in skills and opportunities for upward mobility within the company.

Training Plan

Training will be delivered via Class/Lab/E-Learning delivery methods. Training will be provided in the following:

Continuous Improvement: This training will be delivered to Administration Staff, HR Staff, and Program Managers. Training will include Program Management, Team Building, Leadership Skills, Problem Solving and Communication Skills.

Management Skills: This training will be offered to all Managers/ Supervisors or Leads. Training will include Leadership Skills, Managing Employees, Writing Effective Performance Appraisals, Documenting Incidents & Warnings, Creating a Corrective Action Plan, and Communicating with others.

Manufacturing Skills: This training will be delivered to Stock Room Clerks, Engineers, Program Managers, and Managers/Supervisors and Operators. Training topics include Equipment Operations & Processes, 3D & Regular Automated Optical Inspection, 3D X-Ray Machine, Inventory Control Towers, Solder Mount Technology Machine, Laser Imaging, Drill Machine, Test Machine, Solder Machines, Hand Soldering Small Tools, Plasma Etching Machine, Dimension Measuring Machine, Lamination Machine and Solder Paste Application Machine.

Certified Safety Training

1. **Hazardous Materials (HAZMAT)**. This training is a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. In this proposal, Operators, Engineers and Managers/Supervisors will receive up to 8 hours of

training. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors. In this proposal, the certification entity is CalTRANS.

Commitment to Training

Murrietta’s annual training budget is \$175,000. With the assistance of ETP Funds, Murrietta will continue to develop its workforce’s skills. Further, the company will continue to streamline internal processes and improve technique and skills through cross 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 Human Resources Department will coordinate the training plan as well as maintain organized training records. Murrietta will also utilize the “train the trainer” method, where staff will be trained who would then train staff. Training subcontractors will be hired as needed.

Impact/Outcome

Through the use of ETP funds, Murrietta has been able to implement Lean Manufacturing to assist with streamlining internal procedures. Further, Murrietta also improved operating efficiencies and manufacturing capacities by increasing skills through the use of cross-training staff. Finally, the company has been able to focus on certifications necessary for maintaining government contracts.

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 \$ %
ET19-0415	Anaheim	01/15/2019-01/14/2021	\$74,620	\$74,620 (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

- Program Management
- Teams & Team Building
- Leadership skills
- Problem Solving
- Communication Skills

Hazardous Materials Skills

- Handling Hazardous Materials

Management Skills (Managers/Supervisors/Leads Only)

- Leadership Skills
- Leading people
- Conflict Management
- Performance Management
- Strategic Planning & Management
- First Time Manager
- Communicating with others

Manufacturing Skills

- Equipment Operation & Processes
- 3D & Regular Automated Optical Inspection
- 3D X-Ray Machine (for Printed Circuit Boards)
- Inventory Control Towers (used for Electronic Components)
- Solder Mount Technology Machine (Pick & Place Equipment used for placing electronic components on circuit boards.
- Laser Imaging for Printed Circuit Boards (Used for Inner & Outer layers)
- Drill Machine
- Test Machine
- Solder Machines
- Hand Soldering Small Tools
- Plasma Etching Machine
- Dimension Measuring Machine
- Lamination Machine
- Solder Paste Application Machine



Training Proposal for:
Reborn Cabinets, LLC
Contract Number: ET24-0349

Panel Meeting of: May 31, 2024

ETP Regional Office: San Diego

Analyst: T. Ky

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing
			Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Los Angeles, Orange, Sacramento	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: 567	U.S.: 713	Worldwide: 713
<u>Turnover Rate:</u>	12%		
<u>Managers/Supervisors:</u> (% of total trainees)	11%		

FUNDING DETAIL

In-Kind Contribution
\$740,383

Total ETP Funding
\$499,468

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, Commercial Skills, Computer Skills, Continuous Impr., Literacy Skills, Management Skills, Mfg. Skills, PL-Comm. Skills	356	8-200	0	\$1,403	\$22.55
				Weighted Avg: 61			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (Retrainee): \$24.60 per hour for Alameda, \$23.15 per hour for Los Angeles; \$22.55 for Sacramento and Orange 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.

****Commissions:** Sales staff earn a supplemental wage (commission) in addition to their base wages. Up to \$5.37 per hour may be used to meet the Post-Retention Wage of \$24.60 per hour in Alameda County; up to \$3.92 per hour may be used to meet the Post-Retention Wage of \$23.15 per hour in Los Angeles; and up to \$3.32 per hour may be used to meet the Post-Retention Wage of \$22.55 per hour in Sacramento and Orange Counties.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Manager	\$31.25-\$72.11	40
Office Staff (Engineering/HR/Project Mgr)	\$23.00-\$25.00	40
	\$25.01-\$40.87	20
Sales**	\$19.23-\$20.00	25
	\$20.01-\$25.00	10
	\$25.01-\$33.65	10
Manufacturing	\$20.05-\$25.00	60
	\$25.01-\$29.00	3
Installation	\$20.05-\$25.00	81
	\$25.01-\$40.00	37
Installation Lead	\$25.00-\$50.00	30

INTRODUCTION

Founded in 1983, Reborn Cabinets, LLC (Reborn) (www.reborncabinets.com) is a family-owned and -operated kitchen and bathroom remodeling company headquartered in Anaheim. Reborn provides homeowners with a comprehensive remodeling service, including in-home consultations and subsequent design, manufacture, and installation of the Company’s custom products. The

Company's offerings include tub-to-shower conversion, cabinet refacing, and complete cabinet and window replacement services.

The Company has out of state locations in Nevada, Arizona, Oregon, and Washington. In California, Reborn has locations in Lake Forest, Livermore, Sacramento, Irwindale, and Anaheim. Training will take place at Reborn's showroom locations across California and at its sole manufacturing facility in Anaheim. This will be Reborn's fourth ETP Contract, and the third in the last five years.

Veterans Program

While Reborn does not have formal plans to hire or include a job number for Veterans, the Company is community partners with organizations that serve Veterans and welcomes and encourages Veterans to apply for employment.

PROJECT DETAILS

Reborn experienced tremendous growth over the past three years. The Company recorded a 64% increase to its workforce, with 57% of that growth occurring in California. Expansion in Northern California and to new locations in the Pacific Northwest created an increased demand for Reborn's products, all of which continue to be manufactured in California. The Company anticipates, at minimum, a 20% growth in sales per year over the next two years, necessitating commensurate hiring, promoting, and training in all aspects of manufacturing and management at its Anaheim facility.

Reborn continues to enhance and expand its training curriculum at Reborn University, an internal employee training and development program. Additional funding will allow Reborn to ensure that the training of incumbent and newly hired team members continues at a pace that matches its anticipated growth.

As the Company expands, it looks to develop leaders internally. Existing workers are promoted to new positions and their vacated positions are back-filled, all of which require training. Ongoing job opportunities are available for all occupations. The training in this agreement will allow Reborn to focus on growing workers' skills to support their individual career advancement within the Company, which will contribute to its stable growth and continued economic impact on the surrounding communities.

Training Plan

Training will be delivered via Class/Lab, E-Learning, and Productive Lab. Training will take place at all CA facilities. Training will be delivered by in-house subject-matter experts and vendors.

Business Skills: Training will be offered to Office Staff, Sales, and Managers to provide them with the skills to manage complex projects and use analytical tools effectively. Courses will focus on Effective Communication Skills, Maximizing Employee Performance, and Data Analysis.

Commercial Skills: Training will be offered to Installation Lead, Installation, and Office Staff. Trainees will be provided with Field Engineering, and Cabinet and Bath Solution Installation courses to ensure they have the technical skills to provide quality installation solutions for customers.

Computer Skills: Training will be offered to all occupations. Select employees in all occupations will receive Microsoft Office (Intermediate & Advanced) training to maximize efficiency within their job functions. Areas of emphasis for Managers, Sales, Installation, and Office Staff will be in task and program management platforms such as Fluix, Salesforce, and Centah.

Continuous Improvement: Training will be offered to all occupations. All employees will be provided Lean Manufacturing and Quality Systems Requirement training to sustain and enhance Reborn's growth and efficiency, while Managers and Installation Lead employees will also receive training in Leading Change, Goal Setting in the Workplace, Problem Solving Skills, and Team Building to better support their teams and manage priorities.

Literacy Skills: Training will be offered to select Installation and Manufacturing staff whose language skills have been deemed a barrier to their ability to further their skills. These employees will have the opportunity to participate in Vocational English as a Second Language.

Management Skills: Training will be offered to Managers. This training will focus on Transitioning from Peer to Manager, Succeeding as a New Manager, and Management and Supervisory Skills.

Manufacturing Skills: Training will be offered to Managers, Manufacturing, and Office Staff. Employees will benefit from various courses on Production Skills, Quality Control, and Production and Inventory Management. Manufacturing staff will also be trained in technical/vocational skills such as the Proper Set-Up and Use of Table Saws, Draw Box Assembly, and Thermofoil Production. CNC and Forklift Training and Certification will provide workers with the skills to perform these operations effectively and safely.

Productive Laboratory

Trainees may produce goods for profit as part of the Productive Lab (PL) training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

Reborn will administer approximately 15 hours of PL-Commercial Skills training to 83 Installation, Installation Lead, and Office Staff. Training topics will include all elements of Re-facing Cabinet Installation, Bath Solution Installation, and Field Engineering skills that cannot be duplicated in a classroom or simulated lab environment, but will be integral while in the field. This portion of the training program allows trainees the opportunity to benefit from one-on-one training with a dedicated trainer.

During the course of the PL cycle, the Reborn trainer provides ongoing, hands-on support, guidance, and corrective action. The trainer provides guidance in the proper techniques and use of equipment throughout the installation process, starting with initial measurement and design stages all the way through cleanup and final inspection. Reborn has determined that this individual trainee focused method of training leads to significant improvement in skills attainment and retention.

Sales Commission Earnings

All Sales staff start at "Level 1" with a minimum base wage of \$19.23 (non-commission) plus an average 4% commission on completed sales. At "Level 2," their base hourly wage is \$33.65 (non-commission). At all Levels, Sales staff consistently earn \$22.00-\$45.00 per hour with commission added to their base wage. Sales wage information for this proposal is based on historical sales data over multiple years. Reborn can provide payroll documentation to demonstrate a reliable history of commission payments for Sales staff.

Per ETP Regulation 4418 (b), the Panel may use commission earnings to determine a trainee's hourly wage, if there is a reliable history of commission payment by the employer and if actual payment can be verified. Commission means a percentage or proportion of the sale price, for services rendered in the sale of goods or services, paid to employees whose principal job duty is sales.

Commitment to Training

Reborn has an annual training budget of \$1,000,000. Reborn invests heavily in formalizing its curriculum and training at Reborn University.

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

A Reborn Training Manager and Training Administrator will coordinate training efforts at all training locations. They will facilitate ongoing communications and check-ins with the trainers and managers at each facility to schedule trainings, verify and submit training records, and ensure compliance with all ETP requirements.

The Company retained an administrative subcontractor to assist with administrative duties. Training will be delivered by in-house experts and vendors as needed. Reborn is prepared to commence training upon Panel approval.

Impact/Outcome

Reborn's training programs are an integral part of the organization. The Company will maintain a continued focus on building employees' technical and job-specific skills through its training and recruitment efforts.

Reborn has an employee dedicated to community outreach and to finding programs and organizations in underserved communities that can benefit from training and job opportunities. The Company already partners with organizations that serve veterans and young adults aging out of foster care, and will be seeking a similar partnership with a home for survivors of domestic violence. Reborn understands the unique challenges that these populations experience and are prepared to provide additional hands-on support and coaching to ensure their success.

Reborn understands that in order to have a workforce with the skillset it needs, the Company must invest in that workforce. Reborn creates individualized training plans for each employee and tracks their progress, providing each employee with ongoing development opportunities. The Company developed its own certification process to document completion and graduation of Reborn University classes. Each training class has a unique set of goals and objectives. Certificates are provided as each level of competency is achieved. Reborn University curricula provides both new and incumbent workers opportunities to increase their knowledge in order to promote into higher paying positions.

Alternate Recordkeeping

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

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 \$ %
ET21-0250	Anaheim	12/14/2020- 12/13/2022	\$524,400	\$524,400 (100%)
ET18-0184	Anaheim	3/26/2018- 3/25/2020	\$547,560	\$536,269 (98%)

DEVELOPMENT SERVICES

Reborn retained CMTC in Long Beach to assist with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

Reborn also retained CMTC in Long Beach 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

- Active Listening
- Advanced Sales Skills
- Collaboration: Two Heads Are Better Than One
- Cost vs Value; How to Build Value in your Presentation
- Data Analysis
- Effective Communication Skills
- How to Conduct an Effective Meeting
- How to Deal with Difficult Customers
- How to Create and Present an Impressive PowerPoint Presentation
- How to Measure & Draw Kitchen Projects
- How to Measure a Bathroom Project
- Maximizing Employee Performance
- Negotiation & Overcoming Objections
- Project Management
- Sales Skills-S.A.L.E.S
- Sales Skills for Customer Service Reps
- Script Training
- Ultimate Customer Experience
- Ultimate Customer Experience-Customer Service Skills

Commercial Skills

- Signature Re-facing Cabinet (Kitchen or Bath) Installation Training
- Bath Solution Installation Training
- Field Engineering

Computer Skills

- Buildertrend Software
- Microsoft Office (Intermediate & Advanced)
- Engage Presentation Software
- Flux Project Mgmt. Software
- Lead Perfection Training
- Resi Job Tracking Database
- Salesforce Customer Relationship Mgmt. (CRM) Software
- Call Center Software (Five 9)
- Centah
- ERP Global Shop
- NetSuite

Continuous Improvement Skills

- Accountability in the Workplace
- Conflict Management
- Creating Successful Habits

- Critical Thinking/Strategic Thinking
- Effective Coaching
- Effective Delegation Strategies/Inspect What you Expect
- Emotional Intelligence; How to Recognize and Manage your Emotions Effectively
- Employee Engagement
- From Good to Great, How Your Mindset & Attitude Affects Your Work
- Goal Setting in the Workplace
- Harnessing & Developing Potential
- High Performance Leadership Skills
- How to Assign & Manage Projects
- How to Build a Winning Team
- How to Work Collaboratively Across Departments
- Improving Process Cycle Times
- How to Increase Productivity without Sacrificing Quality
- Integrity & Ethics
- Leadership and Your Responsibilities as a Leader
- Leading Change
- Leading Effective Meetings for Problem Solving
- Lean Manufacturing
- Managing Change
- Motivating Your Team
- Problem Solving Skills
- Project Ownership
- Quality System Requirements
- Resilience
- Self-Coaching Strategies
- Team Building
- Time Management Skills
- Train the Trainer

Literacy Skills

- Vocational English as a Second Language (VESL)

Management Skills (Managers/Supervisors/Leads Only)

- L.E.A.D. Management Mastery
- Management/Supervisory Skills
- Leadership Development & Succession Planning
- Coaching for Supervisors & Managers
- Succeeding as a New Manager
- Transitioning from Peer to Manager
- Deliver Effective Feedback
- Managing Up/Support and Grow Your Team's Management Skills

Manufacturing Skills

- Productions Skills
 - Proper Setup and Use the CNC
 - Proper Set-Up and Use for Table Saws

- Proper Set-Up and Use of the Finish Sander
- Proper Set-Up and Use of the Automated Finish Line
- Proper Set-Up and Use of a Hand Router
- Proper Set-Up and Use of the Pin Router
- Proper Set-Up and Use of the Blum boring machine
- Proper Set-Up and Use of Pneumatic Hand Sanders
- Sanding/Finishing/Staining
- Drawer box assembly (dovetail/butt joint)
- Thermofoil Production
- Effective Manufacturing Practices & Inspections
- Production and Inventory Management
- Quality Control
- Forklift Training/certification
- CNC Training/certification

Productive Lab (Trainer-to-Trainee Ratio 1:1)

Trainees may receive any of the following:

Commercial Skills

Re-facing Cabinet (Kitchen or Bath) Installation

- Set Up & Demo
 - Room dust containment system
 - Identify existing damage
 - Demo without damaging existing framework (countertops, doors, drawers, boxes, appliances, etc)
 - Cabinet prep for all materials (wood grain, OPV, solid colors)
- Installation
 - Cabinet modifications
 - Plumbing (including installing new sink, faucet, disposal)
 - Extending stiles on face frame cabinets
 - Routing and filing material
 - Mitering corners of cabinets
 - Leveling doors and installing Blum hinges
 - Installing all molding and applications
 - Cut and installing crown molding
- Clean up & Final Inspection

Bath Solution Installation

- Set Up & Demo
 - Room dust containment system
 - Identify existing damage
 - Demo without damaging existing framework
 - Water shut off & water pressure check
 - Cabinet prep for all materials (wood grain, OPV, solid colors)
- Installation
 - Drywall cutting and install
 - Plumbing: moving drains, sweating pipes, cutting pipes and changing two valve system to single valve, soldering)
 - Silicone application
 - Tub to shower Conversion

- Shower door Installation
- Jacuzzi wall systems
- Clean up & Final Inspection

Field Engineering

- Taking Measurements
- Drafting and design
- Contract review
- Communication skills & client interaction
- Construction Basics:
 - Refacing terminology
 - Hardware requirements
 - Rudimentary plumbing
 - Rudimentary electrical
 - Woodworking knowledge
- Construction scheduling
- Managing project modifications & client expectations



Retrainee-Job Creation

Training Proposal for:

Grandmark Service Company Inc. dba Grandmark Roofing

Contract Number: ET24-0359

Panel Meeting of: May 31, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

PROJECT PROFILE

Contract Attributes:	Retrainee SET HUA Job Creation Initiative Priority Rate SB <100	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Kern, Sacramento	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: 50	U.S.: 50	Worldwide: 50
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$150,000

Total ETP Funding
\$89,700

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 SB <100	Business Skills, Computer Skills, Commercial Skills	6	8-200	0	\$1,380	\$30.75
				Weighted Avg: 60			
2	Retrainee Priority Rate SET HUA SB <100	Business Skills, Computer Skills, Commercial Skills	44	8-200	0	\$1,380	\$19.00
				Weighted Avg: 60			
3	Retrainee Priority Rate SET Job Creation Initiative SB <100	Business Skills, Computer Skills, Commercial Skills	15	8-200	0	\$1,380	\$19.00
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (SET/Priority): \$30.75 per hour
 Job Number 2 (SET/HUA): \$16.91 per hour for Fresno and Kern counties
 Job Number 3 (SET/Job Creation): \$16.00 per hour for Fresno and Kern 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

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
Job Number 1		
Administrative Staff	\$29.00 - \$48.00	1
Installer	\$29.00 - \$48.00	4
Sales Representative	\$30.00 - \$48.00	1
Job Number 2		
Administrative Staff	\$19.00 - \$20.00	4
	\$20.01 - \$25.00	3
Installer	\$19.00 - \$20.00	14
	\$20.01 - \$25.00	7

	\$25.00 - \$40.00	4
Repair Technician	\$20.00 - \$25.00	2
	\$25.01 - \$38.00	2
Owner	N/A	2
Manager	\$25.00 - \$50.00	2
Sales Representative	\$30.00 - \$48.00	4
Job Number 3		
Administrative Staff	\$19.00 - \$20.00	2
Installer	\$19.00 - \$20.00	10
Repair Technician	\$19.00 - \$20.00	1
Manager	\$25.00 - \$30.00	1
Sales Representative	\$30.00 - \$35.00	1

INTRODUCTION

Founded in 1998 and headquartered in Fresno, Grandmark Service Company Inc. dba Grandmark Roofing (Grandmark) (www.grandmarkservicecompany.com) provides roofing, HVAC (heating, ventilation and air conditioning), painting, and fencing services across Fresno, Tulare, Kern, Sacramento, and Stanislaus counties. The Company also has expertise in designing and installing solar panels, window replacements, and insulation. The Company provides energy efficient services from residential to commercial settings using new technologies that improve efficiency and decrease the carbon footprint. Training will be delivered at all of the Company's locations in Fresno, Bakersfield, and Sacramento. This will be Grandmark's first ETP Contract.

Veterans Program

Although Grandmark does not plan to include a separate Veteran's Job Number, the Company actively recruits and encourages veterans to apply for employment opportunities.

Retrainee - Job Creation

In this proposal, the Company will hire 15 new employees (Job Number 3) within the next two years. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. 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 business-capacity growth, Grandmark is committed to hiring new employees to support the increase in the Company's demand for its services. With an increased demand, the Company needs to train its trainees on new technologies that are being utilized throughout the provided services. Additionally, it aims to hire employees for further growth by creating additional job positions over the next two years.

PROJECT DETAILS

ETP training will focus on assisting Grandmark's staff in gaining an enhanced knowledge on the latest sustainable construction techniques and energy efficient products by learning energy conservation procedures. Training will also focus on roofing and HVAC services to meet the

customer's needs. The construction sector is rapidly evolving with new construction practices, technology, and the need for energy efficient products. Hence, there is a requirement for the Company to ensure its current employees have the required expertise to efficiently perform their job duties. This training will help Grandmark meet its goals to keep pace with the industry and customer demands.

Training Plan

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

Business Skills: Training will be offered to Administrative Staff, Owners, Managers, and Sales Representatives on course topics such as Asset Managing, Dispatching, and Warehouse Management to improve quality and efficiency in performance of job duties.

Commercial Skills: Training will be offered to Installers, Managers, Owners, Repair Technicians, and Sales Representatives on courses such as HVAC Install, Repair Roof, and Solar Panel removal to help workers gain a better understanding of work procedures.

Computer Skills: Training will be offered to all occupations on courses such as Dialpad, Green Sky Financial, and Service Titan to allow workers to complete tasks more efficiently.

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 \$41.00 to \$30.75). The Company requests this modification for Job Number 1.

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 Fresno and Kern counties are in an HUA.

➤ Wage Modification

Trainees in an HUA qualify for the ETP Standard Minimum Wage instead of the Statewide Average Hourly Wage. Additionally, 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 Administrative Staff, Installers, and Repair Technicians in Job Number 2 will need a wage modification.

Commitment to Training

Grandmark has a current annual training budget of approximately \$50,000 for all three locations in California. The Company provides new-hire orientation, diversity training, sexual harassment prevention, first aid, OSHA mandated training, job skills training, and on-the-job training program in production skills.

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

Grandmark's Owner (dedicated administrator) will oversee the project and will implement the overall training program, while also determining the required training, assigning the trainers, and monitoring the success of the training. Approximately 4–5 in-house trainers who are subject-matter experts, will support the Owner and a General Manager to collect rosters and report on training status will deliver training. The Company has also hired a third-party subcontractor, Propel Consulting Group (PCG), to assist with ETP administration and tracking.

Impact/Outcome

ETP training will supplement Grandmark through educating its employees on new work procedures and on how to safely perform their job duties. Trainees, especially those working on rooftops, will gain a better understanding of vital safety measures and skills to perform their job more efficiently. Additionally, this training will help Grandmark achieve the Company's expansion goals by upskilling its current employees and providing necessary training for new employees. Lastly, upon completion of courses such as Got Safety, the trainees will receive program certifications that will increase opportunities for wage increases and career advancement.

DEVELOPMENT SERVICES

Grandmark retained PCG in El Dorado Hills to assist with development of this proposal for a flat fee of \$5,000.

ADMINISTRATIVE SERVICES

The Company also retained PCG 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

- Accounts Payables
- Accounts Receivables
- Asset Managing
- Booking Jobs
- Creating Projects
- Creating Standard Operating Procedure
- Customer Service
- Dispatching
- Inventory
- Leadership
- Operations
- Parts Runner
- Payroll
- Permits Process
- Register Warranties
- Warehouse Management
- Workers Compensation Compliance
 - Processing claims
 - Advising
 - Paying employees
 - Reporting data to agencies.

COMMERCIAL SKILLS

- Air Seal Testing
- Ducting Inspections
- HVAC (Heating, Ventilation, and Air Conditioning) Install
- HVAC Maintenance
- HVAC Removal
- HVAC Repair
- Install Roof
- Maintenance Roof
- Remove Roof
- Repair Roof
- Solar Install
- Solar Panel Removal
- Solar Shingle Install
- Thermostat Install
- Thermostat Programming

COMPUTER SKILLS

- Connect Team
- Dialpad
- Gaf Energy
- Go High Level
- Goodleap Financial
- Google Products
- Got Safety App
- Green Sky Financial
- Ipad
- Microsoft Office (Intermediate/Advance)
- Mosiac Financial
- Pay Per Click Advertising
- Pitch Factor
- Roof Snap
- Service Finance
- Service Roundtable
- Service Titan
- Social Media Platforms
- Sunlight Financial



**Retrainee-Job Creation
Training Proposal for:**

Knighthawk Building Services, Inc.

Contract Number: ET24-0352

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate	Industry Sector(s):	Construction
	Retrainee SB <100 SET Job Creation Initiative		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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 45	U.S.: 45	Worldwide: 45
<u>Turnover Rate:</u>	3%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$175,000

Total ETP Funding
\$79,120

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 SB <100 SET Priority Rate	Business Skills, Commercial Skills, Computer Skills	33	8-200	0	\$1,840	\$30.75
				Weighted Avg: 80			
2	Retrainee Job Creation Initiative SB <100 SET Priority Rate	Business Skills, Commercial Skills, Computer Skills	10	8-200	0	\$1,840	\$24.00
				Weighted Avg: 80			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$30.75 per hour
 Job Number 2 (SET/Job Creation): \$17.50 per hour for Sacramento 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 \$1.50 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
Job Number 1		
Administration	\$29.25 - \$35.00	4
Project Manager	\$32.00 - \$75.00	4
Technician	\$29.25 - \$35.00	25
Job Number 2		
Administration	\$24.00 - \$25.00	1
Project Manager	\$28.00 - \$35.00	1
Technician	\$24.00 - \$30.00	8

INTRODUCTION

Founded in 2010 and located in Elk Grove, KnightHawk Building Services, Inc. (KnightHawk) (www.knighthawkbuilding.com) is a full service home repair and renovation company serving commercial and residential property owners and tenants in the Sacramento area. Services include home renovation, water intrusion repair and mold remediation. Training under this proposal will be for its single location in Elk Grove. This is Knighthawk’s first ETP project.

Veterans Program

Knighthawk does not actively recruit Veterans, however, Veterans are encouraged to apply.

PROJECT DETAILS

Knighthawk is implementing a training initiative focused on streamlining its processes as the Company anticipates an increase in business. The Company has invested \$25K in new software, Builders Software and Salesforce. This will allow KnightHawk to reduce its carbon footprint while allowing the Company to expand its workload and customer base. Staff will benefit by learning valuable software skills. New timesheet software will automate timekeeping and save the Company time and increase efficiency for all staff. In addition, carbon paper is currently being used for invoicing, meaning the staff has to complete the invoices by hand. With new technology, invoicing can be done in real-time to eliminate the user error of trying to remember each call. Staff will also continuously train on mold remediation and home repair techniques to maintain code requirements and building standards.

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.

Knighthawk anticipates a growth in business within the next two years as streamlined processes open up the opportunity to take on more work. The Company plans to hire 10 new employees including Administration, Project Managers and Technicians. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. The Panel offers incentives to companies that commit to hiring new employees.

Training Plan

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

Business Skills: Training will be provided to all occupations and focus on improving customer service. Training topics include Communication Skills, Customer Service, and Problem Solving & Decision Making.

Commercial Skills: Training will be provided to Project Managers and Technicians and focus on equipment operation. Training topics include Air Removal Equipment, Construction/Repair Techniques and Tool Operation.

Computer Skills: Training will be provided to all occupations and focus on new software. Training topics include Salesforce Professional Services Automation and Builders Software.

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 \$41.00 to \$30.75). The Company requests this modification for trainees in Job Number 1.

