

PANEL PACKET

July 2024



Employment Training Panel



PANEL NOTICE/AGENDA

MEETING TIME/PLACE

Friday, July 26, 2024 at 9:30 a.m.
CalEPA, 1001 I Street
Coastal 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/82442432197>

Webinar ID: 824 4243 2197

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 July Panel Meeting Agenda• Action to Approve May Panel Meeting Minutes	

Executive Report	Jessica Grimes
<ul style="list-style-type: none">• Legislative/Budget/Other• Request Motion to Adopt Consent Calendar Projects	Tara Armstrong Michael Cable Jaime Gutierrez

Policy Committee Report Out	Gretchen Newsom
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10:45 a.m. – 11:00 a.m.	BREAK
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Panel Date: July 26, 2024

Review, *Public Comment and Action on Proposals

Kellen Hernandez
Chris Hoover
Phil Boyer

Presentation on Paid Family Leave Small Business Grant

Dr. Indria Gillespie

Studio Arts Progress Update

Eric Huelsman

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 Monday, July 22, 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

Aircraft Xray Laboratories, Incorporated-----	\$80,864
Coast Packing Company -----	\$189,280
Eaton Corporation dba Eaton Aerospace LLC -----	\$387,072
Gnomon-----	\$838,600
JVS SoCal-----	\$545,992
Los Angeles Pacific College -----	\$197,385

San Diego Regional Office

Adams Rite Aerospace, Inc. -----	\$325,584
AMCOR Rigid Packaging USA, LLC -----	\$643,440
American Education Systems Corp. dba American College of Healthcare and Technology -----	\$838,600
Cambro Manufacturing Company -----	\$387,128
Genentech, Inc. (Critical Proposal) -----	\$849,660
Imperial Valley Economic Development Corporation-----	\$315,580
La Valle Sabbia, Inc. dba Cattle Feeders (Agriculture) -----	\$107,520
OWB Packers, LLC -----	\$394,240

San Francisco Regional Office

AHMC Seton Medical Center LLC -----	\$498,960
BridgeBio Services Inc. dba BridgeBio-----	\$308,000

Sacramento Regional Office

Dellavalle Laboratory, Inc.-----	\$198,240
E. & J. Gallo Winery dba E & J GALLO WINERY -----	\$599,872
Northstar Energy Management, LLC dba NovaSource Power Services -----	\$252,000
Quad Knopf, Inc.-----	\$99,960
Robert Bosch Semiconductor LLC (Critical Proposal) -----	\$739,200
Tully, Inc. (Amendment) -----	\$0

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 05/21/24 – 07/15/24

≤ \$75,000	Approved Date	Approved Amount
<u>North Hollywood Regional Office</u>		
Allied Potato, Inc. (Agriculture)	06/12/24	\$74,359
CASCO Contractors, LLC	07/10/24	\$74,536
<u>San Diego Regional Office</u>		
Brody Heating, Air Conditioning & Electrical Contractors, LLC	07/01/24	\$74,592
<u>San Francisco Regional Office</u>		
Arrow Sign Co.	06/04/24	\$23,000
Trayer Engineering Corporation	06/10/24	\$25,392
<u>Sacramento Regional Office</u>		
KnightHawk Building Services, Inc.	06/17/24	\$74,727
<u>Program Projects Unit</u>		
Central Stripping Service	06/12/24	\$64,400
Mortimer & Wallace, LLC	06/19/24	\$51,520



Employment Training Panel

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Mortimer & Wallace, LLC

Trayer Engineering Corporation



M e m o r a n d u m

To: Panel Members

Date July 26, 2024

From: Jessica Grimes
Executive Director

Subject: **Directions Meeting Sites**

The Employment Training Panel will meet on **Friday, July 26th, 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 July 26, 2024

From: Jessica Grimes
Executive Director

Subject: **Future Meeting Sites**

<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>
<i>October Panel</i> <i>October 25th, 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, May 31, 2024

Panel Members

Rebecca Bettencourt
Chair

Dee Myers
Ex-Officio Member

Rick Smiles
Member

Gretchen Newsom
Member

Doug Tracy
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, May 31, 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
Chris Dombrowski
Doug Tracy
Jennifer Fothergill

Not in attendance

Madison Hull

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

III. AGENDA

The May Agenda was reviewed.

ACTION: Member Newsom moved and Member Smiles seconded approval of the May Agenda with a change that the presentations be moved to the end of the meeting following the proposals. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

IV. MINUTES

The April Meeting Minutes were reviewed.

ACTION: Member Newsom moved and Member Smiles seconded the approval of the April Meeting Minutes. Panel Members present voted in the affirmative for approval of the April Meeting Minutes as moved.

Motion carried by roll call vote, 5 to 0 (2 abstentions).

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – abstained
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - abstained

V. REPORT FROM THE EXECUTIVE DIRECTOR

Introduction of new Panel member Jennifer Fothergill.

Today's meeting presents 24 projects - 7 of which are delegation orders. If all proposals are funded, the Panel will be approving projects in support of 5,897 trainees for approximately \$6.1 million.

VI. UPDATE ON CAL E FORCE

Under Cal E Force Program, after last month's Panel on funding strategies, the changes have been implemented to the system and are ready for applications next fiscal year. This includes updates to the NAICS codes, priority status, and the reimbursement rates. There have been updates to the terms and conditions when registering, so it is clear to our customers about the information we collect. There was also an update regarding removal of case sensitive data.

Under Cal E Grants we are continuing with the closeout and participant data functionality supporting CWDB.

VII. LEGISLATIVE AND LEGAL UPDATE

Legislation Memorandum was given out that outlines the legislation that the Legal Unit is tracking during the 23-24 regular legislative session. Three bills to highlight are AB 1163, which was approved and chaptered by the Governor. It adds intersexuality when collecting voluntary self-identification information pertaining to sexual orientation and gender identity in accordance with the Lesbian Gay Bisexual and Transgender Disparities Reduction Act. Staff is ensuring compliance.

Second is SB 525 the minimum wage for healthcare workers will change to \$21 per hour from June 1, 2024 to June 1, 2025. At which time the minimum wage will increase to \$25 per hour. Again, Staff is reviewing these requirements and taking steps to ensure compliance.

Lastly SB1321 is the Employment Training Panel bill that proposes to make significant changes to the program. Generally speaking, SB 1321 currently proposes to make changes in order to support DAS-approved training programs to give funding priority to applicants that advance workers in disadvantaged, unrepresented communities, and to put into place protections and requirements to prohibit bad actors from receiving ETP funding. There is probably a lot of work to be done on it at this time. It is out of the Senate (on deadline) and has been referred to the Assembly Committee on Labor and Employment earlier this week. Of course we will continue to track and monitor the progress of SB 1321 and provide the Panel members with any significant events as they develop.

VIII. REPORT OF THE CHIEF DEPUTY DIRECTOR

Overall Fiscal Impacts

The May Revision, early action package the Governor and Legislature agreed to earlier this year has a budget short fall for 2024-2025 of approximately \$27.6 billion. In order to address this there is a proposed across-the-board reduction to state operations by approximately 7.95 percent. This proposal is tied to savings associated with vacant positions. The initial proposal intended a one-time reduction. The May Revision proposes to make this permanent. The Department of Finance is expected to provide guidance in early fall to address the reduction.

ETP is funded through the Employment Training Tax (ETT) and is not dependent on the General Fund. ETP must abide by the directions provided by the Administration and will see some impact (unknown at this time).

Collections and ETT Reserve Funding

Based on the most recent data, collections are currently 16% under the initial projected collections for the year. The good news is if collections come in 15-20% lower than projected, we hope to draw upon our reserves to make up the difference in order to keep ETP's contracting capacity at approximately \$95 million.

Regarding Funding:

Today's Panel meeting is for approximately \$6.2 million. It includes seven Delegation Orders for a total of \$436,609. Delegation Orders are proposals capped at \$75K and approved under the delegated authority of the Executive Director on a continuous flow basis. ETP has approved a total of 42 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 155 applications currently in demand,, and 48 applications are with the Regional Offices in development. 23 applications are under review with the Applications and Assessment Unit, and 84 submitted applications are pending review. The estimated value of the 155 applications is \$36.4 million (\$14.4 million in demand for single employers, \$16.9 million in demand for multiple employer contracts, \$5.1 in demand 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.

IX. ACTION ON PROPOSALS

SINGLE EMPLOYER CONTRACTS

Tab No. 1: Pioneer Circuits, Inc.

Priority industry, repeat contractor. Funding requested \$88,366 to train 113 trainees under Job one (priority rate retrainees). 3rd ETP contract, 3rd in past 5 years.

Question was asked regarding post retention wage and wage ranges because of prior ineligibility. The wage range before training is below the \$20, but post retention wage is \$22.55- are they receiving wage increases after training? They are using healthcare as well.

Pioneer Circuits HR Specialist stated they schedule performance reviews between 12 to 16 months after their last review.

ACTION: Member Newsom moved and Member Hill seconded approval of the proposal submitted by Pioneer Circuits, Inc. in the amount of \$88,366. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Douglas Tracy – aye

Mike Hill – aye

Chris Dombrowski – aye

Jennifer Fothergill - aye

Tab No. 2: SonRay Solar, Inc.

Repeat contractor. Funding requested \$223,215 to train a total of 197 workers, including 42 retrainees. Training will take place at their Rocklin location.

A statement was made that SonRay Solar received an ETP contract in the amount of \$330,000 for the term of January 30th, 2022 to January 30th, 2024. During this timeframe, there were multiple serious OSHA violations. One particular violation on February 17th, 2022 at 3:15 p.m. reads employee number one was working as part of a crew installing a new roof on a 3 story multifamily structure. The roof had open sides, and employee number one was not wearing fall protection at the time of the incident. Employee number one fell 30 feet, hitting a wood stair handle on the way down and landing on the compact dirt group. Employee number one was hospitalized and treated for multiple body injuries, including a skull fracture and spinal injuries. There are also other OSHA violations listed. ETP wants all workers to be safe. We would like to discuss what happened, and how is training being provided to make sure that these kinds of incidents do not happen again?

Monica Dueling responded that they live by the quality of work and safety of their employees. Accidents do happen, and it's important to learn from them. The assumption was made that the

general contractor would install parapet walls on the roof since they had on the first couple of buildings. They did not. They now are training employees on hazard identification. Once identified if they cannot be eliminated they are to stop work. That is our focus since this accident.

Request was made for explanation regarding Job number 2 where the stated post retention wage is significantly lower than Job number one at \$30.75, and the Job Creation Initiative which is on its way out is being used to try to lower the wage to \$20 per hour for post retention.

Monica Dueling responded that it is a struggle to find good quality skilled employees. They get a lot of people with zero experience and are giving these people an opportunity to train. That why it's considerably lower than Job number one.

Question as to why in the last contract the performance that was projected on your new hires was not in line with what you ended up hiring. Can you help us understand how you plan to be above the 75% this time? How you are tracking your hours?

Monica Dueling explained that it was their first contract, and they had a slow start. Now they have written training documentation for guidance and are focusing on more of a lean construction to maximize profits through these busy times to help sustain and retain employees and continue to train during slow times. They have a spreadsheet to track hours, send out monthly updates, and have weekly training meeting with department heads and individual managers.

ACTION: Member Newsom moved and Member Tracy seconded motion to deny the proposal submitted by SonRay Solar, Inc. in the amount of \$223,215. All Panel Members present voted to deny the proposal as moved.

Public comment was made by David Vincent regarding their OSHA violations and that there were 3 violations in the 3 years prior to their ETP award in 2022. A number of incidents from personal fall restraint systems, heat illness prevention, and eye and face protection violations in California and in Nevada one of them being a repeated offense.

Public comment Vince Sugre responding to the comment applicant made that accidents are going to happen. It should have been accidents shouldn't happen and can be avoided. It reflects a poor company culture focused on what the applicant said is maximizing profits rather than safety. The employee wasn't wearing fall protection and that is important to note.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 3: All American Racers, Inc.

Repeat contractor. Funding requested \$65,600 to train 144 retrainees. Training will take place at their Santa Anna location.

Question regarding who is doing the productive lab training. Appreciation was given on the choice to have 1:1 productive lab.

Sandy Lopez explained that their trainers are their leads (supervisors and managers). They have started at the bottom and moved up, so they have years of experience. The company uses HRIS (Paylocity) to qualify them.

ACTION: Member Hill moved and Member Smiles seconded approval of the proposal submitted by All American Racers, Inc. in the amount of \$65,600. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 4: Murrietta Circuits

Repeat contractor. Funding requested \$92,920 to train 101 retrainees. Training will take place at their Anaheim location. 2nd ETP contract, 2nd in 5 years.

Request to elaborate on the wage progression, specifically for the operators.

Monica Gallegos explained in about 6 months they could see an increase of \$1-\$2, depending on how much and how fast they learn, and then in one year, they get an evaluation.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Murrietta Circuits in the amount of \$92,920. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 5: Reborn Cabinets

Repeat contractor. Funding requested \$499,468 to train 356 retrainees. Training will take place at their locations in Orange, Alameda, Los Angeles and Sacramento counties. 4th ETP contract, 3rd in 5 years.

Question regarding how they are qualifying their internal trainers for the productive lab.

Raul Weapon explained that they have developed a field certification program.

Question about how they develop their culture given their retention rate. How are you managing turnover?

Raul Weapon explained that they have developed a certification field training program, and they have developed a career plan with multiple routes.

ACTION: Member Hill moved and Member Smiles seconded approval of the proposal submitted by Reborn Cabinets in the amount of \$499,468. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

- Rebecca Bettencourt – aye
- Gretchen Newsom – aye
- Rick Smiles - aye
- Douglas Tracy – aye
- Mike Hill – aye
- Chris Dombrowski – aye
- Jennifer Fothergill - aye

Tab No. 6: Grandmark Service Company, Inc. dba Grandmark Roofing

Priority industry, first time contractor. Funding requested \$89,700 to train 6 under Job one (small business retrain) and 44 under Job 2 (HUA small business retrain) and 15 under Job 3 (job creation, small business retrain). Training will take place at their locations in Fresno, Bakersfield, and Sacramento locations.

Comment was made that the Job Creation Initiative is about to be retired, but it is being used to seek a wage modification to lower the wages from a post retention wage of \$30.75 per hour to \$19 per hour. What is the wage progression, and how will the installers in Jobs 2 and 3 move up from the wage range of \$19-\$20 per hour?

Carlos Colima stated that there are hires without experience. They want them to achieve certifications but those numbers are mainly for the people who do not move past based on their effort.

Elaboration was requested regarding a May 8, 2024 OSHA violation in Fresno. What are you doing to make sure you employees are safe?

Carlos Colima stated that OSHA is still finalizing their investigation, but it was an accident, and there was no violation on their side. There is a zero tolerance for not following safety rules, and were making sure that whether they think they need it or not, workers have to follow safety rules. Managers are also doing assessments prior to starting jobs.

Questions as to how the training is done with such a small company and 50 new hires and how the record keeping is being tracked.

Carlos Colima responded that they have Excel for the record keeping and certified trainers that they currently hire for air conditioning and roofing.

ACTION: Member Smiles moved and Member Hill seconded approval of the proposal submitted by Grandmark Service Company, Inc. dba Grandmark Roofing in the amount of \$89,700. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 7: Knighthawk Building Services, Inc.

Withdrawn

Tab No. 8: Northstar Energy Management LLC dba NovaSource Power Services

Withdrawn

MULTIPLE EMPLOYER CONTRACTS (MEC)

Tab No. 9: Economic Development Collaborative-Ventura County

Repeat contractor. Funding requested \$236,160 to train 240 retrainees. Training will take place at their locations.

Concern was raised as to the status of an active workforce literacy project in the approved amount of \$226,000, which is showing no movement, and since this proposal is planning on doing upgrades for farmworkers, a question was raised about what is the plan is to be successful.

Reminder was given that the farmworker wage range is \$25-\$30 per hour.

Bruce Densley stated that after a slow beginning they are now onboarding their 1st employer and expanding into other industries as well. So, they are confident that the funds will be expended.

Concern was raised as to why the Literacy has not been started off or engaged. How many of these employers are repeat employers who have worked with ETP? Potentially you may have the same starting problems as you had with Literacy.

Bruce Densley explained that the problem with the Literacy was that it was an entirely new project and a new design. Due to the emphasis on immigrants and refugees and the structure of the English language, learning, training and how that can be successful is very different than an ISO. It is about establishing a structure. You cannot do an 8 hour training in one day to learn English language. It takes training over a period of time. So it presented challenges.

Question was asked if there were barriers in ETP policy limiting the ability to train in Literacy.

ACTION: Member Hill moved and Member Newsom seconded approval of the proposal submitted by Economic Development Collaborative-Ventura County in the amount of \$236,160. All Panel Members present voted in the affirmative to approve the proposal as moved.

Public comment by John Fox regarding the Literacy pilot challenges, San Bernardino Community College District, has a Literacy Pilot contract and it has been very challenging to execute. There could be some structural issues within the requirements of the contract that could be adjusted to make it easier to perform. His understanding is that other Literacy contract holders are having similar issues, and a conversation with Staff would be welcome and even an opportunity to present to Panel with some alternative would help contractors be more successful.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 10: South Bay Workforce Investment Board, Inc.

Repeat contractor. Funding requested \$726,810 to train 700 workers. Training will take place primarily throughout the greater Los Angeles region. An updated curriculum was recently submitted with changes to the productive lab courses.

Question as to who is actually delivering the training. How are the productive lab trainers qualified?

Chris Cagle replied that the employers are delivering the trainings, and they coordinate classroom training. When interviewing employers they are asked if they have certified qualified experts in their field before it is endorsed.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by South Bay Workforce Investment Board Inc. in the amount of \$726,810

with the amended productive lab curriculum as submitted. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 11: The Chamber of the Chino Valley

Repeat contractor. Funding requested \$528,780 to train 660 retrainees. Training will be coordinated with employers at their training locations. 2nd ETP contract. 2nd in past 5 years.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by The Chamber of Chino Valley in the amount of \$528,780. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 12: Fullerton Chamber of Commerce dba North Orange County Chamber

Repeat contractor. Funding requested \$531,114 to train 654 retrainees. Training will be coordinated to take place at the employer's location. 3rd ETP contract. 3rd in past 5 years.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Fullerton Chamber of Commerce dba North Orange County Chamber in the amount of \$531,114. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye

Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 13: Grossmont Cuyamaca Community College District

Repeat contractor. Funding requested \$127,240 to train 20 new hire trainees. 6th ETP contract. 3rd in past 5 years.

Comment was made that the proposal is not the usual for Grossmont Cuyamaca Community College District, and appears as a pass through to the Grand Foundation, which is a non-profit. So you are going to essentially retain or hire Grand Foundation to provide the continuous improvement skills for a fee of \$104,000 and the difference is going to the college for administrative fees. Also the cost per trainee is high at \$6,362 with a low retention wage. The connection to these trainees being employed and having the clear path to a high road job is not evident. Why the drastic change in the model? QCMI is owned by the same person who owns Grand Foundation.

Javier responded that they are looking at something different because in San Diego East County, 60% of high school students do not pursue anything beyond high school. They are looking to expand the skilled trades especially around manufacturing and do not have the facility for it. It was felt that this was innovative and they have the employee relations, job placement, etc. This is a beta test and that is why the amount is low.

Question regarding the proposal you are looking for 260 hours but have listed a 320 hour training. Are you taking the funds we give you and then asking the employee (they are not employed) to pay the difference? So does the trainee see the cost?

Javier responded that there is zero cost to the trainee. There are opportunities for wage progression after 6 months. We have employees to support placement. Grossmont is serving as the fiscal agent.

Request to either table or include the names of employers that are going to put them, after training into those high road jobs.

Staff stated that a 100B was given but not included in the final proposal.

Javier listed QCMI, Adams, AI Tech Machining, GKN Precision Machining, Fission Metals, Senior Aerospace, Solar Turbines, Thor Knives and 5th Axis. There might be more.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Grossmont Cuyamaca Community College District in the amount of \$127,240. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye

Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 14: South Orange County Community College District, Saddleback College

Repeat contractor. Funding requested \$663,960 to train 680 retrainees. 3rd ETP contract. 2nd in past 5 years.

ACTION: Member Hill moved and Member Smiles seconded approval of the proposal submitted by South Orange County Community College District, Saddleback College in the amount of \$663,960. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 15: City of Richmond

Priority industry, repeat contractor. Funding requested \$103,500 to train 20 trainees under Job one (new hire at risk youth, ex offender and individuals with multiple barriers). Training will take place at their location in Richmond. 6th ETP contract, 2nd in last 5 years.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by City of Richmond in the amount of \$103,500. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 16: Greater Modesto Chamber of Commerce

First time contractor. Funding requested \$408,606 to train 302 workers. Training will take place at their locations in San Joaquin, Stanislaus and Hilary counties.

Question regarding several single employers who have active single employer contracts. The numbers that were stated in your 100B are not the same as those reported to us in their proposals of active employees, and they are working through their contracts. How are you going to manage or work together because you cannot have active trainees in both contracts?

Trish Christiansen stated that they have one dedicated staff member talking with everyone as they have new hires come on, or they finish one training ,and they want to put them through another. They also have other members to participate.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Greater Modesto Chamber of Commerce in the amount of \$408,606. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0 (1 abstention).

Rebecca Bettencourt – abstained
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

AGRICULTURE

Tab No. 17: Fowler Packing Company, Inc.

Repeat contractor. Funding requested \$93,288 to train 69 workers. Training will take place at their two locations in Fresno County.

Comment was made regarding a wage class action lawsuit made by 20,500 seasonal agricultural workers filing against Fowler Packing Company, Inc. and AgForce alleging various State and Federal labor laws were violated between March 2011 and January 2019. Violations included failing to pay all wages due including overtime pay, failure to provide rest breaks and meal periods, requiring off the clock work and allowing the use of “ghost workers”, failure to record and or pay for travel, wait time, including use of personal vehicle expenses, and failure to provide necessary tools or reimburse for tools and underpaying workers in general.