Commitment to Training

Knighthawk invests \$100,000 on training annually and includes orientation, safety training and labor laws. 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 President, with the assistance of all department leads, will be responsible for overseeing all proposal training aspects including collecting rosters and scheduling training. The Company has also retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development of this proposal for a flat fee of \$5,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group 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 Practices
- Communication Skills
- Customer Service
- Estimation Skills
- Financial Management
- Leadership
- Problem Solving & Decision Making
- Project Management
- Sales Skills

Commercial Skills

- Air Removal Equipment
- Building Standards
- Construction/Repair Techniques
- Home Repair Techniques
- Institute of Inspection, Cleaning & Restoration
- Mold Remediation
- Regulatory/Law Requirements
- Tool Operation
- Water Mitigation Equipment

Computer Skills

- MS Office (Intermediate/Advanced)
- Salesforce Professional Services Automation
- Builders Software



Training Proposal for:
Northstar Energy Management, LLC dba
NovaSource Power Services

Contract Number: ET24-0361

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SET HUA	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Fresno, Kern, Placer, Sacramento, San Bernardino, 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: 226	U.S.: 702	Worldwide: 1,356
<u>Turnover Rate:</u>	15%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$960,000

Total ETP Funding
\$253,000

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 Priority Rate SET	Commercial Skills	200	8-200	0	\$1,265	\$30.75
				Weighted Avg: 55			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1(SET/Priority Industry): \$30.75 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 \$2.50 per hour may be used to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Solar Field Technician I	\$28.25 - \$33.00	45
Solar Field Technician II	\$33.00 - \$40.00	82
Solar Field Technician III	\$41.00 - \$54.00	33
Frontline Solar Field Technician Supervisor	\$45.00 - \$55.00	40

INTRODUCTION

Founded in 2020 and headquartered in Chandler, Arizona, Northstar Energy Management, LLC dba NovaSource Power Services (Northstar) (www.novasourcepower.com) provides renewable solar operations and maintenance services for commercial and industrial companies, utility power plants, and residential homes. Training under this proposal will be for the Company's locations in Fontana, San Diego, Fremont, Fresno, Roseville, Rosamond, and Sacramento. Training will also include its affiliate, SunSystem Technology, LLC in Rancho Cordova. This is Northstar's first ETP Contract.

Veterans Program

Northstar actively recruits and hires Veterans through agencies such as Airstream Renewables and Hiring Heroes, but does not track the current amount of active Veteran employees.

PROJECT DETAILS

Northstar requires all Solar Field Technicians to be knowledgeable in multiple facets of solar energy. In order to ensure solar energy is maintained and transferred to grids correctly, in depth training must be provided on different types of solar equipment, and the installation and maintenance of each make and model. Solar Field Technician I training will focus on the basics such as processes, preventative maintenance and troubleshooting. Training will prepare the technician on how to install, diagnose, and fix solar equipment. Training will also provide them with the knowledge required to obtain required certifications and training to promote to a Solar

Field Technician II. Training for Solar Field Technician II's will focus on product reliability standards, protective relay overviews, and reading/interpreting schematics. Solar Field Technician III training will focus on all aspects of transformers and will provide them the skills necessary for proper diagnosis and equipment maintenance.

In addition, all trainees are given the opportunity to obtain additional certifications related to solar. Training and certifications will provide opportunities for higher wages and promotions.

Training Plan

Training will be delivered via Classroom/Laboratory and E-Learning delivery in the following:

Commercial Skills: Training will be offered to all occupations and will build upon proper techniques for working with equipment and environmental situations. Training topics include Corrective Workorder Process, Infrared Scans, Solar Inverter Fundamentals, and Transformer Fundamentals.

Alternate Recordkeeping

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

Commitment to Training

Northstar's annual-training budget is approximately \$500,000 for all locations in California. Training includes government-mandated safety regulations, new-hire orientation, and rudimentary job skills. Training is an ongoing initiative and Northstar will continue to train employees after completion of ETP 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

Northstar's Director of Human Resources will oversee all ETP-funded training. In addition, trainers will aid with scheduling and roster completion. Training will be provided by in-house subject matter experts and/or to be determined third party vendors.

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.

High Unemployment Area

Approximately five trainees work in a High Unemployment Area (HUA). This is a region with unemployment exceeding the state average by 25%. The Company's locations in Fresno and Kern Counties are in an HUA.

➤ Wage Modification

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-

retention wages exceed the start-of-training wages. However, Northstar is not requesting a wage modification.

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

- 3 Way Communications
- Air Switch Fundamentals
- Array Inspections
- Basic Electrical Training
- Corrective Workorder Process
- Data Card Process
- Ductor/Contact Resistance Testing
- Event Reporting
- Forklift Training
- Fuel Card
- Gen-Tie Inspection
- Inverter Clean/Inspection
- Infrared Scans
- Inspection Maintenance
- Introduction to PV [KC1] Systems
- Inventory Management
- Lead Acid Battery Charger Maintenance
- Lead Acid Battery Preventative Maintenance
- Lead Acid Battery Safety/Overview
- Manlift/Aerial Lift Training
- Met Station Overview/PM
- Operating Procedure Generation
- Outage Management Process
- Photovoltaic Combining Switchgear Operation
- Power Conversion Station Component Identification
- Power Quality Meter
- Preventative Maintenance
- Preventative Workorder Process
- Protective Relay Overview
- Photovoltaic Cell Maintenance
- Reading/Interpreting PV Schematics
- Reliability Standards
- Renewable Substation Component Identification
- Soil Monitoring Station Overview/PM
- Solar Equipment Tool Training
- Solar Inverter Fundamentals
- Solar Inverter Maintenance
- Solar Inverter Overview/Operation
- Solar Inverter Troubleshooting/Corrective Maintenance
- Solar Module Replacement
- Switching Fundamentals

- Technician Rounds Overview
- Tracker Overview & Maintenance
- Transformer Fundamentals
- Troubleshooting



**Training Proposal for:
Economic Development Collaborative - Ventura County**

Contract Number: ET24-0351

Panel Meeting of: May 31, 2024

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100	Industry Sector(s):	MEC Manufacturing Agriculture Professional, Scientific, Technology Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, San Diego, Santa Barbara, Ventura	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

Program Costs	+	Support Costs	=	Total ETP Funding
\$220,800		\$15,360 8%		\$236,160

In-Kind Contribution:	50% of Total ETP Funding Required	\$260,000
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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, Computer Skills, Continuous Impr., Literacy Skills, Mfg. Skills	240	8-200	0	\$984	\$25.01
				Weighted Avg: 40			

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

Minimum Wage by County: \$23.15 per hour for Los Angeles County; \$22.72 per hour for San Diego County; and \$22.55 per hour for Ventura and Santa Barbara 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

Although participating employers provide 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
Engineer	\$26.73 - \$50.00	30
	\$50.01 - \$75.00	15
	\$75.01 - \$95.01	5
Farmworker	\$25.01 - \$30.00	100
Manufacturing Associate	\$25.01 - \$35.00	50
Supervisor	\$36.06 - \$50.00	25
	\$50.01 - \$75.00	10
	\$75.01 - \$98.56	5

INTRODUCTION

Economic Development Collaborative – Ventura County (EDC-VC) (www.edcollaborative.com) is a regional public and private economic development partnership located in Camarillo. Founded in 1996, EDC-VC primarily serves Ventura, Santa Barbara and Los Angeles counties by delivering funding and strategic initiatives that promote a diverse, equitable and inclusive regional economy.

EDC-VC is also the Small Business Administration’s designated Small Business Development Center for Ventura and Santa Barbara Counties. EDC-VC is a contract partner for the Ventura County Workforce Development Board for incumbent worker services, layoff aversion, and training services coordination. EDC-VC also administers a revolving loan program for the U.S. Department of Commerce and augments funding with private bank capital and loan capital provided through First Five Ventura County.

EDC-VC offers business consulting, technical assistance, lending, and training that focuses on business growth and retention, entrepreneurship and business attraction. EDC-VC clients include companies in manufacturing, transportation and warehousing, professional, scientific and

technical services, leisure and hospitality, and agriculture. This is EDC-VC's seventh ETP Contract, and the fourth within the last five years.

Veterans Program

Although EDC-VC is not including a separate Job Number for Veterans, its Participating Employers regularly employ Veterans through their normal hiring practices.

PROJECT DETAILS

The proposed training will primarily focus on business strategies to improve operational efficiency and digital upskilling initiatives. EDC-VC has identified an increasing need for digital skills due to automation and digitalization of the workplace. Training will concentrate on augmenting resources already in deployment through EDC-VC's Digital Upskilling and Literacy programs. Training will cover topics from common business software solutions to more technical instruction involving cybersecurity and advanced information technology skills.

In addition to digital skills training, participating employers are requesting a well-rounded menu of Business Skills and Continuous Improvement instruction ranging from sales, customer service skills, process improvement, leadership skills, and Six Sigma training.

This training will allow participating employers to provide frontline workers with the knowledge and skills needed to maximize productivity and operational efficiency. The core group of participating employers represents at least 80% of the requested funding, and consists primarily of businesses in manufacturing, agriculture, and technology services. Some employers may have participated in a prior ETP contract, and some topics from the proposed Curriculum can be found in previous ETP projects. However, course content has been updated to address specific employer demand. Trainees that may have participated in prior projects will not receive duplicative training under this proposal.

Training Plan

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

Business Skills: Training will be offered to all occupations. Specific areas of learning will include all levels of communication, customer service, and sales. Training will place an emphasis on productivity improvements and top-level customer service skills.

Computer Skills: Training will be offered to all occupations and focus on improving digital skills related to automation, cyber security issues and various business productivity applications.

Continuous Improvement: Training will be offered to all occupations and focus on process improvements and leadership skills. Specific areas of learning will include problem solving, lean manufacturing principles, project management, and teamwork.

Literacy Skills: Training will be offered to Farmworkers. This training is intended to help workers improve their communication skills and enable them perform their jobs with greater confidence and proficiency. The goal is to provide trainees with a pathway to agricultural office jobs that offer higher wages than traditional farm work.

Manufacturing Skills: Training will be offered to Manufacturing Associates and Engineers. This training will cover various aspects of equipment operation and troubleshooting, manufacturing and assembly skills, metal fabrication, and equipment maintenance.

Marketing and Support Costs

EDC-VC markets and advertises its programs primarily through the outreach and services of its Small Business Development Center and EDC Upskill team. EDC-VC utilizes flyers, email, trade shows, and other sources of advertising. EDC-VC works with the Ventura County Workforce Development Board and the Ventura County Farmworker Resource Group. The EDC Upskill staff also coordinates outreach through the Ventura County Industry Council, Ventura County Work-Based Learning Consortium and the Pacific Coast Broadband Consortium. These entities engage leadership from both public and private sector employers.

EDC-VC is requesting and staff recommends 8% Support Costs to assist with recruitment and training assessments needed to address specific curriculum needs for participating employers.

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.

Commitment to Training

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

➤ Training Infrastructure

EDC-VC's President will oversee the administration of this project. EDC-VC has a team of staff members dedicated to the success of this project. The Workforce and Economic Strategies Director will oversee employer outreach and the development of customized training plans. The Workforce and Economic Strategies Senior Associate will coordinate scheduling, tracking of training hours, all related recordkeeping requirements. The Office Manager will provide administrative support for invoicing and quality assurance on data tracking. In-house subject matter experts will provide training, which will primarily take place at employer worksites, along with possibly some center-based instruction.

ACTIVE PROJECTS

The following table summarizes EDC-VC's performance under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0133	\$226,800	07/24/23 – 07/23/25	200	0	\$0*

*ET24-0133: Based on ETP Systems, 0 reimbursable hours for 0 trainees have been tracked for potential earnings of \$0 as of 5/1/24. This Workforce Literacy Pilot Program project got off to a slower start than originally anticipated. However, EDC-VC is now working with several prospective participating employers to identify and schedule trainees for enrollment. Additionally, the Contractor has initiated new strategies to engage participating employers. The Contractor has also expanded its outreach to those industries with high numbers of immigrants and refugees in the workplace. With these additional measures now in place, the Contractor expects enrollments to ramp up to a level that will enable EDC-VC to utilize the full funding amount by the term end date.

PRIOR PROJECTS

The following table summarizes performance by EDC-VC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0184	Camarillo	12/20/21 – 12/19/23	\$106,600	\$106,600 (100%)
ET18-0148	Camarillo	12/18/17 – 12/17/19	\$101,820	\$4,068 (4%)*

*ET18-0148: Poor performance was due to the timing of this Contract. Ventura and other surrounding counties were plagued with natural disasters including fire, flood and mudslides, which outlines the RESPOND program. The Thomas Fire, followed by floods and mudslides, devastated Ventura and Santa Barbara counties. During this time, EDC-VC led the regional deployment of business disaster recovery technical assistance and grant funding. The additional grant resources were used to manage those deployments, which spanned across a year. As adjacent areas of LA County (Westlake, Agoura, Calabasas, Malibu) were impacted by the Hill and Woolsey Fires, the EDC-VC was tasked with providing the same business disaster recovery, technical assistance and grant funding to these cities. The demand for EDC-VC's ETP funding was severely impacted by the disasters as businesses became reactionary and training became secondary. Additionally, during the time of the ET18-0148 Contract, EDC-VC moved its office, which added to the disruption caused during the disasters.

EDC-VC learned from the experience during this Contract and revised its training assessment and delivery models to focus on resiliency in the face of disaster. EDC-VC remains committed to utilizing ETP funding, regardless of extenuating circumstances, and building on the high performance results subsequently demonstrated in the recent Contract ET22-0184.

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:

Business Skills

- Sales Strategy Training
- Five Choices to Extraordinary Productivity Training
- Customer Service
- Communication Skills
- Interpersonal and Organizational Skills
- Professional Sales Skills
- Report Writing

Computer Skills

- Microsoft Office (Intermediate/Advanced)
- Microsoft Power BI (Data Visualization Software)
- Database Management
- Enterprise Resource Planning
- E-Commerce Basics
- Cybersecurity Awareness

Continuous Improvement Skills

- LEAD Training
- Lean Manufacturing
- Six Sigma
- Building Successful Teams
- Interpreting and Analyzing Data
- ISO Training (ISO 9001)
- Frontline Leadership
- Kaizen Methodology
- Best Practices
- Project Performance Management
- Problem Solving
- Process Improvement
- Root Cause Analysis
- Statistical Process Control
- Total Quality Management

Literacy Skills

- English for Farmworkers
- English for Effective Communication in the Workplace

Manufacturing Skills

- Production Equipment Operation
- 3-D Printing/Advanced Metal Fabrication
- Manufacturing and Assembly
- Equipment Troubleshooting

- Shop Measurements
- Industrial Maintenance
- Machine Set-Up & Operations Process

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Economic Development Collaborative – Ventura County CCG No.: ET24-0351
Reference No: 24-0290 Page 1 of 2

ALPHABETIZE BY COMPANY NAME

Company: Good Farms	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9940 Marconi Drive	
City, State, Zip: San Diego, CA 92154	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	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: Haas Automation	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2800 Sturgis Rd.	
City, State, Zip: Oxnard, CA 93030	
Collective Bargaining Agreement(s): N/A	
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: 1,500	
Total # of full-time company employees in California: 1,300	
Company: Limoneira	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1141 Cummings Road	
City, State, Zip: Santa Paula, CA 93060	
Collective Bargaining Agreement(s): N/A	
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: 261	
Total # of full-time company employees in California: 225	
Company: Meissner	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1001 Flynn Rd.	
City, State, Zip: Camarillo, CA 93012	
Collective Bargaining Agreement(s): N/A	
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: 706	
Total # of full-time company employees in California: 597	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Economic Development Collaborative – Ventura County CCG No.: ET24-0351
Reference No: 24-0290 Page 2 of 2

ALPHABETIZE BY COMPANY NAME

Company: Wiggins Lift Co., Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2571 Cortez St.	
City, State, Zip: Oxnard, CA 93036	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	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: 70	



**Training Proposal for:
South Bay Workforce Investment Board, Inc.**

Contract Number: ET24-0350

Panel Meeting of: May 31, 2024

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 SET Medical Skills Training	Industry Sector(s):	MEC Manufacturing Aerospace Related Healthcare 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

Program Costs	+	Support Costs	=	Total ETP Funding
\$679,650		\$47,160 8%		\$726,810

In-Kind Contribution:	50% of Total ETP Funding Required	\$375,000
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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, Computer Skills, Continuous Impr., HazMat, Literacy Skills, Mfg. Skills, OSHA 10/30, PL-Mfg. Skills	430	8-200	0-35	\$1,107	\$22.55
				Weighted Avg: 45			
2	Retrainee SB <100 Priority Rate	Business Skills, Computer Skills, Continuous Impr., HazMat, Literacy Skills, Mfg. Skills, OSHA 10/30, PL-Mfg. Skills	150	8-200	0-35	\$688	\$22.55
				Weighted Avg: 28			
3	Retrainee SET Priority Rate	Business Skills, Computer Skills, Continuous Impr., HazMat, Literacy Skills, Mfg. Skills, MS Didactic, MS Preceptor, OSHA 10/30, PL-Mfg. Skills	80	8-200	0-35	\$1,230	\$30.75
				Weighted Avg: 50			
4	Retrainee SET Priority Rate	Business Skills, Computer Skills, Continuous Impr., HazMat, Literacy Skills, MS Didactic, MS Preceptor	40	8-200	0-0	\$1,230	\$30.75
				Weighted Avg: 50			

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

Minimum Wage by County: Job Numbers 1 & 2: \$24.60 per hour for Alameda, Marin, San Mateo, Santa Clara, and San Francisco Counties; \$24.25 per hour for Contra Costa County; \$23.15 per hour for Los Angeles County; \$22.72 per hour for San Diego County; and \$22.55 per hour for all other counties. Job Numbers 3 & 4 (SET/Priority): \$30.75 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

Participating employers may use health benefits up to \$2.50 per hour for Job Numbers 1-4 to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Numbers 1 & 2		
Engineering/Information Technology Staff	\$24.00 - \$25.00	10
	\$25.01 - \$66.00	90
Logistics/Warehouse/Distribution Staff	\$20.05 - \$25.00	20
	\$25.01 - \$44.00	77
Manufacturing/Production Staff	\$20.05 - \$25.00	20
	\$25.01 - \$48.00	141
Operations/Support Staff	\$20.05 - \$25.00	20
	\$25.01 - \$50.00	77
Quality Assurance Staff	\$23.00 - \$25.00	10
	\$25.01 - \$54.00	40
Sales/Marketing Staff	\$25.00 - \$51.00	50
Supervisor/Manager	\$27.00 - \$68.00	20
Job Number 3 (SET/Priority)		
Audiologist	\$28.25 - \$44.00	5
Certified Nursing Assistant	\$28.25 - \$30.00	10
Dietician	\$28.25 - \$48.00	5
Engineering/Information Technology Staff	\$28.25 - \$56.00	10
Logistics/Warehouse/Distribution Staff	\$28.25 - \$44.00	5
Medical Assistant	\$28.25 - \$35.00	5
Operations/Support Staff	\$28.25 - \$43.00	10
Quality Assurance Staff	\$28.25 - \$43.00	5
Sales/Marketing Staff	\$28.25 - \$51.00	5
Security Officer	\$28.25 - \$45.00	5
Technician/Technologist/Therapist	\$28.25 - \$40.00	15
Job Number 4 (SET/Priority)		
Licensed Vocational Nurse	\$28.25 - \$48.00	10
New Grad Registered Nurse	\$30.00 - \$55.00	20
Registered Nurse	\$40.00 - \$65.00	10

INTRODUCTION

The South Bay Workforce Investment Board, Inc. (SBWIB) (www.sbwib.org) has been providing employment and training services under the oversight of the U. S. Department of Labor and the California Employment Development Department for more than 40 years. SBWIB provides comprehensive employment and training services under the federal Workforce Innovation Opportunity Act (WIOA). SBWIB's goal is to provide a fully integrated workforce system that maximizes employment and economic opportunity in partnership with business. This will be SBWIB's fifth ETP contract, and the fourth in the last five years.

SBWIB's two primary client groups are employers and job seekers. SBWIB serves more than 65,000 customers annually in the WIOA population of dislocated workers and youth. SBWIB also

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works collaboratively with economic development partners to serve the needs of employers to both attract and retain business in California. Employer services include small business development, recruitment/hiring support, customized training, and tax credit assistance. Job seeker services include labor market information, skills/interest assessments, career counseling, job referral/placement, and occupational skills training. SBWIB also plans to continue serving employers located in ETP-designated areas of high unemployment within Kern, Los Angeles, Riverside, San Bernardino and Ventura counties.

Veterans Program

Although SBWIB is not including a separate Veterans' Job Number, its participating employers regularly employ Veterans through their normal hiring practices. SBWIB has an agreement with the 61st Air Base Group at the Los Angeles Air Force Base to provide enhanced workforce transition assistance to military professionals. Additionally, the Military Veteran to Civilian Career Pathway Program provides gainful employment assistance through SBWIB established partnerships with industry, vocational school, higher education and trade professionals.

PROJECT DETAILS

Training will occur primarily throughout the greater Los Angeles region. However, some participating employers may have additional locations in other parts of California; therefore, this project may serve companies statewide.

SBWIB's partnerships with the Manufacturing Sector, Aero-Flex, and Space-Flex support industry efforts to create a workforce pipeline of skilled employees to meet labor demand. Close collaboration with manufacturing partners helps identify ways to address employee skill gaps, understand job forecasts, and improve awareness of evolving employer needs. Technology innovations such as 3D printing, machine learning, robotics, and real-time data collection are prominent examples of production process enhancements that are driving efficiency to new levels.

SBWIB also serves various companies in the healthcare and construction industries. Rapid industry changes and advancements in technology require employers in these sectors to continuously upskill their workforce to remain competitive.

The proposed training will allow participating employers to equip frontline workers with the knowledge and skills necessary to maximize productivity and operational efficiency. The core group of participating employers represents at least 80% of the requested funding, and consists primarily of small businesses in manufacturing, aerospace, supply chain, transportation/logistics, and information technology. Some employers may have participated in at least one of SBWIB's prior contracts, and some topics from the proposed Curriculum can be found in previous ETP projects. However, course content has been updated and no trainees that participated in prior projects will receive duplicative training in this proposed Contract.

Training Plan

The following will be delivered via Class/Lab, E-Learning, Productive Lab (PL) and Computer-Based Training (CBT):

Business Skills: Training will be provided to all occupations. Training will focus on customer service, business fundamentals, cost control, communication, conflict resolution, and marketing/sales skills.

Computer Skills: Training will be provided to all occupations. Training will help workers become more proficient with software solutions in the areas of 3D technology, computer-aided design, cybersecurity, digital media, database management, and machine learning.

Continuous Improvement: Training will be provided to all occupations. This training will focus on process improvement and problem solving methodologies that enhance productivity through lean manufacturing principles, project management, strategic planning, teamwork, and statistical process control concepts.

Hazardous Materials: Training will be provided to Logistics/Warehouse/Distribution Staff, Manufacturing/Production Staff, and Supervisors/Managers. This training will provide clean room instruction and hazardous chemicals/waste cleaning to frontline workers and lead personnel.

Literacy Skills: Training will be provided to Manufacturing/Production Staff and Logistics/Warehouse/Distribution Staff. Vocational English as a Second Language training will help workers improve their job-related reading, writing and comprehension. This training will improve trainees' communication skills and help them perform their jobs with greater confidence and proficiency.

Manufacturing Skills: Training will be provided to Manufacturing/Production Staff, Engineering Staff, Logistics/Warehouse/Distribution Staff, and Quality Assurance Staff. Training will cover various aspects of assembly, machining, engineering, metalworking, equipment operation, maintenance and testing.

Medical Skills Training: Approximately 20 New Grad RNs, 10 RNs and 10 LVNs will participate in Medical Skills Didactic and Clinical Preceptor training. Technicians, Therapists, CNAs, and Medical Assistants in Job Number 3 may also receive training on select Medical Skills courses based on their respective job duties. This training will address deficiencies in specific skills to ensure that employees are competent in advanced medical procedures. Training will focus on the latest techniques and methodologies for providing safe and effective patient care. Training topics will include patient assessment and care, medical equipment skills, wound care management, code-specific responses/procedures, infection control, and medication administration.

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 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 will be provided to Production/Manufacturing Staff, Operations/Support Staff, Supervisors/Managers, and Logistics/Warehouse/Distribution Staff.

Computer-Based Training

CBT will be provided to supplement class/lab instruction, as a more convenient means of delivering basic Business and Manufacturing skills training. Trainees will receive between 0-35 hours of CBT.

Productive Laboratory

Trainees may produce goods for profit as part of the Productive Laboratory (PL) training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

For many of the participating employers, PL training allows for practical, hands-on instruction in a productive environment that cannot be adequately duplicated in a classroom setting. PL training will be provided to approximately 75 trainees in the occupations of Manufacturing/Production Staff, Engineering Staff, and Logistics/Warehouse/Distribution Staff. This training will help workers achieve the technical competencies needed to perform their jobs with the highest level of safety and efficiency.

PL training will focus on production skills, equipment operation, engineering design, and maintenance. This training will include the use of manufacturing machinery, hydraulics, automated assembly equipment, diagnostic analysis/testing tools, laser-cutting equipment, and metalworking tools. Trainees will receive up to 11.25 hours (Job Number 1), 7 hours (Job Number 2), and 12.5 hours (Job Number 3) of PL training, which represents no more than 25% of the weighted average hours per job number. Training will be delivered by qualified instructors with industry knowledge and expertise in various manufacturing processes. The trainer-to-trainee ratio will be 1:1.

Special Employment Training

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify for 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 \$41.00 to \$30.75) for Job Numbers 3 and 4. SBWIB requests this modification.

Approximately 110 trainees in all occupations, excluding Registered Nurses, will need the wage modification for Job Numbers 3 and 4.

Full-Time Work Week

Full-Time employment for purposes of ETP retention means at least 35 hours a week for 90 consecutive days. The Panel may approve less than 35 hours a week if said workweek is customary for the industry or occupation.

SBWIB is requesting a decrease in the full-time employment requirement from 35 hours per week to 32 hours per week for the RNs, LVNs and New Grad RNs in Job Number 4 only. SBWIB plans to offer training to some participating employers in the healthcare industry who consider their employees full-time and eligible for medical benefits at 32 hours per week. This request is consistent with industry standards.

Alternate Recordkeeping

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

Marketing and Support Costs

SBWIB's marketing and recruitment efforts include networking with training and development professionals, newsletters, online marketing campaigns, trade shows, and direct telephone contact. SBWIB maintains relationships with employers, industry groups, consortiums, and employment councils throughout the region.

SBWIB is requesting and staff recommends 8% support costs for program marketing and training-related activities, including the recruitment of participating employers and assessment of employer-specific job requirements for retrainees.

Tuition Reimbursement

SBWIB 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.

Commitment to Training

ETP funds will not displace the existing financial commitment to training of participating employers. Most companies provide job orientation, government-mandated courses and basic skills training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

SBWIB's Regional Affairs Manager will oversee project administration, and staff members will coordinate training recruitment, scheduling, tracking, and documentation. SBWIB has also retained an outside administrative consultant to assist with ETP administration requirements. SBWIB anticipates that the majority of the proposed training will take place at employer worksites, with the remainder being center-based. Training will be delivered by in-house (employer and center-based) subject-matter experts and vendors as needed.

PRIOR PROJECTS

The following table summarizes performance by SBWIB under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0136	Statewide	11/22/21 – 03/29/24	\$590,587	\$79,815 (14%)*
ET20-0204	Statewide	12/23/19 – 12/22/21	\$396,308	\$329,617 (83%)
ET19-0166	Statewide	08/01/18 – 07/31/20	\$263,053	\$263,053 (100%)

*ET22-0136: As of 05/17/24, the Contractor has tracked a total of 28,634 eligible hours, which equates to potential earnings of approximately \$702,447 (119% of approved amount), which will be capped at 100% of the Contract approved amount of \$590,587. To date, ETP has approved \$79,815 earned funds and the Contractor has invoiced for a total of \$602,592 in progress and final payments. On 04/19/24, ETP granted the Contractor an extension until 05/29/24 to submit the final closeout invoice.

DEVELOPMENT SERVICES

Training Funding Partners (TFP) in Huntington Beach assisted with development for a flat fee of \$5,500.

ADMINISTRATIVE SERVICES

TFP 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

- Aerospace Overview
- Bioscience/Bioengineering Overview
- Business Analysis/Assessment
- Business Fundamentals
- Business Writing
- Conflict Resolution/Management
- Cost Control
- Customer Service Skills
- Effective Communication Skills
- Effective Meeting Skills
- Estimating/Quoting/Contracting Skills
- Finance/Accounting Skills
- Good Documentation Practices
- Import/Export Skills
- Marketing/Sales Skills
- Negotiation Skills
- Presentation Skills

Computer Skills

- 3D Advanced Inspection with Analysis
- 3D Inspection for CNC parts
- 3D Reverse Engineering
- 3D Tooling & Fabrication
- Adobe Acrobat
- Artificial Intelligence
- Cloud Computing
- Computer Aided Design (CAD)
- Computer Aided Engineering (CAE)
- Computer Aided Manufacturing (CAM)
- Computer Skills for Production and Inventory
- Computerized Maintenance Management System
- Cybersecurity
- Database Management Skills
- Digital Media
- Electronic Medical Records Application Skills
- Enterprise/Resource/Manufacturing Planning Systems
- Intermediate/Advanced Microsoft Word, Excel, PowerPoint Skills
- Machine Learning
- Microsoft Project
- Order Entry Skills
- Patient Billing and Accounts Receivable (PBAR) Tracking Skills

- Payroll/Accounting Systems
- Quantum Computing
- SharePoint
- Shop Floor Computer Skills

Continuous Improvement Skills

- 5S/Lean Manufacturing/Six Sigma
- Business Performance/Goal Setting
- Business Process Improvement/Innovation/Reengineering
- Case Management/Discharge Planning
- Charge Nurse Training/Frontline Leadership Skills
- Coaching/Feedback Skills
- CORE Measures
- Crisis Prevention Intervention (CPI)
- Critical Thinking Skills
- Culturally Appropriate Care
- Decision Making
- Demand Flow Technology (DFT)
- DISC Assessment Learning
- Effective Leadership Skills / Situational Leadership
- Interpreting & Analyzing Data
- Managing Change
- Organization and Time Management Skills
- Organizational Performance Process Review
- Patient and Family Centered Care Skills
- Performance and Quality Improvement and Procedures Skills
- Preceptor Skills (train-the-trainer)
- Problem Solving
- Process Mapping/Deployment
- Product Design/Development Skills
- Project/Program/Performance Management
- Risk Management
- Root Cause Analysis
- Simulation Modeling Skills
- Statistical Process Control Concepts, Theory, Application
- Strategic Planning
- Team Work/Building Teams
- Total Productive Maintenance (TPM)
- Total Quality Management Skills
- Toyota Lean-Kata
- Utilization Review
- Value Stream Mapping

Hazardous Materials Skills

- Clean Room / Clean Lab Training
- Hazardous Chemicals and Cleaning
- Hazardous Materials
- Hazardous Waste and Cleaning

Literacy Skills

- Vocational English as a Second Language (VESL)
- Basic English Language Skills
- Writing/Reading/Language Comprehension

Manufacturing Skills

- 3-D Printing Technology/Inspection
- Additive/Deductive Manufacturing
- Advanced CNC Equipment Training and Programming
- Assembly/Production Processes/Procedures
- Blueprint Reading
- Cycle Time Management
- Electrical and Motor Drives/Electrical Power/Power Transmission
- Engineering Design/Design of Experiments
- Equipment Operations
- Failure Mode and Effects Analysis (FMEA)
- Fiber Optics
- Geometric Dimensioning and Tolerancing
- Good Manufacturing Practices
- HAAS Equipment Automation
- Industrial Combustion
- Industrial Hydraulics
- Inventory Management
- ISO Skills
- Laser Cutting
- Logistics and Shipping
- Machining Skills
- Maintenance/Preventative Maintenance Procedures
- Manufacturing and Assembly Practices
- Materials Processing/Material Resource Planning
- Mechanical and Fluid Systems
- Metal Stamping Press/Metalworking
- NIMS (National Institute for Metalworking Skills) Certification(s)
- Non-Destructive Testing
- Pneumatics
- Programmable Logic Control (PLC)/Computer Numerical Control (CNC)
- Prototyping
- Quality/Testing
- Shop Math
- Small Batch Manufacturing
- Smart Manufacturing
- Standard Work Skills
- Variable Frequency Drives
- Warehouse Operations/Distribution

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 Cardiac Patient
- 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 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, etc.)
- Evidence Based Practices
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Infection Control
- Intra-Aortic Balloon Pump Therapy (IABP)
- Intra-Cranial Pressure Monitoring & Ventriculostomy
- Intravenous (IV) Insertion & Therapy
- Kinetic Therapy
- Labor, Delivery and Postpartum Nursing Skills
- Management of the Renal Transplant Surgical Patient
- 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
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider (NRP)
- New Graduate Nursing Skills
- Nurse Orientation Training (for New Grads only)
- Nursing Diagnosis Skills
- 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 Nursing Skills
- PICC Line Insertion
- Pre and Post-Operative Care
- Psychiatric Nursing Skills
- Psychotropic Medications
- 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
- Trauma Nursing Skills
- Ventilator and Tracheotomy Care
- Versant New Graduate Program Skills
- Wound & Skin Care

Medical Skills (Preceptor)

- Advanced & Electronic Fetal Monitoring
- Antepartum, Labor, Delivery and Postpartum Skills
- Care of the Neurosurgical Patient
- Care of Pediatric patients
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Burn Patient
- Care of the Cardiac Patient
- Care of Trauma Patient
- Critical Care Nursing Skills
- Dysrhythmia Interpretation
- EKG & Cardiac Monitoring
- Emergency Care of the Burn Patient
- Emergency Department Training
- Emergency Room Nursing Skills
- Hemodynamic Monitoring
- Intensive Care Unit/Critical Care Unit Training
- Intra-Aortic Balloon Pump (IABP) Therapy
- Intracranial Pressure Monitoring & Ventriculostomy
- Intravenous (IV) Therapy
- Management of the Renal Transplant Surgical Patient
- Medical/Surgical Nursing Skills
- Medical/Surgical Unit Training

- Neonatal Advanced Life Support
- Neonatal Intensive Care Unit (NICU) Nursing Skills
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider (NRP)
- Neonatal/Infant Pain Scale (NIPS)
- OB Trauma
- Obstetrics Unit Training
- Oncology Nursing Skills
- Operating Room and Post-Anesthesia Care Unit (PACU)
- Orthopedic Nursing Skills
- Palliative Care
- Patient Assessment & Care
- Pediatric Services Unit
- Peri-operative Nursing Skills
- Pre and Post-Operative Care
- S.T.A.B.L.E.
- Special Care Unit Training
- Surgical Nursing Skills
- Telemetry Nursing Skills
- Total Parenteral Nutrition
- Trauma Nursing Skills
- Triage Nursing Skills
- Ventilator & Tracheotomy Care

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:

Manufacturing Skills

- 3-D Printing Technology/Inspection
- Additive Manufacturing
- Advanced CNC Equipment Training and Programming
- Assembly/Production Processes/Procedures
- Blueprint Reading
- Cycle Time Management
- Electrical and Motor Drives/Electrical Power/Power Transmission
- Engineering Design/Design of Experiments
- Equipment Operations
- Failure Mode and Effects Analysis (FMEA)
- Geometric Dimensioning and Tolerancing
- Good Manufacturing Practices
- HAAS Equipment Automation

- Industrial Combustion
- Industrial Hydraulics
- Inventory Management
- ISO Skills
- Laser Cutting
- Logistics and Shipping
- Machining Skills
- Maintenance/Preventative Maintenance Procedures
- Manufacturing and Assembly Practices
- Materials Processing/Handling and Material Resource Planning
- Mechanical and Fluid Systems
- Metal Stamping Press/Metalworking
- Pneumatics
- Programmable Logic Control (PLC)/Computer Numerical Control (CNC)
- Prototyping
- Quality/Testing
- Shop Math
- Small Batch Manufacturing
- Smart Manufacturing
- Standard Work Skills
- Variable Frequency Drives
- Warehouse Operations/Distribution

Computer-Based Training

Trainees may receive any of the following:

Manufacturing Skills

- Blueprint Reading (1.5 hours)
- Blueprint for Success I (4 hours)
- Cell Design and Pull Systems 161 (1.5 hours)
- Concepts of Calculus 31 (1.5 hours)
- Electrical Print Reading 261 (1.5 hours)
- Electrical Units 101 (1.5 hours)
- Geometry: Circles and Polygons 171 (1.5 hours)
- Geometry: Lines and Angles 151 (1.5 hours)
- Geometry: Triangles 161 (1.5 hours)
- Lean Manufacturing Overview 101 (1.5 hours)
- Lock-out/Tag Out (1.5 hours)
- Logic and Line Diagrams 312 (1.5 hours)
- Manufacturing Process Applications: Part I 124 (1.5 hours)
- Manufacturing Process Applications: Part II 125 (1.5 hours)
- Metrics for Lean 231 (1.5 hours)
- Relays, Contactors, and Motor Starters 201 (1.5 hours)
- SPC Overview 211 (1.5 hours)
- Symbols and Diagrams for Motors 311 (1.5 hours)
- The Forces of Fluid Power 110 (1.5 hours)
- Total Quality Management Overview 261 (1.5 hours)

- Trigonometry: Sine Bar Applications 221 (1.5 hours)
- Trigonometry: Sine, Cosine, Tangent 211 (1.5 hours)
- Trigonometry: The Pythagorean Theorem 201 (1.5 hours)

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: South Bay Workforce Investment Board, Inc.
Reference No: 24-0353

CCG No.: ET24-0350
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ALPHABETIZE BY COMPANY NAME

Company: Ampaire, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3507 Jack Northrop Avenue	
City, State, Zip: Hawthorne, CA 90250	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 19	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 23	
Total # of full-time company employees in California: 19	
Company: Bivar, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4 Thomas	
City, State, Zip: Irvine, CA 92618	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 25	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: 50	
Company: DeKING Precision, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 20416 Prairie Street	
City, State, Zip: Chatsworth, CA 91311	
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: 30	
Total # of full-time company employees in California: 30	
Company: Eravant – Sage Millimeter, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 501 Amapola Ave	
City, State, Zip: Torrance, CA 90501	
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: 50	
Total # of full-time company employees in California: 50	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: South Bay Workforce Investment Board, Inc.	CCG No.: ET24-0350
Reference No: 24-0353	Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: Garagistic, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6372 Industry Way	
City, State, Zip: Westminster, CA 92683	
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: 12	
Total # of full-time company employees in California: 12	
Company: Joby Aviation, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 333 Encinal St.	
City, State, Zip: Santa Cruz, CA 95060	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 500	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,336	
Total # of full-time company employees in California: 986	
Company: LeFiell Manufacturing	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13700 Firestone Blvd	
City, State, Zip: Santa Fe Springs, CA 90670	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 100	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 118	
Total # of full-time company employees in California: 118	
Company: Ramona's Food Group, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 13633 S. Western Avenue	
City, State, Zip: Gardena, CA 90249	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 83	
Total # of full-time company employees in California: 83	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: South Bay Workforce Investment Board, Inc.
Reference No: 24-0353

CCG No.: ET24-0350
Page 3 of 3

ALPHABETIZE BY COMPANY NAME

Company: Thomas James Homes, LLC

Priority Industry? Yes No

Address: 26880 Aliso Viejo Parkway, Suite 200

City, State, Zip: Aliso Viejo, CA 92656

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50

Small Business? Yes No

Total # of full-time company employees worldwide: 353

Total # of full-time company employees in California: 255



**Training Proposal for:
The Chamber of the Chino Valley**

Contract Number: ET24-0325

Panel Meeting of: May 31, 2024

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 SET	Industry Sector(s):	MEC Manufacturing Construction Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange, San Bernardino, Riverside	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; LiUNA Local 1184		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$494,730		\$34,050 8%		\$528,780

In-Kind Contribution:	50% of Total ETP Funding Required	\$528,000
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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; Commercial Skills; Computer Skills;	390	8-200	0	\$811	\$22.55
				Weighted Avg: 33			
2	Retrainee Priority Rate SET	Business Skills; Commercial Skills; Computer Skills;	270	8-200	0	\$787	\$31.00
				Weighted Avg: 32			

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

Minimum Wage by County: Job Number 1: \$22.55/Hour in Orange, Riverside, and San Bernardino Counties. Job number 2: \$30.75/Hour (SET/Statewide Priority Average).
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 – Job Number 1		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Production Machine Operators	\$20.00 - \$25.00	100
	\$25.01 - \$35.00	290
Job Number 2		
Mason	\$31.00 - \$42.00	45
Laborer Equipment Operator, Pipe Laborer Entry level, Pipe Laborer Foreman, Pipe Laborer 1 Journeyman, Pipe Laborer 2 Journeyman, Structure Laborer Foreman, Structure Laborer 1, Structure Laborer 2, Plumbers and Pipefitters	\$31.00 - \$45.00	225

INTRODUCTION

Founded in 1913, and located in Chino, The Chamber of the Chino Valley (CCV) (www.chinovalleychamber.com/) is a nonprofit organization dedicated to promoting the interests of businesses in the Chino Valley area. The chamber typically works to support local businesses by providing networking opportunities, educational resources, and advocacy on issues affecting the business community. Its mission includes fostering economic growth and prosperity in the Chino Valley region. This will be CCV’s second ETP Contract and second within the last five years.

The Chamber provides ongoing resources and promotes community and business advocacy, networking opportunities, and continued development initiatives. The Chamber typically acts as a resource hub for businesses, providing information, referrals, and support services. As it continues to evolve, the Chamber has adopted a philosophy of “business without borders,” which allows it to provide extended outreach to surrounding communities and counties that promote economic influence and help businesses continue to flourish and promote continued workforce development.

Veterans Program

The Chamber does not have a specific veterans outreach program however many of the core participating employers advocate for hiring veterans and veterans are given special consideration during the recruitment process.

Union Support

Laborer Equipment Operator, Pipe Laborer Entry level, Pipe Laborer Foreman, Pipe Laborer 1 Journeyman, Pipe Laborer 2 Journeyman, Structure Laborer Foreman, Structure Laborer 1, Structure Laborer 2, Plumbers and Pipefitters are represented by Southern California Pipe Trades District Council 16, and LiUNA Local 1184. The unions have submitted a letter of support for this training project.

Employer Demand

The core group of employers consists of businesses from various industries and are both small and large employers. The core group have shown commitment to this training proposal and represents over 100% of demand for this training proposal.

PROJECT DETAILS

CCV continuously collaborates with employers throughout the region to advocate for and provide ongoing workforce development training. The Chamber recognizes the importance of a well skilled workforce and how it impacts the region. This training proposal will focus on helping businesses from various industries both small and large take advantage of training resources that directly impact the productivity and growth of community employers and will help equip businesses with employees and skills to thrive in today's competitive marketplace.

This training proposal will also help address specific challenges faced by businesses throughout the Chino Valley region. Businesses with limited resources and training budgets have expressed the need to train their workforce in areas such as digital marketing, financial management essentials, customer service excellence, leadership and team development, and managing hybrid workforces effectively.

Employers throughout the region recognize that employee turnover is expensive and when high turnover occurs, companies must invest significant time and resources to retrain new employees. The goal of this training proposal is to provide enhanced training opportunities to employees so that it will provide opportunities for career advancement within their organizations, achieve high retention of employees, create satisfaction amongst employees, and strive for a low unemployment rate around the region.

Training Plan

Training will be delivered by in-house subject matter experts at each respective participating employers' worksite. Training will be delivered via class/lab and E-Learning in the following:

Business Skills: Training will be offered to all occupations in leadership, team building skills, and client service. Trainees will learn to interact more effectively with internal and external customers and enhance business performance.

Commercial Skills: Training will be offered to Masons, Laborer Equipment Operator, Pipe Laborer Entry level, Pipe Laborer Foreman, Pipe Laborer 1 Journeyman, Pipe Laborer Journeyman 2, Structure Laborer Foreman, Structure Laborer I, Structure Laborer II, Plumbers

and Pipefitters on topics such as basic blue beam, best practices, and field operation procedures to improve productivity and efficiency. The Chamber confirms that trainees are not part of an apprenticeship training program, therefore, not included in the current ETP contract for SoCal Pipe Trades District 16. In addition, this training is very specific to company methodology, equipment, and materials. In addition, the Contractor understands concurrent enrollment is prohibited between the two training proposals.

Computer Skills: Training will be offered to all occupations to be proficient in various software in Microsoft Office, Computer aided design, and computer aided manufacturing. Training will improve the computer skills of trainees through more advanced usage of various software.

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 and Retention Modifications**

In Job Number 2, for trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$41.00 to \$30.75). The Chamber requests a modification to \$31.00.

Alternate Recordkeeping

Staff has reviewed and approved the CCV'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**

Training will take place at each respective employers' worksite. The Chamber's president will oversee the training proposal along with two designated staff members who will be responsible for the collection and verification of rosters. The rosters will be sent to a third party administrator who will be assisting with the administration of this training proposal.

Marketing and Support Costs

CCV requests 8% support cost to cover its outreach and marketing efforts. The Chamber will utilize websites, fliers, social media, job board announcements, and email blasts to promote training opportunities and recruitment. Support costs will also help offset costs for training needs assessments; create custom curriculum and training programs, and conduct follow up activities post training to determine program effectiveness.

Tuition Reimbursement

CCV 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.

Impact/Outcome

Training under this proposal will help Chamber members along with businesses throughout the Chino Valley and neighboring regions focus and enhance the skills of their workforce. Workforce and skill development will ensure that businesses throughout the region remain competitive in a global marketplace and will provide for career advancement opportunities for employees.

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 \$ %
ET22-0240	Chino	01/31/22 – 01/30/24	\$249,845	\$0 (0%)

As of 05/13/24, the contractor has tracked 10,855 eligible hours in the ETP CEF system. This equates to 99% of potential earnings. The contractor has submitted Payments for a total of \$228,356, which are currently in process with ETP Fiscal. This equates to 91% of potential earnings. The contractor anticipates finishing this contract at 100% once all final payments are submitted and approved by ETP.

DEVELOPMENT SERVICES

CCV retained Training Refund Group in Anaheim to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

CCV also retained Training Refund Group in Anaheim 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

- Leadership
- Team Building Communications
- Sales Skills
- Presentation Skills
- Client Service
- Compliance Management
- Effective Meetings
- Presentation Tools Marketing
- Product Knowledge
- Mentoring and Coaching
- Negotiation Skills
- Best Practices

Commercial Skills

- Advanced Materials Safe Working Procedures and Practices
- Air Filtration/Clean Room
- APL-Being More Productive with Autodesk Point Layout from the Model
- Assembly & Surface Mount
- Assembly Automation Integration
- Assembly Operations
- Automated Equipment
- Autonomous Robots
- Bagging Machines
- Basic Bluebeam
- Best Practices
- Bio-Science Manufacturing
- Bloodborne Pathogens
- Blueprint Reading
- Blueprint Reading Arches (Types, Hands-On Project)
- Boom Lift & Forklift Training Emergency Response Training Fall Protection
- Bricklaying Terminology
- Brick-Paving Techniques
- Building a Straight Wall
- Building Codes
- Building Strong Work Relationships
- Cellular Manufacturing
- Cement Blocks and Bricks
- Chemistry
- Clean and Green Technology
- Complete a Masonry Wall
- Components and Shell Bricks

- Concrete in Masonry Units
- Confined Space (Non-permit required)
- Construction Best Practices
- Construction of Jambs
- Construction of Pilasters
- Construction Techniques
- Custom Residential Work
- Cutting/Sewing
- Cybersecurity
- Electro Static Discharge
- Electronic Assembly Workmanship
- Electronics
- Elevator Training
- Engineering Best Practices
- Enterprise Resource Planning
- Equipment Operations
- Equipment/Preventive Maintenance
- Estimating Procedures and Processes Construction Math
- Excavation Competent Person
- Fabric/Garment Manufacturing Skills
- Facilities Management
- Fall Protection
- Field Operation Procedures
- 5S Principles
- Food Processing
- Fork Lift Training
- Fundamentals of Water Flow and Plumbing Systems
- Gas and Fuel Systems
- GC Code Overview
- Glass Blocks
- Glazed Tile
- Good Manufacturing Practices
- Guided Vehicles
- Hand Signal Person
- Handling Changes
- Hazardous Assessment Critical Point (Food Safety)
- Heat Exchanger Systems
- Heavy Equipment Movement (Lifts, Excavators, Bobcat, etc.)
- How to Estimate for Mechanical & Plumbing
- Insurance & Bonds
- Intelligent Processes
- Intermediate Microsoft Excel
- International Standards Organization Certification
- Introduction of Green Manufacturing Practices
- Inventory Control
- Job Costing and Accounting
- Job Layouts/Steps Related to Layout
- Kaizen Principles

- Kanban Principles
- Last Planner-How to Run a Pull Scheduling Session
- Layout
- Lean Manufacturing Principles
- Learn the Communications Skills Required of a Job Supervisor
- Lessons Learned-AC2 & Change Order Review
- Machine Tool Technology
- Machine Trades
- Machining
- Maintenance Mechanic Overview Level 1
- Maintenance Mechanic Overview Level 2
- Manufacturing of Green Technologies and Products
- Manufacturing Processes
- Manufacturing Resource Planning
- Materials -Veneer Construction Materials-Residential Masonry Design
- MEP Scheduling From Beginning to End
- Metal Stud and Drywall
- Metrology/Geometric Dimensioning & Tolerances
- Mounts
- NFPA 70E
- On Demand Hot Water Systems
- Optimal Operating Methods
- Parging in Masonry Construction
- Patterns-Bonded Masonry
- Pipe Joining Methods & Procedures
- Planning and Construction of Custom Masonry
- Plumbing Code
- Plumbing Material Identification & Application
- Pneumatics/Hydraulics
- Presses/Pressing
- Production Techniques
- Programmable Logic Controllers
- Pump Sizing and Installation Sewage Pump System Repair
- Qualified Rigger
- Qualified Rigger & Hand Signal Person
- Recognize the Terms Used with Reinforced Grouted Masonry
- Re-Engineering Concepts
- Refrigeration/Heating
- Reinforced Grouted Masonry
- Responsibilities of a Job Supervisor
- Root Cause Analysis
- Rough Terrain Forklift
- Scaffolding Safety Practices
- Scheduling Philosophy
- Scissor Lift User
- Self-Performed Concrete & Rebar
- Sequencing Sewing Operations
- Set Up Reduction

- Sew Engineering/Setting Piece Rates
- Sew Trainer
- Shipping/Receiving
- Shop Safety Rules and Procedures
- Shop Skills – Drawing, Measurement and Instrumentation
- Silica Awareness (Bi-Annual)
- Simulation Modeling/Virtualization
- Skill Saw Training
- Solar, Wind, Alternative Energy
- Soldering Skills
- Solve Problems in Masonry Mathematics
- Special Machines/Inspections
- Statistics Skills for Operations
- Surface Mount Technology
- Switches and Electrical Components
- Technical Training
- Techniques for Setting and Laying Brick
- Total Productive Manufacturing
- Total Quality Management
- Trade Math
- Value Stream Mapping
- Various Types of Veneer Applied to a Fireplace
- Warehouse Operations/Distribution
- Water Booster Pump and Recirculating Pump Troubleshooting and Repair
- Water Heater/Boiler Trouble Shooting and Repair
- Welding
- Work Measurement
- Workflow
- World Class Manufacturing

Computer Skills

- Audit Software Accounting software
- Microsoft Office Intermediate
- Computer Electronics
- Computer Numeric Control
- Computer Aided Design
- Computer Aided Engineering
- Computer Aided Manufacturing

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: The Chamber of Chino Valley
Reference No: 24-0331

CCG No.: ET24-0325
Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: ARB, INC. Priority Industry? Yes No

Address: 26000 Commerce Center Drive

City, State, Zip: Lake Forest, CA 92630

Collective Bargaining Agreement(s): S. CA Pipe Trades Council 16, Liuna! Pacific Southwest Region

Estimated # of employees to be retrained under this Contract: 130 Small Business? Yes No

Total # of full-time company employees worldwide: 5,000

Total # of full-time company employees in California: 1,100

Company: Baseband Telecom Priority Industry? Yes No

Address: 463 N. Smith Ave

City, State, Zip: Corona, CA 92880

Collective Bargaining Agreement(s): N

Estimated # of employees to be retrained under this Contract: 25 Small Business? Yes No

Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 32

Company: Boudreau Construction Inc. Priority Industry? Yes No

Address: 463 N. Smith Ave.

City, State, Zip: Corona, CA 92880

Collective Bargaining Agreement(s): LiUNA Local 1184

Estimated # of employees to be retrained under this Contract: 100 Small Business? Yes No

Total # of full-time company employees worldwide: 235

Total # of full-time company employees in California: 2335

Company: Boudreau Pipeline Corporation Priority Industry? Yes No

Address: 463 N. Smith Ave.

City, State, Zip: Corona, CA 92880

Collective Bargaining Agreement(s): N

Estimated # of employees to be retrained under this Contract: 75 Small Business? Yes No

Total # of full-time company employees worldwide: 115

Total # of full-time company employees in California: 75

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: The Chamber of Chino Valley
Reference No: 24-0331

CCG No.: ET24-0325
Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: Cat Tracking	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
-----------------------	--

Address: 17 Commercial Ave

City, State, Zip: Riverside, CA 92507

Collective Bargaining Agreement(s): LiUNA Local 1184

Estimated # of employees to be retrained under this Contract: 30	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: OC Concrete	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
----------------------	--

Address: 180 Joy Street

City, State, Zip: Corona, CA 92879

Collective Bargaining Agreement(s): N

Estimated # of employees to be retrained under this Contract: 45	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--	---

Total # of full-time company employees worldwide: 90

Total # of full-time company employees in California: 90

Company: Primary Color	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
------------------------	--

Address: 11130 Holden Street #210

City, State, Zip: Cypress, CA 90630

Collective Bargaining Agreement(s): N

Estimated # of employees to be retrained under this Contract: 120	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
---	---

Total # of full-time company employees worldwide: 300

Total # of full-time company employees in California: 280

Company: Pulmuone	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 215 Moore Ave.

City, State, Zip: Fullerton, CA 92833

Collective Bargaining Agreement(s): N

Estimated # of employees to be retrained under this Contract: 225	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
---	---

Total # of full-time company employees worldwide: 4000

Total # of full-time company employees in California: 420

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: The Chamber of Chino Valley

CCG No.: ET24-0325

Reference No: 24-0331

Page 3 of 3

ALPHABETIZE BY COMPANY NAME

Company: Wacker

Priority Industry? Yes No

Address: 13910 Oaks Ave.

City, State, Zip: Chino, CA 91710

Collective Bargaining Agreement(s): N

Estimated # of employees to be retrained under this Contract: 45

Small Business? Yes No

Total # of full-time company employees worldwide: 5,000

Total # of full-time company employees in California: 150



Southern California Pipe Trades District Council 16

RODNEY M. COBOS
Business Manager
Financial Secretary/Treasurer

October 2, 2023

Employment Training Panel
1100 J Street Ste. 400
Sacramento, CA 95814

To whom it may concern,

The Southern California Pipe Trades District Council No. 16 represents 255 Plumbers and Pipefitters at ARB in Southern California. This letter is to confirm our support of the training proposal to be submitted to ETP by ARB.

Sincerely,

Douglas Marian
Assistant Business Manager
Southern California Pipe Trades
District Council 16



Southern California Pipe Trades District Council 16

RODNEY M. COBOS
Business Manager
Financial Secretary/Treasurer

February 23, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that ARB, Inc. is requesting ETP funding. The proposed training plan for the 255 Plumbers & Pipefitters in the following United Association of Plumbers, Pipefitters, Sprinklerfitters, Steamfitters, Service Techs Union Classifications has our support. The ARB, Inc. employees from the following occupations will be participating in this project over the next 12 months:

Plumber Foreman	Underground Utility Pipefitter
Plumber Journeyman	Industrial Welder
Plumber Apprentice	Pipe Welder
Pipefitter Foreman	Structural Welder
Pipefitter Journeyman	Industrial Rigger
Pipefitter Apprentice	Pre-Apprentice
Industrial Pipefitter	Firewatch Attendant

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,

Rodney Cobos
Business Manager
Financial Secretary/Treasurer
Southern California Pipe Trades
District Council 16



LIUNA!

PACIFIC SOUTHWEST REGIONAL OFFICE
3775 North Freeway Boulevard • Suite 110 • Sacramento, CA 95834
Phone: (916) 604-5576 • Fax: (916) 604-5588

BRENT BOOKER
General President

MICHAEL F. SABITONI
General Secretary-Treasurer

Vice Presidents:

TERRENCE M. HEALY
*Special Assistant to the
General President*

JOSEPH S. MANCINELLI
Canadian Director

DENNIS L. MARTIRE

ROBERT E. RICHARDSON

OSCAR DE LA TORRE

SERGIO RASCON

ROBERT F. ABBOTT

SAMUEL STATEN, JR.

MICHAEL E. HELLSTROM

DAVID A. FRYE

ERNESTO J. ORDONEZ

DONATO A. BIANCO, JR.

STEPHEN E. FARNER

PAUL V. HOGROGIAN

October 3, 2023

ETP
1100 J Street, 4th Floor
Sacramento, CA 95814

To Whom It May Concern,

The Laborers' International Union of North America represents 442 Laborers' at ARB in Northern and Southern California. This letter is to confirm our support of the training proposal to be submitted to ETP by ARB.