Since 2018 all parties in lawsuit engaged in discovery and private mediations and a settlement agreement was reached. In 2023, a District Court in California approved the lawsuit in the amount of \$7.8 million. The filing date of the lawsuit and the time of when the labor laws were violated, ran concurrent to 2 of Fowler’s previous ETP contracts. Since this occurrence what changes have you made to made sure these kinds of things never happen again?

Brett Saul stated that they did not wait until the settlement to fix issues. A new CEO started in 2018 and he started making changes. A piece rate payroll processing software was created to ensure compliance when paying employees piece rate. A 3rd party audit is done on wage hour records. And an internal audit is done constantly.

Question as to how they can assure each worker is receiving the minimum post retention wage. What is a piece meal rate? There is nothing in the contract regarding piece meal wages?

Brett Saul explained that the software processes the payroll. The employees that will be in the contract are not piece meal. There is a confidential 800 number. They have multiple HR employees in the fields and packing houses. There is an opportunity to speak collectively with management.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Fowler Packing Company, Inc. in the amount of \$93,288. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 18: Mariani Packing Co., Inc.

Repeat contractor. Funding requested \$210,680 to train 229 workers. Training will take place at their two locations in Marysville and Vacaville.

ACTION: Member Newsom moved and Member Hill seconded approval of the proposal submitted by Mariani Packing Co., Inc. in the amount of \$210,680. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill - aye

Tab No. 19: Tulare-Kings Hispanic Chamber of Commerce Incorporated

First time contractor. Funding requested \$615,000 to train 500 workers. Training will take place throughout Tulare and Kings County.

Comment was made to make sure the employers that are on the sign-in sheets are clear as to what is productive lab and what is classroom or simulated lab because it does affect the reporting and the hours you have toward productive lab.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by Tulare Kings Hispanic Chamber of Commerce Incorporated in the amount of \$615,000. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

X. CIVICMAKERS APPRENTICESHIP WORKGROUP UPDATES AND NEXT STEPS

Judi Brown, Project Director, and Brittany Henry, Project Manager, of CivicMakers conducted a presentation regarding apprenticeship training, the apprenticeship workgroup, and next steps, outlining those written materials included in the panel packet.

XI. PRESENTATION ON APPRENTICESHIP FUNDING UPDATE FY24/25

Heather Miguel, Manager of the Program Projects Unit, and Willie Atkinson, Manager of the Application & Assessment Unit, conducted a presentation regarding apprenticeship funding, outlining those written materials included in the panel packet

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

Comment regarding the Literacy training policies and staff was asked if some numbers could be run to see mid-year where they are. Staff agreed to connect with individuals and see what challenges were referenced.

No other comments.

Member Newsom left the meeting at 12:25 p.m.

XIII. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

Michelle Rickner speaking to the 75% performance rule that needs to be shown for projects to come back to Panel. Wanted to express how difficult it is to show 75% performance for a MEC in a short timeframe.

John Fox, San Bernardino Community College District, commented regarding change to repeat contractor rule as it regards MEC's and hopes Panel will consider reverting.

Eldon Davidson commented in agreement with Michelle Rickner and John Fox (handed out map) regarding MEC's and 75% performance

Annie Rafferty echoed previous comment regarding 75% performance and MECs.

Laura SeLeon, California Manufacturing Technology Consulting echoed previous comments.

Nathan Daily, CMTA in support of revisiting the 75% actual earned rule as applied to MECs.

Phillip Herrera explained that a group of stakeholders are watching the legislative bills and trying to work with the Governor's office on budget issues.

Chris Cagle, South Bay Workforce Investment Board stated that the average wage on their program is \$43. Also echoed the previous comments on revisiting the 75% rule. His company started the Southern California Apprenticeship Network and are the administrative and fiscal agent for them.

XIV. MEETING ADJOURNMENT

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

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

Motion carried, 6 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – not present
Rick Smiles - aye
Douglas Tracy – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

Chair Bettencourt Adjourned the meeting at 12:59 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.



MEMORANDUM

To: Panel Members July 18, 2024

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

From: Michael A. Cable, Staff Attorney

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

I. ASSEMBLY BILLS

- **[AB-86 Homelessness: Statewide Homelessness Coordinator.](#)**
Summary: Existing law establishes various programs to address homelessness, including requiring the Governor to create an Interagency Council on Homelessness. Existing law requires the council to, among other things, identify mainstream resources, benefits, and services that can be accessed to prevent and end homelessness in California and promote systems integration to increase efficiency and effectiveness to address the needs of people experiencing homelessness. This bill would require the Governor to appoint a Statewide Homelessness Coordinator, within the Governor's Office, to serve as the lead person for ending homelessness in California.

Status: On 09/01/2023: Held under submission.
- **[AB-241 Vehicular air pollution; Clean Transportation Program; vehicle registration and identification plate service fees; smog abatement fee extension.](#)**
Summary: This bill would make various changes to the Enhanced Fleet Modernization Program, the Clean Transportation Program, and the Air Quality Improvement Program, and extend the \$20 smog abatement fee imposed on certain vehicles until January 1, 2035. This bill would take effect immediately as an urgency statute.

Status: On 02/01/2024: Died on inactive file.
- **[AB-437 State government: equity.](#)**
Summary: This bill would require state agencies and departments, in carrying out their duties, to consider the use of more inclusive practices to advance equity, as specified.

Status: On 06/27/2024: Ordered to inactive file at the request of Senator Becker.
- **[AB-469 California Public Records Act Ombudsperson.](#)**
Summary: This bill would establish, within the California State Auditor's Office, the California Public Records Act Ombudsperson. The bill would require the California State Auditor to appoint the ombudsperson subject to certain requirements. The bill would require the ombudsperson to receive and investigate requests for review, as defined, determine whether the denials of original requests, as defined, complied with the California Public Records Act, and issue written opinion of its determination, as provided. The bill would require the ombudsperson to create a process to

that effect, and would authorize a member of the public to submit a request for review to the ombudsperson consistent with that process. The bill would require the ombudsperson, within 30 days from receipt of a request for review, to make a determination, as provided, and would require the state agency to provide the public record if the ombudsperson determines that it was improperly denied. The bill would, if requested by the ombudsperson, require any state agency determined to have improperly denied a request to reimburse the ombudsperson for its costs to investigate the request for review. The bill would require the ombudsperson to create a process through which a person whose information is contained in a record being reviewed may intervene to assert their privacy and confidentiality rights, and would otherwise require the ombudsperson to maintain the privacy and confidentiality of records, as provided. The bill would require the ombudsperson to report to the Legislature, on or before January 1, 2025, and annually thereafter, on, among other things, the number of requests for review the ombudsperson has received in the prior year.

Status: VETOED. On 01/30/2024: Consideration of Governor’s veto stricken from file.

- **[AB-518 Paid family leave: eligibility: care for designated persons.](#)**

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

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

- **[AB-749 State agencies: information security: uniform standards.](#)**

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

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

- **[AB-1163 Lesbian, Gay, Bisexual, and Transgender Disparities Reduction Act.](#)**

Summary: This bill would impose the provisions of the above-described act on the Business, Consumer Services, and Housing Agency, the California Health and Human Services Agency, the Department of Housing and Community Development, and the California Commission on Disability Access, and would require these state entities to comply with the bill’s provisions as early as possible following the effective date of this bill, but no later than July 1, 2025.

Status: CHAPTERED. On 10/13/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 832, Statutes of 2023.

- **[AB-1370 California Community Colleges Economic and Workforce Development Program.](#)**

Summary: This bill would revise and recast several provisions of the California Community Colleges Economic and Workforce Development Program. The bill would extend operation of the program

indefinitely and would repeal the Job Development Incentive Training Program. The bill would revise and recast the principles governing the Economic and Workforce Development Program, provisions on the duties and membership of the program's advisory committee, the decision criteria for allocating program funds to colleges, and the definitions that apply to the program's provisions.

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

- **[AB-1537 Skilled nursing facilities: direct care spending requirement.](#)**

Summary: This bill would require, no later than July 1, 2024, the establishment of a direct patient-related services spending, reporting, and rebate requirement for skilled nursing facilities, with exceptions. Under the direct patient-related services spending requirement, the bill would require that a minimum of 85% of a facility's total non-Medicare health revenues from all payer sources in each fiscal year be expended on residents' direct patient-related services, as defined. The bill would require a facility to report total revenues collected from all revenue sources, along with the portion of revenues that are expended on all direct patient-related services and nondirect patient-related services, to the State Department of Health Care Services by June 30 of each calendar year, with certification signed by a duly authorized official, as specified.

Status: On 06/18/2024: Read second time. Ordered to third reading.

- **[AB-1766 Division of Occupational Safety and Health: Regulations.](#)**

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

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

- **[AB-2769 Apprenticeships: income tax returns.](#)**

Summary: This bill would require the Franchise Tax Board to include a checkbox on individual income tax returns for taxable years beginning on or after January 1, 2025, for taxpayers to authorize the Franchise Tax Board to share their full name and mailing address with the Division of Apprenticeship Standards, pursuant to an information sharing agreement or data interface, for the purpose of receiving individual outreach information regarding apprenticeship programs in the state. The bill would require the division, upon appropriation by the Legislature, to annually conduct outreach and enrollment efforts to individuals whose information is shared pursuant to the provisions of this bill. The bill would provide that the unauthorized disclosure of taxpayer information by the division is a misdemeanor. By expanding the scope of a crime, the bill would impose a state-mandated local program.

Status: On 05/16/2024: In committee: Held under submission.

- **[AB-2873 Breaking Barriers to Employment Initiative: grants.](#)**

Summary: This bill would make significant changes to the Breaking Barriers to Employment Initiative grant program.

Status: On 07/01/2024: In committee: Referred to suspense file.

- **[AB-2358 Employment Development Department: disclosure of wage information: qualified third-party vendors.](#)**

Summary: This bill would require the Employment Development Department to release an employee's wage information to a qualified third-party vendor if the employee has provided the department written permission for that release. The bill would require the department to allow, at the request of the employee, the electronic transmission of the employee's wage information directly to or through a qualified third-party vendor for permissible uses, as defined. The bill would require the department to enter into an agreement with a qualified third-party vendor to allow for electronic transmission of an employee's wage information for permissible uses. The bill would require a qualified third-party vendor to use the employee's wage information for a permissible use and to share the employee's wage information with a subscriber, subject to specified restrictions the bill would impose on the subscriber. The bill would provide that wage information is confidential, as specified. The bill would prohibit the department from expending any additional state funds to execute the terms of the agreement with a qualified third-party vendor. The bill would make any person who knowingly accesses, uses, or discloses any information made confidential by the bill's provisions without authorization, as provided, guilty of a misdemeanor. By creating a new crime, the bill would impose a state-mandated local program. The bill would define various terms for purposes of these provisions.

Status: On 05/16/2024: In committee: Held under submission.

II. **SENATE BILLS**

- **[SB-150 Construction: workforce development: public contracts.](#)**

Summary: This bill would require the Department of Transportation to work in partnership with the California Workforce Development Board to support California's high road construction careers program. The bill would require the department to reserve a minimum aggregate total of \$50,000,000 of federal funds from the federal Infrastructure Investment and Jobs Act to be allocated over 4 years to support the program. This bill, on or after January 1, 2026, would also authorize a state agency to use, enter into, or require contractors to enter into, a project labor agreement that applies to a project or set of projects with aggregate construction costs in excess of \$35,000,000 only if the agreement also includes provisions to address community benefits, as described. This bill would also require the certain state agencies to convene relevant stakeholders to provide input on recommendations to establish material terms to be included as a material part of a contract. The bill would require these agencies to meet with those stakeholders in the process of developing recommendations, and to consult with specified state entities, including the Civil Rights Department, as prescribed. The bill would require those recommendations to be provided to the Governor and the Legislature by March 30, 2024, and also presented to the California Workforce Development Board in a regularly scheduled public meeting. This bill would declare that it is to take effect immediately as an urgency statute.

Status: CHAPTERED. On 07/10/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 61, Statutes of 2023.

- **[SB-322 Zero-Emission Vehicle Battery Manufacturing Block Grants Program.](#)**

Summary: This bill would require the State Energy Resources Conservation and Development Commission, or an entity it contracts with, to administer its Zero-Emission Vehicle Battery

Manufacturing Block Grant Program, and would impose eligibility, application scoring, workforce, and reporting requirements on the program. The bill would authorize the commission, or an entity it contracts with, to adopt procedures and criteria to supplement these requirements.

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

- **[SB-447 GO-Biz: Building and Reinforcing Inclusive, Diverse, Gender-Supportive Equity Project.](#)**
Summary: This bill would authorize the GO-Biz to establish the Building and Reinforcing Inclusive, Diverse, Gender-Supportive Equity Project (BRIDGE Project) to promote social equity, civil rights, and anti-discrimination through marketing and advertising campaigns. The bill would also make nonsubstantive changes to these provisions.

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

- **[SB-525 Minimum wage: health care workers.](#)**
Summary: Among other things, this bill would require, beginning June 1, 2025, a health care worker minimum wage of \$25 per hour for hours worked in covered health care employment, as defined, subject to adjustment, as prescribed. From June 1, 2024 until June 1, 2025, the health care worker minimum wage would be \$21 per hour. The bill would provide that the health care worker minimum wage constitutes the state minimum wage for covered health care employment for all purposes under the Labor Code and the Wage Orders of the Industrial Welfare Commission. The health care worker minimum wage would be enforceable by the Labor Commissioner or by a covered worker through a civil action, through the same means and with the same relief available for violation of any other state minimum wage requirement. By establishing a new minimum wage, the violation of which would be a crime, the bill would impose a state-mandated local program.

Status: CHAPTERED. On 10/23/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 890, Statutes of 2023.

- **[SB-828 Minimum wages: health care workers: delay.](#)**
Summary: This bill would delay the minimum wage adjustments for health care workers by one month. This bill would make legislative findings and declarations as to the necessity of a special statute for health care workers. This bill would declare that it is to take effect immediately as an urgency statute.

Status: CHAPTERED. On 05/31/2024: Approved by Governor. Chaptered by Secretary of State. Chapter 12, Statutes of 2024.

- **[SB-534 Equitable Access to Job Opportunity Pilot Program.](#)**
Summary: This bill would establish the Equitable Access to Job Opportunity Pilot Program, to be operative from January 1, 2024, to January 1, 2025, inclusive, to provide individuals without postsecondary education degrees from rural or low-income communities with financial aid for workforce development training and education to gain employment in key industries. The bill would require the board and the office to administer the pilot program, including identifying key industries and developing partnerships, pathways, and opportunities to ensure local development of those industries, as specified. The bill would require the board and the office to work with local stakeholders, including local workforce development boards, in securing job opportunities and building pathways and partnerships, as specified. The bill would require the board and the office, on or before January 1, 2027, to report to the Legislature on the effectiveness of the program, as specified. The bill would repeal the bill's provisions on January 1, 2028.

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

- **[SB-544 Bagley-Keene Open Meeting Act: teleconferencing.](#)**

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

Status: CHAPTERED. On 09/22/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 216, Statutes of 2023.

- **[SB-595 Covered California: data sharing.](#)**

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

Status: CHAPTERED. On 10/08/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 492, Statutes of 2023.

- **[SB-822 Workforce development: Interagency High Road Act.](#)**

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

Status: VETOED. On 01/25/2024: Vetoed sustained.

- **[SB-864 Workforce development: workplace rights curriculum.](#)**

Summary: Among other things, this bill would require the California Workforce Development Board to assist the Governor with partnering with the Labor Commissioner and other subject matter experts in developing workplace rights curricula to be provided to all individuals receiving individualized career services, supportive services, or training services through the California workforce system. The bill would require each local workforce development board to ensure the

provision of workplace rights training consistent with that workplace rights curricula. The bill would require the comprehensive 4-year local plan to include a description of how the local board plans to comply with this requirement. By imposing additional duties on local workforce development boards, the bill would impose a state-mandated local program. The bill would require the California Workforce Development Board to partner with the Employment Development Department and the Labor and Workforce Development Agency to ensure that local workforce development boards and one-stop career center providers are complying with those requirements.

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

- **SB-957 Data collection: sexual orientation and gender identity.**
Summary: Among other things, this bill would require intersexuality be included in data collection in accordance with the Lesbian, Gay, Bisexual, and Transgender Disparities Act.

Status: On 06/24/2024: Re-referred to Com. on APPR. pursuant to Assembly Rule 96.

- **SB-1237 Methane.**
Summary: Among other things, this bill would generally replace the term “natural gas” with the term “methane” throughout all of the state’s codes. Because some natural gas is not methane and some methane is not natural gas, the bill would authorize the expenditure of continuously appropriated moneys for new purposes, thereby making an appropriation, and would also change the applicability of various charges, and the purposes for which revenues from those charges may be used.

Status: On 04/16/2024: April 16 set for first hearing canceled at the request of the author.

- **SB-1321 Employment Training Panel: employment training program: projects and proposals.**
Summary: This bill would include in the project criteria, among other things, assisting existing apprentice, certification, or other training programs in updating training to reflect new technologies or methods, or to address gaps in existing training. The bill would also include in the program goals, among other things, meeting the standards established by the Division of Apprenticeship Standards for high-quality training programs. The bill would authorize projects developed pursuant to the above-described provisions to use program funding, upon appropriation by the Legislature, to provide training through apprenticeship programs approved by the Division of Apprenticeship Standards and training at joint-labor management training centers. Additionally, this bill would require the panel to also include within the minimum standards, among other things, an attestation of compliance with all state and federal labor and health and safety laws. By expanding the crime of perjury, this bill would impose a state-mandated local program. The bill would also prohibit a proposal from being considered or approved if, among other things, an applicant is ineligible to bid, be awarded, or subcontract on a public works project pursuant to specified provisions. The bill would require the panel to provide notice of the intent to award proposals at least 30 days before a panel meeting approving or rejecting a proposed award. This bill would provide that no reimbursement is required by this act.

Status: On 07/02/2024: July 2 set for first hearing. Placed on suspense file.

III. BUDGET BILLS

- **AB-100 Budget Acts of 2021 and 2022.**
Summary: This bill would amend the Budget Act of 2021 and Budget Act of 2022 by amending and adding items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 05/15/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 3, Statutes of 2023.

- **AB-102 Budget Act of 2023.**

Summary: This bill would amend the Budget Act of 2023 by amending, adding, and repealing items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 07/10/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 38, Statutes of 2023.

- **AB-103 Budget Acts of 2021 and 2022.**

Summary: This bill would amend the Budget Act of 2021 and Budget Act of 2022 by amending and adding items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 06/30/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 33, Statutes of 2023.

- **AB-106 Budget Acts of 2022 and 2023.**

Summary: This bill would amend the Budget Act of 2022 and Budget Act of 2023 by amending, adding, and repealing items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 04/15/2024: Approved by Governor. Chaptered by Secretary of State. Chapter 9, Statutes of 2024.

- **AB-1812 Budget Act of 2024.**

Summary: This bill would make appropriations for the support of state government for the 2024-25 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 01/16/2024: Referred to Com. on BUDGET.

- **AB-2928 Budget Act of 2022.**

Summary: This bill would amend the Budget Act of 2022 by amending an item of appropriation related to the Lockeford Community Services District. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 02/16/2024: From printer. May be heard in committee March 17.

- **SB-101 Budget Act of 2023.**

Summary: This bill would make appropriations for the support of state government for the 2023-24 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 06/27/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 12, Statutes of 2023.

- **[SB-104 Budget Acts of 2022 and 2023.](#)**

Summary: This bill would amend the Budget Act of 2022 and the Budget Act of 2023 by amending and adding items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 09/13/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 189, Statutes of 2023.

- **[SB-105 Budget Acts of 2022 and 2023.](#)**

Summary: This bill would amend the Budget Act of 2022 and the Budget Act of 2023 by amending and adding items of appropriation and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 10/13/2023: Approved by Governor. Chaptered by Secretary of State. Chapter 862, Statutes of 2023.

- **[SB-917 Budget Act of 2024.](#)**

Summary: This bill would make appropriations for the support of state government for the 2024-25 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 01/10/2024: To print.

Employment Training Panel

Paid Family Leave - Small Business

Years 1 and 2

Dr. Indria Gillespie



Paid Family Leave – Small Business

California's PFL SB Grant is funded with \$1,000,000 according to the fiscal allocation per annum to award grant contracts to ETP-eligible Multiple Employer Contractors (MEC) in California.

- Outreach
- Provide micro-grants
- 50 or less employees - \$2,000.00
- 51 – 100 employees - \$1,000.00
- The PFL SB grant funds helped to sustain grantees' small businesses ensuring job security and stability for workers.



Purpose

Keep businesses open
and retain employees!