Sincerely Yours,

Ernesto J. Ordonez
LIUNA Vice President and Pacific Southwest Regional Manager

EJO:cl

HEADQUARTERS:
905 16th Street, NW
Washington, DC
20006-1765
202-737-8320
Fax: 202-737-2754
www.liuna.org

Feel the Power



LIUNA!

PACIFIC SOUTHWEST REGIONAL OFFICE
3775 North Freeway Boulevard • Suite 110 • Sacramento, CA 95834
Phone: (916) 604-5576 • Fax: (916) 604-5588

BRENT BOOKER
General President

February 28, 2024

ETP
1100 J Street, 4th Floor
Sacramento, CA 95814

MICHAEL F. SABITONI
General Secretary-Treasurer

Vice Presidents:

TERRENCE M. HEALY
Special Assistant to the
General President

Dear Panel Members,

We understand the ARB 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:

Laborers - 561

Carpenters - 60

Operators - 172

JOSEPH S. MANCINELLI
Canadian Director

DENNIS L. MARTIRE

ROBERT E. RICHARDSON

OSCAR DE LA TORRE

SERGIO RASCON

ROBERT F. ABBOTT

SAMUEL STATEN, JR.

MICHAEL E. HELLSTROM

DAVID A. FRYE

ERNESTO J. ORDONEZ

DONATO A. BIANCO, JR.

STEPHEN E. FARNER

PAUL V. HOGROGIAN

Exhibit D

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 Yours,

Ernesto J. Ordonez
LIUNA Vice President and Pacific Southwest Regional Manager

EJO:cl

HEADQUARTERS:
905 16th Street, NW
Washington, DC
20006-1765
202-737-8320
Fax: 202-737-2754
www.liuna.org

Feel the Power



Laborers'
International
Union of
North America

LIUNA!

Local No. 1184

August 1, 2023

Local No. 1184

*Serving
Southern California
and Arizona*

MICHAEL S. DEA
BUSINESS MANAGER
SECRETARY-TREASURER

William G. Smith
PRESIDENT

MAIN OFFICE

1128 E. La Cadena Drive
Riverside, CA 92507
Telephone: 951-684-1484
Fax: 951-779-1445

ARIZONA OFFICE

1401 E. Washington St
Phoenix, AZ 85034
(602) 258-6521
Fax (602) 495-1464

THOUSAND PALMS OFFICE

72732 Ramon Rd.
P.O. BOX 155
Thousand Palms, CA 92276
(760) 343-0533
Fax (760) 343-0883
(800) 203-3111

EL CENTRO OFFICE

690 Broadway St., Suite. #5
El Centro, CA 92243
(760) 337-3909
Fax (760) 337-3911

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Re: Notice of Intent
Projected Effective Date ETP Contract: February 2024

Dear Panel Members,

We understand the Boudreau Construction Inc is requesting ETP funding. The proposed training plan for the 210 Labors and 50 New Labors in the following Laborers Union Classifications has our support:

- Laborer Equip Operator Foreman
- Laborer Equipment Operator
- Pipe Laborer Entry Level
- Pipe Laborer Foreman
- Pipe Laborer I - Journeymen
- Pipe Laborer II
- Structure Laborer Foreman
- Structure Laborer I
- Structure Laborer II

The LIUNA Local 1184 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

Feel the Power

training plan approved by the Panel are between the Contractor and the Union as a condition of continued support.

Sincerely,

A handwritten signature in blue ink, appearing to be 'M. S. Dea', with a circled 'no' written to the right of the signature.

Michael S. Dea
Business Manager
Secretary-Treasurer



Laborers'
International
Union of
North America

LIUNA!

Local No. 1184

February 20, 2024

Ms. Maecel Mathis, Contract Analyst
State of California Employment Training Panel
San Deigo Field Office
Maecel.Mathis@etp.ca.gov

To Whom It May Concern:

Laborers' Local 1184 is in full support of Cat Tracking, Inc.'s request for assistance with training funds from the State of California's Employment Training Panel (ETP). Cat Tracking, Inc. sees the importance and value of training its workforce in new construction processes and technology in order to increase quality, productivity and customer service.

Laborers' Local 1184 currently represents thirty-three (33) laborers employed by Cat Tracking, Inc. with a collective bargaining agreement through 2025. We support this new training effort as it strengthens the skills and performance of those members and helps make Cat Tracking, Inc.'s more competitive in the market.

We understand Cat Tracking 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:

(Exhibit language must be included in the Union letter of support)

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

Local No. 1184

Serving
Southern California
and Arizona

MICHAEL S. DEA
BUSINESS MANAGER
SECRETARY-TREASURER

William G. Smith
PRESIDENT

MAIN OFFICE

1128 E. La Cadena Drive
Riverside, CA 92507
Telephone: 951-684-1484
Fax: 951-779-1445

ARIZONA OFFICE

1401 E. Washington St
Phoenix, AZ 85034
(602) 258-6521
Fax (602) 495-1464

THOUSAND PALMS OFFICE

72732 Ramon Rd.
P.O. BOX 155
Thousand Palms, CA 92276
(760) 343-0533
Fax (760) 343-0883
(800) 203-3111

EL CENTRO OFFICE

690 Broadway St., Suite. #5
El Centro, CA 92243
(760) 337-3909
Fax (760) 337-3911

Feel the Power

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 blue ink, appearing to read "Michael S. Dea". The signature is stylized with a large, prominent "M" and "D".

Michael S. Dea
Business Manager
Secretary-Treasurer



Training Proposal for:

**Fullerton Chamber of Commerce dba
North Orange County Chamber**

Contract Number: ET24-0328

Panel Meeting of: May 31, 2024

ETP Regional Office: San Diego

Analyst: P. Duarte

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Medical Skills Training SET SB <100	Industry Sector(s):	MEC Finance/Insurance Construction Healthcare Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange	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

Program Costs	+	Support Costs	=	Total ETP Funding
\$496,570		\$34,544 8%		\$531,114

In-Kind Contribution:	50% of Total ETP Funding Required	\$560,450
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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, Comm'l. Skills, Computer Skills	457	8-200	0	\$738	\$22.55
				Weighted Avg: 30			
2	Retrainee Priority Rate SET Medical Skills Training	Business Skills, Comm'l. Skills, Computer Skills MS-Didactic	197	8-200	0	\$984	\$31.00
				Weighted Avg: 40			

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

Minimum Wage by County: Job Number 1 (Priority/Retrainee): \$22.55/hr for Orange County; \$23.15/hr for Los Angeles County
 Job Number 2 (SET/Priority Industry): \$30.75/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 \$1.15 per hour in health benefits may be used by participating employers to meet the Post-Retention Wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Production Staff (Machine Operator, Quality Control, Warehouse Worker, Packaging Staff, Maintenance Workers)	\$22.00 - \$25.00	354
	\$25.01 - \$40.00	95
Job Number 2		
Laborers	\$31.00 - \$45.00	70
Mechanics	\$31.00 - \$44.00	56
Registered Nurses, New Graduate RNs	\$31.00 - \$65.00	77

INTRODUCTION

Established in 1898 and located in Fullerton, Fullerton Chamber of Commerce dba North Orange County Chamber (NOCC) (www.nocchamber.com) provides assistance to small businesses on legislative updates, advocacy, and information on current business issues, as well as operates as a general resource center for its members. NOCC promotes a trained workforce, providing opportunities for women and minority-owned enterprises. The organization serves as the chamber representing the cities of Buena Park, Fullerton, La Palma and Stanton.

PROJECT DETAILS

This is NOCC's third ETP Contract, and the third in the last five years. As a focused organization to bring multi-industry businesses training opportunities, NOCC will serve a wide spectrum of participating employers of the business community. Embracing a belief that business has no borders, the NOCC serves as a chamber without geographic borders supporting economic success, promoting an educated workforce, providing opportunities for women and minority-owned enterprises, and serving as an advocate for business.

In this proposal, training will continue to support participating employers meet their workforce objectives and remain competitive. Training will improve participating employees' business skills in areas such as leadership, communications, and problem resolution. Training will also continue to introduce new technology and digital tools to employees through more advanced versions of enterprise resource management software, customer resource management software and audit software. Furthermore, training will allow participating employers improve the efficiency of the product production and enhance service delivery.

Employee retention and efficiency are key goals of the participating employers. The employers recognize that employee turnover is expensive. With the recent decrease in the unemployment rate, there are fewer workers with the necessary skill set available to hire for most positions.

In addition, NOCC also plans to utilize these funds to continue supporting the healthcare sector minimize the COVID-19 pandemic post effects. A shortage of registered nurses and other positions in the healthcare workforce continues to be a concern that requires healthcare companies to hire new staff that directly correlates to an increase in training investment.

As a result of the COVID-19 pandemic, new technology and methodologies have been adopted as standard operating procedures in order to sustain productivity and remain competitive. Trainees were required to work remotely and stay up to date on the use of any new products and technologies the market introduced.

Training Plan

All training will be customized to meet each employers needs based on assessments of business and industry demands. Training will occur at the participating employers' sites and will be delivered via classroom/lab and E- Learning in the following:

Business Skills: Training will be provided to all occupations and includes Communication, Compliance Management, Team Building and Product Knowledge.

Commercial Skills: Training will be provided to Laborers and Mechanics and includes Advanced Blueprint Reading, Construction Techniques, Field Operation Procedures and Construction Math.

Computer Skills: Training will be provided to all occupations in Microsoft Office Intermediate, Customer Resource Relations Management and Enterprise Resource Planning.

Medical Skills (Didactic): Training will be provided to RNs and New Graduate RNs includes Clinical Evaluation, Functional Behavior Assessment, Medical/Surgical Unit Training and Understanding Evidence Based Autism Treatment.

Core Employer Group

The proposed participating employers have operations in Orange and Los Angeles Counties. NOCC is requesting ETP funding for its current core group demand for 621 trainees. The core group of six employers consists of one small business, five large employers across Southern California and all employers are priority industry.

Curriculum Development

NOCC met with each of the participating employers and discussed the training plans for the proposed project. In each case the employer assessed skilled worker's needs.

Commitment to Training

Most participating employers provide basic on-the-job training or job specific training and will continue to do so at its own expense. ETP funds will provide supplemental training for companies that lack the resources to provide training on their own, but need training to upgrade the job skills of its workers to keep the workforce competitive.

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

NOCC's President will oversee the project. An Administrative Subcontractor will provide project administration, including enrolling and tracking trainees in the ETP online systems. Training will be delivered by participating employers' in-house experts and vendors as needed. Trainers will work with the NOCC on training schedules, training curriculum and training assessments.

Marketing and Support Costs

The NOCC marketed this training project through its current membership contact lists. Advertising included monthly newsletter, podcast supported by its subcontractor and follow up communication. They will also continue to market the program to prospective eligible participating companies providing high paying jobs in both priority and non-priority industries.

The NOCC requests 8% support costs to cover costs and outreach efforts required to market and recruit additional participating employers, assess specific training needs, develop job-specific curricula and training schedules, and conduct necessary follow-up during retention. This will be an on-going activity throughout the duration of the Contract.

Impact/Outcome

Training will provide staff with enhanced skill development and assist companies to stay competitive in emerging trends and industry changes.

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.

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) (\$ %)
ET22-0294	\$496,440	3/28/2022 – 3/27/2024	970	563	\$422,932 (85%)

*ET22-0294: Based on ETP Systems, NOCC reimbursable hours have been tracked and Cal-E-Force system reflects an actual earned amount of \$422,932.62 which represents an 85.19% of contract value paid. The final invoice has been processed and approved for a total valid hours of 17,464.08 for 667 total eligible trainees.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET21-0136	Fullerton	8/5/2020 – 8/4/2022	\$198,747	\$181,042 (91%)

DEVELOPMENT SERVICES

Training Refund Group in Anaheim assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Training Refund Group 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

- Leadership
- Team Building
- Communications
- Sales Skills
- Presentation Skills
- Client Service
- Compliance Management
- Effective Meetings
- Presentation Tools
- Marketing
- Product Knowledge
- Mentoring and Coaching
- Negotiation Skills
- Customer Relations

Commercial Skills

- Advanced Blueprint Reading
- Arches (Types, Hands-On Project)
- Best Practices
- Bricklaying Terminology
- Brick-Paving Techniques
- Building a Straight Wall
- Building Codes-Reinforced
- Grouted Masonry
- Cement Blocks and Bricks
- Complete a Masonry Wall
- Components and Shell Bricks
- Concrete in Masonry Units
- Construction of Jambs
- Construction of Pilasters
- Glass Blocks
- Glazed Tile
- Interpret and Use Blueprints
- Job Layouts/Steps Related to Layout
- Learn the Communications Skills Required of a Job Supervisor
- Materials -Veneer Construction
- Materials-Residential Masonry Design
- Parging in Masonry Construction
- Patterns -Bonded Masonry • Planning and Construction of Custom Masonry
- Recognize the Terms Used with Reinforced Grouted Masonry
- Responsibilities of a Job Supervisor

- Shop Safety Rules and Procedures • Shop Safety Rules for Operating Tools and Equipment
- Solve Problems in Masonry Mathematics
- Stick-On Veneer
- Stones
- Techniques for Setting and Laying Brick
- Trade Math
- Various Types of Veneer Applied to a Fireplace
- Advanced Materials Safe Working Procedures and Practices
- Scaffold Safety
- Construction Techniques
- Construction Best Practices
- Heavy Equipment Movement (Lifts, Excavators, Bobcat, etc.)
- Field Operation procedures
- Plumbing Material Identification & Application
- Pipe Joining Methods & Procedures
- Silica Awareness (Bi-Annual)
- Excavation Competent Person
- Estimating Procedures and Processes
- Construction Math
- Job Costing and Accounting
- Engineering Best Practices
- Pump Sizing and Installation
- Sewage Pump System Repair
- Water Heater/Boiler Trouble Shooting and Repair
- Water Booster Pump and Recirculating Pump Troubleshooting and Repair
- Switches and Electrical Components
- Plumbing Code
- Heat Exchanger Systems
- Advanced diagnosis
- Fundamentals of Water Flow and Plumbing Systems
- Presentation Skills
- On Demand Hot Water Systems
- Gas and Fuel Systems
- How to Estimate for Mechanical & Plumbing
- Insurance & Bonds
- Metal Stud and Drywall
- Self-Performed Concrete & Rebar
- Forklift and Ariel Training
- Asbestos Awareness
- Elevator Training
- Building Strong Work Relationships
- Hand Signal Person
- Qualified Rigger & Hand Signal Person
- Rough Terrain Forklift
- Bloodborne Pathogens
- Silica Awareness
- Scaffold Training

- Hilti Training
- Skill Saw Training
- Boom Lift & Forklift Training
- Emergency Response Training
- Qualified Rigger
- Train-the-Trainer
- GC Code Overview
- APL-Being More Productive with Autodesk Point Layout from the Model
- Site Work Models from Design to Construction
- USA 811 Utility Marking Trenching Excavation, Soil Classification
- NFPA 70E
- Basic Bluebeam
- Last Planner-How to Run a Pull Scheduling Session
- MEP Scheduling From Beginning to End
- Project Administration I
- Project Budget Control I
- Project Budget Control II
- Prolog Essentials
- Self-Performed Work (Estimate Preparation and Tracking)
- Scissor Lift User

Computer Skills

- Accounting Software
- Audit Software
- Case Management Software
- Customer Resource Relations Management
- Enterprise Resource Planning
- EPIC (Insurance company management software)
- Intermediate Microsoft Excel
- Microsoft Office Intermediate
- On Line Research
- Owner Billing in JDE
- PIN Medical Records Management Software

Medical Skills (Didactic)

- Activities of Daily Living
- Acute Myocardial Infarction
- Advanced Cardiac Life Support
- Advanced Directives
- Ambulating a Patient with Ambulatory Device
- Applied Behavior Analysis Skill Building Training and Session
- Arterial Blood Gas Interpretation
- Arterial Lines
- Aspects of Aging
- Assessing Behavior Interventionist Performance
- Basic Life Support
- Behavioral Case Conceptualization, Problem Solving and Decision Making
- Bladder and Bowel Management

- Blood-Borne Pathogens
- Body Mechanics
- Care of Patient with LVAD
- Care of the Bariatric Patient
- Care of the Cardiac Patient
- Care of the Geriatric Patient
- Care of the Neurosurgical Patient
- Care of the Stroke Patient
- Care of the Transplant Patient
- Care Planning
- Case Management/Discharge Planning
- Central Lines Management
- Charge Nurse Training
- Charge Nurse Training/Frontline Leadership Skills
- Chest Tube Care & Management
- Clinical Evaluation
- Code Blue Response & Procedures
- Code Blue/Code Purple
- Code Orange/Hazardous Spills/Safety Data Sheet
- Code Pink/Abduction
- Code Silver/Weapon
- Code Yellow/Bomb Threat
- Pinpoint
- Conservatorship
- CORE Measures (Prevention of CLABSI/CAUTI)
- COVID-19
- Crisis Prevention Intervention
- Critical Care Nursing Skills
- Culturally Appropriate Care
- Culture of Safety
- Decontamination Procedures
- Dementia and Alzheimer's Disease
- Diabetes Care & Management
- Discrete Trial Training
- Documentation Skills
- Dysrhythmia Recognition & Interpretation
- Educating the Patient & Family
- EKG & Cardiac Monitoring
- Elder Abuse/Prevention and Reporting
- Employee Health/Safety
- Equipment Failure/Lock Out Tag Out
- Functional Behavior Assessment
- Hemodynamic Monitoring
- Hospital Basics
- Intensive Care Critical Care Training
- Interdisciplinary Understanding of Autism Spectrum Disorder
- Intravenous Therapy
- Medical/Surgical Unit Training

- Medication Management and Safety
- Occurrence Reporting
- Orthopedic Nursing Skills
- Palliative Care/End of Life Training
- Parent Satisfaction
- Patient and Family Centered Care Skills
- Patient Assessment & Care
- Patient Movement/Lifting
- Pre and Post-Operative Care
- Preceptor Training
- Providing Feedback
- Radiation Safety
- Restraints
- Spectrum Disorder
- Staff Support
- Total Parenteral Nutrition
- Understanding Evidence Based Autism Treatment
- Understanding Funding Sources
- Ventilator and Tracheotomy Care
- Wound Care Management

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Fullerton Chamber of Commerce

CCG No.: ET24-0328

Reference No: 24-0265

Page 1 of 2

ALPHABETIZE BY COMPANY NAME

Company: Follow Your Heart

Priority Industry? Yes No

Address: 9201 Owensmouth Ave.

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 239

Small Business? Yes No

Total # of full-time company employees worldwide: 5,000

Total # of full-time company employees in California: 325

Company: KND Real Estate 40, LLC dba Kindred Paramount

Priority Industry? Yes No

Address: 16453 Colorado Blvd.

City, State, Zip: Paramount, CA 90723

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 77

Small Business? Yes No

Total # of full-time company employees worldwide: 5,000

Total # of full-time company employees in California: 1,100

Company: Mark Beamish Waterproofing

Priority Industry? Yes No

Address: 1732 Reynolds Ave.

City, State, Zip: Irvine, CA 92514

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 40

Small Business? Yes No

Total # of full-time company employees worldwide: 90

Total # of full-time company employees in California: 90

Company: RBA Builders

Priority Industry? Yes No

Address: 16490 Harbor Blvd.

City, State, Zip: Fountain Valley, CA 92708

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 50

Small Business? Yes No

Total # of full-time company employees worldwide: 150

Total # of full-time company employees in California: 150

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Fullerton Chamber of Commerce

CCG No.: ET24-0328

Reference No: 24-0265

Page 2 of 2

ALPHABETIZE BY COMPANY NAME

Company: Rebas, Inc.

Priority Industry? Yes No

Address: 12907 Imperial Highway

City, State, Zip: Santa Fe Springs, CA 90670

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 36

Small Business? Yes No

Total # of full-time company employees worldwide: 150

Total # of full-time company employees in California: 150

Company: Taber Company Inc.

Priority Industry? Yes No

Address: 121 Waterworks Way

City, State, Zip: Irvine, CA 92618

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 210

Small Business? Yes No

Total # of full-time company employees worldwide: 245

Total # of full-time company employees in California: 245



Grossmont Cuyamaca Community College District

Contract Number: ET24-0342

Panel Meeting of: May 31, 2024

ETP Regional Office: San Diego

Analyst: P. Duarte

PROJECT PROFILE

Contract Attributes:	New Hire Priority Rate	Industry Sector(s):	MEC Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	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)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$119,600		\$7,640 8%		\$127,240

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	New Hire Priority Rate	Cont. Impr. Skills Mnfg. Skills	20	8-260	0	\$6,362	\$18.94
				Weighted Avg: 260			

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

Minimum Wage by County: \$18.94 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

Up to \$1.44 per hour may be used to meet the Post-Retention Wage in Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Calibration Technician	\$17.50 - \$23.50	1
Entry Level Inspector	\$18.00-\$20.00	1
	\$20.01-\$25.00	1
Machinist Operator	\$18.00-\$20.00	7
	\$20.01-\$25.00	5
	\$25.01-\$28.00	3
Material Coordinator	\$17.50 - \$23.50	1
Quality Clinic Technician	\$18.00 - \$26.00	1

INTRODUCTION

Founded in 1961 and located in El Cajon, Grossmont Cuyamaca Community College District (Grossmont College) (www.grossmont.edu) serves students throughout San Diego County. Grossmont College offers more than 100 instructional programs for education and development courses; as well as programs that promote economic, civic, and cultural development. Grossmont College is accredited by the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges.

This is Grossmont College's sixth ETP Contract, and the third in the last five years.

Veterans Program

Although there is no separate Veterans job number, Grossmont College will work with Veteran organizations including ReBoot (aka National Veterans Transition Services) and VECA (Veterans of East County Association) to promote this project's training opportunities with the veteran community.

PROJECT DETAILS

Grossmont College will focus on training and placing unemployed adults in the manufacturing and aerospace industries. As manufacturing is returning to the United States and the demand for Machinists increases, it's crucial to develop a qualified workforce in order to maintain competitiveness as a regional economy. This project will be a collaborative effort between Grossmont College and The Grande Foundation. The Grande Foundation is a private non-profit foundation with a mission to train unemployed individuals from underserved communities for a career in complex manufacturing to support San Diego's regional economy.

Foundational and theoretical training will be delivered in a classroom setting to provide a base understanding of manufacturing skills. Once complete, trainees will receive manufacturing skills training in a laboratory setting. This training model affords trainees the unique opportunity to train on actual manufacturing equipment while learning from industry professionals.

Participating trainees in this project will become proficient in the work processes and machine operation required for successful employment. Qualified individuals in this program will obtain entry-level positions in the manufacturing industry such as a Machinist Operator or Entry Level Inspector.

Grossmont College is requesting funding to support 260 hours of training per trainee based on the fully developed training plan consisting of 320 hours per trainee. In addition, the training plan includes 60 hours of one on one training for in-depth individualized training utilizing multiple machines. This training project will feature training on industry specific manufacturing skills training on equipment including but not limited to Hass CNC Lathes & Mills, Mori-Seki and Doosan manufacturing machines used industry wide. The training plan consists of a 16 week (20 hours per week) program for a total of 380 hours per trainee.

Trainee Recruitment

Grossmont College in partnership with The Grande Foundation will use their combined resources to work with agencies across San Diego County such as Career Centers and non-profit agencies to recruit potential trainees to participate in this project. The Grande Foundation will assist Grossmont College with these efforts at no additional cost.

Grossmont College works to accomplish its mission of education and training through innovative projects, job fairs and purpose-driven collaboration with employers and other community organizations such as East County Economic Development Council.

Tuition Reimbursement

In accordance with Title 22, CCR, Section 4412.1, Grossmont 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.

Training Plan

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

Continuous Improvement: Training will be offered to all occupations to increase productivity and improve employer operating functions. Training will include topics related to Six Sigma Green Belt, Team Building and Quality clinics.

Manufacturing Skills: Training will be offered to all occupations. Training delivered will improve participating trainee's skill sets and introduce updated methods of machining on new projects. Training will include topics related to Lean Manufacturing, Blueprint and CNC Manufacturing Skills to name a few.

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

Grossmont College's Dean of Career and Technical Education/Workforce Development will oversee the training project. This includes managing the project at a high level to ensure it meets its objectives, such as scheduling training, collecting ETP rosters and inputting data into the ETP online system. The Grande Foundation will provide training for the Continuous Improvement Skills courses and will subcontract training for the Manufacturing Skills training portion including the use of their manufacturing equipment and classrooms in order to facilitate the training.

Marketing and Support Costs

For this project Grossmont College will recruit employers through the numerous events it hosts and participates in, such as East County Economic Development Council Manufacturing Expos, Grossmont College Career Manufacturing Fairs, and Manufacturing Panel Discussions. Furthermore, Grossmont College will also recruit prospective employers through referrals from the East County Economic Development Council and other advisory groups as well as through in-person presentations to resource organizations in relevant industry sectors. The Grande Foundation will also assist recruiting potential employers through its network which includes San Diego Workforce Partnership; East County Chamber of Commerce; Santee Chamber of Commerce; Veterans Business Outreach Center; VECA; Rise Up Industries and Center for Employment Opportunities. Grossmont College and The Grande Foundation will collaborate with its current employer network and newly recruited employers to provide placement services to ensure trainees employment opportunities.

Grossmont College requests the standard 12% support costs for outreach and recruitment of participating employers, to ensure trainees are placed with viable, ETP-eligible employers. Staff recommends the 12% support costs.

Training Agency Certification

Grossmont College is eligible as a training agency via Accrediting Commission for Community and Junior Colleges licensure.

Impact/Outcome

New-hire graduates will receive a SixSigma Green Belt Certificate as part of their Continuous Improvement portion; a certificate in training hours for Non-Destructive Testing in the Manufacturing portion; and a Machinist Operator Certificate in the Manufacturing portion. Manufacturing companies in the industry will recognize these certificates as trainees undertaking a comprehensive training program.

Training will boost employee knowledge and skills in the field, packing house and factory which leads to wage progression. Trainees are reviewed within six months and continue to get increases depending on their performance matrix and specific developed incentive plans.

Alternate Recordkeeping

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

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0124	San Diego	8/17/2020 – 8/16/2022	\$103,500	\$82,499 (80%)
ET18-0165	San Diego	3/5/2018 – 3/4/2020	\$90,000	\$83,253 (93%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

The Grande Foundation will provide Continuous Improvement Skills training for a fee of approximately \$104,052.

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

Trainees may receive any of the following:

Continuous Improvement Skills

- Six Sigma Green Belt
- Resume Writing
- Team Building
- Interview Skills
- Quality Clinics

Manufacturing Skills

- Lean Manufacturing
- CNC Manufacturing
- Convectional Manufacturing
- Non-destructive Testing
- Quality and Inspection
- Blueprint Ready
- Trigonometry
- Shop Theory (Includes Shop Safety)
- Shop Mathematics
- BluePrint (Introductory)
- CAD/CAM
- Manual Machining Set up and Operation
- CNC Machining Set up and Operation
- Applied BluePrint and Quality (Advanced)



Training Proposal for:
South Orange County Community College District,
Saddleback College

Contract Number: ET24-0357

Panel Meeting of: May 31, 2024

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100	Industry Sector(s):	MEC Manufacturing Transportation/Warehousing Information/Multi Media 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

Program Costs	+	Support Costs	=	Total ETP Funding
\$620,800		\$43,160 8%		\$663,960

In-Kind Contribution:	50% of Total ETP Funding Required	\$801,600
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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, Literacy Skills, Mfg. Skills, Cont. Impr., Computer Skills, OSHA 10/30, HAZWOPER	600	8-200	0	\$984	\$22.55
				Weighted Avg: 40			
2	Retrainee	Business Skills, Literacy Skills, Mfg. Skills, Cont. Impr., Computer Skills, OSHA 10/30, HAZWOPER	40	8-200	0	\$855	\$22.55
				Weighted Avg: 40			
3	Retrainee Priority Rate SB < 100	Business Skills, Literacy Skills, Mfg. Skills, Cont. Impr., Computer Skills, OSHA 10/30, HAZWOPER	40	8-200	0	\$984	\$22.55
				Weighted Avg: 40			

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

Minimum Wage by County: Job Numbers 1 - 3: Alameda, Marin, San Mateo, Santa Clara and San Francisco Counties (\$24.60 per hour); Contra Costa County (\$24.25 per hour); Los Angeles County (\$23.15 per hour); San Diego County (\$22.72 per hour); all other counties (\$22.55 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 \$2.50 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 - 3.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 – Retrainee/Priority		
Administrative Staff	\$20.05 - \$25.00	80
Equipment Operators	\$20.05 - \$25.00	20
	\$25.01 - \$35.00	20
Industrial Electrical/ Mechanical Technicians	\$20.05 - \$25.00	47
	\$25.00 - \$70.00	25
Logistics Staff	\$20.05 - \$25.00	60
	\$25.01 - \$35.00	30

Maintenance Staff/ Technicians	\$20.05 - \$25.00	30
	\$25.01 - \$35.00	30
Managers	\$26.00 - \$70.00	65
Production Staff	\$20.05 - \$25.00	73
	\$25.01 - \$35.00	50
Supervisors	\$26.00 - \$70.00	70
Job Number 2 – Retrainee/Non-Priority		
Administrative Staff	\$20.05 - \$25.00	5
Equipment Operators	\$20.05 - \$25.00	5
Industrial Electrical/ Mechanical Technicians	\$20.05 - \$25.00	3
Logistics Staff	\$20.05 - \$25.00	10
Maintenance Staff/ Technicians	\$20.05 - \$25.00	5
Managers	\$26.00 - \$70.00	1
Supervisors	\$22.55 - \$25.00	1
Production Staff	\$20.05 - \$25.00	10
Job Number 3 – Retrainee - SB < 100		
Administrative Staff	\$20.05 - \$25.00	10
Equipment Operators	\$20.05 - \$25.00	3
Industrial Electrical/ Mechanical Technicians	\$20.05 - \$25.00	5
Logistics Staff	\$20.05 - \$25.00	10
Maintenance Staff/ Technicians	\$20.05 - \$25.00	5
Managers	\$26.00 - \$70.00	1
Supervisors	\$22.55 - \$25.00	1
Production Staff	\$20.05 - \$25.00	5

INTRODUCTION

Founded in 1967, South Orange County Community College District, Saddleback College (Saddleback) (www.saddleback.edu), is a multi-campus district comprised of Saddleback College in Mission Viejo, Irvine Valley College in Irvine, and the Advanced Technology & Education Park (ATEP) in Tustin. Saddleback serves over 42,000 students each semester and employs about 3,000 faculty and staff. Further, Saddleback College and Irvine Valley College are accredited institutions that prepare students for associate degrees. Matriculating through the College District also gives the student population the ability to transfer to four-year colleges and universities.

ATEP offers career technical and advanced technology classes to further the workforce development in the community. The Economic & Workforce Development and Business Sciences Division of Saddleback will be responsible for the training plan under this project.

Saddleback's main geographic service area is Orange County, but it also services counties statewide due to its connections with the Community College Collaborative. Additionally, through a collaborative with other colleges, training resources are shared to ensure necessary training is provided throughout the aforementioned county communities in order to continue to serve business/industry needs in respective service areas. The proposed training will target workers from large and small priority and non-priority business.

This is Saddleback's third ETP Contract and the second in the last five years.

Veterans Program

Although this project does not include a Veterans component, the training population of Saddleback's participating employers may potentially include Veterans due to the campus' close proximity to Camp Pendleton.

PROJECT DETAILS

Industry changes are contributing to the need for training in nearly every sector, but especially in the designated priority sectors for ETP. The manufacturing and transportation/logistics industries are experiencing consistent, year-over-year growth, but the pool of sufficiently skilled workers is diminishing. Even as the most experienced workers (aka "baby boomers") retire, the requisite body of knowledge a worker must possess grows with the innovation and implementation of new technology, automation and robotics. Employers are struggling to find external candidates for their high-skill, high-wage jobs, and are therefore turning to training providers to help upskill workers from within the ranks of the incumbent workforce. As such, Saddleback College has conducted interviews with employers, workers, and multiple training experts to determine both training needs, as well as to develop training content and curriculum that is relevant and responsive to the needs as specified in this training project request.

The funds requested for training will target specific technical, manufacturing, computer, literacy, quality, leadership, and business skills as determined by Saddleback College's clients and are customized to each employer's needs. The skills employees gain through ETP funded training will allow entry level workers to remain employed while other employees are promoted within the company. Additionally, training allows employers to continually improve processes, eliminate waste and compete in the global marketplace.

Core Group of Employers

These employers have been determined to meet out-of-state competition. Saddleback requests ETP funding for 680 trainees. The core group of employers consists of 7 small businesses and 8 large employers across California, of which, all are priority industries.

Training Plan

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

Business Skills: Training topics include Business Ethics, Business Writing Skills, Business Fundamentals, Change Management, Conflict Resolution, Customer Service Excellence and Managing Change.

Computer Skills: Training topics include Adobe Acrobat Professional, Microsoft Office – Intermediate to Advanced, All Applications, Microsoft Power BI (Business Intelligence Features), Enterprise Resource Planning, QuickBooks and Accounting Software, Microsoft SharePoint Foundation, and Advanced Technical Computer Courses.

Continuous Improvement: Training topics include Lean Six Sigma, Quality Improvement, Statistical Process Control, Process Improvement, Quality Management Systems, Supply Chain Management, Root Cause and Corrective Action, 8 Discipline Problem Solving, and Total Quality Management.

Literacy Skills: Training topics include Vocational English as a Second Language, Basic Workplace Terminology, Basic Math and Written Communications.

Manufacturing Skills: Training topics include Blueprint Reading, Geometric Dimension and Tolerances, Pneumatics, Automation, CAD/CAM, Computer Numerical Control (CNC), Production Manufacturing & Operating Skills, Shop Measurements, and Machine Shop Fundamentals.

Certified Safety Training

1. 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.
2. 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.

Marketing and Support Costs

SOCDD is requesting 8% support costs for this proposal to cover the cost of recruiting additional employers and assessing employer-specific job training requirements. Assessment activities and employer recruitment will continue to take place throughout the duration of the contract. Staff recommends approval of 8% for support costs.

Impact/Outcome

Trainees have the potential to receive a certification upon completing the training program at Saddleback College, such as OSHA training, Six Sigma Certifications, Project Management or Human Resources Certifications, and other industry recognized certifications that falls within Saddleback College’s scope of training. Because the training is customized based on an Employer’s specific needs, the main objective is to provide trainees with the skills necessary to sustain a secure job in the workforce. Other more generalized training is designed to prepare the trainees to achieve skills necessary for certification for entering the workforce as well as upward mobility at their respective employer once employed.

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.

Rather than displace existing training resources from the core employers, Saddleback believes that ETP funds will augment and grow its current training programs, which include training programs paid for out-of-pocket by employers. This will increase the motivation surrounding

training, resulting in higher investment in training, and continued expansion of the training programs in the future.

➤ Training Infrastructure

Marketing, participating employer recruitment, training needs analysis and training coordination will be done by Saddleback College’s Economic and Workforce Development team – a team of seven. Other administrative tasks such as inputting employer certification statement, trainee enrollment, hours tracking, 90-day retentions and billing will be done by Saddleback College’s Economic and Workforce Development team.

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

Saddleback has requested to use an LMS to maintain ETP rosters. The system has been in use for seven years and is maintained by the Program Coordinator. Records can be maintained for five years. Documentation supporting the use of the LMS has been submitted and reviewed by ETP for use.

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) (\$ %)
ET23-0299	\$264,696	3/27/2023 – 3/26/2025	269	0	\$250,305 (94%)

Based on ETP Systems, Saddleback College’s reimbursable hours have been tracked for potential earnings of \$250,305 (94.56% of approved amount), and an earned amount of \$235,348 (94% of approved amount). However, Saddleback College projects 100% performance based on hours delivered, and amount earned.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Saddleback College under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET21-0245	Mission Viejo	12/14/2020 – 12/13/2022	\$399,990	\$283,490 (70%)

In early 2021 many of SOCCD’s Participating Employers were still dealing with the effects of COVID-19, reduced workforce and remote work arrangements resulting in previously scheduled training being postponed or eliminated. Moving forward from this, current participating employers are back to operations where a capacity for training can be brought back to normal efficiency.

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:

Business Skills

- Business Ethics
- Business Etiquette
- Business Writing Skills
- Building Excellent Work Relationships
- Conducting Effective Meetings
- Conflict Resolution
- Customer Service
- Delegating
- Finance for Non-Finance People
- Frontline Leadership
- Goal Setting
- Interpersonal Skills
- Interviewing Skills-Employee Selection
- Leadership Development
- Managing Change
- Conflict Management for Managers
- Leadership for Managers
- Marketing and Sales
- Motivating and Coaching Employees
- Performance Management
- Presentation Skills
- Problem Solving
- Project Management
- Strategic Planning
- Team Building/Team Leadership
- Time and Priority Management
- Managing a Diverse Workforce and Legal Consideration for Managers

Computer Skills

- Adobe Acrobat Professional
- Microsoft Office - Intermediate to Advanced, All Applications
- Microsoft Power BI (Business Intelligence Features)
- Enterprise Resource Planning
- Operating Systems (Windows & Apple OS)
- Fundamentals of Project Management and Application Using Microsoft Project
- QuickBooks and Accounting Software
- Microsoft SharePoint Foundation
- Advanced Technical Computer Courses

Continuous Improvement Skills

- Lean Six Sigma
- Quality Improvement

- Statistical Process Control (SPC)
- Process Improvement
- Quality Management Systems (QMS)
- Supply Chain Management
- Root Cause and Corrective Action
- 8 Discipline Problem Solving
- Total Quality Management (TQM)

HazWoper

- HAZWOPER 40
- HAZWOPER 24
- HAZWOPER 8 Hour Refresh

Literacy Skills

- Vocational English as a Second Language
- Basic Workplace Terminology
- Basic Math
- Written Communications

Manufacturing Skills

- Blueprint Reading
- Electrical Fundamentals
- Geometric Dimension and Tolerances (GDT)
- Industrial Maintenance
- Manufacturing & Assembly
- Numerical Control Functions
- Pneumatics
- Automation
- CAD/CAM
- Computer Numerical Control (CNC) Programming
- Design Software Systems for Manufacturing
- Production Manufacturing & Operating Skills
- Programmable Logic Controllers (PLCs)
- Additive Manufacturing/3D Printing
- Shop Measurements
- Machine Shop Fundamentals

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: South Orange County Community College District, CCG No.: ET24-0357
Saddleback College

Reference No: 24-0318

Page 1 of 4

ALPHABETIZE BY COMPANY NAME

Company: Alcon Research, LLC

Priority Industry? Yes No

Address: 15800 Alton Parkway

City, State, Zip: Irvine, CA 92618

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 150

Small Business? Yes No

Total # of full-time company employees worldwide: 20,000

Total # of full-time company employees in California: 800

Company: Amazon

Priority Industry? Yes No

Address: 4950 Goodman Rd.

City, State, Zip: Eastvale, CA 91752

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 500

Small Business? Yes No

Total # of full-time company employees worldwide: 1M+

Total # of full-time company employees in California: 80K+

Company: BioDot, Inc.

Priority Industry? Yes No

Address: 2852 Alton Parkway

City, State, Zip: Irvine, CA 92606

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 58

Small Business? Yes No

Total # of full-time company employees worldwide: 93

Total # of full-time company employees in California: 58

Company: Broadley James Corporation

Priority Industry? Yes No

Address: 19 Thomas

City, State, Zip: Irvine, CA 92618

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 14

Small Business? Yes No

Total # of full-time company employees worldwide: 85

Total # of full-time company employees in California: 82

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: South Orange County Community College District, CCG No.: ET24-0357
Saddleback College

Reference No: 24-0318

Page 2 of 4

Company: Cadence Aerospace, Arden Operations

Priority Industry? Yes No

Address: 3130 E. Miraloma Ave.

City, State, Zip: Anaheim, CA 92806

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 885

Total # of full-time company employees in California: 171

Company: Campbell Engineering, Inc.

Priority Industry? Yes No

Address: 20412 Barents Sea Circle

City, State, Zip: Lake Forest, CA 92630

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 34

Total # of full-time company employees in California: 34

Company: Catalina Cylinders, Inc.

Priority Industry? Yes No

Address: 7300 Anaconda Ave.

City, State, Zip: Garden Grove, CA 92841

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 206

Total # of full-time company employees in California: 100

Company: Embee Processing

Priority Industry? Yes No

Address: 2136 South Hathaway St.

City, State, Zip: Santa Ana, CA 92705

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 20

Small Business? Yes No

Total # of full-time company employees worldwide: 340

Total # of full-time company employees in California: 338

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: South Orange County Community College District, CCG No.: ET24-0357
Saddleback College

Reference No: 24-0318

Page 3 of 4

Company: Masimo Corporation

Priority Industry? Yes No

Address: 52 Discovery

City, State, Zip: Irvine, CA 92618

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 285

Small Business? Yes No

Total # of full-time company employees worldwide: 7,000

Total # of full-time company employees in California: 950

Company: Moog, Inc,

Priority Industry? Yes No

Address: 20263 S. Western Ave.

City, State, Zip: Torrance, CA 90278

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 500

Small Business? Yes No

Total # of full-time company employees worldwide: 13,000

Total # of full-time company employees in California: 860

Company: Panasonic Avionics Corporation

Priority Industry? Yes No

Address: 3347 Michelson Dr., Suite 100

City, State, Zip: Irvine, CA 92612

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 3,300

Total # of full-time company employees in California: 1,500

Company: Quality Aluminum Forge, LLC

Priority Industry? Yes No

Address: 793 N. Cypress St.

City, State, Zip: Orange, CA 92867

Collective Bargaining Agreement(s): No

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

Small Business? Yes No

Total # of full-time company employees worldwide: 450

Total # of full-time company employees in California: 100

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: South Orange County Community College District, CCG No.: ET24-0357
Saddleback College

Reference No: 24-0318

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ALPHABETIZE BY COMPANY NAME

Company: Sierra Pacific Industries		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 19758 Riverside Ave.		
City, State, Zip: Anderson, CA 96007		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 32	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Total # of full-time company employees worldwide: 5,948		
Total # of full-time company employees in California: 3,466		
<hr/>		
Company: Staco Systems		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 7 Morgan		
City, State, Zip: Irvine, CA 92618		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Total # of full-time company employees worldwide: 66		
Total # of full-time company employees in California: 66		
<hr/>		
Company: Western Oversees Corporation		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 10731 Walker St.		
City, State, Zip: Cypress, CA 90630		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Total # of full-time company employees worldwide: 150		
Total # of full-time company employees in California: 70		
<hr/>		



**Training Proposal for:
City of Richmond**

Contract Number: ET24-0364

Panel Meeting of: May 31, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

PROJECT PROFILE

Contract Attributes:	New Hire Ex-Offender At-Risk Youth Multiple Barriers Priority Rate SET	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Contra Costa, Alameda, Solano, Santa Clara, San Francisco, San Mateo	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)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$103,500		\$0 0%		\$103,500

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	New Hire At-Risk Youth Ex-Offender Multiple Barriers Priority Rate SET	Commercial Skills, OSHA 10/30, HAZWOPER	20	8-260	0	\$5,175	\$20.50
				Weighted Avg: 225			

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

Minimum Wage by County: (New Hire Wage) \$20.21 per hour for Contra Costa County; \$20.50 per hour for Alameda, Santa Clara, San Francisco, and San Mateo counties; and, \$18.45 per hour for Solano 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
Participating employers may use up to \$2.50 per hour in health benefits to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Carpenter (Entry Level)	\$20.50 - \$25.00	3
	\$25.01 - \$30.00	3
Electrician (Entry Level)	\$20.50 - \$25.00	6
Plummer/Steamfitter (Entry Level)	\$20.50 - \$25.00	4
Construction Laborer (Entry Level)	\$20.50 - \$25.00	3
	\$25.01 - \$30.00	1

INTRODUCTION

City of Richmond (www.ci.richmond.ca.us) (COR) provides policy direction and guidance on all workforce development and preparation activities in Richmond. One of COR’s most successful programs is the RichmondBUILD Careers Academy (RichmondBUILD), which provides vocational skills training in high-growth and energy efficiency construction. The Company has a strong representation from the construction sector, which includes members from the Building Trades and Apprenticeship programs serving as industry advisors to the program. Training will take place at its Richmond facility.

This project will be COR’s sixth ETP Contract, and its second in the last five years. In this proposal, the Company plans to train a total of 20 unemployed individuals. Upon completion of training, trainees will be placed and retained in full-time jobs in construction industries throughout the Bay Area. It will be training individuals on new construction projects that include construction of new residential buildings.

Veterans Program

Although COR does not have a specific veteran's program, it leverages its own outreach efforts with the Contra Costa Building Trades Council which identifies employing veterans as a top priority. In addition, RichmondBUILD targets outreach to veterans through the Employment Development Department's (EDD) One-Stop Centers and other community-based organizations serving the veterans' population.

PROJECT DETAILS

In the past few years, the economy and labor market created a strong demand for entry-level and skilled workers in the construction industry. To keep pace with the industry demands, the employers have expressed a need for trained and qualified personnel to help expand the construction field and compete in the industry.

Staff from COR have engaged in communications with construction industry employers to assess their needs. COR also used labor market information provided by EDD, project labor agreements, and source hiring documents on several local projects to identify the most likely areas of need for skilled workers. Through these sources, it identified a high demand for construction of new or refurbished multi-family residential buildings, senior homes, and disabled housing projects for low-income families in Richmond and neighboring cities. To facilitate this need, the previously mentioned construction projects have committed to a local-hire goal of at least 25% for which RichmondBUILD will be the primary source for hiring.

Training Plan

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

Commercial Skills: Training will be offered to all occupations on course topics like Construction of walls: framing, exterior sheathing, and sheetrock, Constructing forms and chutes for pouring concrete, Electrical Theory, Pipe Soldering, and Multi-Craft Core Curriculum (MC3) to provide core and essential skills in construction, which will lead to jobs and careers within the industry.

Certified Safety Training

1. 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 and/or 30 hours for these entry-level construction workers. 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.
2. 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.

Special Employment Training (SET) / (New Hire)

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. However, new hires under SET trainees are subject to the ETP New Hire Minimum Wage rather than the Statewide Average Hourly Wage.

Note: Contractor must pre-screen trainees to determine their eligibility prior to enrolling trainees. Barriers must be identified and kept on file with the contractor. Contractor must demonstrate training will help trainees address the identified barriers.

➤ Wage Modification

Trainees in Job Number 1 have two or more barriers to employment (e.g. – mental or physical disability, limited English proficiency, limited math skills). These trainees may receive the ETP New Hire Minimum Wage- \$20.50 (post-retention). City of Richmond requests this wage modification.

Ex-Offender / At-Risk Youth (New Hire)

Job Number 1 will also be funded as Special Employment Training / Multiple Barriers under the Ex-Offender / At-Risk Youth Guidelines. City of Richmond will be responsible for documenting the eligibility criteria for this program.

For Ex-Offenders, this must include: case number from the conviction proceeding; parole or probation officer's name and phone number; and, records from the institution where incarcerated.

For At-Risk Youth, the documentation must show that the trainee is between 18 and 23 years of age. They will be deemed at-risk if they are not in school or employed full-time, and meet other criteria specified in the ETP program guidelines.

➤ Retention Modification

Retention for At-Risk Youth, Ex-Offender, and Multiple Barriers trainees, Retention may be satisfied by employment of at least 30 hours a week for at least 90 days, out of 120 consecutive days with up to three 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 days. City of Richmond requests this modification

➤ Wage Modification

City of Richmond requests a post-retention wage modification for these trainees at 25% below the ETP Minimum Wage. This modification is permissible under the At-Risk youth Project guidelines for good cause.

Incidental Placement

Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment.

Training Hours Limitation

New Hire training hours are capped at 260 per-trainee.

Curriculum Development

COR's curriculum was developed with direct input from the Building Trades, which includes Carpenters, Laborers, Electricians, and Pipefitters. Participating employers and members of the Building Trades provide on-going feedback on the curriculum and the Direct Entry Agreement provides confirmation that the curriculum meets industry standards and needs.

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

COR's Deputy Director will oversee all ETP training and serve as signatory of the Contract. The Project Coordinator (dedicated administrator) and an Administrative Assistant will schedule training, collect rosters, and meet with ETP staff. Training will be delivered by RichmondBUILD's three in-house subject-matter experts and by training vendors if needed.

Marketing and Support Costs

COR does not seek Marketing and Support Costs for this proposal. RichmondBUILD's success in marketing and recruitment is based on collaborations with numerous public and private partners including: Contra Costa College; the Contra Costa County WIB; the Richmond Housing Authority; Rising Sun Energy Center; Turner Group Construction; and Net Electric. In addition, the Company will actively market its training program to area employers using several strategies. These include its local employment ordinance, community benefits agreements, and development agreements with local employers.

New Hire Recruitment Plan

Over the past 12 years, RichmondBUILD has regularly placed graduates in high-wage jobs with applicants typically competing for approximately 25 available seats in each training session. Training has resulted in 90% of graduation and placement rate.

RichmondBUILD also coordinates closely with the EDD One-Stop Centers to track interest and facilitate recruitment into the program. Flyers about the program are available as well as a sign-up sheet for reminder calls, which results in a high participation for information sessions held at RichmondBUILD. After attending these sessions, all interested individuals must pass a basic math, reading, and agility test to qualify for training. Additionally, participants must have a GED or high school diploma.

Impact/Outcome

Following completion of the core training, trainees will receive certification of Pre-Apprenticeship Construction Training Skills, recognized by the Carpenters' and Laborers' Unions throughout the Bay Area. Trainees will also be provided assistance in entering apprenticeship programs. Depending on individual course work, a trainee may also receive various industry certifications in courses such as solar technology and installation and traffic control operations.

Training delivered in this project will lead to trainees earning the following certifications:

- OSHA 10/30 Certification
- HAZWOPER 40 Certification

As a result of their training, most trainees should be able to find employment in the construction industry, including specialized sectors such as petrochemicals, hazardous materials clean-up, energy efficiency, and renewable energy.

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).

COR is eligible as a training agency based on the following:

- Approval for WIOA funding under the Approval for WIOA funding under Proposition 39 (workforce-development program)
- Successful past performance with ETP (see Prior Project table)

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.

No Funding From Other Sources Used for ETP

Although COR does receive funding from other government sources, WIOA, such funds will not be used to defray ETP-funded training and administration costs. ETP funds will only be used to fund training hours not paid for by other government sources.

PRIOR PROJECTS

The following table summarizes performance by City of Richmond under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0448*	Richmond	4/18/19 – 7/6/21	\$163,800	\$131,352 (80%)

*This ETP Contract served only the At-Risk Youth / Ex-Offender and Multiple Barriers populations. RichmonBUILD placed 28 New Hire trainees for earnings of 80%. In an effort to improve performance in the proposed project, RichmonBUILD has worked with private sector employers to increase job opportunities for program graduates. Strong relationships with local unions will also strengthen the pathway into employment.

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

- General Industry Awareness
- Assembling with Hand Tools using Wood screws, Nails, Dowel Pins, or Glue
- Building Cabinets, Doors, Framework, Floors using Woodworking Machines, Hand Tools, and Power Tools
- Preparation of Foundations and Floors; Installation of Floor Components
- Framing, Exterior Sheathing, and Sheetrock
- Pouring Concrete (Constructing Forms and Chutes)
- Jobsite Safety (Erecting Scaffolding and Ladders for Assembling Structures)
- Plaster, Plasterboard, and Sand Patch using Patching Plaster, Trowel, and Sanding Tools
- Finishing Surfaces of Woodwork or Wallboard using Paint, Hand Tools, and Paneling
- Installing Windows, Frames, Floorings, Trims, or Hardware
- Traffic Control/Flagging Operations
- Electrical Theory
- Circuit Wiring
- AC/DC Theory
- EV Infrastructure
- Solar/EV Charger Installation
- Green Building Practices
- Conduit Bending
- Heat Pumps/Tank-less Water Heaters
- Pipe Soldering
- General Plumbing (PVC Piping Systems)

- Multi-Craft Core Curriculum (MC3)
 - Construction Industry Orientation
 - Tools and Materials
 - Construction Health and Safety
 - Blueprint Reading
 - Basic Math for Construction
 - Heritage of the American Worker
 - Green Construction
 - Financial Literacy

HazWoper 40 (OSHA-Certified Instructor)

- Hazwoper 40

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

- OSHA 10
- OSHA 30



Training Proposal for:
Greater Modesto Chamber of Commerce
Contract Number: ET24-0354

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee HUA SB <100	Industry Sector(s):	MEC Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Joaquin, Stanislaus, Tulare	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" 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

Program Costs	+	Support Costs	=	Total ETP Funding
\$382,030		\$26,576 8%		\$408,606

In-Kind Contribution:	50% of Total ETP Funding Required	\$648,800
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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 HUA	Business Skills, Computer Skills, Cont. Impr., Mfg. Skills, Mgmt. Skills	221	8-200	0	\$1,353	\$17.00
				Weighted Avg: 55			
2	Retrainee Priority Rate HUA SB <100	Business Skills, Computer Skills, Cont. Impr., Mfg. Skills, Mgmt. Skills	81	8-200	0	\$1,353	\$17.00
				Weighted Avg: 55			

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

Minimum Wage by County: Job Numbers 1 & 2 (Priority/HUA): \$16.91 per hour for San Joaquin, Stanislaus and Tulare 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

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
Job Number 1		
Accounting Clerks	\$17.00 - \$20.00	2
	\$20.01 - \$25.00	5
	\$25.01 - \$32.00	4
Administrative Staff	\$17.00 - \$20.00	8
	\$20.01 - \$25.00	7
	\$25.01 - \$28.00	9
Custodian Janitorial Staff	\$18.00 - \$20.00	10
	\$20.01 - \$25.00	10
Customer Service Representative	\$18.00 - \$20.00	8
	\$20.01 - \$25.00	7
Forklift Operators	\$20.00 - \$25.00	12
	\$25.01 - \$30.00	5
Machine Operators	\$17.00 - \$20.00	10
	\$20.01 - \$25.00	10
Maintenance Mechanics	\$20.00 - \$25.00	7
	\$25.01 - \$30.00	10
Managers	\$32.00 - \$55.00	6

Marketing Assistants	\$20.01 - \$25.00	3
Member Coordinators	\$20.01 - \$25.00	3
Production Workers	\$18.00 - \$20.00	32
	\$20.01 - \$25.00	18
	\$25.01 - \$28.00	7
Quality Control Staff	\$18.00 - \$20.00	2
	\$20.01 - \$25.00	2
	\$25.01 - \$28.00	3
Shipping Receiving Clerks	\$17.00 - \$20.00	8
	\$20.01 - \$25.00	4
	\$25.01 - \$32.00	3
Supervisors	\$25.00 - \$40.00	6
Job Number 2		
Accounting Clerks	\$17.00 - \$20.00	1
	\$20.01 - \$25.00	2
	\$25.01 - \$32.00	1
Administrative Staff	\$17.00 - \$20.00	2
	\$20.01 - \$25.00	3
	\$25.01 - \$28.00	1
Customer Service Representative	\$18.00 - \$20.00	2
	\$20.01 - \$25.00	3
Forklift Operators	\$20.00 - \$25.00	3
	\$25.01 - \$30.00	2
Machine Operators	\$17.00 - \$20.00	2
	\$20.01 - \$25.00	2
Maintenance Mechanics	\$20.00 - \$25.00	3
	\$25.01 - \$30.00	6
Managers	\$32.00 - \$55.00	4
Marketing Assistants	\$20.01 - \$25.00	2
Member Coordinators	\$17.00 - \$20.00	2
Production Workers	\$18.00 - \$20.00	16
	\$20.01 - \$25.00	7
	\$25.01 - \$28.00	3
Quality Control Staff	\$18.00 - \$20.00	3
	\$20.01 - \$25.00	1
	\$25.01 - \$28.00	1
Shipping Receiving Clerks	\$17.00 - \$20.00	2
	\$20.01 - \$25.00	1
	\$25.01 - \$32.00	2
Supervisors	\$25.00 - \$40.00	4

INTRODUCTION

Founded in 1912, Greater Modesto Chamber of Commerce (Modesto CC) (www.modchamber.org), represents small and large businesses in all sectors of industry. It provides economic and workforce development programming, leadership development training, and business support services. It also offers business member training through Leadership Modesto, provides the California Green Business Network sustainability certification countywide, and offers a Business Skills and Human Resource training series that includes safety in the workplace for business partners and their associates.

Modesto CC hosts the annual State of Business and Education event for local students of Ag Aware, hosts a monthly Chamber University and Seeds of Success speaker series, workshops, and seminars. Modesto CC represents business members in San Joaquin, Stanislaus, and surrounding areas within the Central Valley. This will be Modesto CC's first ETP-funded project.