Multiple Employer Contractors

Year One

- Central Valley Hispanic Chamber of Commerce
- Orange County Hispanic Chamber of Commerce

Year Two

- Greater San Fernando Valley Chamber of Commerce
- Tulare Kings Hispanic Chamber of Commerce



Number of Small Businesses Served

Year One

- 329 or 44.7%

Year Two

- 407 or 55.3%

Overall

- 736 grants
- 24 Counties or 41%
- 4 MECs
- Increased by 78 grantees or 23%



Employment Training Panel

Number of Grants by Dollar Amount

Grant Amount	Year One	Year Two
\$ 500	5	0
\$1,000	21	62
\$2,000	303	345
	Total: 329	Total: 407
Aggregated Total:		736



Reason for Paid Family Leave

Reason for PFL	Year One	Year Two
Care for Sick Family Member	74 or 23.2%	60 or 14.7%
New Child	255 or 76.8%	347 or 85.3%
	Total: 329	Total: 407
Aggregated Total		736

Employer Utilization of Funds

Utilization of Funds	Year One	Year Two
Upskill/Training	133 or 40.4%	134 or 32.9%
Hire	32 or 9.7%	35 or 8.6%
Both	164 or 49.8%	238 or 58.5%
	Total: 329	Total: 407
Aggregated Total:		736



Employee Retention

Employee Retention	Year One Respondents (36)	Year Two Respondents (59)	Average of Years 1 & 2 (95)
Yes	32 or 88.9%	56 or 95%	88 or 92.6%
No	3 or 8.3%	2 or 3.4%	5 or 5.3%
Not Sure	1 or 2.8%	1 or 1.7%	2 or 2.1%
	Total: 36	Total: 59	Total: 95
Aggregated Total:		95	



Approximate Total Cost of One Employee on PFL

Approx. Total Cost of One Employee On PFL	Year One Respondents (36)	Year Two Respondents (59)	Average of Years 1 & 2 (95)
\$1.00 to \$999.00	3 or 8.3%	5 or 8.5%	8 or 8.4%
\$1,000.00 to \$1,999.00	3 or 8.3%	4 or 6.8%	7 or 7.4%
\$2,000.00 to \$2,999.00	10 or 27.8%	7 or 11.9%	17 or 17.9%
\$3,000.00 or more	20 or 55.6%	43 or 73%	63 or 66.3%
	Total: 36	Total: 59	Total: 95
Aggregated Total:		95	



Successes

- Greater San Fernando Valley Chamber of Commerce
 - Within 1 year
 - PFL 3
- Employee Retention
 - 95 Respondents: 88 or 92.6% jobs saved
 - 95 Respondents: 95 or 100% businesses still in operation
- \$500 grants eliminated
- 12% or \$60,000 support costs was added – marketing and outreach

Questions



Training Proposal for:
Coast Packing Company
Contract Number: ET25-0107

Panel Meeting of: July 26, 2024

ETP Regional Office: North Hollywood

Analyst: J. Garcia

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Manufacturing 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: 104	U.S.:104	Worldwide: 104
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	3%		

FUNDING DETAIL

In-Kind Contribution
\$189,280

Total ETP Funding
\$189,280

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	Manufacturing Skills, Business Skills, Computer Skills, Continuous Impr, PL Manufacturing Skills, HAZMAT, HAZWOPER	104	8-200	0	\$1,820	\$23.15
				Weighted Avg: 65			

*Post-Retention Wage is the Contractual Wage.

<p>Minimum Wage by County: <u>Job Number 1:</u> \$23.15 per hour in Los Angeles County. Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision. Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe 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
Administration Staff	\$20.65 - \$25.00	2
	\$25.01 - \$34.00	8
Production Staff	\$20.65 - \$25.00	6
	\$25.01 - \$32.00	96
Supervisors/Managers	\$20.65 - \$25.00	1
	\$25.01 - \$40.00	2

INTRODUCTION

Founded in 1922 and located in Vernon, Coast Packing Company (www.coastpacking.com) (Coast Packing) is a food processor, manufacturer and supplier of animal fat shortenings, lards and cooking oil widely distributed to various industries such as restaurant chains, wholesale distributors, retail food markets, specialty food stores, and commercial bakeries. Training will take place at the Company’s sole location in Vernon. This is Coast Packing’s third ETP Contract and the third in the last five years.

Veterans Program

Coast Packing does not currently have a specific Veterans program in place, however, several long-time employees are Veterans. The Company advertises open positions on various Veterans job websites.

PROJECT DETAILS

Coast Packing's previous training project focused on Global Food and Safety Initiative Certification, and operation of various production machines and equipment in support of their new packaging lines. Coast Packing's upcoming training programs will be finely tuned based on invaluable feedback and lessons learned from previous contracts. The Company aims to pinpoint crucial areas needing attention, implement necessary enhancements to rectify shortcomings, and foster continual growth. A formal training needs assessment was conducted with employees that was used to help design the proposed training plan.

With a focus on continuous improvement, new training initiatives will be dedicated to constant refinement. Leveraging the groundwork laid by previous contracts, Coast Packing is committed to fine-tuning and optimizing training processes and outcomes, ensuring an ongoing path of improvement.

Coast Packing aims to enhance training to harmonize with the latest OSHA regulations implemented in 2024, such as ensuring the Company has proper personal protective equipment (PPE) methodologies in place. This entails integrating new methodologies, updating technologies with new systems, such as ADP and Alchemy, and streamlining processes to empower employees to work safely with enhanced efficiency. This training project will provide trainees with a thorough understanding of the machineries in the plant with the system upgrades. In addition, leadership training will also be a focus, with strategic planning sessions offered to the leaders.

Coast Packing plans to expand its workforce during the course of the contract term by approximately eleven new employees. The Company's new employees will also participate in the training program.

ETP funding will enhance Coast Packing's current training efforts by providing financial support, expanding training programs, improving quality, integrating technology, ensuring compliance, and enhancing a competitive advantage the Company has created by investing in training. Through Coast Packing's training program, the Company will be able to meet regulatory requirements, operational and food safety standards, and foster a strong food safety culture.

Training Plan

Training will be delivered via Class/Lab, E-Learning, and Productive Lab.

Business Skills: This training will be offered to Production Staff, Administration Staff, and Supervisors/Managers and will include course topics such as Change Management, Performance Management, Project Management, and Product and Service Knowledge.

Computer Skills: This training will be offered to Production Staff, Administration Staff, and Supervisors/Managers and will include course topics such as Database Administrator Skills, Material Requirement, and Process Mapping.

Continuous Improvement: This training will be offered to Production Staff, Administration Staff, and Supervisors/Managers and will include course topics such as Line Balancing, Lean Manufacturing, Quality Systems, and Work Procedures.

Manufacturing Skills: This training will be offered to Production Staff and Supervisors/Managers and will include course topics such as Good Manufacturing Practices, Sanitation Procedures/Materials, Hazard Analysis and Critical Control Point, and Production Equipment/Tools Preventative Maintenance.

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.

In order to stay competitive, Coast Packing needs to focus on continuous improvement efforts to improve efficiency, reduce costs, improve quality, and improve turnaround times. This requires continual hands-on training on new equipment, processes, and procedures. 60 Production Staff trainees will receive up to 12 hours of Productive Lab in Manufacturing Skills, and receive 1:1 training. Trainees will be trained on various production machines including Win Pak and Cyrovac pouching machines.

Trainers are fully qualified in the specific areas of training. The trainers are typically leads, supervisors, managers, or consultants with extensive experience in the processes and equipment being used for training.

Certified Safety Training

1. 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 9 hours of classroom training, for workers stationed at the hazard site; and 9 hours for workers who visit the site (e.g., Supervisors/Managers). 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.
2. 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, Production Staff and Supervisors/Managers will receive up to 9 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 entities include Stacy Medical Center, Alchemy, and Coast Packing Company.

Commitment to Training

The Company has an annual training budget of approximately \$100,000. Ongoing training consists of new employee onboarding, job-specific tools and equipment skills, and on-the-job training. ETP funds will not displace Coast Packing’s 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

Coast Packing has designated the Human Resources Generalist to oversee this training program. Training will be provided at the Coast Packing facility in Vernon by a combination of in-house trainers and training vendors. Coast Packing has retained an administrative

subcontractor to assist with enrollment as well as upload and invoice training hours. All internal and third party project staff will be available to meet with ETP Staff. Coast Packing is ready to start training upon approval.

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 under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0329	Los Angeles	6/30/2022 – 6/29/2024	\$131,100	\$0 (0%)
ET20-0135	Los Angeles	8/10/2019 – 11/09/2021	\$74,290	\$74,290 (100%)

Based on ETP Systems, 5,806 reimbursable hours have been tracked for potential earnings of \$131,100 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through June 2024.

DEVELOPMENT SERVICES

Coast Packing retained Training Funding Source in Seal Beach to assist with development of this proposal for a flat fee of \$1,900.

ADMINISTRATIVE SERVICES

Coast Packing also retained Training Funding Source 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

- Business and Phone Etiquette- Communication Skills
- Change Management
- Coaching and Conflict Resolution
- Communication Skills
- Performance Management
- Problem Solving – Root Cause Analysis
- Product and Service Knowledge
- Project Management
- Working Successfully with Others
- Workplace Culture - Communication Skills

Computer Skills

- Database Administrator Skills (includes development, performance, tuning)
- Microsoft Office- Intermediate & Advanced
- Materials Requirement (MRP)
- Process Mapping
- Financial/Accounting/Manufacturing software

Continuous Improvement Skills

- Decision Making/Problem Solving
- Kaizen (Team Participation)
- Kanban Inventory System
- Line Balancing
- Leadership - Communication Skills
- Lean Manufacturing
- Lean Waste Reduction (The 7 Wastes)
- Quality Systems
- 5S Program (Sort, Set, Shine, Standardize, Sustain)
- SMED (Single Minute Exchange of Dies)
- Teambuilding
- TPM (Total Preventive Maintenance)
- Work Procedures - Standard Operation Procedures

Hazardous Materials Skills

- Respirator Procedures
- Chemical Awareness Training
- Chemical HAZCOM

HazWoper

HazWoper

Manufacturing Skills

- Good Manufacturing Practices
- Gluten Free, Non GMO, Vegan, Kosher, Organic, SQF- Production Process
- HACCP (Hazard Analysis & Critical Control Point)
- Production Equipment/Tools (Preventative Maintenance)
- Sanitation Procedures/Materials
- Standard Operating Procedures
- Shop Floor Data Collection

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

Trainees may receive any of the following:

Manufacturing Skills

- Gluten Free, Non GMO, Vegan, Kosher, Organic, SQ- Production Process
- HACCP (Hazard Analysis & Critical Control Point)
- Production Equipment/Tools (Preventative Maintenance)



Training Proposal for:

QUAD KNOFF, INC.

Contract Number: ET25-0105

Panel Meeting of: July 26, 2024

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	HUA Priority Rate Retrainee	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Fresno, Kern, Kings, Merced, Tulare	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: 133	U.S.: 138	Worldwide: 138	
<u>Turnover Rate:</u>	6%			
<u>Managers/Supervisors:</u> (% of total trainees)	8%			

FUNDING DETAIL

In-Kind Contribution
\$140,000

Total ETP Funding
\$99,960

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	Weighted Avg:		
1	Priority Rate Retrainee	See Training Plan	102	8-200	0-0	35	\$980	\$22.55

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$22.55 per hour for Fresno, Kern, Kings, Merced and Tulare Counties.
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$1.55

Wage Range by Occupation					
Occupations	Wage Range	Trainees			
		Total	\$15 to \$20	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Human Resources	\$29.00 - \$66.35	4	0	0	4
Engineering	\$37.00 - \$75.48	21	0	0	21
Construction Management	\$29.00 - \$60.09	7	0	0	7
Accounting	\$30.00 - \$61.58	4	0	0	4
CADD Technicians	\$31.00 - \$47.00	6	0	0	6
Administration	\$22.00 - \$48.00	5	0	2	3
GIS Tech	\$42.55 - \$42.55	1	0	0	1
Biology	\$30.00 - \$60.00	7	0	0	7
Land Surveying	\$21.00 - \$67.31	18	0	5	13
Landscape Architecture	\$40.00 - \$53.00	3	0	0	3
Project Management	\$29.00 - \$86.00	10	0	0	10
Planning	\$32.00 - \$63.00	10	0	0	10
Marketing	\$30.00 - \$36.06	3	0	0	3
Information Technology	\$28.00 - \$50.00	3	0	0	3

Introduction

Founded in 1972 and headquartered in Visalia, Quad Consultants merged with Knopf Engineering in 1988 to form Quad Knopf, Inc. (QK) (www.qkinc.com). The Company is an engineering, planning, and construction management firm that provides civil engineering

designs, environmental and biological studies, surveying, Geographic Information Systems (GIS) mapping, and construction management to its clientele. QK assists clients with planning and development of construction projects through to finalization of construction. Customers include local municipalities (private and public sector), governmental agencies, commercial developers, school districts and various construction companies throughout California. QK has six locations in California: Visalia, Bakersfield, Porterville, Hanford, Clovis and Merced. All locations will participate in training with the Visalia location acting as the lead.

This will be QK's fifth ETP project, and second in the last five years.

Veterans Program

QK has not included a separate Veterans component in this proposal. However, the Company actively recruits Veterans by utilizing local Job Fairs and Career websites.

Project Details

Prior training focused on project management, skills and new process operations. Training in this proposal will focus on expanded project management, updated software management skills and continuous improvement. Although training topics in this proposal are similar to those provided in the prior projects, trainees will not repeat the same training courses previously provided.

In recent years, QK has seen an increase in demand for its engineering, planning and construction services. With the continuous evolution of California's infrastructure, along with the need to find the most cost efficient process for development, QK has focused training on implementing an Unmanned Aerial Vehicle (UAV) program which will help in the mapping, observation and protection of project sites. This investment will require training on the navigation and operation of these UAVs, UAV related equipment, and Federal Aviation Administration (FAA) regulations. All staff will receive various levels of training specific to this investment, in order to improve overall knowledge and proficiencies.

QK will also focus on integrating its day-to-day operations, as well as, software systems in their new Hanford location. The Company will expend approximately \$400K for existing software (DelTek Vision, Geographical Information System (GIS) Mapping, ProCore, CADD) improvements to incorporate its new location to ensure that its operation infrastructures are aligned with quality customer service, consumer needs and expectations. Training will ensure compliance with all regulatory changes and technological requirements are met while improving quality processes, outcomes and measures. Additionally, enhancing employee skills will enable QK to remain competitive within the engineering/planning industry and offer greater workplace promotional opportunities.

Lastly, QK remains committed to creating promotional growth opportunities for its workforce and has developed structured training plans aimed at expanding skill sets and creating a positive working environment to encourage retention and promotion. The Company will also add a total of six new hires to support growth in the Human Resources, Construction Management, Land Surveyor, Administration Staff and Project Management occupations. Training in Leadership, Teambuilding, Process and Analysis, Communication, and Information Workflow will not only equip trainees with transferable skills but also promote and reinforce the Company's culture.

Training Plan

Training will be delivered via Classroom/Laboratory, E-Learning methods by in-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations and will provide the skills to effectively and efficiently maintain business operations. Training topics include Account Development, Communication, Information Workflow, Project Cost and Estimating and Project Management.

Commercial Skills: Training will be offered to all occupations, excluding Administration, Accounting and Human Resources. Training focuses on proper handling of technological products, compliancy and operating procedures. Training topics include Engineering Disciplines, GIS Mapping Functions, UAV Operations.

Computer Skills: Training will be offered to all occupations to improve software skills. Training topics include CAD System Software, DeITek Vision and ProCore Software.

Continuous Improvement: Training will be offered to all occupations and will focus on eliminating waste and improving Company processes. Training topics include Leadership, LEAN Principles and Process Analysis and Improvement.

High Unemployment Area

All trainees work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. The Company's locations in Fresno, Kern Kings, Merced and Tulare 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. However, the Company is not requesting a post-retention wage modification.

Commitment to Training

QK has an annual training budget of \$22,000 for all CA locations which includes new hire orientation, product training, staff development and safety training. ETP funds will not displace its existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Human Resources Director and six office managers will oversee this project. An HR training coordinator will assist in determining the classes as well as track progress. Additionally, Executive Management remains dedicated to the training plan and advocates for it as part of staying competitive within the industry. The Company has a detailed training schedule in place and is ready to start training upon approval. The HR Director will coordinate training with the six office managers located in each facility. In addition, QK has retained the services of a third party administrative subcontractor to assist with the administrative requirements.

PRIOR PROJECTS

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
18CS-0189-000	12/18/17 - 12/17/19	\$73,892	\$73,892.00 (100 %)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategic Business Solutions, LLC	Visalia, CA	\$5,750.00
Administrative	Strategic Business Solutions, LLC	Visalia, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
To Be Determined	-	-	-

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Account Development
- Communication
- Information Workflow
- Managing Client and Vendor Relationships
- Project Costs and Estimating
- Project Management

Commercial Skills

- Engineering Disciplines
- Federal Aviation Administration (FAA) Regulations
- Geographical Information System (GIS) Mapping Functions
- Land Surveying Best Practices
- Unmanned Aerial Vehicle (UAV) Operations

Computer Skills

- CAD System Software
- DeITek Vision
- Intermediate and Advanced Microsoft Software (Excel, Project)
- ProCore Software

Continuous Improvement Skills

- Leadership
- LEAN Principles
- Process Analysis and Improvement
- Teambuilding



**Training Proposal for:
Aircraft Xray Laboratories, Incorporated**

Contract Number: ET25-0108

Panel Meeting of: July 26, 2024

ETP Regional Office: North Hollywood

Analyst: S. Turner

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	Services Professional, Scientific Technology Aerospace Related Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	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: 78	U.S.: 78	Worldwide: 78
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$200,000

Total ETP Funding
\$80,864

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate SB < 100	Computer Skills, Continuous Imp., Mfg. Skills, OSHA 10, HazMat	76	8-200	0	\$1,064	\$23.15
				Weighted Avg: 38			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: \$23.15 per hour for Los Angeles 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.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Quality Inspection	\$19.00 - \$20.00	2
	\$20.01 - \$25.00	2
Maintenance Staff	\$20.00 - \$25.00	3
Production Staff	\$20.00 - \$25.00	14
	\$25.01 - \$46.00	43
Part Planner	\$25.00 - \$34.00	9
Management Staff	\$66.00 - \$100.00	3

INTRODUCTION

Founded in 1938 and headquartered in Huntington Park, Aircraft Xray Laboratories, Incorporated (AXL) (www.aircraftxray.com) is one of the pioneers of non-destructive x-ray casting inspection testing for over eight decades. It is one of the only aerospace companies in the U.S. to offer Digital Detector Array (DDA) Radiography, Computed Radiography (CR), Computed Tomography (CT), and FILM. The Company identifies and eliminates bad parts by utilizing their x-ray machine to inspect castings prior to the machine process, thus eradicating excessive time and expenses at final processing. AXL provides inspection services that is 100% National Aerospace and Defense Contractors Accreditation Program (NADCAP) certified as required by many of the largest contractors of military and commercial aircraft. Training will be delivered at its Huntington Park headquarters’ facility.

This will be AXL’s first ETP Contract. Its customers include Boeing, Bell Helicopter, Northrop Grumman, Eaton, Gulfstream, Raytheon, Rocketdyne, Lockheed, and Cessna. AXL’s Human

AXL’s Resources Manager confirmed that all occupations will meet the \$23.15 post retention wage at the completion of the ETP training program, including the permitted \$2.50 per hour health benefits.

Veterans Program

Although there is no Veteran's (Job Number) component in this proposal, AXL is firmly committed to the hiring and development of veterans. The Company currently employs three employees in California who self-identify as a veteran. Additionally, AXL works with Workshare to help identify and recruit veterans. All qualified veteran candidates are encouraged to apply for positions through the standard company-hiring process.

PROJECT DETAILS

In response to commercial and military industry changes and increased customer demand, AXL has invested \$321,000 in Robotics Equipment to upskill its employees with the most up-to-date robotic paint system along with computer upgrades. The initial training plan primarily focuses on the procedural process of the new robotic machinery prior to learning the hands-on operations of the equipment. The proposed project will be managed by multiple departments at various levels within the organization. These internal stakeholders will be intimately involved with understanding ETP requirements, while also identifying the need for training at both the department and individual level in determining the precise topics to be delivered.

The next phase of training includes a compilation of amended compliance training in all departments to incorporate the system changes as a result of the new robotics and updated requirements for Non-Destructive Testing (NDT). The new equipment will require Standard Operating Procedures and training materials. Furthermore, the task of designing the training falls under the purview of department heads, ensuring a seamless integration with the curriculum. Additionally, there is training in Cyber Security and Data Analytic Protocols that is imperative for its employees, given the critical nature of the Company's products and the importance of protecting customer data. This approach is geared towards maintaining a sustainable competitive edge by achieving increased overall efficiencies and productivity, ultimately contributing to the Company's profitability.

Training Plan

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

Computer Skills: Training will be offered to all occupations to sharpen proficiencies in Cybersecurity and Data Analytics that are relevant to respective job roles and responsibilities.

Continuous Improvement Skills: Training will be offered to Production Staff, Quality Inspection, and Management Staff including an overview of AXL's Customer specification and compliance review requirements.

Manufacturing Skills: Training will be offered to Production Staff and Quality Inspection occupations which includes course topics like Robotic Paint Instruction and Material Testing for both NDT and laboratories requirements to deliver the skills required to manufacture products that meet the standards of the component manufacturing industry.

Certified Safety Training

1. OSHA 10. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Quality and Inspection Staff. The coursework is geared to 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 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, Quality and Inspection Staff will receive 24 hours of training and records maintained in employee’s personnel file. 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 has not yet been determined.

Commitment to Training

AXL currently invests \$200,000 annually for training that includes orientation and safety training. ETP funding will enable AXL 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 Human Resources Manager (dedicated administrator) and the Company’s President will be responsible and accountable for managing and executing this project. The Chemical Lab, X-ray, and Paint Supervisors will jointly take a hands-on approach and help oversee the training and administration of the project. Training will be delivered by in-house trainers and vendors, if needed.

Impact/Outcome

All Quality Inspectors, Production Staff, Maintenance Staff, and Part Planners will receive certifications upon procedural completion and requirements equipment testing for the new robotic machinery. The certifications will enhance the skill sets of the trainees. This training is expected to bolster the Company’s competitive standing by ensuring a sufficient pool of qualified staff capable of fulfilling roles where these certifications are vital.