Veterans Program

This project does not contain a Veteran's component. However, participating employers hire Veterans. Modesto CC partners with the EDD Veterans representative as well as the Stanislaus County Veterans Foundation and Veteran job fairs.

PROJECT DETAILS

Modesto CC is collaborating with large and small manufacturing companies looking to improve the worker skillset. With many employers moving to the area, there is a tremendous need for technical training such as maintenance mechanics, information technology and robotics. New technology and automation require extensive training due to the complexity of the systems. Training will include maintenance, operations and logistics. The Participating Employers (PE) are also interested in increasing efficiency and keeping up with customer demand. Therefore training will also focus on the business aspect including business acumen and quality control.

ETP-funded training will enable employers to bridge the skill gap of new and incumbent workers and respond to unique employer challenges and growth opportunities within their industry. Growth opportunities will allow for increased wages and career advancement opportunities.

Training Plan

Customized training for individual employers will be provided at the PE's facilities. Training will be provided via Class/Lab and E-Learning in the following:

Business Skills: Training will be provided to all occupations and include Project and Service Knowledge and Communication Skills. Training will provide the skills to effectively and efficiently maintain business operations.

Computer Skills: Training will be provided to all occupations and include Accounting Software, Digital Marketing and Inventory Software. Training will improve software skills.

Continuous Improvement: Training will be provided to all occupations and include Quality Control Methodologies and Documentation. These courses will eliminate waste and improve processes.

Management Skills: Training will be provided to Managers and Supervisors and include Leadership Development. Training will provide needed skills for new managers.

Manufacturing Skills: Training will be provided to Machine Operators, Maintenance Mechanics, Quality Control Staff, Production Workers, Supervisors, Managers, and Shipping and Receiving

Clerks. Topics include Production Assembly, Programmable Logic Controls, Electrical Circuits, and Food Processing. Training provided will increase production.

High Unemployment Area

Trainees (Job Numbers 1 and 2) work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. The Company's locations in San Joaquin, Stanislaus and Tulare Counties are in a 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. Modesto CC requests a wage modification from \$22.55 per hour to \$17.00 per hour in Job Numbers 1 and 2.

Approximately 124 trainees in all occupations except for Managers and Supervisors will need the wage modification.

Temporary to Permanent Hiring

The anticipated participating employers estimate 45 temp to perm workers under Panel guidelines for the Temporary-to-Permanent program (Job Numbers 1 and 2). Occupations include Accounting Clerks, Administrative Staff, Customer Service Representative, Forklift Operators, Machine Operators, Maintenance Mechanics, Member Coordinator, Production Workers, Quality Control Staff, and Shipping Receiving Clerks. These employees have been retained on a temporary basis, with the intention of hiring them into full-time, permanent positions after training. The average time for "converting" temporary workers into full-time permanent employment is 90 days. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums while on temporary status, and upon hire into full-time permanent employment.

Under Panel guidelines for the Temporary to Permanent program, these trainees must be eligible to participate in ETP-funded training pursuant to Unemployment Insurance Code Section 10201(c). Trainees cannot be enrolled until after they have been hired into full-time, permanent employment. Until they are hired, retention and post-retention wage requirements cannot be met, and progress payments may not be received for these trainees.

Commitment to Training

Training, although varies by participating employers, is job specific and companywide and includes sexual harassment prevention, safety, legal compliance, product knowledge and on-the-job 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

Modesto CC has two staff members, the Chamber President/CEO and the Business Support Coordinator, who will oversee the ETP Contract administration. In addition to the assigned staff members, Modesto CC has also retained the services of a third-party administrator who has extensive ETP experience to assist with administration.

Training will be delivered primarily at PE's worksites, with occasional center-based classes for employers with similar training needs. Training will be provided by both Modesto CC and the PEs who will identify subject matter experts to deliver training to their own employees.

Marketing and Support Costs

Marketing activities include promotional materials, participating employer education sessions, staff development and assessments. Support costs of 8% will be used to recruit additional participating employers and assess employer specific job training requirements throughout the term of the project. 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.

DEVELOPMENT SERVICES

Lourdes Uranday Consulting in Newman assisted with development of this proposal for a flat fee of \$2,000.

ADMINISTRATIVE SERVICES

Lourdes Uranday Consulting will also perform administrative services for a fee 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:

Business Skills

- Project Management
- Critical Thinking
- Best Communication Skills
- Teamwork for Success
- Record Keeping
- Product and Service Knowledge
- Communications
- Customer Service
- Business Acumen
- Accounting Best Practices
- Marketing

Computer Skills

- Accounting Software
- Cyber Security
- Digital Marketing
- Electronic Invoicing
- Financial Analysis Applications
- Inventory Software
- MS Office 365 (Advanced)
- MS Office 365 (Intermediate)
- Scheduling Software
- Social Media Applications
- Systems Integration
- Web Development

Continuous Improvement Skills

- Good Manufacturing Principles
- Quality Control methodologies
- Clinical Services System Management
- Inspections
- Documentation
- Hazard Analysis Critical Control Points

Management Skills (Managers/Supervisors Only)

- Conflict Resolution
- Coaching and Mentoring
- Teambuilding
- Leadership Development

Manufacturing Skills

- Industrial Maintenance Mechanic Training
- Manufacturing Technology
- Production Assembly
- Welding
- Robotic and Mechatronic Repair and Operation
- Programmable Logic Controls
- Electrical Circuits
- Inventory Management
- Logistics
- Machine Automation
- Food Processing
- Forklift Training
- Operating Equipment
- Harvesting Procedures
- Institute of Food Technology Training

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Greater Modesto Chamber of Commerce

CCG No.: ET24-0354

Reference No: 24-0314

Page 1 of 4

ALPHABETIZE BY COMPANY NAME

Company: Flory Industries

Priority Industry? Yes No

Address: 4737 Toomes Rd.

City, State, Zip: Salida, CA 95368

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 35

Small Business? Yes No

Total # of full-time company employees worldwide: 309

Total # of full-time company employees in California: 309

Company: Flowers Baking Company of Modesto, LLC

Priority Industry? Yes No

Address: 736 Mariposa Rd.

City, State, Zip: Modesto, CA 95354

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50

Small Business? Yes No

Total # of full-time company employees worldwide: 9,300

Total # of full-time company employees in California: 500

Company: International Paper Company

Priority Industry? Yes No

Address: 660 Mariposa Rd.

City, State, Zip: Modesto, CA 95354

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 50

Small Business? Yes No

Total # of full-time company employees worldwide: 39,000

Total # of full-time company employees in California: 8,400

Company: Modesto Machine Works

Priority Industry? Yes No

Address: 1106 G Street

City, State, Zip: Modesto, CA 95354

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: 6

Total # of full-time company employees in California: 6

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Greater Modesto Chamber of Commerce

CCG No.: ET24-0354

Reference No: 24-0314

Page 2 of 4

ALPHABETIZE BY COMPANY NAME

Company: Pacific Southwest Container, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4530 Leckron Rd.	
City, State, Zip: Modesto, CA 95357	
Collective Bargaining Agreement(s): N/A	
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: 100	
Total # of full-time company employees in California: 400	
Company: Pacific Southwest Container, LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9525 W. Nicholas Ave.	
City, State, Zip: Visalia, CA 93291	
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: 100	
Total # of full-time company employees in California: 400	
Company: Repsco	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5300 Claus Road, Bldg. 2	
City, State, Zip: Modesto, CA 95357	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 12	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 20	
Total # of full-time company employees in California: 18	
Company: Rizo-Lopez Foods Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 201 S. McClure Road	
City, State, Zip: Modesto, CA 95357	
Collective Bargaining Agreement(s): N/A	
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: 261	
Total # of full-time company employees in California: 261	

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: Greater Modesto Chamber of Commerce	CCG No.: ET24-0354
Reference No: 24-0314	Page 3 of 4

Company: Stanislaus Food Products	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1202 D Street	
City, State, Zip: Modesto, CA 95354	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 80	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 433	
Total # of full-time company employees in California: 433	

Company: SunOpta Asceptic	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 555 Mariposa Ave.	
City, State, Zip: Modesto, CA 95354	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1,800	
Total # of full-time company employees in California: 175	

Company: Valley Milk LLC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 400 N. Washington Rd.	
City, State, Zip: Turlock, CA 95380	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 20	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	

Company: Varni Brothers Corp.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 215 Hosmer Ave.	
City, State, Zip: Modesto, CA 95351	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 45	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: 50	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Greater Modesto Chamber of Commerce		CCG No.: ET24-0354
Reference No: 24-0314		Page 4 of 4
Company: Yosemite Foods		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4221 E. Mariposa		
City, State, Zip: Stockton, CA 95215		
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: 388		
Total # of full-time company employees in California: 388		



Agriculture Initiative
Training Proposal for:
Fowler Packing Company, Inc.
Contract Number: ET24-0353

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate HUA SET Agriculture Initiative	Industry Sector(s):	Agriculture Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno	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: 1,400	U.S.: 1,400	Worldwide: 1,400
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$600,021

Total ETP Funding
\$93,288

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 HUA SET	Business Skills, Computer Skills, Cont. Impr., Mfg. Skills, HazMat, Literacy Skills	169	8-200	0	\$552	\$16.91
				Weighted Avg: 24			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (SET/HUA): \$16.91 per hour in Fresno 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, it is not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Farming Staff	\$16.91 - \$20.00	19
	\$20.01 - \$25.00	12
	\$25.01 - \$30.00	20
Maintenance Staff	\$16.91 - \$20.00	5
	\$20.01 - \$25.00	8
	\$25.01 - \$40.00	11
Production/Packing Staff	\$16.91 - \$20.00	39
	\$20.01 - \$25.00	12
	\$25.01 - \$40.00	16
Frontline Managers/Supervisors	\$25.01 - \$42.00	27

INTRODUCTION

Founded in 1950 and headquartered in Fresno, Fowler Packing Company, Inc. (Fowler) (www.fowlerpacking.com) is a three-generation, family-owned grower, packer and shipper of fresh produce. The Company processes 15 million boxes of citrus and 7 million boxes of stone fruit and table grapes per year, of which two-thirds are grown by the Company. Customers include small and large retailers, such as Costco and Wal-Mart. Training will take place at two company locations in Fresno and Parlier. This will be Fowler’s fourth ETP project, and third in the past five years.

Veterans Program

Although there is not a dedicated Veterans job number, Fowler is committed to hiring and retraining Veterans. In addition, Fowler continues to work with Recruit Military that gives them the option to attend or sponsor virtual job fairs. Fowler has a Veterans outreach program through online employment websites for recruiters to source and contact Veterans. Fowler has worked with the VA to conduct outreach programs in areas where its production facilities are located.

PROJECT DETAILS

Previous training focused on existing equipment and various process improvements related to the pandemic. This Contract will expand, but not duplicate, previous training and include more detailed training on higher level topics and courses; and focus on new production lines to increase production capacity. Fowler recently upgraded its packing house equipment to keep pace with industry and customer demands. The Company has invested \$1M to upgrade grading, sorting, and sizing machinery. This improved equipment will allow the Company to improve production efficiencies, by reducing product and water waste. Training will provide workers with operational and equipment specific manufacturing skills training necessary to be efficient.

In addition, Fowler recently acquired a manufacturing plant located in Parlier. With this new location, the Company will focus training on day-to-day operations to develop new strategies, increase short-term cost-saving opportunities, and improve performance to ensure operation infrastructures are aligned with quality customer service. Fowler is developing adaptive and interactive platforms to manage costs and measure consumer needs and expectations. Training will ensure all regulatory changes are met while improving quality processes, outcomes and measures. In addition, enhancing employee skills will enable Fowler to remain competitive within the industry and offer higher workplace promotional opportunities.

Agriculture (Ag) Initiative

Fowler is focused on staff advancement by improving their skills in the Agriculture industry. This will be achieved by utilizing a variety of resources such as classes and workshops with local Ag associations, community colleges, or trade schools. Employees are encouraged to notify Fowler when they are interested in other opportunities within the Company so they can receive training and mentoring to help attain their desired goals. The Company remains committed to creating promotional growth opportunities for its labor force and has created various structured training plans focused on increasing skill sets and creating a positive working environment to encourage retention and promotion.

In order to improve the quality of life for staff, the Company provides employees with a variety of incentives including permitting employees to participate in leadership roles in industry or community groups, providing employees with matching contribution to 401(k) retirement plans, and provides health benefits packages to its employees and their families. In addition, Fowler maintains an open door policy and encourages all employees to speak with management to discuss any concerns, feedback, questions, or other issues they may have, with the option for employees to submit this anonymously if they prefer through surveys or lock boxes.

Training Plan

Training will be delivered via Classroom/Laboratory/E-Learning in the following:

Business Skills: Training will be offered to all occupations to provide skills to effectively and efficiently maintain business operations. Training topics include Communication Skills, Farm Costing, Product Knowledge and Supply Chain Management.

Computer Skills: Training will be offered to all occupations to improve software operational skills. Training topics include Agrarian Software - Pago AF Workload Platform, Computerized Scheduling, Inventory Control, Purchase Order Tracking, Sales Forecasting and Zetadocs Payables Approvals.

Continuous Improvement Skills: Training will be offered to all occupations to enhance process efficiencies and teamwork among incumbent staff. Training will focus on business strategies, expectations, and accountability within the departments. Training topics include Analyzing Improvement Opportunities, Eliminating Waste, Just-In-Time Processes and Production Scheduling.

Manufacturing Skills: Training will be offered to all occupations to improve employee's knowledge of proper techniques for working with equipment and provide on-the-job experience. Training topics include Automated Packing Equipment, Box Forming Equipment, Cold Storage, Conveyor Systems, Electronic Product Graders and Good Manufacturing Practices.

Literacy Skills: Training will be offered to all occupations to improve literacy skills. Training topics include Basic Math, Basic Reading and Vocational English as a Second Language.

Hazardous Materials: Training will be offered to all occupations and will focus on the proper handling and safety when dealing with hazardous materials. Training topics include Chemical Safety & Handling and Spray Application Handling.

Special Employment Training (SET) / 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 Modifications**

All trainees work in a High Unemployment Area (HUA). This a region with unemployment exceed the state average by 25%. The Company's two locations (Parlier and Fresno) in Fresno County are in an HUA. These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly wage. The panel may modify the ETP minimum Wage for these trainees by up to 25% if post retention wages exceed the start-of-training wages. The Company requests a wage modification form \$30.75 to \$16.91 for all trainees.

Commitment to Training

The current combined annual training budget is approximately \$100,000 per facility (Fresno and Parlier) and includes new hire orientation, general safety, efficient processes and food 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 Vice President of Human Resources will oversee the ETP Contract, along with assistance from three full-time Human Resource Administrators, to track training reports and collect internal data. A team of Supervisors/Managers and Production leads will assist in the delivery of training within the Company. Training will be provided by qualified in-house trainers

Prior COVID Performance

Fowler had a prior ETP Contract under COVID Pilot Program with a term from 12/14/2020 to 12/13/2022. The Contract amount for this project is \$100,000 and the Company was able to earn 100% of the funds.

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 \$ %
ET19-0151	Fresno	8/6/2018 – 11/3/2020	\$198,900	\$92,262 (46%)*

During the peak of the pandemic, the Company experienced mandates that greatly affected its training processes and delivery. With mandates recently lifted and a detailed training plan/procedure process in place and full support of management to prioritize training, the Company has all training staff on board to perform at 100%, as evident with the most recent contract (ET21-0213) performance.

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

- Accounting
- Administration
- Communication Skills
- Farm Costing
- HR Payroll
- Product Knowledge
- Supply Chain Management

Computer Skills

- Agrarian Software - Pago AF Workload Platform
- Computerized Scheduling
- Cost Accounting
- Enterprise Resource Planning
- Inventory Control
- Material Requirement Planning
- Microsoft Office Suite (Intermediate/Advanced)
- Purchase Order Tracking
- Sales Forecasting
- Suggested Retail Price
- Zetadocs Payables Approvals

Continuous Improvement Skills

- Analyzing and Reporting Data
- Analyzing Improvement Opportunities
- Eliminating Waste
- Food Safety
- Just-In-Time Processes
- Leadership
- Production Scheduling
- Safe Working Conditions

Hazardous Materials Skills

- Chemical Safety
- Spray Application

Literacy Skills

- Basic Math
- Basic Reading
- Vocational English as a Second Language

Manufacturing Skills

- Automated Packing Equipment

- Automated Palletizers Operations
- Box Forming Equipment
- Chemical Application Food Safety
- Cold Storage
- Control Systems
- Conveyor Systems
- Documenting Traceability
- Electronic Product Graders
- Equipment Maintenance
- Equipment Operation
- Equipment Set-Up and Testing
- Forklift Certification
- Good Manufacturing Practices
- Grading Systems for Produce
- Harvesting Techniques and Equipment
- Inventory Control
- Irrigation Techniques
- Load Accuracy
- Machine Guarding
- Mechanical Systems
- Pallet Tagger
- Preventive Maintenance
- Quality Control Systems
- Quality Inspection
- Receiving Process
- Refrigeration Systems
- Sanitation Procedures
- Shipping Process
- Shop Mechanic
- Shrink Wrapping Systems Operations
- Sizing Systems for Produce
- Sorting Systems
- Troubleshooting
- Wash System



Agriculture Initiative
Training Proposal for:
Mariani Packing Co., Inc.
Contract Number: ET24-0360

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: M. Sladewski

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate HUA	Industry Sector(s):	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Solano, Yuba	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: 255	U.S.: 403	Worldwide: 403
<u>Turnover Rate:</u>	1%		
<u>Managers/Supervisors:</u> (% of total trainees)	10%		

FUNDING DETAIL

In-Kind Contribution
\$550,000

Total ETP Funding
\$210,680

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, Computer Skills, Manufacturing Skills, Literacy Skills	229	8-200	0	\$920	\$22.55
				Weighted Avg: 40			

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

<p>Minimum Wage by County: Job Number 1: \$22.55 per hour in Solano and Yuba Counties</p> <p>Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.</p> <p>Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Up to \$2.39 per hour may be used to meet the Post-Retention Wage for Job Number 1.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Accounting	\$23.00-\$25.00	8
	\$25.01-\$45.00	2
Administration	\$24.00-\$25.00	20
	\$25.01-\$50.00	20
IT Staff	\$25.00-\$54.00	7
Leads	\$21.00-\$25.00	5
	\$25.01-\$35.00	2
Logistics	\$21.00-\$25.00	4
	\$25.01-\$33.00	2
Maintenance	\$21.00-\$25.00	9
	\$25.01-\$40.00	3
Production	\$20.16-\$25.00	85
	\$25.01-\$30.00	62

INTRODUCTION

Founded in 1906 and headquartered in Vacaville, Mariani Packing Co., Inc. (Mariani) (<http://www.mariani.com>) is a fourth generation, family-owned grower, packer and shipper of dried fruit. Mariani’s packaged products include orchard fruit, berries, tropical fruit, probiotic fruits, organic fruits, yogurt coated fruit, as well as raisins and dates. Its customer base includes large and small retailers such as Costco, Wal-Mart, CVS, Whole Foods and cereal manufactures such as, Kellogg’s and Post. In addition, the Company has expanded to online retail through Amazon

and international bulk markets. The Company has two California facilities located in Marysville and Vacaville, both locations will participate in training.

This will be Mariani's seventh ETP Contract, and the third in the last five years.

Veterans Program

Although there is no Veteran's component in this project, the Company encourages Veterans to apply for all positions. The Company works with local workforce agencies that recruits individuals and veterans.

PROJECT DETAILS

Previous training focused on internal leadership development, new processes, new equipment, and some new product lines. Additionally, in the prior project, the company had introduced a coaching and mentoring program to encourage less experienced employees to upskill their training in order to move up in the company. This project will continue this mentoring program in order to retain skilled employees and meet organizational changes.

Training in this project will focus on new products and new equipment. New product launches include Probiotic Prunes and Fruit Balls which require training in production, sales, and marketing. The Company also recently invested over \$4M on a Wolverine Proctor LINEAR Dryer, new Raisin line equipment, and new Canister line equipment. Training will be provided on new equipment processes, operation, and maintenance. In addition, Mariani plans to hire 20 new employees over the next two years to help support production of new products.

Mariani will also focus on cross training new employees and new leaders who are developing their skills. The Company is expanding its Lean Six Sigma training to all employees company-wide to increase efficiency and cut waste across the facility.

Agriculture Initiative

Mariani is committed to creating growth opportunities for its employees by offering training plans focused on upskilling, mentoring, and promoting from within. The Company provides basic and vocational English classes to improve literacy skills, preparing employees for more complex responsibilities. It also offers mentoring and coaching sessions with the leadership team to further develop employees' skills. The Company is expanding the Lean Six Sigma program, training employees to become problem-solvers and focus on process improvement across all levels. The skills gained from Lean Six Sigma are transferable to any role or business area.

Mariani improves employees' quality of life by offering comprehensive health benefits, including dental and vision, and matching 401K retirement contributions up to 5%. The company also provides a wellness program with nutrition workshops, financial wellness, group health challenges, and on-site Yoga and Zumba classes.

The Company values employees' job satisfaction and ensures a safe work environment. Mariani has an open-door policy for addressing complaints, questions, and suggestions quickly. Employees can anonymously provide written feedback about food safety, which the Quality Assurance department addresses immediately. Investigations are conducted based on reports, and follow-up is provided to all involved.

Training Plan

Training will be delivered via Class/Lab and E-Learning delivery methods. In-house subject matter experts and vendors may be utilized to deliver training in the following:

Business Skills: Training will be provided to Accounting, Administration, IT Staff, Leads, and Logistics in order to increase productivity and efficiency. Training topics include Coaching, Organizational Changes, Sales, and SOP (Standard Operating Procedures) Creation and Review.

Computer Skills: Training will be offered to Accounting, Administration, IT Staff, Leads, and Logistics for cross training and skills development. Training topics include Hand-Held Scanners, Manufacturing Resource Planning, and Warehouse Management System (WMS).

Manufacturing Skills: Training will be offered to Leads, Logistics, Maintenance, and Production. Training will focus on employees learning the new equipment and processes. Training topics include Lean Six Sigma, Raisin Line Layout Training, Steam Dryer Maintenance and Service Training, and Steam Dryer Operation Training.

Literacy Skills: Training will be offered to Production and Maintenance staff. The training will focus on literacy skills. Training topics include Basic English Language Skills, Vocational English as a Second Language (VESL), and Writing/Reading/Language Comprehension

Alternate Recordkeeping

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

Commitment to Training

Mariani has an annual training budget of approximately \$500,000 per facility. Training includes state-mandated safety training, equipment maintenance and installation, food safety and security, and sales 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 of Human Resources (HR) and her assistant, with assistance from Safety and Finance, will oversee all administrative responsibilities, including enrollment, recording, tracking, scheduling training, collecting ETP rosters, verifying training and retention to ensure compliance with all ETP requirements. HR will report on the project status to management and the trainers. Mariani has retained a third party administrator to assist with administrative duties. Training will be provided by 20 in-house trainers and vendors as needed.

High Unemployment Area

Some trainees (Job Number 1) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's location in Yuba County is 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.

However, the Company is not requesting a wage modification.

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 \$ %
ET22-0282	Vacaville, Marysville	3/28/22 – 3/27/24	\$319,700	\$211,523 (66%)*
ET20-0252	Vacaville, Marysville	2/3/20- 2/2/22	\$123,050	\$116,998 (95%)

*Based on ETP Systems, 9,415 reimbursable hours have been tracked for potential earnings of \$211,523 (66% of the approved amount). The Contractor projects final earnings of 66% based on training completed in December 2023. Mariani's performance was affected due to delays from relocating production departments and renovating different areas of the facility. This delayed the company's plans to upgrade some machinery, expand their customer base and new product lines. This current proposal has been right-sized down to the potential earned amount of Mariani's ET22-0282 Contract.

DEVELOPMENT SERVICES

Propel Consulting Group in El Dorado Hills assisted with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Propel Consulting Group 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 Writing
- Coaching
- Communication Skills
- Critical Thinking
- Customer Service
- Digital Security Awareness
- Finance & Accounting Principles
- Goal Setting
- Job Performance
- Job Specific Training
- Leadership
- Management
- Organizational Changes
- Presentation Skills
- Problem Solving
- Project Management
- Sales
- SOP (Standard Operating Procedures) Creation and Review
- Time Management
- Workplace Respect

Computer Skills

- ADP
- BizLibrary
- Hand-Held Scanners
- Manufacturing Resource Planning
- Mobile Technology
- MS Office (Intermediate & Advanced)
- Networking
- S2K System
- Warehouse Management System (WMS)

Literacy Skills

- Basic English Language Skills
- Vocational English as a Second Language (VESL)
- Writing/Reading/Language Comprehension

Manufacturing Skills

- Data Collection, Minitab, CpK (Capability Index)
- DMAIC and Cause & Effect (Define, Measure, Analyze, Improve, and Control)
- Facility Processes & Procedures
- Facility Safety

- Food Safety
- Forklift Training
- General Manufacturing Practices
- Kaizen
- Laser Sorter Maintenance and Service Training
- Laser Sorter Operation Training
- Lean Six Sigma
- LSS DMAIC Overview (Lean Six Sigma) (Define, Measure, Analyze, Improve, and Control)
- Maintenance Training
- Metal Detector Refresh Training
- Minitab Overview
- Packaging Equipment
- Packaging Line Equipment Operation
- Palletizer
- Pest Control
- PLC Machine
- Process Capability and Flow Charts
- Project Charter
- Raisin Line Layout Training
- Root Cause Analysis
- Sanitation Training
- Six Sigma
- Steam Dryer Maintenance and Service Training
- Steam Dryer Operation Training
- X-ray



Agriculture Initiative
Training Proposal for:
Tulare-Kings Hispanic Chamber of Commerce, Incorporated
Contract Number: ET24-0363

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: J. Fetsch

PROJECT PROFILE

Contract Attributes:	Agriculture Initiative Priority Rate HUA Retrainee Cannabis	Industry Sector(s):	Agriculture Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Tulare, Kings	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" 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

Program Costs	+	Support Costs	=	Total ETP Funding
\$575,000		\$40,000 8%		\$615,000
In-Kind Contribution:	50% of Total ETP Funding Required			\$970,000

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 Priority Rate HUA	Business Skills, Cont. Impr., Computer Skills, HAZMAT, Literacy Skills, Mfg. Skills, OSHA 10/30, PL-Mfg. Skills	500	8-200	0	\$1,230	\$16.91
				Weighted Avg: 50			

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

Minimum Wage by County: Job Number 1 (HUA): \$16.91 per hour in Kings and Tulare 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 up to \$0.91 to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Farm Worker	\$16.00-\$20.00	100
Production Worker	\$16.00-\$20.00	50
	\$20.01-\$22.00	20
Nursery Worker	\$16.00-\$20.00	29
	\$20.01-\$23.00	21
Irrigator	\$18.00-\$20.00	25
	\$20.01-\$25.00	10
	\$25.01-\$28.00	5
Forklift Operator	\$18.00-\$20.00	25
	\$20.01-\$25.00	10
	\$25.01-\$26.00	5
Packer	\$16.00-\$20.00	40
Tractor Driver	\$18.00-\$20.00	30
	\$20.01-\$25.00	10
Machine Operator	\$18.00-\$20.00	20
	\$20.01-\$25.00	20

Dairy Worker	\$18.00-\$20.00	10
	\$20.01-\$25.00	17
	\$25.01-\$26.00	3
Milker	\$18.00-\$20.00	15
	\$20.01-\$25.00	3
	\$25.01-\$26.00	2
Dairy Feeder	\$18.00-\$20.00	5
	\$20.01-\$25.00	15
Quality Control Technician	\$18.00-\$20.00	5
	\$20.01-\$25.00	3
	\$25.01-\$26.00	2

INTRODUCTION

Founded in 1993, and headquartered in Visalia, Tulare-Kings Hispanic Chamber of Commerce, Incorporated (TKHCC) (www.mytkhcc.org) is an organization that provides business development services and business support within the Hispanic Community for the purpose of mutual economic benefit. Through its network, TKHCC represents the interest of over 10,000 Hispanic businesses in Tulare and Kings Counties and surrounding areas. This is TKHCC's first ETP Contract.

Veterans Program

Participating companies may employ Veterans but do not actively maintain Veteran information for their employees.