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:

Computer Skills

- Cyber Security Data Information System
- Beyond Relations Workflow/Enterprise Resource (ER)
- Intermediate/Advance MS Office/Excel

Continuous Improvement Skills

- Customer Specification Process Improvement
- Quality Systems and Compliance Procedures
- Problem Solving
- Negotiations and Selling Skills

Hazardous Materials Skills

- Hazardous Waste - Chemical Awareness and Disposition
- Explosives
- Gases
- Toxic and Infectious Substances

Manufacturing Skills

- Robotic Paint Instruction
- Material Testing Requirements/Non-Destructive Testing (NDT)
- Material Testing Requirements/Laboratories Requirements

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10



**Training Proposal for:
Eaton Corporation dba Eaton Aerospace LLC**

Contract Number: ET25-0113

Panel Meeting of: July 26, 2024

ETP Regional Office: North Hollywood

Analyst: M. Niquet

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing
			Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	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: 1,399	U.S.:30,775	Worldwide: 96,268
<u>Turnover Rate:</u>	13%		
<u>Managers/Supervisors:</u> (% of total trainees)	10%		

FUNDING DETAIL

In-Kind Contribution
\$398,100

Total ETP Funding
\$387,072

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., Mfg. Skills, PL-Mfg Skills	256	8-200	0	\$1,512	\$23.15
				Weighted Avg: 54			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: \$23.15/hr. for Los Angeles 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.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Assembler	\$27.83- \$29.85	46
Engineer	\$58.34- \$67.28	17
Financial Services Staff	\$42.31- \$62.47	25
Machinist	\$22.09- \$25.00	24
	\$25.01- \$35.79	14
Operation Support Staff	\$20.65- \$25.00	26
	\$25.01- \$38.56	21
Production Staff	\$23.76- \$25.00	37
	\$25.01- \$31.94	20
Manager/Supervisor	\$29.85- \$72.33	26

INTRODUCTION

Founded in 1911 and headquartered in Los Angeles, Eaton Corporation dba Eaton Aerospace LLC (Eaton)(www.eaton.com) is a global supplier of aerospace fuel, hydraulics, and pneumatic systems for commercial and military use to customers such as Airbus, Boeing, Lockheed Martin and Northrup Grumman. Products include hydraulic power generation systems for aerospace applications including pumps, motors, hydraulic power units, hose and fittings, electro-hydraulic pumps, and controls.

Eaton has over 900 locations worldwide and has four California locations in Los Angeles, City of Industry, Torrance and Irvine. This project will only serve workers at Eaton's location in Los Angeles. This will be Eaton's first ETP Contract.

Veterans Program

Eaton does not have a formal veteran's outreach program at this time but encourages veterans to apply for positions via normal hiring practices.

PROJECT DETAILS

The aerospace manufacturing industry experienced significant effects from the Covid pandemic. In addition, the airline industry reduced its production capacity resulting in fluctuating sales. Eaton was forced to scale back production rates to align with reduced demand, resulting in workforce reductions, furloughs, and production line adjustments to manage costs and inventory. This trend has ended and the economy is growing again. The aerospace and airline industries are shifting and has resulted in an increased production demand for Eaton. This demand has put Eaton in a position to hire and train workers to meet production demand.

Eaton manufactures hydro-mechanical fuel line systems for refueling aircraft and therefore training in this project will focus on the design, planning and production processes of the fuel line systems based of the requirements of each specific aircraft and industry standard. Training focus will be on:

- Material Selection
- Component Fabrication (Piping and tubing, valves and fittings, pumps and filters.
- Assembly
- Testing and Quality Assurance
- Installation and Integration

Trainees will improve their technical knowledge in the areas of design, planning, material selection, component fabrication, assembly, testing, quality assurance, installation, integration, certification, compliance, maintenance, and support. ETP-funded training will allow Eaton to provide customers with high quality, reliable products. This will lead to consistent sales and improved customer satisfaction.

Training Plan

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

Business Skills: Training will be offered to all occupations and will result in the Company meeting manufacturing standards and produce reliable products. Training topics include best practices, critical thinking, Industry standards, problem solving and risk management.

Computer Skills: Training will be offered to all occupations. Trainees will learn accounting software, inventory software, project management applications and technology software in order to meet production deadlines and track production processes.

Continuous Improvement: Training will be offered to all occupations and will result in reduced waste, reduced product returns, and faster delivery times. Training topics include communications skills, decision-making, inspection procedures, process improvement, and field operations procedures.

Manufacturing Skills: Training will be offered to Assemblers, Machinists, Operation Support Staff and Production Staff. Training topics include automation processes, aerospace actuators, distribution systems and energy procedures.

Productive Laboratory (PL)

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.

PL-Manufacturing Skills is crucial hands-on instruction using production line equipment. Trainees will be working in locations with specific equipment that is not available in a classroom. Training will include product assembly, equipment operation, instrument operation, product installation and tool manufacturing.

PL training will be provided to approximately 50 Assemblers, Machinists and Production Staff. The PL trainer-to-trainee ratio is 1:1. Trainees will be trained on approximately 11 hours of PL by Eaton's in-house experts. Trainees will be observed and evaluated on their proficiency with the equipment after the training ends.

Commitment to Training

Eaton spends approximately \$405,900 annually on training across its California locations and includes general onboarding training, basic occupational skills-related training, and federally or legally mandated training.

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

➤ Training Infrastructure

This training project will be administered and overseen by the Human Resources Manager. A training coordinator and multiple managers and supervisors will assist in the efforts. The Company has also retained the services of a third party administrator who will assist with the administration of this training project. Training will be delivered by in-house subject-matter experts and vendors as needed.

Alternate Recordkeeping

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

DEVELOPMENT SERVICES

The Company retained National Training Company in Irvine to assist with development of this proposal for a flat fee of \$ 15,000.

ADMINISTRATIVE SERVICES

Eaton also retained National Training Company in Irvine 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

- Best Practices
- Critical Thinking
- Eaton Business Systems
- Industry Standards
- Lean Manufacturing: Kaizen
- Logistics
- Problem Solving
- Quality Control
- Risk Management
- Strategic Business Operations
- Sustainable Operations
- Teambuilding Skills

Computer Skills

- Accounting Software
- Cloud Computing Systems
- Customer Relationship Management
- Cyber Security
- Electronic Invoicing
- Engineering Design Software
- Inventory Software
- Microsoft Office (Intermediate/Advanced)
- Mobile Tablet Applications
- Project Management Applications
- Report Generating Software
- Technology Software Training

Continuous Improvement Skills

- Communication Skills
- Decision Making
- Inspection Procedures
- Internal Auditing
- Performance Improvement
- Problem Solving & Resolution
- Process Improvement
- Quality Improvement
- Root Cause Analysis
- Standard Operating Procedures
- Compliance Tracking
- Field Operations Procedures

Manufacturing Skills

- Automation Processes
- Aerospace Actuators
- Aircraft Fuel Line Systems
- AS9100 Requirements
- Corrective Actions
- Design Standards and Processes
- Digital Systems
- Distribution Systems
- Electrical Circuit Protection
- Electrical Product Design
- Electrical Systems
- Electrification Systems
- Emergency Response Systems
- Energy Procedures
- Grid Modernization
- Hydromechanical Systems
- Hydraulic Systems
- Innovative Engineering Practices
- Inspection Techniques
- Power System Installation
- Prefabricated Electrical Systems
- Product Assembly
- Production Equipment
- Quality Management
- Renewable Energy
- Standard Operating Procedures
- Sustainability Techniques
- Technical Accuracy
- Tools and Processes

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

Trainees may receive any of the following:

Manufacturing Skills

- Product Assembly
- Equipment Operation
- Instrument Operation
- Product Installation
- Tool Manufacturing



Training Proposal for:
Adams Rite Aerospace, Inc.
Contract Number: ET25-0110

Panel Meeting of: July 26, 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: 192	U.S.: 192	Worldwide: 15,500
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	8%		

FUNDING DETAIL

In-Kind Contribution
\$347,000

Total ETP Funding
\$325,584

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. Skills, Mfg. Skills PL - Mfg Skills	171	8-200	0	\$1,904	\$22.55
				Weighted Avg: 68			

*Post-Retention Wage is the Contractual Wage.

<p>Minimum Wage by County: Job Number 1: \$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 \$2.30 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
Assembler	\$20.25 – \$25.00	11
	\$25.01 – \$29.75	4
Customer Service Staff	\$25.67 – \$31.72	12
Engineering Staff	\$40.81 – \$67.28	14
Finance Staff	\$26.35 – \$45.00	11
Supervisor/Manager	\$31.85 – \$81.83	13
Production Staff	\$20.37 – \$25.00	54
	\$25.01 – \$29.27	13
Quality Control Staff	\$48.07 – \$57.69	16
Support Specialist	\$27.67 – \$42.84	13
Warehouse Staff	\$21.08 – \$25.00	6
	\$25.01 – \$28.43	4

INTRODUCTION

Founded in 1935 and headquartered in Fullerton, Adams Rite Aerospace, Inc. (ARA) (<https://www.araero.com>) manufactures interior locks and latches, electro-mechanical controls, fluid controls, and oxygen products for aerospace, marine, and ground transportation industries. ARA is a division of TransDigm Group Incorporated that develops and manufactures engineered aerospace components. ARA operates autonomously and focuses on its own company-specific line and market strategy.

The Company designs and manufactures multiple custom-engineered components and systems for use on commercial jet transports, regional jets, business jets, and military aircraft. ARA's clients include, Wencor, Lockheed Martin, Textron, Leonardo, Airbus, Boeing, Gulfstream, and Raytheon Technologies.

ARA has been a participating employer under several ETP Multiple Employer Contracts with the last one ending in November 2021. This will be the Company's first ETP Contract.

Veterans Program

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

PROJECT DETAILS

Based on the demand for aerospace industry products, services, and ARA's training needs, the Company will train workers on new product knowledge, processes, and procedures. In June of 2023, ARA and Wencor extended their exclusive partnership to support the commercial aftermarket in Europe, Middle East, the Americas, and Japan. This renewed multi-year agreement encompasses the full range of ARA's solutions for the commercial aftermarket. Training will strengthen ARA's vital place in Wencor's customized retrofit solutions by improving profitability through optimized productivity, enhanced product quality, and reduced costs.

Additionally, ARA secured its first contract with a major US airline for its new Touchfree™ Aircraft Lavatory Product Suite, which went into service at the end of 2022. This innovative Touchfree™ faucet product is a prominent example of the production process enhancements that are driving efficiency and innovation in the aerospace industry, and directly support industry efforts to create a workforce pipeline of skilled employees to meet labor demand.

The aerospace manufacturing industry is characterized by frequent changes in technology and strong out-of-state competition. To maintain a competitive advantage, ARA must retain highly skilled technical employees by providing skills upgrade training on a consistent basis. Thus, the Company plans to utilize ETP funding to build upon its professional development infrastructure and strengthen their training culture.

Training Plan

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

Business Skills: Training will be offered to all occupations and includes Communication Skills, Business Processes and Product Knowledge. Trainees will learn techniques to enhance communication in the workplace to increase production outcomes.

Computer Skills: Training will be offered to all occupations. Trainees will become more proficient in Advanced Computer-Aided Design, Broadband Connectivity, Inventory Management Software, Manufacturing Resource Planning Software and Microsoft Office (Intermediate/Advanced).

Continuous Improvement: Training will be offered to all occupations and includes AS9100 Standards, Increasing Productivity, Root Cause Analysis and Standard Work Instruction. Training will improve the manufacturing process, reduce errors, and operating costs.

Manufacturing Skills: Training will be offered to Assembler; Engineering Staff; Production Staff; Quality Control Staff; Support Specialist and Warehouse Staff. Training includes Component Fabrication, Engineering Procedures, Lean Manufacturing and Inspection Procedures. Training will enable workers to have the skills required to manufacture products that meet the standards of the Company's specialized products.

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.

The proposed PL training will offer cross-training opportunities on production lines and procedures used throughout the manufacturing facility. Trainees will directly interface with new and/or improved manufacturing processes. PL training will ensure that trainees acquire the critical skills needed to perform their jobs that will meet the industry specific standards. Trainees will be trained in electrical equipment, assembly procedure, component installation, inspection procedures, production assembly, standard operating procedures, and equipment cross-training.

PL training will be provided to approximately 30 trainees including, Assemblers, Production Staff, Quality Control Staff, Support Specialists, and Warehouse Staff. The PL trainer-to-trainee ratio is 1:1. Trainees will be trained on approximately 20 hours of PL by the Company's in-house subject matter expert trainers (Managers and Supervisors). Trainer's qualifications include and is not limited to having at least two years of operating equipment experience before leading PL training. Trainees will be observed and evaluated on their proficiency with the equipment after the training ends.

Commitment to Training

ARA's annual training budget is approximately \$354,000 and includes orientation, anti-harassment, internet navigation and basic computer 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**

ARA's Human Resources Director will oversee all aspects of the project with the assistance of one manager, five trainers who are subject matter expert that include Managers, Supervisors and Leads and one training coordinator dedicated to training development, delivery, scheduling, tracking and reporting. The Company has also retained the services of a third party administrator to assist with the administration of this project.

Impact/Outcome

At the completion of training, trainees will be equipped with the necessary industry knowledge and overall comprehension to adequately respond to the increased customer demand and the latest innovative technological industry changes. In-house metrics will track and ensure quality across the Company's design and manufacturing spectrum. Training will also provide increased wages, employee advancement, and long term career paths.

Alternate Recordkeeping

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

DEVELOPMENT SERVICES

National Training Company, Inc. in Riverside will assist with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

National Training Company, Inc. will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Business Skills

- Business Processes
- Communication Skills
- Marketing Strategies
- Product Knowledge

Computer Skills

- Advanced Computer-Aided Design
- Broadband Connectivity
- Compliance Training
- Computerized Reports
- Engineering Software Applications
- Inventory Management Software
- Manufacturing Resource Planning Software
- MS Office (Intermediate and Advanced)
- Project Management Software
- Type USB Specifications
- Web-Based Computer Applications

Continuous Improvement Skills

- AS9100 Standards
- Increasing Productivity
- Inspection Procedures
- Operating Procedures
- Root Cause Analysis
- Setup Reduction
- Standard Work Instructions
- Team Problem Solving

Manufacturing Skills

- Assembly Procedures
- Component Fabrication
- Critical Design Review
- Cross-Functional Equipment Training
- Design Standards
- Electrical Systems
- Engineering Procedures
- Equipment Maintenance
- Forklift Procedures
- Inspection Procedures
- Lean Manufacturing
- Lot Traceability
- Manufacturing Operating Procedures

- Manufacturing Technologies
- Material Specifications
- Product Design & Development
- Quality Control
- Reading Technical Specifications
- Resolving Production Problems
- Tools & Processes

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

Trainees may receive any of the following:

Manufacturing Skills

- Assembly Procedures
- Component Installation
- Electrical Equipment
- Inspection Procedures
- Production Assembly
- Standard Operating Procedures



**Training Proposal for:
AMCOR Rigid Packaging USA, LLC**

Contract Number: ET25-0112

Panel Meeting of: July 26, 2024

ETP Regional Office: San Diego

Analyst: S. Phillips

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:	San Bernardino, Solano	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: 462	U.S.: 48,000	Worldwide: 48,000
<u>Turnover Rate:</u>	6%		
<u>Managers/Supervisors:</u> (% of total trainees)	12%		

FUNDING DETAIL

In-Kind Contribution
\$646,247

Total ETP Funding
\$643,440

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	Continuous Impr, Manufacturing Skills, OSHA 10/30, HAZMAT	383	8-200	0	\$1,680	\$22.55
				Weighted Avg: 60			

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

<p>Minimum Wage by County: Job Number 1 (Retrainee) – San Bernardino & Solano County - \$22.55/hr.</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 \$2.50 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 (Retrainee)		
Accounting	\$30.00-\$34.15	1
Coordinators	\$25.00-\$30.00	7
Team Leaders	\$24.50-\$25.00	15
	\$25.01-\$30.00	9
Maintenance Technicians	\$24.50-\$25.00	13
	\$25.01-\$40.00	41
Maintenance Engineers	\$35.00-\$50.00	2
Managers/Supervisors	\$30.00-\$65.00	48
Operations 1	\$21.60-\$25.00	118
Operations 2	\$25.01-\$30.00	82
Quality Staff	\$21.60-\$25.00	6
Specialists	\$35.00-\$40.00	33
Warehouse Staff	\$20.15-\$25.00	8

INTRODUCTION

Founded in 1979 and headquartered in Ann Arbor, Michigan, Amcor Rigid Packaging USA, LLC (Amcor) (www.amcor.com), specializes in developing and producing packaging for a variety of industries that include food, beverage, pharmaceutical, medical, home, and personal care.

The Company’s direct customers include Gatorade, Pepsi, Baxter, Merck, Monster, Coke, Paul Mitchell, and Colgate Pharmaceutical.

Training will take place at locations in both San Bernardino and Solano Counties. This will be Amcor's second ETP project in the last five years.

Veterans Program

While the Company is committed to hiring Veterans over a two year period, Amcor does not wish to include a separate Veteran Job number. Veterans will receive the same training as Retraitees and will receive opportunities for growth within the Company.

PROJECT DETAILS

In the Company's previous project, Amcor focused on implementing Good Manufacturing Processes (GMPs) as well as new safety and sanitation procedures to combat the COVID-19 pandemic. Manufacturing has undergone a major digital transformation in the last few years with technological advancements, evolving consumer demands and customizations, a commitment to sustainable packaging, and the COVID-19 pandemic serving as major catalysts. As a result, training in Amcor's current project will focus on agility and adaptability as top priorities through the implementing of new processes, upgrading employee skills, and improving internal efficiency necessary to continue to keep up with industry standards whilst meeting customer demands.

To that end, manufacturing processes and materials have both advanced. Resources like composites, ceramics and nanomaterials are becoming the industry norm, as these materials offer increased strength and durability and improved thermal properties when compared to traditional raw materials.

Amcor's current goal is to use less materials, incorporate more recycled content and ensure that the Company's products have a better end-of-life profile. An example is a breakthrough innovation for the food industry with the first heat resistant, recycle-ready solution for liquid pouches that allow for a 49% reduction in carbon footprint compared to a three-ply foil solution when recycled. The Company is also working hard to secure more recycled raw materials to use in its products and are proud to be the first company to purchase certified circular polyethylene material. The purchase of new materials and new containers require training. Factors such as increased demand for customizable packaging (i.e. clear plastic for food normally in a can as well as 100% recycled plastics by 2025) require the Company to be able to process and manufacture products with exacting precision and speed. In addition, Amcor recently invested in One Step Tech, which will require training as the project progresses and is fully installed.

Amcor's offerings are different by design with creative collaboration at the heart of what the Company offers, providing the perfect blend of insight, creativity and engineering skills on every project. Therefore, the Company will offer Employee progression training that will allow employees to cross train in a variety of skills within their job description to allow for increased wages and possible promotions.

Therefore, the proposed training is targeted and designed to address factors such as increased demand, specialized containers, equipment automation, and a multi-phase all-encompassing process improvement toward operational excellence. Additionally, there is a strong focus on sustainability and other implementations to minimize the Company's footprint. All these areas require that employees receive training necessary to implement these changes while also upgrading skills across all areas of operations.

Training Plan

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

Continuous Improvement: This training will be offered to all occupations. Training topics include Leadership Skills, Quality Concepts, Team Building, Early Management, Focus Improvement, Organizational Capacity, Business Training for Skills, Project Management, One Step Production, Introduction to Lean Six Sigma, Project Management Systems and CAD Drawing.

Manufacturing Skills: This training will be offered to Quality, Coordinators, Specialists, Maintenance Engineers, Managers/Supervisors, Maintenance Technicians, Team Leaders, Operations 1&2, and Warehouse Staff. Training topics include Blow Molding Equipment, Conveyor Equipment, Autonomous Maintenance, Technician Processes, Pneumatic Equipment Operation, Good Manufacturing Practices, Preventative Maintenance, Crane Training and Machine Shop Equipment.

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 journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
2. 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, Coordinators, Quality, Specialists, Accounting Staff, Maintenance Staff, Engineers, Managers/Supervisors, Maintenance Technicians, Team Leaders, Operations 1&2 and Warehouse Staff will receive up to 10 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.

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 6% (The ETP Threshold). The Company’s locations in San Bernardino County are in a HUA.

However, the Company is not requesting a HUA wage modification.

Commitment to Training

AmcOR represents that safety, health, and environmental training are, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

With an annual training budget of \$140,000, this training will focus on sustainability. The Company will also continue to provide onboarding and continuous improvement training in an effort to upskill employees.

ETP funds will not displace the existing financial commitment to training.

➤ Training Infrastructure

The Operations Manager, Human Resource Manager, and Department Supervisors will implement and administer the training plan for this project. An assigned staff will coordinate with each department to collect and manage quality control for training administration. In addition, the Company has retained an administrative third party to assist with project administration.

Training will be delivered by in-house subject matter experts as well as third party consultants where appropriate.

Impact/Outcome

With the assistance of ETP funds, Amcor will be able to continue to invest in training, upgrade worker skills, and create a more robust training program. Further, technology is constantly evolving through the introduction of new products and processes, all of which requires constant training to upgrade the skills of employees.

Electronic Recordkeeping/LMS

Amcor has requested to utilize a LMS, Smartsheet. The system has been in place at the Company for six months. It is maintained by the HR Manager at each site, and records can be kept indefinitely. ETP has reviewed and approved the system for use.

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 \$ %
ET22-0143	Chino	11/22/2021- 11/21/2023	\$477,135	\$477,135 (100%)

Per ETP's online systems, Amcor logged 20,747 valid training hours, with an earned amount of \$477,135 (100%) of the contract amount.

DEVELOPMENT SERVICES

Training Grants Intelligence in Redding assisted with development of this proposal for a flat fee of \$9,900.