PROJECT DETAILS

TKHCC has partnered with farms and food processing companies in its region to invest in training in the Agriculture industry. According to the Visalia Times Delta, Tulare County is No. 1 agricultural producer in the U.S., valued at \$8.6B. Census numbers estimate more than 140,000 farmworkers across the Central Valley working in farming, fishing, and forestry jobs, Tulare and Kings Counties are included to have one of the highest populations of farm workers. TKHCC membership includes farmers of agriculture such as hay, cotton, dairy farmers and manufacturers who produce products from the rich agriculture produced locally. The trainee population for this contract will include food manufacturing workers, greenhouse workers, plant and tree nursery workers, agricultural farm workers and dairy farm workers. Providing worker trainees the opportunity to participate in training programs through their employers to provide the skills they need to promote in their positions will provide the talent pool needed in Tulare and Kings Counties.

New innovations in the farming industry, dairy farms, food manufacturing and within the overall agriculture industry, including technology and robotic equipment, the need for training in the Central Valley is immense. New trends and changes in the agriculture industries include Robotics, Crop and Field Monitoring, AI, Drones, Livestock Farming Technology, Ag Biotechnology, Data & Analytics, and Controlled Environment Agriculture to name a few. These technological processes require a higher level of skill, and knowledge with employers having a higher demand of skill-level which are limited in the Central Valley workforce. Tulare County has a high agriculture and farm worker population which require training to keep up with industry innovations in robotics and engineering, and food and plant science.

Agriculture Initiative

TKHCC has provided the following information regarding the upskilling, quality of life, and worker voice for its participating employers. The participating employers will provide training that will prepare staff to pursue opportunities for advancement by mentorships and forging working relationships with supervisors to learn new roles and work towards upward mobility. Training provided will result in improved quality of life within and outside of work by filling the gaps in digital literacy and communication skills with English as a Second Language. Math classes will also contribute to skill gaps that can be used outside of the work environment. These basic skills will improve the ability to understand new innovations in agriculture technology and precision farming. Lastly, workers will be empowered to participate in solutions to problems, having the ability to provide feedback to their supervisors thru participation in team meetings as well as providing feedback on training.

Training Plan

Class/Lab and E-Learning will be delivered by in-house experts and vendors in the following:

Business Skills: Training will be offered to all occupations to ensure efficient use of company resources and leadership skills for those looking to promote upwards. Training topics include Data and Analytics, Communication Skills, and Leadership Skills.

Computer Skills: Training will be offered to all occupations to promote computer literacy and software system use. Training topics include Digital Literacy, Computer Data Processing/Entry, and Keyboard Basics.

Continuous Improvement: Training will be offered to all occupations to increase productivity and quality. Training topics include Quality Control, and Animal Temperament and Behaviors.

Literacy Skills: Training will be offered to all occupations. Trainees will receive English as a Second Language training to improve communication and understanding on the job. Training will also include Vocational Math and Vocational English.

Manufacturing Skills: Training will be offered to all occupations to ensure staff can operate multiple pieces of equipment effectively. Training topics include Robotic Milking Equipment, Ag Robotic Operations, Agri Drones, and Irrigation Systems.

Hazardous Materials Skills: Training will be offered to all occupations to promote a safe work environment for all. Training topics include Understanding Material Safety Data Sheets, Hazardous Materials in the Workforce, and Common Hazardous Substances.

Certified Safety Training

1. 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.

Productive Laboratory

Trainees may produce goods for profit as part of the Productive Lab training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

Approximately 10 hours of PL Manufacturing Skills will be delivered to 319 Tractor Driver, Packer, Production Worker, Dairy Worker, Milker, Irrigator, and Forklift Operator, and Machine Operator. PL training will provide trainees with skills needed to perform their jobs at a quality standard acceptable set by employers. Course topics include Robotic Milking Equipment, Agri Drones, Irrigation Systems, Fertilizer Applications, etc. The PL trainers have been identified as subject matter experts to instruct and deliver the course content. Trainers are responsible for instructing as well as providing immediate feedback to the trainee as work is performed and will document training. The PL training is conducted using a trainer-to-trainee ratio of 1:3, while a lower production rate is used during PL training to allow trainees to acquire the skills to become competent in operation of the equipment without the pressure of normal operational requirements. TKHCC is requesting this higher ratio to ensure trainees are receiving consistent messaging and to avoid the duplication of training. Workers are certified as competent only after completing all PL assignments and passing a skills competency test. Upon certification of their competency, the trainee can independently produce goods that are for sale.

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

TKHCC's President will oversee this project with assistance of two additional staff members. The team will coordinate training, collect rosters, and monitor progress. TKHCC has also retained an administrative subcontractor to assist with this project. Training will be provided by both the TKHCC and the Participating employers who will identify subject matter experts to deliver training.

High Unemployment Area

Trainees (Job Number 1) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in Tulare and Kings Counties 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. TKHCC is requesting a wage modification from \$22.55 per hour to \$16.91 per hour in Job Number 1.

Approximately 400 Farm Worker, Production Worker, Nursery Worker, Irrigator, Forklift Operator, Packer, Tractor Driver, Machine Operator, Dairy Worker, Milker, Dairy Feeder, and Quality Control Technician will need the wage modification.

Cannabis Industry Licensing

This Training Proposal is subject to ETP's internal processing procedures concerning the cannabis industry. Accordingly, TKHCC represents that all participating employers shall be in compliance with all state, county, and local licensing and regulatory requirements, ordinances, and laws concerning any and all cannabis operations at all times during the performance of this project.

Marketing and Support Costs

TKHCC marketing includes recruiting costs, tracking trainees and follow up to ensure retention with employer partners. The Board plans to collaborate with Tulare County Farm Bureau, Tulare County Workforce Development Board, and surrounding chambers of commerce to develop a strong group of participating employers for this project. TKHCC works with employers gaining feedback for student success and efficacy in order to determine process and learning improvements and meets with employers quarterly to assess and discuss program enhancements and needs for the continued success of programs, students and employers. Feedback and surveys are vital to the success of training programs and will allow employers to be competitive. TKHCC is requesting and staff recommends 8% support costs to help with marketing and outreach to employers.

Trainer Qualifications

TKHCC will utilize subject matter experts from employers, local colleges such as College of the Sequoias and West Hills College, and Proteus to provide training.

Tuition Reimbursement

TKHCC 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.

DEVELOPMENT SERVICES

TKHCC retained Lourdes Uranday Consulting in Modesto to assist with development of this proposal for a flat fee of \$2,000.

ADMINISTRATIVE SERVICES

Lourdes Uranday Consulting will also perform administrative services for a fee 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:

Business Skills

- Mathematic Calculations
- Data and Analytics
- Supervisory Skills
- Communication Skills
- Leadership Skills
- Coaching Effectiveness

Computer Skills

- Digital Literacy
- Computer Data Processing/Entry
- Data Analytics
- Keyboard Basics
- Computer Skills Training and Navigating

Continuous Improvement Skills

- Forklift Operation
- Welding Basics
- Quality Control
- Plant Science
- Farm Equipment Safety
- Animal Temperament and Behaviors
- Animal Disease Transmission

Hazardous Materials Skills

- Understanding Material Safety Data Sheets
- Hazardous Materials in the Workforce
- Recognizing Flammable and Combustible Liquids
- Corrosives in the Workplace
- Common Hazardous Substances

Literacy Skills

- English as a Second Language
- Vocational Math
- Vocational English

Manufacturing Skills

- Good Manufacturing Skills
- Robotic Milking Equipment
- Ag Robotic Operations
- Agri Drones
- Welding
- Forklift Operation

- Irrigation Systems
- Fertilizer Applications
- Watering Crops
- Pump Operations
- Equipment Operation

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Productive Lab (Trainer-to-Trainee Ratio 1:3 maximum)

Trainees may receive any of the following:

Manufacturing Skills

- Robotic Milking Equipment
- Ag Robotic Operations
- Agri Drones
- Welding
- Forklift Operation
- Irrigation Systems
- Fertilizer Applications
- Watering Crops
- Pump Operations
- Equipment Operation

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Tulare-Kings Hispanic Chamber of Commerce, Incorporated	CCG No.: ET24-0363
Reference No: APP-20214430	Page 1 of 2

Company: 7 Points	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 19535 Ave. 344	
City, State, Zip: Woodlake, CA 93286	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	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: Barcellos Farms	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1478 Ave. 152	
City, State, Zip: Tipton, CA 93272	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 30	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	

Company: Foster Farms	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 770 N. Plano Street	
City, State, Zip: Porterville, CA 93257	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 40	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 12,500	
Total # of full-time company employees in California: 11,000	

Company: Monrovia Nursery	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 32643 Road 196	
City, State, Zip: Woodlake, CA 93286	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 200	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 730	
Total # of full-time company employees in California: 730	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Tulare-Kings Hispanic Chamber of Commerce, Incorporated	CCG No.: ET24-0363
Reference No: APP-20214430	Page 2 of 2

Company: Rosa Brothers Dairy Farm	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 10090 2nd Avenue

City, State, Zip: Hanford, CA 93230

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 30	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 40

Company: Ruiz Food Products	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 501 S. Alta Ave.

City, State, Zip: Dinuba, CA 93618

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 100	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 3,500

Total # of full-time company employees in California: 3,500

Company: Setton Pistachios	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 9370 Road 234

City, State, Zip: Terra Bella, CA 93270

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 100	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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Total # of full-time company employees worldwide: 350

Total # of full-time company employees in California: 340

Company: Sytsma Farms	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Address: 18997 Road 152

City, State, Zip: Tulare, CA 93274

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Contract: 25	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 40



**Training Proposal for:
Ardagh Glass, Inc.**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0343

Approval Date: May 15, 2024

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee HUA	Industry Sector(s):	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Madera	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Steelworkers Glass, Molders, Pottery, Plastics, & Allied Workers Council		
Number of Employees in:	CA: 395	U.S.: 3,700	Worldwide: 23,000
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	6%		

In-Kind Contribution
\$96,248

Total ETP Funding
\$52,026

Occupations to be Trained:	Administrative Support, Engineer, Line Monitor, Logistics Staff, Maintenance Staff, Manager/Supervisor, Operator, Quality Control Staff, Support Staff
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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	Priority Retrainee	Business Skills Computer Skills Continuous Impr. Mfg. Skills	87	8-200	0	\$598	\$22.55
				Weighted Avg: 26			

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

<p>Minimum Wage by County: \$22.55 per hour for Madera County Health Benefits: Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Up to \$2.49 per hour may be used to meet the Post-Retention Wage.</p>
--

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Administrative Support	\$20.06 - \$25.00	4
	\$25.01 - \$38.17	2
Engineer	\$43.98 - \$51.74	5
Line Monitor	\$20.15 - \$25.00	10
	\$25.01 - \$34.98	9
Logistics Staff	\$20.09 - \$24.96	5
Maintenance Staff	\$25.22 - \$34.69	15
Manager/Supervisor	\$27.40 - \$54.32	5
Operator	\$20.10 - \$25.00	5
	\$25.01 - \$34.04	10
Quality Control Staff	\$25.87 - \$44.79	10
Support Staff	\$20.37 - \$25.00	4
	\$25.01 - \$27.56	3

OVERVIEW

Parent Company	Ardagh Group
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Year Company Founded:	1986	Company Headquarters: <input type="checkbox"/> <i>Single location</i> Madera, CA
Facility Locations Outside CA	<ul style="list-style-type: none"> 62 production facilities in 16 countries including Brazil, Denmark, Italy, and Nigeria. 	
Total Number of Facility locations in California	3	
Facility location(s) where training will occur	<ul style="list-style-type: none"> Madera, Madera County 	

Nature of Business:	<ul style="list-style-type: none"> Ardagh Glass, Inc. (www.ardaghgroup.com) produces and manufactures glass bottles for products like wine, champagne, sake, and water. Specializes in manufacturing glass containers, primarily for the food and beverage sectors. The Company also produces customized glass bottle molds.
Customer Base:	<ul style="list-style-type: none"> Wineries Sake Manufacturers Champagne Processors Food and Beverage Companies

Business / Industry Needs / Changes	<ul style="list-style-type: none"> Ardagh Glass, Inc. is expanding its product lines to include production of smaller wine bottles and will be producing 180 new different type of bottles in order to meet increase product demands. The Company will be incorporating sustainable practices while minimizing environmental impact.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> Ardagh Glass, Inc. has implemented a new training plan focused on adopting innovative techniques while incorporating sustainable practices. Training will focus on improving efficiency and reducing waste. The Company will also train staff on new smaller wine bottle product lines to meet the increase in product demand. The Company will continue training on proper use and procedures of equipment and software.
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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

Business Skills	Computer Skills	Continuous Improvement
Manufacturing Skills		

High Unemployment Area

All trainees work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company’s location in Madera County is 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.

However, the Company is not requesting a wage modification.

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> • Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Computer Skills, Continuous Improvement, Manufacturing Skills <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined
<ul style="list-style-type: none"> • Administration: <ul style="list-style-type: none"> National Training Company, Inc. <input type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor
<ul style="list-style-type: none"> • Project Oversight: <p>The People Development Manager will be responsible for overseeing all training aspects of this project including scheduling training and collecting rosters. Ardagh Glass, Inc. has assigned 5 Managers/Supervisors who will provide the training. Due to an administrative issue with the prior Contract, the Company has also hired a third-party administrator with extensive ETP administration experience to work closely with staff to successfully complete the project.</p>

Repeat Contract

<ul style="list-style-type: none"> • Number Of Contracts in last 5 years: 	1
<ul style="list-style-type: none"> • Training provided / focus in last Contract: 	<ul style="list-style-type: none"> • Proper use and procedures of newly purchased equipment and software.
<ul style="list-style-type: none"> • Difference in Training Plan: 	Training under this proposal will focus on new product lines and increasing sustainability.
Need for Funding over Earned Amount:	This proposal has been right-sized to match earned funding from the prior Contract.

PRIOR PROJECTS

The following table summarizes performance under an ETP Contract completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0213	Madera	12/16/2019-03/15/2022	\$243,156	\$52,005 (21%)

*Due to administrative miscommunication with the prior subcontractor and designated contact person for the prior contract, Ardagh Glass, Inc. has now contracted a new subcontractor with extensive knowledge of the ETP program to ensure successful completion of this project. The Company has also designated a new contact person who will be responsible for communicating with the subcontractor so that rosters are properly uploaded. The requested amount has been right-sized to meet earnings of the prior Contract.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	National Training Company, Inc.	Irvine	\$3,700
Administrative	National Training Company, Inc.	Irvine	13% of funding 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/Auditing
- Building Partnerships
- Coaching Skills
- Efficient Business Practices
- Environmental Protection Agency
- Goal Setting
- Improving Customer Contact
- Industry Standards
- Interpersonal Communication
- Inventory Control
- Leadership Skills
- Marketing/Sales
- Product Knowledge
- Project Management
- Reduction of Environmental Impact
- Sales Techniques
- Strategic Planning
- Sustainable Operations
- Team-building Skills
- Waste Recovery Mechanisms
- Zero Waste

Computer Skills

- Accounting Software
- Cyber Security
- Electronic Invoicing
- Inventory Software
- Microsoft Dynamics
- Mobile Tablet
- MS Office 365 (Advanced)
- MS Office 365 (Intermediate)
- Project Management Software
- QuickBooks
- Scheduling Programs

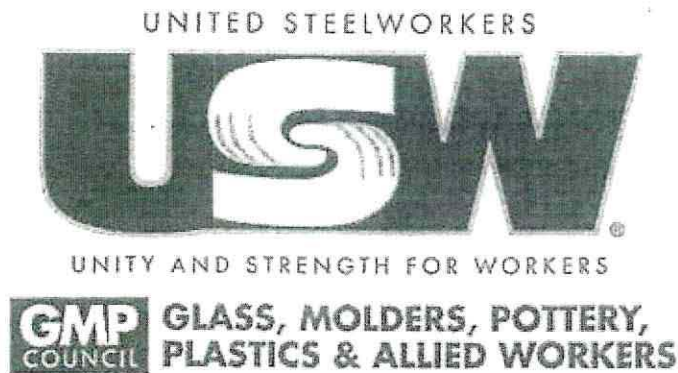
Continuous Improvement Skills

- Creating a Quality Organization
- Creating Continuous Flow
- Critical Thinking
- Decision Making
- Implementing Solutions
- Lean Manufacturing

- Problem Solving
- Process Improvement
- Productivity Growth
- Quality Improvement
- Team Building Skills
- Trust Building through Effective Communication

Manufacturing Skills

- Advanced Operating Procedures
- Assembly Procedures
- Corrective Actions
- Cross-Training on Production
- Distribution Systems
- Environment Production Procedures
- Equipment Maintenance
- Equipment Operation
- Failure Analysis
- Forklift Operation
- Glass Handling
- Good Manufacturing Practices
- Inspection Techniques
- Labeling
- Lift Jack / Pallet Jack
- Machine Operation
- Manufacturing Best Practices
- Packing Processes
- Production Lines
- Quality Management
- Safety Procedures
- Standard Operating Procedures
- Sustainability Techniques
- Technical Accuracy
- Tool Maintenance



January 31, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Re: Ardagh Group Madera Reference Number 24-0280
Labor Organization Concurrence with Contractor's Proposal

Dear Panel Members,

We understand Ardagh Group Madera 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:

20 Line Monitors
5 Logistics Staff
15 Maintenance Staff
15 Operators
10 Quality Control Staff

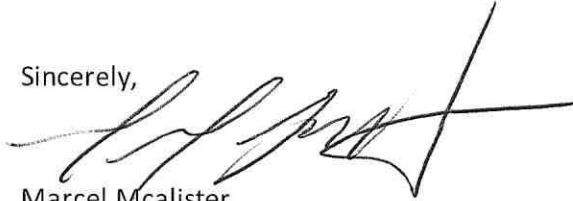
ETP - Exhibit E

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.

ARD6C-SUPPORT-012324

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 'Marcel Mcalister', written over a light blue horizontal line.

Marcel Mcalister

Local Vice President



Retrainee-Job Creation

Training Proposal for:

**Atticman Heating and Air Conditioning, Insulation Inc. dba
Atticman HVAC**

Delegation \leq \$75,000 Single Employer

Contract Number: ET24-0332

Approval Date: April 19, 2024

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SET SB <100 Job Creation Initiative	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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 52	U.S.: 52	Worldwide: 52
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution
\$84,240

Total ETP Funding
\$74,888

Small Business Only:	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Occupations to be Trained:	Installer, Service Tech, Office Staff

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 SET SB<100	Business Skills Comm Skills Computer Skills Continuous Impr. OSHA 10/30	35	8-200	0	\$1,380	\$30.75
				Weighted Avg: 60			
2	Priority Retrainee SET SB<100 Job Creation	Business Skills Comm Skills Computer Skills Continuous Impr. OSHA 10/30	17	8-200	0	\$1,564	\$22.55
				Weighted Avg: 68			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$30.75 per hour in Sacramento County. Job Number 2 (SET/Job Creation): \$22.55 per hour for Sacramento County.
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.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Installer	\$28.25 - \$45.00	22
Service Tech	\$28.25 - \$35.00	8
Office Staff	\$28.25 - \$32.00	5
Job Number 2		
Installer	\$22.55 - \$25.00	10
Service Tech	\$22.55 - \$25.00	5
Office Staff	\$22.55 - \$25.00	2

OVERVIEW

Year Company Founded:	2017	Company Headquarters: <input checked="" type="checkbox"/> <i>Single location</i> Rancho Cordova, Sacramento County
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Nature of Business:	<ul style="list-style-type: none"> • Heating, Ventilation & Air Conditioning (HVAC) Service and Installation • Water Heater Service and Installation
Customer Base:	<ul style="list-style-type: none"> • Residential Homeowners

Business / Industry Needs / Changes	<ul style="list-style-type: none"> • Atticman Heating and Air Conditioning, Insulation Inc. dba Atticman HVAC (Atticman HVAC) (www.atticmanhvac.com) will be hiring additional employees due to additional business demands. • Atticman HVAC must continuously update installation/maintenance procedures to be in compliance with Cal OSHA and EPA standards.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> • Atticman HVAC has implemented a training plan focused on installation and servicing HVAC systems in order to be in compliance with industry standards. • The Company has also expanded its customer base to include water heater installation. • The Company plans to increase its staff in order to meet new business demands. Extensive training is needed for new hires who have little to no experience. • Certification Training including North American Technician Excellence (NATE) and Environmental Protection Agency (EPA) Certification.
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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

Business Skills	Commercial Skills	Computer Skills
Continuous Improvement		

Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function; or, <input checked="" type="checkbox"/> Expanding existing business capacity by adding a new production shift.
Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30

Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	Job Number 1: 60 Hours Job Number 2: 68 Hours
Due to continuous changes mandated by Title 24, Atticman HVAC, staff must continuously train on installation practices. Staff must obtain certifications including NATE and EPA certifications. More training is needed for new employees in order to ensure proficiency with installation equipment. The Company has a detailed plan as to how training will be delivered to employees to ensure they are able to meet the contract expectation. The higher weighted average will ensure employees are in compliance with certifications.	

Temp-to-Perm

Average days to convert temporary workers to full time permanent employment.	90 days
Employer-paid healthcare premiums while on temporary status.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
# to be trained under this proposal	10 under Job Number 2

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Commercial Skills, Computer Skills, Cont. Improvement <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined
<ul style="list-style-type: none"> Administration: Atticman HVAC has a detailed training schedule in place and training is ongoing. The Operations Manager will oversee all aspects of the training, reports, and internal data collection. A Team of subject matter experts will deliver training. <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house <input type="checkbox"/> Subcontractor
<ul style="list-style-type: none"> Project Oversight: The Operations Manager will provide the administrative tasks for this project including enrolling trainees, collecting rosters, uploading hours, and scheduling training.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	N/A	N/A	N/A
Administrative	N/A	N/A	N/A
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

- Active Listening Skills
- Communication Skills
- Customer Needs Assessment
- Intra-Company Communication/Advanced Communication
- Negotiation Skills
- Persuasion Strategies
- Presentation Skills in the Field
- Understanding and Managing Expectations
- Housecall Pro Software Training
- Advanced Customer Service Training
- Advanced Dispatching Training

Commercial Skills

- Advanced A/C Systems
- Advanced Diagnosis
- Advanced Wiring and Schematics
- Air Quality Diagnostics and Methodologies
- Basic Tools
- Building Design
- Compression Fittings
- Cutting Tools
- Diagnostics
- Diagnostics, Measuring
- Digital Tools
- Digital Tools Gauges
- Driving Safety
- Ductwork
- Gas and Fuel Systems
- Heat Pump Systems
- Heat Pump Water Heaters
- Insulation
- Insulating Products
- Inverter Technology
- Inverter Type Motors
- Ladder Safety
- Lifting Safety
- Maintenance Tune Up Procedures
- Metal Sash
- Metering Devices
- Mini Splits
- Motors

- Nest Thermostats
- Plumbing Code
- Plumbing Safety
- Sealants
- Specialized Tools
- Switches and Electrical Components
- System Controls/Smart System Controllers
- System Sizing
- Thermal Dynamics
- Thermostats
- Title 24 Standards
- Valves
- Ventilation Systems
- Venting
- Video Inspection
- Water Heaters

Computer Skills

- Housecall Pro Software Skills
- Regulatory Code Research Techniques
- Tablet Applications for Field Sales/ Invoicing

Continuous Improvement Skills

- Leadership Skills
- Lean Production
- Logistics Efficiency
- Quality Control/Systems
- Root Cause Analysis
- Team Building

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



**Training Proposal for:
Breakwater International (California) LLC**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0345

Approval Date: May 15, 2024

Panel Meeting of: May 31, 2024

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	SB <100 Priority Rate Retrainee	Industry Sector(s):	Manufacturing Services 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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 17	U.S.: 30	Worldwide: 35
Turnover Rate:	5%		
Managers/Supervisors: (% of total trainees)	N/A		

In-Kind Contribution
\$26,422

Total ETP Funding
\$19,550

Small Business Only:	Owner <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Occupations to be Trained:	Technicians, Administration Staff, Manager/Supervisor, 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	Retrainee Priority SB<100	Business Skills Computer Skills Continuous Impr. Mfg. Skills HazMat OSHA 10/30	17	8-200	0	\$1,150	\$23.15
				Weighted Avg: 50			

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

<p>Minimum Wage by County: \$23.15 per hour in Los Angeles County</p> <p>Health Benefits: Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Up to \$2.50 per hour may be used to meet the Post-Retention Wage.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Technicians	\$20.65 - \$25.00	5
	\$25.01 - \$40.00	7
Administrative Staff	\$20.65 - \$25.00	1
	\$25.01 - \$30.00	1
Supervisor/Manager	\$22.00 - \$25.00	1
	\$25.01 - \$40.00	1
Owner	NA	1

OVERVIEW

Year Company Founded:	2017	Company Headquarters: <input type="checkbox"/> Single location Wilmington, CA
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Facility Locations Outside CA	<ul style="list-style-type: none"> Texas, Florida, Canada, Greece
Total Number of Facility locations in California	1
Facility location(s) where training will occur	<ul style="list-style-type: none"> Wilmington, CA

Nature of Business:	<ul style="list-style-type: none"> Breakwater International (California) LLC, (BIC) (www.bkwint.com), is a maritime service provider focused on lifeboats, davits, firefighting equipment, general ship repair, load testing, fuel and oil, and ballast water treatment. General ship repair and maintenance, and inspection of ship machinery and equipment. Lifeboat and davit inspection and repair. Fire and safety inspection onboard oceangoing vessels calling ports in California. Inspection, repair, retrofit, and sale of high-and-low pressure CO2 systems and marine fire suppression systems. Calibration and repair of portable gas monitors.
Customer Base:	<ul style="list-style-type: none"> Military Sealift Command, US Coast Guard, Chevron, Conoco Phillips, Matson Navigation, American President Lines, General Dynamics, Crowley, Princess Cruise, and Celebrity Cruise. Local and international shipping lines. Commercial and military industries Fuel and energy industries.

Business / Industry Needs / Changes	<ul style="list-style-type: none"> BIC opened a sales office in Athens, Greece, in July 2018. This office is expected to generate 400,000 USD of work to be carried out in the USA. Greek ship-owners are managing and controlling about 25% of the worldwide fleet. With this shift in the shipping industry, BIC is expecting marginal growth in the demand for the Company's expertise and services it can provide the shipping industry. BIC has to comply and adjust service standards to constantly changing international maritime regulations as required by the maritime industry. Maintain employee qualification and certifications in order to continue providing service to BIC's customer base as required by the US Coast Guard and International Maritime Organization. Train employees for job site efficiency and on industry equipment updates used in the prevention of marine and atmospheric pollution by ships. Process improvement upgrades and equipment training needed on the latest enhancement on Ballast Water Treatment Systems used by all international shipping lines.
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Training Plan:

<p><i>Need for Training:</i></p>	<ul style="list-style-type: none"> • The international maritime regulations frequently change in particular for lifeboat & davit inspections, maintenance and repairs of firefighting systems requiring BIC to further intensify training in house. With highly skilled, well-qualified and certified employees, BIC is able to carry out the work, satisfy customer needs and be prepared for increased competition from overseas. For this proposal, BIC plans to train employees on the following training skills to improve and uplift employee skillset: • Business Skills: This training will be offered to all occupations. Skills gained from this training will develop customer relations and specific administrative and management processes. • Computer Skills: Training will be provided to all occupations. This training will enable employees to access and properly use the Company's computer and operating system and facilitate a real-time field and office communication and interaction. • Continuous Improvement: Training will be provided to all occupations to ensure risk, quality, and improvement is in line with in-house and regulatory requirements. Training in ISO 9001 guidelines will further improve quality and satisfy the requirements of some major customers. • Hazardous Materials: Training will be provided to all Technicians, Supervisor and Manager to ensure proper handling of hazardous materials. • Manufacturing Skills: This will be provided to Technicians on new manufacturing processes and procedures to gain knowledge and expertise in operating the machines and equipment currently used in the manufacturing process. • OSHA 10/30: Skills will be offered to all occupations in order to enhance their understanding, importance of Safety within the workplace. Employees will gain updated knowledge in the adherence and compliance to safety. This will overall enhance their knowledge on OSHA regulations and guidelines.
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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

Business Skills	Computer Skills	Manufacturing Skills
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Continuous Improvement	Hazardous Materials
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Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	50
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For this proposal, BIC is requesting average training hours of 50 for occupations listed as Technician and Administrative Staff. The Administrative Staff will need these hours for a combination of training in Computer Skills, Business Skills and Continuous Improvement while the Technician will reach 50 hours for a combination of training in Manufacturing Skills, Continuous Improvement and Hazmat. BCI’s training plan describes training being provided in increments of 1 to 2 hours per week within the first year of the term of the contract.

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"> • Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Computer Skills, Continuous Improvement, Manufacturing Skills, Hazardous Materials, OSHA10/OSHA30 <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined
<ul style="list-style-type: none"> • Administration: BIC retained an Administrative Subcontractor to assist with administration. The subcontractor will work closely with the Service Manager, CEO and Vice President of BIC. <ul style="list-style-type: none"> <input type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor
<ul style="list-style-type: none"> • Project Oversight: Chief Executive Officer will oversee the project with the assistance of the Company’s Vice President and the Service Manager. BIC has a detailed training schedule in place and is ready to start training upon approval. Training will be provided by a combination of in-house trainers and vendors. BIC has retained an administrative subcontractor to assist with enrollment, uploading and invoicing training hours in the ETP System.

Repeat Contract

<ul style="list-style-type: none"> • Number Of Contracts in last 5 years: 	2; this proposal is BIC’s 3 rd in the last 5 years.
<ul style="list-style-type: none"> • Training provided / focus in last Contract: 	<ul style="list-style-type: none"> • PL-Commercial Skills and Business Skills
<ul style="list-style-type: none"> • Difference in Training Plan: 	<ul style="list-style-type: none"> • For this proposal, training in Manufacturing Skills and OSHA 10/30 are included in BCI’s curriculum to develop employee skills in an efficient and safe production of high-and-low pressure CO2 systems

	and marine fire suppression system using new equipment and updated procedures. Training will focus on occupation listed as Technicians.
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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) (\$ %)
ET22-0327	\$27,600	06/09/22 – 06/08/24	20	18	\$27,600 (100%)

PRIOR PROJECTS

The following table summarizes performance under an ETP Contract completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0236	Wilmington	12/31/19 – 12/30/21	\$20,700	\$19,964 (96%)

REPORTED AUDITS

No audit reported within the last 5 years.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Funding Source	Seal Beach	\$1,900
Administrative	Training Funding Source	Seal Beach	Not to exceed 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

- Budget Controls
- Interpersonal Communication Skills
- Construction Finance
- Construction Practices and Procedures
- Customer Service
- Performance Management
- Planning / Forecasting
- Problem Solving – Root Cause Analysis
- Product Knowledge
- Sales / Networking
- Time Management

Computer Skills

- Service Trade
- Zoho
- Adobe
- Bid Solicitation Program
- Engineering Design (CAD/CAM Design Software for Components and Structure)
- Fast Field Forms
- Finance/Accounting
- HyPack Dredge / Survey Software
- Laptop Interface
- Microsoft Office/Project
- Manager Plus
- Odyssey Navigation Software
- Quickbooks
- Time Tracking
- Web Applications

Continuous Improvement Skills

- ISO9001
- Lean / Waste Reduction
- Process / Quality Improvement
- Production Improvement
- Team Building / Problem Solving / Decision-Making

Hazardous Materials Skills

- Flammable Liquids
- Hazardous Waste Operations
- Material Safety Data Sheet (MSDS)
- Toxic and Infectious Substances

Manufacturing Skills

- Fire Extinguishing Systems
- Flow Testing
- Hydro Testing
- Ballast Water Treatment Systems
- Davit operation
- Equipment & Tool Operations/ Maintenance/Repair
- Diesel Engine operations
- Electrical systems
- Fire Extinguisher Inspection and Refill
- Heavy Lift / Cargo & Rigging Procedures
- Gas detection
- Inventory Management
- Lifeboat Operation (Pre-launch Inspection and Post Voyage Maintenance)
- Marine Engines
- Marine Design/ Construction
- Materials Handling and Storage (Stowage, Storage and Operating Procedures Aboard a Lifeboat)
- Salvage Operations
- Seamanship
- Standard Operating Procedures / Work Procedures
- Tug / Barge / Dredging Operations
- Worksite Safety

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



**Training Proposal for:
Janco Industries, Inc.**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0334

Approval Date: May 17, 2024

Panel Meeting of: May 31, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

PROJECT PROFILE

Contract Attributes:	HUA Priority Rate Retrainee SET	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	San Joaquin	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: 225	U.S.: 225	Worldwide: 225	
<u>Turnover Rate:</u>	3%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

In-Kind Contribution
\$143,710

Total ETP Funding
\$73,600

Occupations to be Trained:	Foremen, Heavy Equipment Operators, Laborers, Superintendents
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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 SET HUA	Business Skills Comm Skills Computer Skills OSHA 10/30	200	8-200	0	\$368	\$22.50
				Weighted Avg: 16			

*Post-Retention Wage is the Contractual Wage

<p>Minimum Wage by County: (SET/HUA) \$16.91 per hour for San Joaquin County Health Benefits: Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Foremen (Frontline Supervisors)	\$32.00 - \$50.00	10
Heavy Equipment Operators	\$35.00 - \$45.00	10
Laborers	\$20.00 - \$25.00	100
	\$25.01 - \$32.00	75
Superintendents (Frontline Managers)	\$40.00 - \$65.00	5

OVERVIEW

Year Company Founded:	1985	Company Headquarters: <input checked="" type="checkbox"/> Single location Tracy, CA
Facility location(s) where training will occur	Tracy (San Joaquin County)	

Nature of Business:	<ul style="list-style-type: none"> Janco Industries, Inc. (JI) is a concrete contractor that provides numerous construction services including concrete foundations, excavation, grading, form work, pours, flatwork, and repairs. The Company specializes in residential and light commercial concrete construction projects.
Customer Base:	<ul style="list-style-type: none"> JI's customer base includes residential and commercial buildings across California.

<p>Business / Industry Needs / Changes</p>	<ul style="list-style-type: none"> • The Company has recently identified an increase in demand and a need for customized training programs that can help its employees prepare as skilled workers, while enabling them to keep pace with local and out-of-state competitors. • The Company has also recently invested in its fleet vehicles and training for the field crew. As business expands, JI is planning on adding additional employees and job positions within the facility as well as opening additional locations around California.
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Training Plan:

<p>Need for Training:</p>	<ul style="list-style-type: none"> • In order to remain competitive, the Company is investing in employee training to improve overall skill sets to maintain quality and work performance. • Due to the nature of business, the employees require training on safety awareness courses to better operate heavy equipment which is an important part of their job duties. • In this proposal, training focuses on the Company's new safety and heavy equipment training program. This program is aimed at preventing job related injuries, upgrading the skills of JI's existing workforce, and implementing improvements to support the Company's growth and efficiency. This training will also allow the employees to identify and avoid risks that may lead to potential fatal injuries related to concrete industries.
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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

<p>Business Skills</p>	<p>Commercial Skills</p>	<p>Computer Skills</p>
<p>Certified Safety Training</p>		<p><input checked="" type="checkbox"/> OSHA 10/30</p>

High Unemployment Area

Trainees in Job Number 1 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's location in San Joaquin County is 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. JI is requesting a wage modification for the trainees in Job Number 1 from \$30.75 per hour to \$22.50 per hour. Approximately 175 Laborers will need the wage modification.

Wage Progression

Although the minimum wage requirement in San Joaquin County is \$16.00, some employees are being hired at a competitive wage of \$22.50. The Company certifies that the only employees hired on a wage of \$22.50 are the employees with no experience or work very low skill positions. Upon improvement of skills, they will be given a wage increase varying between \$23.00 and \$28.00, depending on the position and competency shown.

Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> • Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Commercial Skills, and Computer Skills. <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To be determined (TBD).
<ul style="list-style-type: none"> • Administration: <p>Training will be provided by a team of managers and supervisors, with the assistance of the Human Resources Department that will coordinate the training plan as well as maintain training record.</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house <input type="checkbox"/> Subcontractor
<ul style="list-style-type: none"> • Project Oversight: <p>The Company’s CEO (Dedicated Administrator) will oversee the project with the support of managers, supervisors, and in-house trainers who are subject-matter experts.</p>

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	N/A	N/A	N/A
Administrative	N/A	N/A	N/A
Training Vendors	TBD	TBD	TBD

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

Trainees may receive any of the following:

Business Skills

- Leadership Skills
- Payroll Best Practices
- Teambuilding

Commercial Skills

- Bobcat (Skid Steer) Operator
- Construction Best practices
- Defensive Driving
- Equipment Operation
- Forklift Operator
- Pre-Trip Inspection
- Traffic Control: Flagging
- Trailer Swing
- Work Construction
 - New Materials
 - Installation process
- Safety Skills
 - Fall Protection
 - Lockout Tagout
 - Silica Awareness
 - Excavation Safety

Computer Skills

- Document Management Software
- Microsoft Office (Intermediate/Advanced)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Job Creation-Retrainee

Training Proposal for:

Jim Jonas, Inc.

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0335

Approval Date: April 19, 2024

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: M. Sladewski

PROJECT PROFILE

Contract Attributes:	Retrainee	Industry Sector(s):	Construction	
	Priority Rate SB <100 HUA SET Job Creation		Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Lake	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: 38	U.S.: 38	Worldwide: 38	
<u>Turnover Rate:</u>	3%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

In-Kind Contribution
\$200,000

Total ETP Funding
\$72,680

Small Business Only:	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Occupations to be Trained:	Administrative Staff, Installers, Technicians

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 HUA SET	Business Skills Comm Skills Computer Skills	25	8-200	0	\$2,300	\$21.00
				Weighted Avg: 100			
2	Retrainee Job Creation Priority SB<100 HUA SET	Business Skills Comm Skills Computer Skills	11	8-200	0	\$1,380	\$21.00
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (Retrainee/HUA): \$17.00 per hour for Lake County.
Job Number 2 (Job Creation/HUA): \$17.00 per hour for Lake County.
Health Benefits: Used to meet the Post-Retention Wage?: Yes No
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
Job Number 1		
Administrative Staff	\$22.00 - \$35.00	8
Installers	\$21.00 - \$35.00	11
Technicians	\$21.00 - \$35.00	6
Job Number 2		
Administrative Staff	\$22.00 - \$35.00	2
Installers	\$21.00 - \$35.00	5
Technicians	\$21.00 - \$35.00	4

OVERVIEW

Year Company Founded:	1935	Company Headquarters: <input checked="" type="checkbox"/> <i>Single location</i> Clearlake (Lake County)
Facility location(s) where training will occur		<ul style="list-style-type: none"> • Clearlake (Lake County)

Nature of Business:	<ul style="list-style-type: none"> • Jim Jonas, Inc. (Jim Jonas) (www.jonasenergy.com) provides comprehensive HVAC, Generator, Water Heater, and Solar services to its residential and commercial customers.
Customer Base:	<ul style="list-style-type: none"> • Residential Customers • Commercial Property Owners

Business / Industry Needs / Changes	<ul style="list-style-type: none"> • Jim Jonas is adding a plumbing division which will require adding new employees. • The company is also expanding its solar operations which will create new technology and new hires in that division. • The company is adding a classroom to its existing property to ensure seamless and effective training.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> • Jim Jonas will hire installers and technicians for whole house water treatment systems. The Company will do extensive training in well water softener and filtration systems, and city water softener systems. • The Company will hire installers and technicians for Heat Pump Water Heater systems to provide customers with maximum energy efficiency. This division will also require more administrative staff to manage customer service, dispatch and energy rebate programs. • The Company invested \$30,000 for Imogen software for estimating, designing and selling the water heating and heating/cooling systems. All occupations will need to be trained on this software. • The Company is also expanding its solar operations and will hire installers and technicians for both solar and energy storage systems. All occupations will be trained on the new regulations for the production and storage of solar energy. • Employees must become certified on installation and maintenance of energy efficient HVAC systems and on solar systems.
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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

Business Skills	Commercial Skills	Computer Skills
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Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function. <input checked="" type="checkbox"/> Expanding existing business capacity by adding a new production shift. <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	100 Hours for Retrainee Trainees (Job Number 1) and 60 Hours for Job Creation Trainees (Job Number 2)
Newly hired trainees will receive in-depth training within the first few months of their hire date. This extensive training can easily amount to over 200 hours within the first year of hire. Also, all occupations will need to be trained on the recently purchased software systems and the new regulations on the production and storage of solar energy.	

High Unemployment Area

All trainees (Job Numbers 1 & 2) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company’s location in Lake County is 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 36 employees split among Administrative Staff, Installers, and Technicians will need the wage modification from \$30.75 to \$21.00 for Job Numbers 1 and 2.

Veterans Program

Number of Veterans	Although the Company does not track how many Veterans are employed, they have worked with Veterans in the past and the company is open to hiring Veterans who apply.
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Training Infrastructure & Administrative Plan

<ul style="list-style-type: none"> • Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Commercial Skills, and Computer Skills <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To be determined
<ul style="list-style-type: none"> • Administration: Propel Consulting Group <ul style="list-style-type: none"> <input type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor
<ul style="list-style-type: none"> • Project Oversight: The Company’s training budget is approximately \$250,000 annually for its single location. 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. ➤ Training Infrastructure The Company has a structured training plan in place. The Corporate Secretary will oversee project administration and work with various Project Managers tracking performance. A third party administrator will assist with administrative duties. Training will be delivered by in-house experts and vendors as needed.

Repeat Contract

<ul style="list-style-type: none"> • Number Of Contracts in last 5 years: 	1
<ul style="list-style-type: none"> • Training provided / focus in last Contract: 	The prior contract focused training on the Company’s HVAC and solar energy business. All installers and technicians were cross trained in multiple areas, and all occupations were cross trained in customer service, sales and financing, etc. The Company also provided extensive training for new employees to meet the company’s growth.
<ul style="list-style-type: none"> • Difference in Training Plan: 	This project will train employees on topics related to the company’s business expansion in plumbing, solar energy, and the newly acquired Imogen software to support business growth. The training will be on new products and new services that did not exist on the prior project. Training will be on new equipment such as water heater heat pumps, all new Seasonal Energy Efficiency Ratio rated HVAC equipment, water filtration systems, and whole house back up battery systems. Training includes installation, service and maintenance of these systems.

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) (\$ %)
ET22-0257	\$36,225	03/24/22 – 03/23/24	44	0	\$36,225 (100%) *

*ET22-0257: Jim Jonas has 1,748 eligible training hours in the ETP system to reflect 100% of the contract amount. Jim Jonas has \$0 earned. The company has received \$19,445.02 in progress payments, states they have 25 trainees retained, and the company will submit the final invoice on 3/24/24.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Propel Consulting Group	El Dorado Hills	\$5,000
Administrative	Propel Consulting Group	El Dorado Hills	13% of funding 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

- Accessories, Sales
- Accounts Payable
- Accounts Receivable
- Agreement Processing
- Customer Service
- Dispatch
- Financing Processing
- iAQ Knowledge, Sales & Install
- Inventory
- Marketing
- Permitting Process
- Prelien Process
- Purchasing and Reviving
- Sales and Financing
- Water Softener Systems, Sales

Commercial Skills

- Accessories Installation
- Ducted Systems Installation
- Ducted Systems Maintenance/ Service
- Ducted Systems Sales
- Energy Storage
- Generator Installation
- Generator Maintenance/ Service
- Generator Sales
- Minisplit HVAC Sales
- Minisplit HVAC Systems Installation
- Minisplit HVAC System Maintenance/ Service
- Oil Fired System Sales
- Oil Fired Systems Installation
- Oil Fired Systems Maintenance/ Service
- PG&E Net Metering Process
- Seasonal Energy Efficiency Ratio (SEER) HVAC Equipment
- Solar Installation
- Solar Maintenance/ Service
- Solar Sales
- Warranty Processing
- Water Heater Pump Installation
- Water Heater Pump Service
- Water Softener/Filtration Systems Installation
- Water Softener/Filtration Systems Service

- Whole House Backup Systems Installation
- Whole House Backup Systems Service

Computer Skills

- AutoCAD
- Field Edge
- Imogen Estimating Software
- Interplay Learning
- MS Office (Intermediate/Advanced)
- QuickBooks



**Training Proposal for:
M4D, LLC**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0346

Approval Date: May 15, 2024

Panel Meeting of: May 31, 2025

ETP Regional Office: San Diego

Analyst: T. Ky

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100	Industry Sector(s):	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	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: 52	U.S.: 52	Worldwide: 52
Turnover Rate:	5%		
Managers/Supervisors: (% of total trainees)	N/A		

In-Kind Contribution
\$85,236

Total ETP Funding
\$71,760

Small Business Only:	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Occupations to be Trained:	Administration Staff, Managers & Supervisors, Engineer/Developer, Production

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 SB<100 Priority	Business Skills Comm Skills Computer Skills	52	8-200	0	\$1,380	\$22.55
				Weighted Avg: 60			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: \$22.55 per hour for Orange County.

Health Benefits: Used to meet the Post-Retention Wage?: Yes No

Up to \$2.15 per hour may be used to meet the Post-Retention Wage for Job 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Administration Staff	\$20.50-\$40.00	2
Managers & Supervisors	\$21.00-\$50.00	2
Engineer/Developer	\$20.50-\$50.00	40
Production	\$20.40-\$50.00	8

OVERVIEW

Year Company Founded:	2015	Company Headquarters: <input checked="" type="checkbox"/> Single location
Facility location(s) where training will occur	<ul style="list-style-type: none"> Lake Forest, CA – Orange County 	

Nature of Business:	<ul style="list-style-type: none"> M4D, LLC (M4D) (www.m4dllc.com) specializes in bringing innovative endovascular technologies to life. Surgical and medical instrument manufacturing.
Customer Base:	<ul style="list-style-type: none"> Companies developing new surgical products. Medical professionals including surgeons and doctors.

	<ul style="list-style-type: none"> Start-up businesses and entrepreneurs who need medical device ideas turned into marketable products.
<p>Business / Industry Needs / Changes</p>	<ul style="list-style-type: none"> M4D has experienced an increase in contracts that will require them to produce catheters and stents over the next two years. The Company defines “disease state” as the sign of an abnormality or deviation from the normal structure of a body part. M4D is currently researching new disease states, the results of which will allow the Company to expand its offerings by designing pulmonary, cardio, and open surgery space products. M4D plans to hire more employees, purchase additional new equipment, and update its technology.

Training Plan:

<p>Need for Training:</p>	<ul style="list-style-type: none"> M4D recently acquired new equipment for the Company’s catheter and stents production that will require extensive staff training. New equipment includes laser welding, balloon catheter, and carrier braiding machines. Typically focused on neurovasculature, M4D’s expansion into new anatomical locations will require the Engineers to be trained in those areas of anatomy, as well as on how to use the new equipment and materials to manufacture unique new products. Workforce expansion, anticipated equipment purchases, and technology changes will require many hours of additional training.
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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

Commercial Skills	Business Skills	Computer Skills
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	60 Hours
<p>M4D’s new contracts and anticipated expansion into manufacturing devices for new disease states will require training on new equipment and techniques, tailored to each product’s specifications.</p> <p>Commercial skills training will account for the majority of the Company’s total training hours. Engineers will receive up to 25 hours of training on the Company’s new equipment. Total commercial skills training is estimated to exceed 80 hours for Engineers & Production Staff.</p>	

Over the next two years, M4D plans to hire on 8 additional employees into the Engineer and Production occupations.

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"> • Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Commercial Skills, Business Skills, Computer Skills <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined
<ul style="list-style-type: none"> • Administration: <ul style="list-style-type: none"> Sr. Human Resources Generalist Administrative Subcontractor <input checked="" type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor
<ul style="list-style-type: none"> • Project Oversight: <p>The Senior Human Resources Generalist will oversee the project. In addition, the Company has retained an administrative subcontractor to assist with administrative duties. Training will be delivered by in-house experts and vendors as needed. M4D is ready to begin the training plan upon approval.</p>

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Fund Source	Seal Beach, CA	\$1,900.00
Administrative	Training Fund Source	Seal Beach, CA	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

- Change Management
- Coaching
- Facilitator
- Finance/Accounting Procedures
- Interpersonal Communication
- Leadership
- Planning
- Product/Service Knowledge
- Project/Program Management
- Sales and Marketing
- Work Processes/Procedures

Commercial Skills

- Vertical Reflow Machine
- Horizontal Coil Winder
- 16 Carrier Braiding Machine
- 32 Carrier Braiding Machine
- 48 Carrier Braiding Machine
- Hand Braiding Stents
- Catheter Balloon Bonder
- Laser Welding Machine
- Hot Air Systems
- UV Adhesive Curing Machines
- Soldering Irons
- Hydrophilic Catheter Coating Equipment
- Human Anatomy

Computer Skills

- Computer Aided Design (CAD)/Autodesk
- Customer Relationship Management
- Enterprise Resource Planning
- Microsoft Office (Intermediate & Advanced)
- Payroll Processing



**Training Proposal for:
Senga Engineering, Inc.**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0336

Approval Date: April 30, 2024

Panel Meeting of: May 31, 2024

ETP Regional Office: San Diego

Analyst: L. Hughes

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100	Industry Sector(s):	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	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: 55	U.S.: 55	Worldwide: 55
<u>Turnover Rate:</u>	14%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution
\$77,500

Total ETP Funding
\$72,105

Small Business Only:	Owner <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Contract Term <input type="checkbox"/> One Year <input checked="" type="checkbox"/> Two Year
Out-of-State Competition:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Occupations to be Trained:	Manager/Supervisor, Administrative Staff, Engineering Staff, Production Worker, Sales Staff, Technical Staff

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	Business Skills Computer Skills Continuous Impr. Mfg. Skills PL-Mfg. Skills	55	8-200	0	\$1,311	\$22.55
				Weighted Avg: 57			

*Post-Retention Wage is the Contractual Wage

<p>Minimum Wage by County: Job Number 1 (Retrainee): \$22.55 per hour for Orange County. Health Benefits: Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job Number 1.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Manager/Supervisor	\$25.18 - \$38.99	5
Administrative Staff	\$20.05 - \$27.97	4
Engineering Staff	\$25.24 - \$32.87	13
Production Worker	\$20.05 - \$35.12	23
Sales Staff	\$25.01 - \$29.25	3
Technical Staff	\$20.05 - \$33.05	7

OVERVIEW

Year Company Founded:	1979	Company Headquarters: <input checked="" type="checkbox"/> Single location Santa Ana, CA
Facility location(s) where training will occur	<ul style="list-style-type: none"> Santa Ana, Orange County 	

<p>Nature of Business:</p>	<p>Senga Engineering, Inc., (Senga Engineering) (https://www.senga-eng.com), specializes in Computer Numerical Control (CNC) machining. Offering comprehensive services focused on producing intricate, high-quality components using state-of-the-art machinery, designed for aerospace, military/defense and medical device industry applications.</p>
<p>Customer Base:</p>	<p>Senga Engineering, produces products and provides services to a diverse clientele across various industries that include: Aerospace, Medical Device, Industrial, Energy/Alternative Energy Solutions, Military/Defense, and Space.</p>

<p>Business / Industry Needs / Changes</p>	<ul style="list-style-type: none"> • Senga Engineering’s military/defense customers require compliance with the International Traffic in Arms Regulations (ITAR) which increases quality requirements of all products. • International Standard Organization (ISO) registration requires updating courses to enable utilization of the Quality Management System. • Operational enhancements are imperative as the Company has experienced a 46% growth in top-line revenue over the past three years. Training will allow employees to increase production and reduce waste. • A new Enterprise Resource Planning (ERP) system will be implemented in 2025. With the influx of new personnel within the organization, the Company provides comprehensive training initiatives aimed at familiarizing employees with the functionalities of the established ERP system, JobBoss2.
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Training Plan:

<p>Need for Training:</p>	<ul style="list-style-type: none"> • Training is required for all staff across various departments to ensure proficiency across multiple skills, aligning with evolving ISO registration mandates. Reading technical diagrams and root cause analysis training will be provided to meet these mandates. • Recently hired production and management personnel will receive specialized training in ITAR regulations. Technical, Production, and Managerial staff require business skills training, encompassing updated ITAR courses. Training will focus on machining, inspection, and plating skills. Quality engineering and engineering best practices training will be provided to meet these requirements. • All employees will receive computer skills training to navigate the new ERP system and Office 365, bolstering efficiency both internally and externally.
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	Additionally, staff will receive training on new and updated software such as ER, Veri Cut, High QA, Esprit, and Solid Works to meet the evolving technological landscape.
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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

Business Skills	Computer Skills	Manufacturing Skills PL
Continuous Improvement	Manufacturing Skills	

Productive Laboratory	Justification:
	<input checked="" type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures <input checked="" type="checkbox"/> Certification Standards
	0-13 PL Hours per-trainee
Occupations Receiving PL Training:	
Production Worker & Technical Staff	
The PL instructor must be dedicated to training, at a ratio of 1:1.	

Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	57 Hours
Trainees are required to gain proficiency in operating specialized equipment through practical training. Production Workers will be trained in the operation of "5 axis Computer Numerical Controlled" precision equipment. Mastering the pre-programmed commands of this equipment typically requires over 100 hours of training. The training program spans 84 weeks, during which the company will provide a total of 3,135 hours of training averaging 40 hours per week to all Manager/Supervisor, Administrative Staff, Engineering Staff, Production Workers, Sales Staff, and Technical Staff.	

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"> • Trainers: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house – Types of Training: Business Skills, Computer Skills, Continuous Improvement Skills, and Manufacturing Skills. <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: Company occasionally uses outside training vendors: <ul style="list-style-type: none"> • Hexagon for PC-DMIS training; Irvine, CA. • Hexagon for Esprit training; Irvine, CA. • Training Connection for Word and Excel training; Los Angeles, CA.
<ul style="list-style-type: none"> • Administration: National Training Company will provide Administration. <ul style="list-style-type: none"> <input type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor

- **Project Oversight:**

The Chief Operating Officer will oversee the project until a new Human Resources (HR) Manager is hired. Once the new HR Manager is hired, they will administer the Contract with assistance from the Human Resource Assistant.

Repeat Contract

<ul style="list-style-type: none"> • Number Of Contracts in last 5 years: 	1
<ul style="list-style-type: none"> • Training provided / focus in last Contract: 	Senga Engineering's last ETP training project (ET19-0423), focused on advanced level machinery, a new ERP software, Office 365, and ISO updates.
<ul style="list-style-type: none"> • Difference in Training Plan: 	<p>The proposed training in this project will enable workers to effectively manage the company's state-of-the-art CNC machine tools. Workers will be cross-trained and up-skilled to meet company production requirements. Workers will learn how to use a new 5-axis CNC machine.</p> <p>The Company is expanding production capacity in response to customer demand. It has acquired advanced CNC machine tools for this purpose. Previous projects involved more training than funded, exceeding ETP hours. The proposed project will cover only part of the training, with additional training expected beyond ETP funding.</p>

PRIOR PROJECTS

The following table summarizes performance under an ETP Contract completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0423	Santa Ana	2/13/2019 - 2/12/2020	\$29,822	\$29,822 (100%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	National Training Company, Inc.	Irvine, CA	\$3,720
Administrative	National Training Company, Inc.	Irvine, CA	13% of funding earned
Training Vendors	TBD	TBD	TBD

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Business Sustainability
- Coaching and Mentoring Skills
- Engineering Design
- Improving Customer Contact
- Industry Standards
- International Traffic in Arms Regulations
- Interpersonal Communication
- Product Knowledge
- Project Management
- Quality Control
- Risk Management
- Sustainable Operations
- Understanding Technical Information

Computer Skills

- Accounting Software
- CAD Programming
- Code Programming
- Computer-Aided Design
- Computer-Assisted Engineering
- Cyber Security
- Electronic Invoicing
- MS Office 365 Applications (Advanced)
- MS Office 365 Applications (Intermediate)
- Project Management Applications
- Statistical Processes Control

Continuous Improvement Skills

- AS9100 Internal Auditing
- Communication Skills
- Conflict Management
- Goal Setting
- Operational Processes
- Problem Solving & Resolution
- Process Improvement
- Productivity Best Practices
- Quality Engineering
- Root Cause Analysis
- Team Development

Manufacturing Skills

- Blueprint Reading
- Design Standards and Processes
- Engineering Best Practices
- Equipment Cross-Training
- Lathe Operation
- Machining Operations
- Maintenance Set-up
- Manufacturing Best Practices
- Mill Operation
- Power Systems
- Production Procedures
- Reading Technical Diagrams
- Safety Operations
- Standard Operating Procedures
- Technical Diagrams
- Warehouse Practices

Productive Lab (Trainer-to-Trainee Ratio 1-1)

Trainees may receive any of the following:

Manufacturing Skills

- Equipment Cross-Training
- Equipment Start Up/Shut Down
- Hand Tools Best Practices
- Machining Operations
- Maintenance Set-up