ADMINISTRATIVE SERVICES

Training Grants Intelligence 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:

Continuous Improvement Skills

- Leadership Skills for Frontline Workers
- One Up Skills – Upskilling for Opportunities
- Amcor Operational Excellence
- Quality Concepts
- Just In Time Processes
- Process Improvement
- Team Building
- Problem Solving
- Early Management
- Focus Improvement (Kaizen)
- Material Improvement
- Organizational Capability
- Business Training for Skills – Understanding Business Goals
- Communication Skills
- Project Management
- Systems, Applications, and Products
- Leadership Training
- Communications
- Key Performance Indicators
- Business Performance/Skills Enhancement
- Environmental Sustainability
- Best Practices – Producing Optimal Results
- One Step Production
- Customer Service
- Finance and Accounting
- Human Resources
- Introduction to Lean Six Sigma
- Project Management Systems
- CAD Drawing
- CAD/BIM Production Detail Drawing Package
- Engineering
- Structural Calculations using Analysis Programs or Manual Methods
- Read and Interpret Drawings

Hazardous Materials Skills

- HAZMAT

Manufacturing Skills

- Production Equipment Operation and Maintenance
- Blow Molding Equipment
- Ovens
- Conveyor Equipment

- Packaging Equipment
- Lean Manufacturing
- Cross Training in Operations and Maintenance
- Autonomous Maintenance
- Operator Process/Equipment
- Technician Processes
- Maintenance Processes
- Pneumatic Equipment Operation
- Good Manufacturing Practices
- Quality - Optimizing Resources, Minimizing Losses and Improving Productivity
- Troubleshooting Equipment
- Lift Training
- Preventative Maintenance
- Crane Training
- Scissor Lift Training
- Machine Shop Equipment

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



**Training Proposal for:
Cambro Manufacturing Company**

Contract Number: ET25-0111

Panel Meeting of: July 26, 2024

ETP Regional Office: San Diego

Analyst: P. Duarte

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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 705	U.S.:916	Worldwide: 1,325
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	11%		

FUNDING DETAIL

In-Kind Contribution
\$403,800

Total ETP Funding
\$387,128

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, Continuous Impr. PL - Mfg. Skills	446	8-200	0-50	\$868	\$22.55
				Weighted Avg: 31			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: \$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 \$2.37 per hour may be used to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Customer Service Staff	\$22.75 – \$25.00	13
	\$25.01 – \$34.88	28
Engineering Staff	\$39.38 – \$42.50	33
Financial Staff	\$22.15 – \$25.00	9
	\$25.01 – \$50.48	24
Foamer	\$22.87 – \$25.00	6
	\$25.01 – \$30.48	5
Machine Operator	\$26.04 – \$32.57	32
Maintenance Staff	\$25.69 – \$35.94	27
Supervisor/Manager	\$26.52 – \$42.81	53
Manufacturing Staff	\$20.18 – \$25.00	102
	\$25.01 – \$34.27	12
Marketing Staff	\$29.68 – \$43.23	28
Quality Control Staff	\$27.09 – \$33.28	22
Technician	\$26.05 – \$28.43	14
Warehouse Staff	\$25.22 – \$28.43	38

INTRODUCTION

Founded in 1951 and headquartered in Huntington Beach, Cambro Manufacturing Company (Cambro) (<https://www.cambro.com/>) designs and manufactures high quality storage systems, transports, and display products for foodservice, as the need for quality products is imperative for health and safety. The Company's over 17,000 products include mobile food vending carts, food service stations, food kiosks, hand sinks, food shelving, storage containers, trays, post mix bars, ice caddies, rack & trays, food dollies, dish caddy's service carts, shelving and industrial grade

food containers. Cambro's customer base includes restaurant chains, educational facilities, hotels, healthcare centers, caterers, and countless other business types.

Cambro has been a participating employer under several ETP Multiple Employer Contracts with the last one ending in 2021. Training including PL for this project will take place at the Company's three locations in Huntington Beach. This will be the Company's first ETP single employer contract.

Veterans Program

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

PROJECT DETAILS

Cambro continuously develops specific solutions for its customers which helps the Company keep up with the food industry standards. Following the relocation of Cambro's distribution center from City of Industry to a new 433,567 square foot facility situated just 700 feet from its headquarters, ongoing training became crucial in order to maximize productivity, improve efficiency and support the Company's growing customer demand.

Cambro is committed to high standards of product quality and upskilling its workforce. The Company continuously seeks market growth opportunities and has dedicated 10,023 square feet of its new facility to its marketing department and a state-of-the-art training center. The Company has also developed an internal certification training methodology to standardize work skills and competencies.

Training Plan

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

Business Skills: Training will be offered to all occupations. Training includes Conflict Resolution, Industry Standards, Lean Manufacturing, Problem Solving and Strategic Business Operations. Training will establish production efficiencies to become more cost efficient and competitive in the market.

Computer Skills: Training will be offered to all occupations. Training includes AutoCad, Customer Relationship Management, Electronic Invoicing and Microsoft Office (Intermediate/Advanced). Training will increase productivity and efficiency.

Continuous Improvement: Training will be offered to all occupations. Training includes Process Improvement, Production Workflow, Root Case Analysis and Waste Management. Training will improve the manufacturing process.

Manufacturing Skills: Training will be offered to Foamer, Quality Control Staff, Machine Operator, Manufacturing Staff, Maintenance Staff, Technician and Warehouse Staff. Training includes, ISO, Product Assembly, Quality Management, Production Equipment and Inspection Procedures. Training will enable workers to have the skills required to manufacture products that meet the Company's standards for specialized products.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-50 hours of CBT.

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 is crucial to the manufacturing industry in order to produce high quality products that meet the industry standards. The Company must provide hands on training on its specialized equipment in order to produce successful outcomes.

PL training in manufacturing skills will be provided to approximately 45 Foamer, Machine Operator, Maintenance Staff, Manufacturing Staff, Quality Control Staff, Technician and Warehouse Staff. Trainees will be trained in equipment operation, assembly procedures, product installation, cross functional equipment operation and process methodologies to meet industry production requirements. Cambro is requesting approximately 10 hours of PL with a trainer-to-trainee ratio of 1:1 due to the complexity of the production equipment. Trainers will be Managers/Supervisors who are subject-matter experts with at least two years of experience operating equipment. Trainees will be observed and evaluated on their proficiency with the equipment after the training ends.

Commitment to Training

Cambro's annual training budget is approximately \$647,800 and its ongoing training includes orientation, anti-harassment, internet navigation and basic computer 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

Cambro's Organizational Learning and Development Manager will oversee all aspects of the project with the assistance of several Managers and Trainers. A Training Coordinator will be dedicated to training development, delivery, scheduling, tracking and reporting. The Training Coordinator will track training data through the Company's Learning Management System. The Company has also retained the services of a third party administrator to assist with the administration of this project. Training will be delivered by in-house subject-matter experts and vendors, as needed.

Impact/Outcome

Cambro's training will focus on process improvement, effective communication, and certification training to standardize job skills and competencies. Training will provide the company with skilled workers for new production and growth opportunities.

Trainees will earn the certification sets skill standards for the industry, including ISO, Lean Manufacturing Certification, Advanced Manufacturing Technology and Safety Certifications.

Electronic Recordkeeping/LMS

Cambro has requested to use an LMS to maintain ETP rosters. The system has been in use for two 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. Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

Alternate Recordkeeping

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

DEVELOPMENT SERVICES

Cambro retained National Training Company, Inc. in Riverside to assist with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

Cambro also retained National Training Company, Inc. 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

- Conflict Resolution
- Delivery Best Practices
- Food Safety
- Foodservice Operation
- Foodservice Systems
- Healthcare Products
- Industry Standards
- International Sales
- Lean Manufacturing
- Logistics
- Problem Solving
- Resource Planning
- Risk Management
- Sales Techniques
- StoreSafe
- Strategic Business Operations
- Sustainable Operations

Computer Skills

- Computer Assisted Design
- Customer Relationship Management
- Database Management
- Electronic Invoicing
- Engineering Design Software
- Financial Software
- Internet Applications
- Inventory Software
- Microsoft Office (Intermediate/Advanced)
- Project Management Applications
- Report Generating Software
- Scheduling Programs
- Software Maintenance
- Technology Software Training

Continuous Improvement Skills

- Communication Skills
- Creating Continuous Flow
- Critical Thinking
- Decision Making
- Internal Auditing
- Performance Improvement
- Process Improvement

- Production Workflow
- Project Management Skills
- Root Cause Analysis
- Team Building Skills
- Waste Management

Manufacturing Skills

- Advanced Manufacturing Technologies
- Automation Processes
- Component Assembly
- Component Forming
- Carts:
 - Service Carts
 - Shelving Carts
 - Insulated Carts
 - Tray and Rack Carts
- Certification Procedures:
 - Underwriter Laboratories Certification
 - Hazard Analysis Critical Control Points
 - Energy Efficiency Certifications
- Design Standards
- Dish Caddies
- Distribution Systems
- Fabrication Procedures
- Forklift Training
- High Density Storage Systems
- Inspection Procedures
- ISO 9001
- Inventory Control
- Maintenance Procedures
- Manufacturing Best Practices
- Material Handling
- Molding Processes
- Order Processing
- Power Systems
- Product Assembly
- Product Configurations
- Product Flow
- Production Equipment
- Quality Management
- Reading Blueprints
- Safety Certifications:
 - Health and Safety Procedures
 - Food and Drug Administration
- Sanitary Storage Systems
- Shelving Systems
- Standard Operating Procedures
- Sustainability Techniques
- Task Based Instructions

- Technical Accuracy:
 - American National Standards Institute
 - Testing Procedures
 - Performance Standards
 - Food Storage Specifications
- Tools and Processes
- Warehouse Procedures

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

Trainees may receive any of the following:

Manufacturing Skills

- Assembly Procedures
- Compliance Tracking
- Cross Functional Equipment Training
- Machining Operations
- Product Installation
- Warehouse Procedures:
 - Receiving Procedures
 - Storage Procedures
 - Inventory Management
 - Shipping Procedures
 - Health and Safety Procedures
 - Documentation and Record-Keeping

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- Deli Crock (1 hour)
- Design Services (2 hours)
- Dish Caddies (1 hour)
- Drying Racks (.5 hour)
- Food Kiosks (2 hours)
- Food Pan Trolley (.5 hour)
- Food Service Station (1 hour)
- GoBags (.5 hour)
- Hand Sink Carts (1 hour)
- Handwashing Stations (1 hour)
- High Density Storage Systems (1 hour)
- Ice Caddies (.5 hour)
- Insulated Beverage Containers (1 hour)
- Insulated Food Servers (1 hour)
- Meal Delivery Cart (.5 hour)
- Mobile Food Vending (1 hour)
- Post Mix Bars (2 hours)

- Product Configurations (2 hours)
- Security Cage (1 hour)
- Service Carts (1 hour)
- Sheet Pan Rack (.5 hour)
- Soak and Brine Tank (1 hour)
- Storage Racks (1 hour)
- Temperature Maintenance (1 hour)
- Wall Shelves (2 hours)
- Weight Bearing Calculations (2 hours)



**Critical Proposal for:
Genentech, Inc.**

Contract Number: ET25-0115

Panel Meeting of: July 26, 2024

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing Biotechnology/Life Sciences Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 12,829	U.S.: 13,874	Worldwide: 13,874
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	10%		

FUNDING DETAIL

In-Kind Contribution
\$1,950,750

Total ETP Funding
\$849,660

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	Cont. Impr., Mfg. Skills, Mgmt. Skills	289	8-200	0-4	\$2,940	\$22.72
				Weighted Avg: 105			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: \$22.72 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 \$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
QC Associate 1	\$24.51 - \$25.00	10
	\$25.01 - \$45.48	10
QC Associate 2	\$28.03 - \$52.07	20
Master Manufacturing Technicians	\$25.72 - \$47.74	20
Quality Control Analysts	\$34.52 - \$64.13	10
Manufacturing Equipment Maintenance Technicians	\$25.72 - \$47.74	10
Engineers (Equipment Engineering)	\$39.90 - \$74.13	10
Quality Assurance Managers	\$36.20 - \$67.26	5
Process Maintenance Specialists	\$36.20 - \$67.26	10
Manufacturing Managers	\$36.20 - \$67.26	10
Manufacturing Technicians	\$22.02 - \$25.00	20
	\$25.01 - \$40.87	10
QA Technical Managers	\$36.20 - \$67.26	10
Master Process Mechanic	\$32.69 - \$74.13	16
Senior Manufacturing Technicians	\$25.53 - \$47.45	20
Manufacturing Associate Technicians	\$22.02 - \$25.00	20
	\$25.01 - \$40.87	20
Principal Engineers	\$44.23 - \$102.31	3
Manufacturing Supervisors	\$37.02 - \$68.75	8
Manufacturing Engineers	\$30.00 - \$59.42	20
Project Managers	\$47.26 - \$87.74	5

Utility Engineers	\$29.13 - \$77.88	5
Material Specialists	\$22.02 - \$25.00	3
	\$25.01 - \$40.87	3
Senior Engineers	\$44.23 - \$102.31	3
Production Planners	\$28.03 - \$52.07	8

CRITICAL PROPOSAL

Genentech, Inc. (Genentech) is designated as a “Critical Proposal” recommended by the Governor’s Office of Business and Economic Development. Genentech, Inc. is expanding operations in the state of California, by expanding an existing facility and opening a brand new facility in Oceanside. As such, the company will engage in extensive hiring, onboarding and training. Training under this proposal will provide staff with extensive training necessary to further manufacturing of biological products for medicine using recombinant DNA technology (or DNA cloning or molecular cloning).

INTRODUCTION

Founded in 1978 and headquartered in South San Francisco, Genentech (www.gene.com) develops, manufactures and commercializes medicines to treat patients with serious or life-threatening medical conditions. Genentech has a global market and a significant development pipeline. Product examples include Herceptin® to treat breast cancer, TAMIFLU® to treat influenza, and Boniva® to treat osteoporosis. The Company provides its products to medical professionals and patients worldwide.

Genentech’s goal is to use genetic engineering and advanced technologies to manufacture medicines that address unmet medical needs through the integration of recombinant DNA Technology.

The Company is building a new Single Use Technology facility in Oceanside, which will participate in this project, and will be hiring and onboarding new employees to operate and maintain this new state-of-the-art facility. Additionally, Genentech seeks to enhance the legacy manufacturing facility and are re-skilling/up-skilling the current workforce to meet the needs for future products and production processes to continue to be a company known for its innovation.

Veterans Program

Although not seeking an additional job number for Veterans, Genentech partners with Hiring our Heroes Program and the Veteran Career Transition Assistance Program to hire veterans. Additionally, the company has an internal outreach program to target veterans as well.

PROJECT DETAILS

This project will focus on its current facility expansion in San Diego County as well as the integration of Single Use Technology. In order to support this new facility, the Company will need to rapidly hire, onboard and train new staff to ensure they have the skills necessary to implement the Single Use Technology and continue to implement new technology. Further, the Company will deploy a “Process Intensification Technology”, new equipment/technology that will require workforce up-skilling to run the new facility successfully. This will result in higher product concentrations than are currently seen with existing technology.

The Single Use facility is now under construction and is 87% off the grid utilizing a fuel cell on site to power the facility. This facility will be up and running within the next few months and new maintenance and quality control processes must be implemented.

Genentech maintains a close relationship with Mira Costa Community College, in which the Company and College jointly launched an initiative in Oceanside for technical employee development (manufacturing technology program). Mira Costa now has a five year biotech manufacturing degree program that Genentech works closely with to ensure that graduating students will have access to advanced careers in biotechnology. The goal is to build a workforce of the future teaching students to innovate (think on their feet) and gain skills necessary to problem solve effectively.

Genentech is also in the process of implementing a Quality Academy, which is a disciplined approach to upskilling trainees to keep pace with changing industry standards. The Company is developing a facilities program to keep the new facility running optimally. All of which will ensure trainees receive adequate training necessary to innovate and problem solve whilst on the job.

Genentech has closed its legacy facility in South San Francisco (South San Francisco Production Facility). However, this is due in part to the determination that the facility was obsolete from a technological/innovation standpoint as it was 30 years old. Therefore, the decision was made to decommission that facility and build a new clinical development and clinical manufacturing plant, the Clinical Supply Center. Genentech has made significant efforts to onboard qualified employees affected by the facility closure in new roles within the Company.

Training Plan

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

Continuous Improvement: Training will be provided to all occupations and include Lean Academy, Quality Control 101 and Quality Risk Management.

Manufacturing Skills: Training will be provided to all occupations and include Single Use Technology, Manufacturing Technical Training Program, Quality Academy, and Facilities and Engineering Academy.

Management Skills: Training will be provided to Managers/Supervisors and include Leadership Programs.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering business skills training. Trainees will receive between 0-4 hours of CBT.

Electronic Recordkeeping

Genentech will use a Learning Management System (LMS) to document all ETP training. The LMS system has been reviewed and approved by ETP.

Commitment to Training

Genentech has committed to spending \$2,000,000 this year on new equipment specific training and internal certifications necessary to work on new equipment. 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. Additionally the Company

is committed to providing the training necessary for upskilling its workforce through the Leadership training program and continuous improvement training.

➤ Training Infrastructure

The Head of Global Learning Services will oversee the project who will be supported by eight Heads of Learning. Further, Genentech has a centrally managed Global Learning Solutions organization that will provide administrative support. This organization has staff to provide data entry, reporting and other transactional work in support of the Oceanside site training teams. Training will be delivered by in-house experts and vendors as needed.

Impact/Outcome

With the assistance of ETP funds, Genentech will be able to implement a new training program to support the new facility while ensuring Genentech is able to maintain its current level of innovation and competitive edge.

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

- Lean Academy
- Drug Substance 101
- Drug Product 101
- Facilities/Utilities Overview
- Microbiology 101
- QA Lot Disposition
- Quality Control 101
- Quality Control Direct Materials Overview
- Quality Risk Management
- QC Assay Development
- Validation Overview
- Regulatory Compliance Overview
- Overview of Stability
- Developing Business Acumen

Management Skills (Managers/Supervisors/Leads Only)

- Leadership Programs

Manufacturing Skills

- Single Use Technology
- Manufacturing Technical Training Program
- Quality Academy
- Facilities and Engineering Academy
- Cell Culture Overview ILT
- Purification Overview ILT
- US Cell Nutr and Media Des ILT
- DS Buffer Prep ILT
- Cell Culture Intensification ILT
- Chromatography ILT
- Filtration
- Aseptic Processing
- Formulation
- Protein & Antibody Chemistry
- Antibody Reduction Mitigation Strategies
- Process Controls and PID
- Cleaning & Sterilization
- Single Centrifuge Operation and Process

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- Project Management Core and Essentials (4 hours)



**Training Proposal for:
OWB Packers, LLC**

Contract Number: ET25-0109

Panel Meeting of: July 26, 2024

ETP Regional Office: San Diego

Analyst: S. Phillips

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:	Imperial	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: 800	U.S.: 800	Worldwide: 800
<u>Turnover Rate:</u>	9%		
<u>Managers/Supervisors:</u> (% of total trainees)	3%		

FUNDING DETAIL

In-Kind Contribution
\$700,000

Total ETP Funding
\$394,240

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, Cont. Impr., Computer Skills, Mgmt. Skills, HAZMAT	352	8-200	0	\$1,120	\$22.55
				Weighted Avg: 40			

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

<p>Minimum Wage by County: Job Number 1: \$22.55 per hour for Imperial 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 \$2.50 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
Production Staff	\$20.05-\$25.00	100
	\$25.01-\$28.00	80
Maintenance Staff	\$20.05-\$25.00	32
	\$25.01-\$31.00	56
Shipping/Warehouse Staff	\$20.05-\$23.40	51
Administration Staff	\$20.40-\$25.00	10
	\$25.01-\$27.00	10
Managers/Supervisors	\$32.00-\$108.00	13

INTRODUCTION

Founded in 2016 and located in Brawley, OWB Packers, LLC (OWB) (www.oneworldbeef.com) is a meat packing company that operates as a Custom Toll-Processing (CTP) method beef facility, which allows customers to trace products back to the cattle ranch of origin. As such, a rancher can order cuts that will meet the unique requirements of international or specialty buyers. This method also allows small ranchers to process custom, or “farm to fork” cuts of meat specific to the needs of its customers. The Company processes beef from different ranchers, and CTP enables them to track the means of freight travel. Customers include distributors and restaurants. All finished products are certified to meet United States Department of Agriculture (USDA) quality guidelines.

This will be OWB’s third ETP Contract and the third in the last five years.

Veterans Program

Although not seeking a separate job number for Veterans, OWB works with Local Veterans Employment Representative and job fairs to recruit Veterans into open positions at the Company.

PROJECT DETAILS

In its prior project, OWB focused on implementing new safety measures to protect against the Covid-19 pandemic. Training under this new proposal will focus on enhancing incumbent employees' skills, improving craftsmanship, and cross training necessary to adhere to changing industry standards as well as meet customers' demands. In addition, OWB Packers is a USDA certified processing plant. United States Department of Agriculture requires the highest quality standards for food safety, cleanliness, and humane treatment of animals in order to maintain this certification, which will require further training.

Due to business expansion, an increase in new customers and customer demands, and the need to constantly upgrade equipment, OWB employees are in need of extensive training to keep up with productivity and safety standards.

Training is also needed in new manufacturing technologies as OWB is in the process of installing new machinery to process ground beef and hamburger patties. The implementation of this new equipment will ensure that manufacturing runs in a safe and more efficient manner, whilst adhering to industry safety standards.

In addition, ETP training will assist with Quality Assurance Training and Food Safety Certifications, with a goal of promoting career growth, supporting employees in their professional development and career advancement within the organization.

OWB Packers is committed to hiring up to fifty employees during this proposed ETP Contract, with plans to expand to approximately 950 employees by 2025; an increase of 150 employees over a two year period. Newly hired employees will receive training as front-line workers learning meat industry safety standards, harvesting, meat cutting, with a focus on employee safety, food safety and product quality and efficiency.

Training Plan

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

Business Skills: Training will be delivered to all occupations and include Purchasing and Supply Chain, Leadership Skills, Accounting Skills, Teamwork Skills, Customer Service Skills and Equipment Operations.

Computer Skills: Training will be delivered to all occupations and include Greenleaf, ERP System Training, Software Installation/Maintenance and Preventative Maintenance System.

Continuous Improvement: Training will be delivered to all occupations and include Standard Operating Procedures, Knowledge of Meat Cuts & Yields, Food Safety/Quality Control, Animal Welfare, Process Improvement, Skill Level Cross Training, British Retail Consortium Certification, and Alchemy Training.

Management Skills: Training will be delivered to Managers/Supervisors and include Incident Management Platform and Safety Leadership Development.

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, Maintenance Staff, Production Staff, Shipping/Warehouse Staff and

Managers/Supervisors will receive up to 20 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 has not yet been determined.

High Unemployment Area

All trainees work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 16%. The Company's locations in Imperial County is in an HUA. However, the Company is not requesting a wage modification.

Commitment to Training

OWB has an annual training budget of \$700,000 and includes required safety training and continuous improvement 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.

The proposed training will focus on developing the skills, knowledge, and competencies of existing employees to enhance their performance in their current roles. The goal is to promote career growth, support employees in their professional development and career advancement within the organization by offering continuous training opportunities.

➤ Training Infrastructure

The Project Manager will be responsible for managing all aspects of the project, implementation and coordination of the training program, training monitoring, evaluation and maintaining ETP compliance. Training will be provided by in-house experts and vendors as needed.

Impact/Outcome

ETP funds will assist OWB provide additional training opportunities to a large number of employees, which includes cross training. Previous funding has assisted with employee retention, boosting job satisfaction and employee engagement. ETP funding also enables OWB to incorporate advanced/new equipment and implement technology into its training program. OWB hopes to continue advancing its training program to the benefit of its employees with the additional proposed funds.

Electronic Recordkeeping/LMS

OWB currently uses Alchemy to document training. The system has been in place for the last three years, and is maintained by the HR Director, Safety Manager and Trainer Coordinator. The data can be retained for seven years. ETP has reviewed and approved use of the LMS.

Prior COVID Performance

During the COVID-19 Pandemic, OWB had to adjust operational policy and procedures to accommodate changing regulations and industry standards. The training delivered under this project enabled trainees to stay on top of regulations as it pertained to personal safety and food safety during the pandemic.

Under the COVID-19 Pilot program with ETP, OWB logged 388 valid hours and placed 97 trainees. Further, the company earned \$194,000 (97%) of the approved contract amount.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET19-0444	Brawley	1/01/2019-12/31/2020	\$624,000	\$552,700 (89%)

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

- Purchasing and Supply Chain
- Leadership Skills
- Accounting Skills
- Teamwork Skills
- Customer Service Skills
- Equipment Operations

Computer Skills

- Greenleaf
- ERP System Training
- Software Installation/Maintenance
- Preventative Maintenance System

Continuous Improvement Skills

- Standard Operating Procedures
- Knowledge of Meat Cuts & Yields
- Food Safety/Quality Control
- Animal Welfare
- Process Improvement
- Skill Level Cross Training
- British Retail Consortium Certification
- Alchemy Training

Hazardous Materials Skills

- Waste Water Handling/Treatment
- Hazardous Risk Materials Handling

Management Skills (Managers/Supervisors Only)

- Incident Management Platform
- Safety Leadership Development



Training Proposal for:
AHMC Seton Medical Center LLC
Contract Number: ET25-0122

Panel Meeting of: July 26, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Medical Skills Training SET	Industry Sector(s):	Services Healthcare Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Mateo	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Stationary Engineers Local 39; California Nurses Association; Engineers & Scientists of California Local 20; National Union of Healthcare Workers		
Number of Employees in:	CA: 567	U.S.: 567	Worldwide: 567
<u>Turnover Rate:</u>	15%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

In-Kind Contribution
\$500,499

Total ETP Funding
\$498,960

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 Medical Skills Training Priority Rate SET	Medical Skills- Didactic/Preceptor, Computer Skills, Continuous Improvement	370	8-200	0-9	\$1,260	\$30.75
				Weighted Avg: 45			
2	Retrainee Priority Rate SET	Computer Skills, Continuous Improvement, Commercial Skills	26	8-200	0-9	\$1,260	\$30.75
				Weighted Avg: 45			

*Post-Retention Wage is the Contractual Wage.

Note: In instances where the union’s collective bargaining agreement (CBA) wages are higher than ETP’s minimum requirement, the union wages shall prevail.

<p>Minimum Wage by County: Modified Statewide Average Wage (SET): \$30.75 per hour statewide.</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 \$2.50 per hour may be used to meet the SET Post-Retention Wage for Job Numbers 1 & 2.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Pharmacists	\$70.00 - \$88.00	6
Ancillary Health Care Workers	\$28.25 - \$83.29	218
Nurses	\$54.75 - \$83.00	129
Scientists and Bio Engineers	\$35.13 - \$81.36	17
Job Number 2		
HVAC and Electrical Non-Medical Engineers	\$35.13 - \$63.87	13
Administrative Staff	\$25.00 - \$40.00	13

INTRODUCTION

Founded in Daly City in 1893, AHMC Seton Medical Center LLC (Seton) (www.ahmchealth.com/smc) is a private for-profit hospital that offers healthcare services, general medical, surgical, critical, geriatric, psychiatric, sub-acute, skilled nursing, emergency, wound, ambulatory surgery, hemodialysis, laboratory, physical therapy, occupational & speech therapy, respiratory services, and radiology services. The parent company is AHMC Healthcare, but Seton represents that it operates autonomously as a first time applicant. Seton provides healthcare

services for patients in its 377 beds at licensed facilities (Daly City and Moss Beach) in California. Training will be conducted at those two campuses.

This will be Seton's first ETP Contract. This first-time applicant is seeking support to train allied medical professions to upgrade skills of both existing and new employees. Seton is experiencing changes in technology requirements prompted by expanding services and new technology used by the hospital.

Veterans and Diversity Programs

Seton does hire and employ veterans through its normal hiring practices using job boards and online recruitment. For administrative ease, Seton is not requesting a separate Veterans' Job Number for its veterans participating in the proposed training.

Seton provides annual training for its workforce to encourage equity and diversity and improve cultural competencies and support cultural diversity, including LGBT+, for healthcare professionals.

Union Support

Nurses, Engineers, Scientists, and Health Care Workers are represented by Stationary Engineers Local 39, California Nurses Association, Engineers & Scientists of California Local 20, and National Union of Healthcare Workers. The unions have submitted a letter of support for this training project.

PROJECT DETAILS

Seton has identified best practices and relevant training that allied medical staff need to improve clinical practices. This includes skill upgrades to keep pace with industry changes to meet strategic goals. For instance, enhancing patient satisfaction and supporting high performance in the workplace, with a focus on new technology/equipment and corresponding procedures, are key to the proposed supplemental training plan.

Seton has invested an estimated \$2 million in items such as ventilators, defibrillators, monitors/imaging equipment, hospital beds, and the nurse call system. Even though Job Creation is no longer identified as a separate incentive program by ETP, a highlight of this proposal does include newly hired occupations, primarily nurses (estimated 80), over the next two years. The hiring is attributed to retiring staff and a reported 20% growth in demand for new Cath Lab services offered by Seton. In cardiac catheterization (or cath), healthcare providers put a very small, flexible, hollow tube (catheter) into a blood vessel in the groin, arm, wrist, or in rare cases the neck. Then the provider threads it through the blood vessel into the aorta and into the heart. The proposed plan supports Seton's aim to meet this increased in demand for specialized services.

Training Plan

The following training will be conducted using Class/Lab, E-Learning, and Didactic/Preceptor (Medical Skills) delivery methods:

Computer Skills: this training will be offered to Nurses, Ancillary Health Care Workers, Pharmacists, and Scientists. This training will focus on upgrading skills related to new Electronic Health Records and the Admitting Department's new system.

Continuous Improvement: this training will be offered to all occupations. This training aims to meet quality goals by improving accuracy, effectiveness, and reducing errors in patient care delivery.

Commercial Skills: this training will be offered to the HVAC and Electrical Non-Medical Engineers. Training includes electrical troubleshooting and automatic transfer switches and generators.

Medical Skills (Didactic): this training will be offered to Nurses, Ancillary Health Care Workers, Pharmacists, and Scientists. This training is needed to help maintain the high performance workplace skills that frontline workers in hospitals deliver using new technology and new tools.

Medical Skills (Preceptor): this training will be offered to Nurses, Pharmacists, and Scientists. This practical skill enhancement training helps to match theory with practice to create greater effectiveness in the treatment of patients. The majority of this training helps improve new staff member's skills, which includes about 25% of the request for overall training hours.

Computer-Based Training (CBT)

CBT, which is a more convenient means of delivering basic training, will be provided to supplement Class/Lab training. Trainees will receive between 0–9 hours of CBT.

Special Employment Training

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

➤ Wage Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$41.00 to \$30.75). The Company requests this modification. However, it is noted that an estimated 95% of participants in the proposed training plan are union represented and will meet the CBA wages that exceed ETP-wage requirements. Only less than 3% represented and/or non-represented will need the lowest wage requirement allowable using health benefits.

Commitment to Training

Annually, Seton invests \$400,000 (approximately \$200,000 per facility) on training in California that includes mandatory safety and orientations not included in this request. 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

Seton's Clinical Nurse Specialist (dedicated administrator) will oversee the project, while having internal support staff, a Registered Nurse and HR staff to help with administration. Training will be delivered by two in-house experts and vendors as needed. The Company has also retained a third-party administrator to assist with administrative duties.

Impact/Outcome

With the award of ETP funds, many vocational certifications will be awarded by American Heart Association to an array of the participating allied healthcare professionals in this training proposal. Various certifications (estimated 645) such as Basic Cardiac Life Support, Pediatric Cardiac Life Support, Neonatal Resuscitation Program, and National Institute of Health's Stroke Scale certification will be earned as a part of the proposed training. These certifications maintain upward mobility resulting in higher wages and higher skilled jobs for staff while also providing Seton the opportunity to demonstrate desired certifications that may help to improve outcomes for patients in their care.

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

FlexEd Comprehensive Education for Healthcare in Chino has been retained to provide Medical Skills' training for a fee of \$128,000. Other trainers will be identified as they are retained.

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Electrical Troubleshooting
- Automatic Transfer Switches and Generators

COMPUTER SKILLS

- Evident Electronic Health Record – Acute Care
- Matrix Care Electronic Medical Record
- eCareNext Admitting Department Admission System
- Intermediate/Advanced Microsoft Office (Word, Excel, PowerPoint, Outlook)

CONTINUOUS IMPROVEMENT

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline Leadership Skills
- Communication Skills
- Conflict Resolution Skills
- Coping with Patient Death
- CORE Measures
- Crisis Prevention Intervention
- Documentation Skills
- Assaultive Training
- Enhancing the Consumer Experience
- Meaningful Use
- Time Management Skills
- Patient and Family Centered Care Skills
- Patient Satisfaction Training
- Performance and Quality Improvement Skills
- Team Building Skills
- Utilization Review
- Value Based Purchasing

MEDICAL SKILLS (DIDACTIC)

- American Heart Association Courses
- Basics of Cancer and Cancer Care
- Common Infection Control
- Coping with Patient Death
- Dementia Care
- Dysrhythmia Identification and Therapeutic Modalities
- Triage: 5 Level Triage
- Heart Disease and Choking Prevention
- Helping Patient with Personal Hygiene
- Hemodynamic Monitoring
- Interpreting Lab Values
- Intravenous Access Insertion and Therapy

- Critical Care Nursing
- Emergency Nursing
- Labor and Delivery
- Mental Illness
- National Institute of Health Stroke Scale Certification
- Neonatal Skills Program – Skills Validation
- Complications and Emergency Drills – Pain Management
- Pressure Injury Prevention
- Rapid Response Team
- Recognizing Change in Patient Condition
- Resident-Centered Care
- Respiratory Emergencies
- Safety Essentials for the Sitter
- Stroke Training
- Trauma Nursing Core Course
- Intravenous Medication Management
- Ventilators and Trach Care

MEDICAL SKILLS (PRECEPTOR)

- Behavioral Unit Nursing Skills
- Body Mechanics and Safe Patient Handling Skills
- Critical Care Nursing Skills
- Dysrhythmia Monitoring and Interpretation
- Emergency Room Nursing Skills
- Gender-Affirming Surgery Skills
- Geriatric Nursing Skills
- Hemodynamic Monitoring Skills
- Hospice Nursing Skills
- Intravenous Therapy Skills
- Infection Control and Prevention Skills
- Medical/Surgical Nursing Skills
- Neonatal Resuscitation Provider (NRP) Skills
- Patient Assessment & Care
- Perioperative Nursing Skills
- Pre and Post-Operative Care Skills
- Telemetry Nursing Skills
- Trauma Nursing Skills
- Triage Nursing Skills
- Wound Care Skills

COMPUTER-BASED TRAINING

CONTINUOUS IMPROVEMENT

- Emergency Management/Life Safety (1 hour)
- Managing Materials and Wastes (1 hour)
- Infection Prevention and Control (1 hour)
- Medication Management (1 hour)
- Pain Management (1 hour)

- Pressure Injury Prevention and Management (1 hour)
- Restraints and Seclusion (1 hour)
- Stroke Prevention and Management (1 hour)
- Suicide Prevention and Management (1 hour)



Stationary Engineers, Local 39

INTERNATIONAL UNION OF OPERATING ENGINEERS AFL CIO

BART FLORENCE
BUSINESS MANAGER-RECORDING SECRETARY

May 15, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that AHMC Seton Medical Center, LLC/ AHMC Seton Medical Center Coastside, LLC is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following Local 39-represented occupations will be participating in this project:

CHIEF BIOMEDICAL ENGINEER	1
BIOMED ELECTRONICS TECH	2
STATIONARY ENGINEER	13
INTERIM ASSISTANT CHIEF ENG	1
CHIEF ENGINEER	1

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,

Michael Rainsford
Local 39 Representative

Date: May 13, 2024

Contact Information:

AHMC Seton Medical Center, LLC/ AHMC Seton Medical Center Coastside, LLC
1900 Sullivan Avenue Daly City, CA 94015 (650) 992-4000

ETP Reference# 24-0124

To: Local 39 Representative

Attention: Michael Rainsford

RE: Notice of Intent

Projected Effective Date of ETP Contract: July 1, 2024

CBA Represented Workers: 18 Local 39-represented workers

CHIEF BIOMEDICAL ENGINEER	1
BIOMED ELECTRONICS TECH	2
STATIONARY ENGINEER	13
INTERIM ASSISTANT CHIEF ENG	1
CHIEF ENGINEER	1

As a proposed Contractor requesting State of California Employment Training Panel funds, the following serves as a Notice of Intent in accordance with ETP regulation § 4404. Collective Bargaining Agreements, which states:

Prior to presenting an application for a proposed training project to the panel, the contractor shall notify the appropriate collective bargaining agent which represents workers for whom training is proposed of its intent to apply for Panel funding. The notice of intent shall contain the information regarding the proposed training, the impacted employee population, the name of the collective bargaining agent, and the effective date of the application.

Upon receipt of the notice of intent pursuant to subdivision (a), the labor organization representing effected workers shall notify the panel, in writing, of its concurrence with the contractor's proposal. The written notification shall be signed by an authorized representative of the collective bargaining agent and received by the panel prior to further development of the agreement. The labor organization shall have the opportunity to participate in the agreement's development. REFERENCE: Section 10205(e), Unemployment Insurance Code.

1. Information Regarding the proposed training plan:

Training Plan

Training will be delivered via classroom-based classes, skills lab sessions, e-learning, videoconferencing, and unit-based inservices. Internal and external subject matter experts may be utilized to deliver the training.

2. Occupations & number of workers planned covered under the Collective Bargaining Agreement (CBA) as specified in the proposed training plan:

18 Local 39-represented workers participating in this ETP project

Written concurrence with the contractor's proposal (In the form of a Union Support Letter) as specified above shall be on Union Local(s) letterhead and contain the following exhibit language to ensure the proposed Contractor's adherence with ETP Regulations:

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,



Sarkis Vartanian, Administrator
AHMC Seton Medical Center, LLC/ AHMC Seton Medical Center Coastside, LLC



A Voice for Nurses. A Vision for Healthcare.

OAKLAND
155 Grand Avenue
Oakland CA 94612
phone: 800-287-5021
fax: 510-663-1625

May 15, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that AHMC Seton Medical Center, LLC/ AHMC Seton Medical Center Coastside, LLC is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupation will be participating in this project:

143 CNA-represented registered nurses

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

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

Sincerely,

A handwritten signature in blue ink that reads "Diane E Powe".

Diane Powe
CNA Labor Representative



Engineers & Scientists of California

Local 20, IFPTE AFL-CIO/CLC

810 Clay Street

Oakland, CA 94607

Tel 510-238-8320

Fax 510 238 8324

May 15, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that AHMC Seton Medical Center, LLC/ AHMC Seton Medical Center Coastside, LLC is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupation will be participating in this project:

11 Local 20-represented Clinical Lab Scientists

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,

Grant J. Hill
Union Representative-Organizer, ESC IFPTE Local 20



NUHW NATIONAL UNION OF HEALTHCARE WORKERS

866-968-NUHW • nuhw.org • info@nuhw.org

May 15, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that AHMC Seton Medical Center, LLC/ AHMC Seton Medical Center Coastside, LLC is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following NUHW-represented occupations will be participating in this project:

ANESTHESIA TECH	1
BED CONTROL COORDINATOR	2
CASE MANAGEMENT ASST LEAD	2
CASE MANAGEMENT OFFICE ASST	1
CATH LAB SERVICE TECH	2
CENTRAL SERV TECH	4
CENTRALIZED SCHEDULER	6
CERT NURSE ASST	33
CLIENT SERVICE REP	1
CLINICAL SOCIAL WORKER LEAD	1
CLINICAL DIETICIAN	3
CLINICAL LAB TECH	2
CONSOLE OPERATOR	5
COOK	4
COOK LEAD	1
DIETARY CLERK	3
DISCHARGE PLANNER	2
DRIVER	1
ECHO TECH II	1
ENV SVCS TECH	23
ENV SVCS TECH LEAD	3
ER TECH	3

FILE CLERK	1
FOOD SERVICE AIDE	17
INSTRUMENT TECH	5
LAB ASST II/PHLEB/PROC	8
LEAD ECHO TECH	1
LEAD FOOD SERVICES	1
LEAD LINEN WORKER	1
LEAD MEDICAL ASST	1
LEAD RADIOLOGY ASSISTANT	1
LEAD THERAPIST, REHAB	1
LINEN SVC WORKER	2
LVN	6
MED REC CLERK III	2
MONITOR TECH	3
NUCLEAR MED ASST	1
NEUROLOGY TECH	1
OFFICE COORDINATOR	4
OR ATTENDANT	1
OR TECH	4
PATHOLOGY ASST	1
PHARMACY TECH	6
PHYS THER AIDE	1

PHYS THER II	2
PHYSICIAN LIAISON	4
PHYSICIAN LIAISON LEAD	1
PRE-ADMISSION REGISTRAR	3
RAD TECH	9
RAD TECH LEAD	2
RADIATION THERAPIST	1
RADIATION THERAPIST LEAD	1
RADIOLOGY AIDE	1
RADIOLOGY TECH ASST	2
RCP I/II/III	24
REGISTRAR	10
SOCIAL SERV DESIGNEE	1
SOCIAL WORKER LEAD	1
SR LVN	16
STAFFING CLERK	2
STAFFING CLERK LEAD	1
TRANSPORTER	4
ULTRASOUND TECH III LEAD	1
ULTRASOUND TECH IV	1
UNIT COORDINATOR	6
VASCULAR TECH	1

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,



Lealani Manuta
NUHW Labor Representative



Training Proposal for:
BridgeBio Services Inc. dba BridgeBio

Contract Number: ET25-0123

Panel Meeting of: July 26, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Manufacturing Professional, Scientific Technology Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco, San Mateo, Santa Clara	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: 341	U.S.: 594	Worldwide: 614
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	18%		

FUNDING DETAIL

In-Kind Contribution
\$495,000

Total ETP Funding
\$308,000

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	Business Skills, Comm. Skills, Cont. Improv.	220	8-200	0	\$1,400	\$26.00
				Weighted Avg: 50			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: \$24.72 per hour for San Francisco, San Mateo, and Santa Clara 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
Administrative Staff	\$26.00 - \$65.00	5
Business Operations Staff	\$30.00 - \$60.00	30
	\$60.01 - \$100.00	12
	\$100.01 - \$115.00	8
Managers and Supervisors	\$30.00 - \$60.00	24
	\$60.01 - \$100.00	10
	\$100.01 - \$150.00	6
Sales and Marketing Staff	\$30.00 - \$60.00	30
	\$60.01 - \$100.00	12
	\$100.01 - \$120.00	8
Scientists and Engineers	\$30.00 - \$60.00	45
	\$60.01 - \$100.00	20
	\$100.01 - \$150.00	10

INTRODUCTION

Founded in 2015 and headquartered in Palo Alto, BridgeBio Services Inc. dba BridgeBio (<https://bridgebio.com/>) is a subsidiary of BridgeBio Pharama, Inc. The Company is a biopharmaceutical company that discovers and manufactures transformative medicines to treat patients who suffer from genetic diseases and cancer with clear genetic drivers. BridgeBio’s pipeline of development products ranges from early science to advanced clinical trials. The Company’s products helps in treating individuals with heart and kidney disease, cancers caused by genetic aberrations, and single gene diseases such as congenital adrenal hyperplasia and

tuberous sclerosis. Training will be delivered at its locations in San Francisco, San Carlos, and Palo Alto.

This will be BridgeBio's first ETP proposal. BridgeBio's customer-base includes researchers, medical centers, and hospitals throughout the world.

This will be BridgeBio's first ETP proposal. BridgeBio's customer-base includes researchers, medical centers, and hospitals throughout the world.

Veterans Program

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

PROJECT DETAILS

ETP-funded training will focus on training staff in critical business and commercial skills typically related to later stage drug development. BridgeBio currently has two approved products with another 15 in the product pipeline. In order to manage business as products move into later-stage drug development and then into commercialization (which is the point at which they become revenue generating products), staff must learn skills in project management, business process engineering, and quality management.

Within the next five years, BridgeBio has plans for the following products going into commercialization:

- Acoramidis – A stabilizer to treat patients with transthyretin amyloid cardiomyopathy.
- Low-dose Infigratinib – Inhibitor for achondroplasia, hypochondroplasia & other skeletal dysplasia.
- Encaleret – Sensing receptor antagonist for autosomal dominant hypocalcemia type 1.
- BBP-418 – Glycosylation substrate pro-drug for limb-girdle muscular dystrophy.

Training Plan

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

Business Skills: this training will be offered to all occupations on courses that include Agile and Design Thinking, Budget and Resources Management, Effective Communication Skills, and Presentation Skills.

Commercial Skills: this training will be offered to all occupations on courses that include Clinical Data Science, Clinical Operations, Product Lifecycle Management, and Preparing for Phase 3 Drug Development and Commercialization.

Continuous Improvement: this training will be offered to all occupations on courses that include Business Process Reengineering, Good Pharmaceutical Practices, and Risk Management.

Commitment to Training

The Company's annual training budget in California is \$100,000. This training includes rudimentary job skills, new-hire orientation, and Business 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

BridgeBio's Head of Professional Development and Director, People (dedicated administrator) will oversee the project along with two Human Resource Administrators to assist in the scheduling of training, collecting training records, and other internal administrative duties. Training will be delivered by a combination of in-house experts and by outside training vendors if needed.

Impact/Outcome

Upon completion of training, staff will be equipped with business processes and the product knowledge of all potential products going into commercialization. Furthermore, in-house certifications will be attained with regard to accounting, project management, and regulatory affairs.

Alternate Recordkeeping

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

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

- Agile and Design Thinking
- Budget and Resource Management
- Customer Service and Retention
- Decision Making and Problem Solving
- Delegating and Prioritizing
- Effective Communication Skills
- Effective Meetings
- Financial Management
- Healthcare Economics
- Ideation and Innovation Management
- Influencing and Stakeholder Management
- Managing Others
- Market Access
- Marketing
- Negotiation Skills
- Presentation Skills
- Project Management
- Sales Excellence
- Sales Operations
- Strategic Planning
- Team Optimization
- Working in Hybrid Teams

COMMERCIAL SKILLS

- Clinical Data Science
- Clinical Operations
- Drug Discovery and Development
- Preparing for Phase 3 Drug Development and Commercialization
- Product Lifecycle Management
- Regulatory Affairs

CONTINUOUS IMPROVEMENT

- Business Process Reengineering
- Good Pharmaceutical Practices
- Quality Management
- Risk Management



Training Proposal for:
Dellavalle Laboratory, Inc.
Contract Number: ET25-0103

Panel Meeting of: July 26, 2024

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	HUA Priority Rate Retrainee	Industry Sector(s):	Professional, Scientific, and Technical Services
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Kings, Yolo	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: 110	U.S.: 110	Worldwide: 110
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	6%		

FUNDING DETAIL

In-Kind Contribution
\$199,656

Total ETP Funding
\$198,240

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	Weighted Avg:		
1	Priority Rate Retrainee	See Training Plan	104	8-200	0-0	59	\$1,652	\$22.55
2	Priority Rate HUA Retrainee	See Training Plan	16	8-200	0-0	59	\$1,652	\$18.50

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$22.55 per hour for Fresno, Kings, and Yolo counties
Job Number 2:	\$16.91 per hour for Fresno and Kings counties
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$2.50
Job Number 2:	\$0.00

Wage Range by Occupation					
Occupations	Wage Range	Trainees			
		Total	\$15 to \$20	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Administrative	\$20.05 - \$30.00	17	0	12	5
Chemist	\$25.00 - \$35.00	8	0	0	8
Client Team Member	\$25.00 - \$40.00	13	0	0	13
Laboratory Technician	\$20.05 - \$30.00	16	0	6	10
Manager	\$45.00 - \$70.00	6	0	0	6
Sample Processing Technician	\$20.05 - \$25.00	7	0	7	0
Support Technician	\$25.00 - \$30.00	5	0	0	5
Water Specialist	\$20.05 - \$35.00	32	0	12	20
JOB NUMBER 2 - Priority Rate, HUA, Retrainee					
Agriculture Field Technician	\$18.50 - \$25.00	16	16	0	0

Introduction

Founded in 1978 and headquartered in Fresno, Dellavalle Laboratory, Inc. (Dellavalle) (www.dellavallelab.com) is an environmental/agricultural laboratory and consulting firm that provides services including soil, water, and plant tissue analysis, as well as water treatment for

growers, farmers, homeowners, landscapers, and irrigation companies. Dellavalle assists customers throughout the United States and worldwide with collecting, analyzing, and interpreting data. The Company's laboratory is Environmental Laboratory Accreditation Program certified and takes part in the North American Proficiency Testing Program. Training will be provided at Dellavalle's four locations in Fresno (2), Hanford (1), and Davis (1). This is Dellavalle's second ETP project, the second in the last five years.

Veterans Program

Dellavalle hires Veterans and actively recruits through hiring companies such as Indeed Military.

Project Details

In the previous project, Dellavalle's training plan focused on updating laboratory and sampling equipment. The Company has now expanded its facilities by doubling its footprint within its waters department. The expansion will allow for an increase in throughput and efficiency while improving turn around times in the lab in order to increase customer satisfaction. The Company has invested over \$1.5M on expansion plans and anticipates hiring on 10 additional employees.

Training under this proposal will focus on cross training staff on sophisticated technologies including Automated Electrical Conductivity meters, updated Inductively Coupled Plasma (ICP) Auto Samplers, and Chemical Detection Units laboratory equipment. The Company has invested over \$1.3M on laboratory equipment, machinery and software, custom programming, and eight new vehicles. Training will allow the Company to enhance current and future operations by implementing new software, equipment and work processes.

Employees will need extensive training on not only the computers, programming, and equipment, but also on the processes and procedures for each service. In an industry that changes often with regulations, customer demands, and overall strategies, employees will continually be learning new skills in order to be more efficient with their responsibilities. Although some training topics are similar to those provided in the prior Contract, trainees will not repeat the same training courses previously received.

Training Plan

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

Commercial Skills: Training will be offered to Agriculture Field Technicians, Chemists, Laboratory Technicians, Managers, Water Specialists, Sample Processing Technicians, and Support Technicians focused on analyzing data and testing equipment. Training topics include Bacterial Analysis, Cross Training, Fertilizer Analysis, and Equipment Operation.

Computer Skills: Training will be offered to all occupations and will focus on new software. Training topics include Equipment Software and Automation, New Hardware, and Portable Meter Smart App.

Continuous Improvement Skills: Training will be offered to all occupations. Training will focus on eliminating waste and improving Company processes. Training topics include Decision Making, Process Improvement, and Systems, Applications, and Products.

Hazardous Materials Skills: Training will be offered only to Agriculture Field Technicians, Chemists, Laboratory Technicians, Managers, Water Specialists, Sample Processing Technicians, and Support Technicians. Training will allow staff to operate in an appropriate manner when handling hazardous materials and conditions. Training topics include Classification of Hazardous Products and Waste Management.

High Unemployment Area

Some trainees 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 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. Dellavalle is not requesting a wage modification for trainees in Job Number 1; however, they are requesting a wage modification for trainees in Job Number 2 from \$22.55 per hour to \$18.50 per hour.

Approximately 16 Agriculture Field Technicians will need the wage modification.

Commitment to Training

Dellavalle invests over \$45,000 annually on training for all its locations. Training includes orientation, safety training, and compliance. 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 Business Operations Manager will oversee the ETP Contract. In addition, the bookkeeper and Administrative Assistant will assist in gathering and reviewing the rosters. Managers and Supervisors at each location will be responsible for scheduling training. Training will be provided by qualified in-house trainers. Dellavalle has also retained the services of a third-party administrator who has extensive ETP experience to assist with the administration.

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) (\$ %)
ET22-0288	\$161,460	03/28/22 - 03/27/24	104	0	\$155,401 (96%)

Based on ETP Systems, 6,794 reimbursable hours have been tracked for potential earnings of \$155,401 (96% of approved amount). The Contractor projects final earnings of 100% based on training hours tracked. Dellavalle has submitted a final invoice for earned payments to ETP for 100% of the funds awarded as of March 2024 and are awaiting final payment.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Grants Intelligence Inc.	Redding, CA	\$5,000.00
Administrative	Training Grants Intelligence Inc.	Redding, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
To Be Determined	-	-	-

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Available Water Holding Capacity (AWC)
- Bacterial Analysis
- Benchtop pH Meter
- Bluetooth-Powered Water Quality Testers and Smartphone Apps
- Calibration
- Coagulation-Flocculation Jar Test
- Coliform Testing
- Conductivity Meter/Benchtop Conductivity Meters
- Crop Analysis
- Cross Training
- Dissolved Oxygen Analyzer
- Dissolved Oxygen Monitor
- Electrical conductivity
- Electrode Attachment
- Electronic meters
- Environmental Standards
- Equipment Operations
- Fertilizer Analysis
- Fertilizer Leaching
- Field Capacity (FC)
- Fillable Non Fillable Electrodes
- Good Laboratory Practices
- Groundwater Monitoring
- Humidity Meter
- Maintenance
- Multiparameter meters
- Neutron Probe Training
- Permanent Wilting Point (PWP)
- Portable Conductivity Meters
- Portable Dissolved Oxygen Meters
- Portable pH Meter
- Portable Turbidity Meter
- Quality
- Readings and Test Results
- Research & Development
- Saturation
- Soil Analysis
- Soil Separate
- Soil Testing
- Testing Parameters
- Titrimetric and Colorimetric Test

- Total Hydrocarbon Analyzer
- Turbidimeters
- Water Analysis
- Well Testing

Computer Skills

- Equipment Software and Automation
- Intermediate/Advanced Software Systems
- Microsoft Applications (Intermediate/Advanced)
- New Hardware
- Portable Meter Smart App
- Reporting

Continuous Improvement Skills

- Best Practices
- Business Strategies
- Communication Skills
- Customer Service
- Decision Making
- Focus improvement
- Intrapersonal Skills Training
- Key Performance Indicators
- Leadership
- Monitoring Reports
- Performance Management
- Problem Solving
- Process Improvement
- Project Management
- Quality Concepts
- Sales
- Systems, Applications and Products
- Team Building

Hazardous Materials Skills

- Classification of Hazardous Products
- Hazardous Material Regulations
- Hazardous Waste Operations
- Waste Management



Training Proposal for:
E. & J. Gallo Winery DBA E & J GALLO WINERY

Contract Number: ET25-0121

Panel Meeting of: July 26, 2024

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Napa, San Joaquin, Sonoma, San Luis Obispo, Stanislaus, Merced, Fresno, Monterey	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UFCW International Union, Wine, Distillery & Allied Workers - Local 186D UFCW International Union - 8-Golden State		
Number of Employees in:	CA: 5,389	U.S.: 6,885	Worldwide: 7,068
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	12%		

FUNDING DETAIL

In-Kind Contribution
\$1,544,582

Total ETP Funding
\$599,872

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	Weighted Avg:		
1	Priority Rate Retrainee	See Training Plan	412	8-200	0-40	52	\$1,456	\$27.00

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$22.55 per hour for Napa, San Joaquin, Sonoma, San Luis Obispo, Stanislaus, Merced, Fresno, and Monterey counties
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.00

Wage Range by Occupation					
Occupations	Wage Range	Trainees			
		Total	\$15 to \$20	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Analyst- Finance	\$27.00 - \$64.00	20	0	0	20
Analyst- Inventory Control	\$27.00 - \$71.00	4	0	0	4
Analyst- Supply Chain	\$27.00 - \$64.00	5	0	0	5
Controls Tech	\$35.33 - \$47.74	8	0	0	8
IT Business Relationship Manager	\$57.00 - \$114	5	0	0	5
Level 2 Operator	\$28.25 - \$28.25	10	0	0	10
Level 3 Operator	\$32.32 - \$32.32	8	0	0	8
Level 3 Skilled Driver	\$32.32 - \$32.32	18	0	0	18
Level 3 Skilled Material Handler	\$32.32 - \$32.32	43	0	0	43

Wage Range by Occupation					
Occupations	Wage Range	Trainees			
		Total	\$15 to \$20	\$20.01 to \$25	Over \$25.01
Level 4 Advanced Material Handler	\$34.75 - \$34.75	83	0	0	83
Level 4 Advanced Operator (UFCW Local 186D)	\$34.75 - \$34.75	17	0	0	17
Level 4 Advanced Driver	\$34.75 - \$34.75	4	0	0	4
Level 5 Tech Operator	\$38.18 - \$38.18	31	0	0	31
Manager Supply Planning	\$57.00 - \$104	4	0	0	4
Marketing Rotational Leadership Program	\$27.00 - \$39.90	6	0	0	6
Level 5-9 Mechanics (UFCW Local 186D)	\$38.18 - \$46.97	85	0	0	85
Operations Management Development Program	\$32.21 - \$48.27	6	0	0	6
Operations Manager	\$52.00 - \$86.00	5	0	0	5
Level 2 and 3 Racker and Blenders	\$28.25 - \$32.32	12	0	0	12
Sr Manager- Operations	\$75.86 - \$113.85	2	0	0	2
Team Leader	\$32.21 - \$48.27	20	0	0	20
Technical Manager Development Program	\$35.43 - \$53.13	6	0	0	6
Level 4 Advanced Operators (UFCW Chapter 8)	\$34.75 - \$34.75	5	0	0	5
Level 5-9 Mechanics (UFCW Chapter 8)	\$38.18 - \$46.97	5	0	0	5

Introduction

Founded in 1933 and headquartered in Modesto, E & J Gallo Winery (Gallo) (www.gallo.com) produces, imports, and distributes wine, distilled spirits, juice concentrates, beer and ready to drink alcohol beverages including malt based alcoholic drinks. Gallo's customers include restaurants, grocery stores, liquor stores, hotels, entertainment venues and wholesalers. The Company is the largest exporter of California wine with a portfolio of over 130 unique brands including Barefoot Cellars, Apothic, Blackbox, Rombauer, La Marca, High Noon and New Amsterdam Vodka. Gallo has been recognized by Glassdoor as a "Best Place to Work" 2017-2021 and in 2024. Training under this proposal will be for eight locations in Napa, Sonoma, San Luis Obispo, San Joaquin, Stanislaus, Merced, Fresno, and Monterey counties. This is Gallo's eighth ETP-funded project, and the third in the last five years.

Veterans Program

Gallo does actively recruit Veterans and in 2023 was listed by US Veterans Magazine as a Top Veteran Friendly Company.

Union Support

Level 3 Skilled Driver, Level 3 Skilled Material Handler, Level 5-9 Mechanics, Level 4 Advanced Driver, Level 4 Advanced Material Handler, Level 4 Advanced Operator, and Level 5 Tech Operator occupations are represented by United Food and Commercial Workers International Union, Wine, Distillery & Allied Workers, Local 186D. Level 2 Operator, Level 3 Operator, Level 5-9 Mechanics, Level 2 and 3 Racker and Blenders, and Level 4 Advanced Operator occupations are represented by United Food and Commercial Workers International Union, Chapter 8-Golden State. The unions have submitted letters of support for this training project.

Project Details

In the previous Contract, Gallo focused training on alternative packaging and upskilling team members. Under this proposal, the Company has implemented a training plan focused on the following:

- **Developing Leadership Skills:** Within the organization there is a need for a leadership development program at all levels. To address this need, training will include leadership skills for its leaders to develop high performance production teams to allow for career progression.
- **Cross-Training:** Training will focus on technical skills (e.g. cross-training operators in the spirits plant on the wine bottling plant and canning lines). Training will allow the Company to develop necessary skills to allow career progression for all team members into higher paying jobs as opportunities arise.
- **New Warehouse Management System:** The Company has also implemented a new warehouse management system with a new interface and vendor. This change will require training across all locations to ensure successful implementation.
- **World Class Maintenance Implementation:** In 2022 a world class maintenance program was created. The Company will be implementing trainings and expanding it to all 17 locations to deepen knowledge of systems. Training will focus on maintaining proper processes and procedures to ensure preventative maintenance.
- **Recruiting Locals:** As part of Gallo's recruiting strategies, the Company has realized the strength of recruiting locally for many of its positions. Gallo plans to recruit talent within local universities. Training will focus on developing these trainees' gaps in skillsets to ensure success within their respective roles.

Training under this proposal will allow the Company to implement new training initiatives to meet the Company's commitment to staff development. Although some training topics are similar to those provided in prior Contracts, trainees will not repeat the same training courses previously received.

Training Plan

Training will be delivered via Classroom/Laboratory, Computer Based Training (CBT), and Productive Lab (PL) methods in the following:

Business Skills: Training will be offered to all occupations. Training will focus on enhancing communication skills and project management. Training topics include Building Business Relationships, Finance 101, and Marketing Fundamentals.

Commercial Skills: Training will be offered to all occupations. Training will focus on operations. Training topics include 3 Tier Distribution and Operations and Supply Chain 101.

Computer Skills: Training will be offered to all occupations. Training will focus on the Extended Warehouse Management (EWM) system. Training topics include Extended Warehouse Management (EWM) End User Training and EWM Super User Training.

Continuous Improvement Skills: Training will be offered to all occupations. Training will focus on reducing waste. Training topics include Green Belt and Lean Practitioner.

Hazardous Materials Skills: Training will be offered only to staff members that are exposed to hazardous materials. Training will focus on the safe handling of hazardous materials and will include topics such as Ammonia Training - Reta Book 1 and Certified Industrial Refrigeration Operator.

Manufacturing Skills: Training will be offered to all occupations. Training will focus on operating and maintaining technical manufacturing equipment. Training topics include De-Palletizer Training, Power Pallet Jack Certification, and Label Operator Training.

Certified Safety Training

OSHA 10: 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. 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 PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

Gallo will provide approximately 15 hours of PL-Manufacturing Skills training to all occupations on specific operation skills for new machines and tools. Trainees will also receive vital cross-training on multiple production lines and procedures. Gallo anticipates that approximately 100 employees from the Modesto, Livingston, and Fresno facilities will participate in PL training.

Instructors will be subject matter experts and will demonstrate the process prior to observing the trainees performing the task. The instructor will provide coaching, quizzing, and mentoring until the trainee has been determined competent in the process.

During PL training, production is expected to be slower given that the trainee will be working with new equipment and will be required to meet established quality standards. Trainer-to-trainee ratio will be 1:1.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-40 hours of CBT.

Electronic Recordkeeping/LMS

Staff has reviewed and approved Gallo's use of a Learning Management System (LMS) for recordkeeping.

Impact/Outcome

After training, staff should be able to meet specific objectives, including:

- Perform all related ISO mandated procedures for each qualified position such as changeover, clean up, operation procedures, troubleshooting, line flow controls, and safe work practices.
- Complete and document all product quality checks.
- Actively participate in preventing and correcting potential quality related issues.
- Initiate, manage, and/or participate in root cause analysis and problem solving.
- Work in a team environment or lead the work of the team depending on occupation.

Commitment to Training

Gallo invests over \$2M annually for training across all California facilities and includes new hire orientation, OSHA-mandated safety regulation training, and harassment and discrimination prevention. 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 Sr. Director of Workforce Development and Learning, with the support of five training managers and ten program managers, will be responsible for overseeing all training coordination. Each location has a site training coordinator who will handle proper roster collection, data entry into the LMS and communicating training at their location in partnership with site training and leadership. The LMS Program Manager will run periodic reviews of site coordinators' entry into the LMS to ensure accuracy of data being entered. Gallo has a team of over 50 learning professionals who support the learning and development function. Training will be delivered by in-house experts and vendors as needed.

Prior COVID Performance

Gallo had a prior ETP contract (ET21-0146) under the COVID Pilot with a term of 9/1/2020 to 8/31/2022. Gallo successfully placed 100 trainees and earned the full contract amount of \$200,000.

PRIOR PROJECTS

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET20-0226-000	12/23/19 - 12/22/21	\$649,980	\$649,980.00 (100 %)
ET21-0146-000	09/01/20 - 08/31/22	\$200,000	\$200,000.00 (100 %)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	N/A	-	-
Administrative	N/A	-	-

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Building Business Relationships
- Building Effective Partnerships
- Communicating and Presenting Virtually with Impact
- Conversations to Inspire Performance
- Core Performance
- Cost 101
- Data Fundamentals
- Data Training
- Delegation: Engage and Empower People
- Driving Change
- Effective Safety Conversations
- Embracing Change
- Finance 101
- Financial Drivers of Business
- Fundamentals of Safety Leadership
- Gallo Leadership Fundamentals
- Intrapreneurship and Ownership
- Introduction to Finance Systems
- Leading Meetings: Use Time Effectively
- Marketing 101
- Marketing Fundamentals
- Sales 101
- Situational Leadership
- Spirits 101
- Spirits Appreciation
- Targeted Selection
- Wine 101
- Wine Appreciation
- Your Leadership Journey

Commercial Skills

- 3 Tier Distribution
- Operations and Supply Chain 101

Computer Skills

- Extended Warehouse Management (EWM) End User Training
- EWM Inbound
- EWM Internal
- EWM Level 5 Training
- EWM Outbound
- EWM Production
- EWM Quality

- EWM Rework
- EWM Super User Training
- EWM Team Leader Training
- EWM Train-the-Trainer

Continuous Improvement Skills

- Green Belt
- Lean Practitioner

Hazardous Materials Skills

- Ammonia Training - Reta Book 1
- Certified Ammonia Refrigeration Operator
- Certified Industrial Refrigeration Operator

Manufacturing Skills

- Arc/Flash
- Ariel Training
- Capper Training
- Case Packer Training
- Centrifuge Training
- De-Palletizer Training
- Driver Training
- Extended Warehouse Management (EWM) Training
- Filler Operator Training
- Foiler
- Forklift Certification
- Industrial Filter
- Label Operator Training
- Lubrication Application: Brush
- Lubrication Application: Grease Caddy (209 Ultraprobe 201)
- Lubrication Application: Spray/Aerosol
- MSC Operator Training
- Power Pallet Jack Certification
- Precision Maintenance: Chain & Sprocket Fundamentals
- Precision Maintenance: Lubrication Application
- Precision Maintenance: Shaft Alignment & Correction
- Precision Maintenance: Soft Foot Fundamentals
- Precision Maintenance: Torquing and Fastening
- Precision Maintenance: V-Belt and Pulley Drive Systems Fundamentals
- Putaway Training
- Quality Fundamentals
- Racker and Blender Training
- Rackert and Blender Upgrade Training
- Reliability Maintenance: Oil & Lubrication Storage & Distribution
- Reliability Maintenance: Oil & Lubrication Storage & Distribution Fundamentals
- Rotovac Training

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

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

Trainees may receive any of the following:

Manufacturing Skills

- Capper Training
- Case Packer
- Centrifuge Training
- De Palletizer
- Driver Training
- Filler
- Foiler Training
- Labeler Training
- MSC Operator
- Putaway Training
- Racker and Bender Upgrade Training
- Racker and Blender Training
- Rotovac Training

Computer-Based Training

Trainees may receive any of the following:

Computer Skills

- Basic Navigation of RF and VMU (25 mins)
- EWM Business Process Overview (25 mins)
- Overview of EWM, RF and VMU (25 mins)
- SAP Basic Navigation (1 hr)

Continuous Improvement Skills

- Green Belt - Operational Excellence (1.5 hrs)
- Green Belt - Six Sigma Foundations (1.5 hrs)
- Green Belt - How to Manage Lean Six Sigma Projects Part 1 (1.5 hrs)
- Green Belt - Learning MiniTab (1.5 hrs)
- Green Belt - Root Cause Analysis (40 mins)
- Green Belt - Statistical Foundations 3: Using Data Sets (1.5 hrs)
- Green Belt - Statistical Foundations 4: Advanced Topics (1.5 hrs)
- Green Belt - How to Manage Lean Six Sigma Projects Part 2 (1.5 hrs)
- Lean Practitioner (2 hours)

Manufacturing Skills

- Lubrication Application: Brush (15 mins)
- Lubrication Application: Grease Caddy (Ultraprobe 201) (15 mins)
- Lubrication Application: Grease Meter (15 mins)
- Lubrication Application: Spray/Aerosol (15 mins)

- Materials Management - Introduction to MRO & Storeroom (30 mins)
- Materials Management: Introduction to Materials Management (30 mins)
- Precision Maintenance: Chain & Sprocket Fundamentals (15 mins)
- Precision Maintenance: Lubrication Application Overview (15 mins)
- Precision Maintenance: Soft Foot Fundamentals (1 hr)
- Precision Maintenance: Torquing and Fastening (20 mins)
- Precision Maintenance: V-Belt and Pulley Drive Systems Fundamentals (20 mins)
- Precision Management: Shaft Alignment & Correction Fundamentals (1 hr)
- Predictive Maintenance: Predictive Maintenance Selection & Set-Up Process (40 mins)
- Reliability Maintenance - Reliability Maintenance Overview (30 mins)
- Reliability Maintenance: Oil & Lubrication Storage & Distribution Fundamentals (30 mins)
- Reliability Maintenance: Unplanned & Planned Refurbishment Management (20 mins)
- Work Management- Overview of the Planning Process (30 mins)
- Work Management: Backlog Management Overview (15 mins)
- Work Management: Equipment Bill of Material (BOM) Fundamentals (20 mins)
- Work Management: Job Plan Fundamentals (20 mins)
- Work Management: Overview of the Planning Process (30 mins)
- Work Management: Scheduling Process Awareness (30 mins)
- Work Management: Unplanned & Planned Refurbishment Management (20 mins)
- Work Management: Unplanned Execution Part 1 (30 mins)
- Work Management: Unplanned Execution Part 2 (30 mins)
- Work Management: Work ID 1.1 - Submitting a Work Request (30 mins)
- Work Management: Work ID 1.2 - Work Request Approval Process (30 mins)
- Work Management: Work Order Closeout & Audit Process (35 mins)



UFCW-WINE, DISTILLERY & ALLIED WORKERS, LOCAL 186D

329 Downey Ave.
Modesto, CA 95354-1297

Phone (209) 524-4245
Fax (209) 524-7066

July 1, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that Gallo is requesting ETP funding. The proposed training plan for the specified members has our support. Gallo and UFCW have a long standing history of partnering on education programs that benefit both Gallo and UFCW members. The approximate number of trainees from our members will be 311, in the occupations of:

- Level 3 Skilled Drivers and Level 3 Skilled Material Handlers
- Level 5-9 Mechanics
- Level 4 Advanced Material Handlers, Level 4 Advanced drivers, Level 4 Operators
- Level 5 Tech Operators,

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,

DEE CHACON

Dee Chacon
President, UFCW Local 186D



June 26, 2024

Roseville
(Headquarters)
2200 Professional Dr.
Roseville, CA 95661
(916) 786-0588
(916) 786-0958 (fax)

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Bakersfield
1910 Mineral Court
Bakersfield, CA 93308
(661) 391-5770

Dear Panel Members:

We understand that Gallo is requesting ETP funding. The proposed training plan for the specified members has our support. Gallo and UFCW have a long-standing history of partnering on education programs that benefit both Gallo and UFCW members. The approximate number of trainees from our members will be 40, in the occupations of:

Chico
20 Constitution Dr.
Suite C
Chico, CA 95973
(530) 895-0017

- Level 2 Operators
- Level 5-9 Mechanics
- Level 2 and Level 3 Racker and Blenders
- Level 3 Operators
- Level 4 Advanced Operators

Concord
1000 Burnett Ave.
Suite 130
Concord, CA 94520
(925) 687-8018

Fresno
3485 W. Shaw Ave.
Suite 101
Fresno, CA 93711
(559) 271-1288

Exhibit E

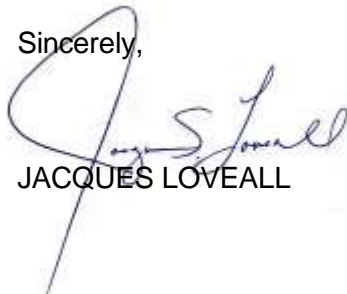
The Union with respective Local(s) Notice of Intent to train Collective Bargaining Agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity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

Modesto
1920 Standiford Ave
Suite 3
Modesto, CA 95350
(209) 529-0596

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.

Redding
3400 Bechelli Ln.
Suite C
Redding, CA 96002
(530) 222-3905

Sincerely,



JACQUES LOVEALL

Sacramento
1930 Ninth St.
Suite 208
Sacramento, CA 95811
(916) 503-8828

Santa Rosa
940 Hopper Ave.
Santa Rosa, CA 95403
(707) 546-1384



Training Proposal for:

Northstar Energy Management, LLC DBA NovaSource Power Services

Contract Number: ET25-0102

Panel Meeting of: July 26, 2024

ETP Regional Office: Sacramento

Analyst: C. Kaiser

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:	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
\$252,000

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	Weighted Avg:		
1	Priority Rate SET Retrainee	See Training Plan	200	8-200	0-0	45	\$1,260	\$30.75

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	Job Number 1: \$30.75 per hour for Alameda, Fresno, Kern, Placer, Sacramento, San Bernardino, San Diego Counties.
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$2.50

Wage Range by Occupation					
Occupations	Wage Range	Trainees			
		Total	\$15 to \$20	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					
Frontline Solar Field Technician Supervisor	\$45.00 - \$55.00	40	0	0	40
Solar Field Technician I	\$28.25 - \$33.00	45	0	0	45
Solar Field Technician II	\$33.00 - \$40.00	82	0	0	82
Solar Field Technician III	\$41.00 - \$54.00	33	0	0	33

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 PV 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.

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

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.

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.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	N/A	-	-
Administrative	N/A	-	-

Training Subcontractors	City, State	Cost	Description of Service
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



Critical Proposal

Training Proposal for:

Robert Bosch Semiconductor LLC

Contract Number: ET25-0104

Panel Meeting of: July 26, 2024

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Critical Proposal Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Placer	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: 223	U.S.: 42,000	Worldwide: 429,000	
<u>Turnover Rate:</u>	1%			
<u>Managers/Supervisors:</u> (% of total trainees)	0%			

FUNDING DETAIL

In-Kind Contribution
\$1,700,000

Total ETP Funding
\$739,200

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	Weighted Avg:		
1	Priority Rate Retrainee	See Training Plan	240	8-200	0-0	110	\$3,080	\$22.55

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$22.55 per hour for Placer County.
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$2.50

Wage Range by Occupation					
Occupations	Wage Range	Trainees			
		Total	\$15 to \$20	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Equipment Technicians	\$20.80 - \$47.02	78	0	17	61
Wafer Fab Operators	\$20.05 - \$33.58	55	0	50	5
Engineers	\$36.05 - \$79.98	41	0	0	41
Administrative Staff	\$20.20 - \$97.39	49	0	6	43
Engineering Specialists	\$21.79 - \$43.16	17	0	7	10

Critical Proposal

Robert Bosch Semiconductor LLC is designated as a “Critical Proposal” recommended by the Governor’s Office of Business and Economic Development. The Roseville location is being remodeled to manufacture silicon-carbide integrated circuits for the electric vehicle marketplace. Training under this proposal will provide staff with extensive training on new processes and new product lines including all new equipment.

Introduction

Originally founded in 1886 and headquartered in Reutlingen, Germany, BOSCH opened Robert Bosch Semiconductor LLC (Bosch) (www.bosch.com), located in Placer County in 2023. Bosch manufactures silicon carbide semiconductor devices for automotive manufactures. Training under this proposal will be for the Company's Roseville location. This will be Bosch's first ETP project.

Veterans Program

Bosch actively recruits Veterans and is expanding recruiting efforts by working directly with Beale AirForce Base, SkillBridge, and the Veterans Readiness and Employment Program. There are currently five Veteran employees and all five will participate in the training.

Project Details

Bosch purchased the Roseville location in September 2023 and are in the process of refurbishing it to accommodate high-volume production of silicon-carbide integrated circuits for the electric vehicle marketplace. The refurbishment is a complete overhaul of the manufacturing space that will exceed \$600 million and will reach more than a \$2 billion total investment by 2031. Bosch also rehired employees from the prior company and is in the process of hiring approximately 64 new employees in the next two years.

All newly hired and rehire trainees will receive training on company procedures, compliance, and all equipment. The Company is installing all new manufacturing tools, all new manufacturing systems, and a brand new raw material (silicon carbide). Groups of trainees will train at the equipment manufacturer's site to become subject matter experts (SME's). For example, there are five Electronic Technician trainees who will receive training at the supplier, LAM, in Austria. As the equipment is installed, the SME's will train Engineering Specialists, Engineers, Equipment Technicians and Wafer Fab Operators on the equipment and the production of the new products. Administration will also receive training on Project Management. Upon completion of training, trainees will be able to perform the required tasks and keep up with customer demand.

The ability to produce high-quality reliable devices is crucial to employees, Bosch, and customers. Training will provide a foundation for all occupations to build upon to become proficient in their job duties and promote to higher paying jobs within Bosch.

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:

Computer Skills: Training will be offered to all occupations. Training will focus on software for tracking goods, purchase orders, and internal software. Training topics include Record to Report (R2R) and Real-Time Dispatch Tool (RTD) software.

Continuous Improvement: Training will be offered to all occupations. Training will focus on improving processes. Training topics include Project Management and Process Improvement.

Manufacturing Skills: Training will be offered to Equipment Technicians, Wafer Fab Operators, Engineers, and Engineering Specialists. Training will focus on production and plant services. Training topics include Equipment Operations and Equipment Calibration.

Alternate Recordkeeping

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

Other Resources

Bosch has a California Competes Tax Credit (CCTC) they are currently using to hire for open positions in the company.

Out-of-State Training Vendor

Bosch is installing all new manufacturing tools, all new manufacturing systems, and a brand new raw material (silicon carbide). This equipment is manufactured outside of the United States in countries such as Austria. The Company has currently partnered with Lam Corporation for equipment training but will be partnering with other to be determined manufactures who are also located in other countries. Because the equipment is specific to Bosch's needs, Bosch is sending groups of trainees to the equipment manufacturer's sites for training. The groups receiving the training will become subject matter experts (SME's) and train the remaining staff at the Roseville location.

Commitment to Training

Bosch represents that ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law. The Company will invest over \$36,000,000 annually at the Roseville facility that includes new hire orientation, sexual harassment and safety training.

Training Infrastructure

Bosch has a detailed training plan in place. The Company's Human Resources Director will oversee the Contract. Bosch also has three Task/Training Office Representatives who will be responsible for coordinating all training efforts, collecting rosters, and uploading hours to Cal E-Force. Training will be delivered by internal subject matter experts, training vendor Lam Corporation for equipment, and the Company may utilize additional external vendors when necessary.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	N/A	-	-
Administrative	N/A	-	-

Training Vendor(s)	City, State	Cost	Description of Service
Lam Corporation	Villach, Austria	\$0.00	Training Staff on new equipment at manufacturing facility

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Computer Skills

- Statistical Process Control (SPC Software) and Quality Manufacturing Management (QMM)
- Manufacturing Execution System (Smart-Factory PROMIS Software)
- Enterprise Resource Planning System - Systems, Applications & Products in Data Processing (SAP Software)
- Real-Time Dispatch Tool (RTD)
- Flagship LineWorks - Statistical Process Analysis & Control Environment (SPACE Software)
- Record to Report (R2R Software)
- Planning Analytics Tool (ELKOM Software)
- Fault Detection and Classification (FDC)
- Process Management Software (Pulse Software)
- Maintenance Management (MaiMa Software)
- Good Die/Bad Die Cluster Mapping (BOPP Software)

Continuous Improvement Skills

- Project Management
- Leadership/Supervisory Skills
- Quality Management
- Process Improvement
- Compliance

Manufacturing Skills

- Equipment Setup
- Equipment Operation
- Equipment Preventative Maintenance
- Equipment Fault Detection and Diagnosis
- Equipment Calibration
- Equipment Optimization



Training Proposal for:

Gnomon

Contract Number: ET25-0124

Panel Meeting of: July 26, 2024

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100	Industry Sector(s):	MEC Multimedia/Entertainment Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No TAG 839 - The Animation Guild, IATSE Local 839.		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$784,000		\$54,600 8%		\$838,600

In-Kind Contribution:	50% of Total ETP Funding Required	\$1,440,000
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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 SB <100	Computer Skills	700	8-200	0	\$1,198	\$23.00
				Weighted Avg: 40			

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

Minimum Wage by County: \$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; \$22.55 per hour for all other counties.

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

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

Participating employers may use health benefits up to \$1.60 to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Motion Pictures Artist & Technician	\$25.00 - \$65.00	400
Motion Pictures Support Staff	\$23.00 - \$25.00	20
	\$25.01 - \$45.00	205
Manager & Supervisor	\$30.00 - \$75.00	75

INTRODUCTION

Founded in 1997 and headquartered in Hollywood, Gnomon (www.gnomon.edu) is an accredited training institution that specializes in artistic and technical training for careers in the visual effects, animation and games industries. Courses focus on advanced technology 3D design, modeling and animation, visual effects, graphics, games engineering, compositing, and software skills training for the film, television, animation, video games, and themed entertainment industries. Employers participating in training include video game production studios and developers, film and television productions studios, post-production and compositing facilities, visual effects companies, pre-visualization companies, themed entertainment design firms, film and television marketing and promotion companies, and animation studios. Training will be conducted out of its Hollywood campus and/or at the participating employers’ (PE) locations.

This will be Gnomon’s third ETP Contract, and its third within the last five years. In recent years, the entertainment industry had to adjust business practices due to the COVID-19 pandemic. The entertainment industry is continually facing technological changes creating the need for workers to train in the most current versions of digital software and hardware to improve their chances of continued employment and to help PEs remain viable in the California economy. Presently, the multi-media industry has become more involved in streaming-oriented short productions (episodic dramas, comedies, animation) and ever-changing innovations of production delivery. Most productions are created by companies such as HBO, Showtime, Netflix, Amazon, Hulu and

Google. These companies are more compact, flexible, and offer web streaming to attract more audiences. Many of these companies are web-based and include the use of internet and mobile media delivery systems to provide consumer content. As such, most productions now have shorter production times and are often developed, shot, and assembled at multiple locations.

Video games are also becoming more cinematic and complex as some now contain virtual reality technology (also referred to as immersive media). These new technologies are becoming an increasingly important source of entertainment, bringing new standards and complexities to production. Video game developers are also in fierce competition to deliver new games quickly for an ever-evolving industry striving to surpass competitors using higher quality in visual and navigational content, and the use of the latest graphics and technology to keep pace with technology and thrive in an extremely competitive industry.

Veterans Program

Although there is no Veterans Job Number training component in this proposal, participating employers actively hire veterans and veterans are included in the trainee population.

Union Support

Motion Pictures Artist and Technicians are represented by The Animation Guild, IATSE Local 839. The union has submitted a letter of support for this training project.

PROJECT DETAILS

To remain competitive, PEs must update employee skills to keep up with new technology and establish new ways to operate. ETP-funded training will help provide participating employers the opportunity to sustain their competitiveness, upgrade the skills of their workforce, create new job opportunities, increase wages and job security, remain current with rapidly changing technology, and adapt to the new business environment. Training will equip workers with the most marketable skills available in a highly competitive and technically sophisticated industry. Gnomon recently invested approximately \$250,000 in new computer-based software and hardware equipment. Gnomon's focus is providing opportunities to companies that do not have the resources to provide needed training to their employees to bring innovative processes and new technology to its workforce.

Employer Demand

The core group of PEs consist of 23 large and 14 small businesses, which represents 100% of requested funding for this proposal and have made firm commitments to participate upon Panel approval. The proposed training will be offered to employers statewide. Gnomon anticipates 80% of training will be conducted at its facility in Hollywood, and the remainder 20% will be at PE locations.

Gnomon relies on comprehensive training needs assessment with each PE to identify critical needs and ensure training is consistent with each employer's strategic plan and goals. It conducted surveys and interviews with a number of entertainment industry companies to determine both short and long-term training needs of their workforce. Meetings with eligible employers and assessments of software upgrades, emerging and advancing technologies, and individual project needs contributed to the curriculum development for advanced digital arts and highly advanced visual effects training. Gnomon will assess the effectiveness of the training by using course evaluations completed by each trainee and feedback from participating employers to ensure that the training met their training goals.

Training Plan

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

Computer Skills: Training will be offered to all occupations on course topics like video game production, animation, computer graphics, digital television, feature film production, visual effects and post-production. Training will focus specifically on digital art and technology as it relates to games creation, themed entertainment, character design and animation, motion capture, green/bluescreen technology, VR/AR emerging technology, digital storyboarding, lighting, graphics, and special effects. The completion of this highly technical, specialized, and customized training will increase trainee skills and make them more employable in the entertainment industry.

Retention Modification

Under standard Panel retention requirements, trainees must be employed with one employer at least 35 hours a week for at least 90 days. However, these are employees in the entertainment industry hired for short-term jobs; therefore, retention may also be satisfied by employment of at least 500 hours within a six-month period, with more than one employer.

Commitment to Training

Most of the PEs lack the resources and funding to conduct formal and structured training, especially small companies. ETP funds will not displace the existing financial commitment to training of PEs. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Gnomon's Manager of Industry Outreach and Events (dedicated administrator) and nineteen internal staff will oversee all training and administrative responsibilities including marketing, recruitment, assessment, scheduling training, recording and tracking, verifying training and retention completion, Learning Management System (LMS) tracking, and ensuring compliance with all ETP requirements.

Trainer Qualifications

Training will be delivered by in-house experts with a minimum of three years direct industry experience in production. Trainers possess various software certifications. Gnomon hires faculty instructors for all courses.

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). LAPC is eligible as a training agency based on the following:

- BPPE licensure valid until May 1, 2023; however, its BPPE reaccreditation is in process
- Certification by Accrediting Commission of Career Schools and Colleges (ACCSC)
- Successful past performance with ETP (see Prior Project table)

Marketing and Support Costs

Gnomon markets its training to employers via informational meetings and seminars, onsite special events and open houses, conferences, trade magazine advertising, posters, and mailing brochures, as well as the internet and e-mail. Gnomon requests, and staff supports, 8% support for employer recruitment and needs assessment activities that will continue throughout the contract term.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

Staff has reviewed and approved the use of a LMS for recordkeeping.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0306	Statewide	5/31/22- 5/30/24	\$324,600	\$324,600 (100%)
ET20-0150	Statewide	11/4/19- 11/3/21	\$206,500	\$206,500 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

COMPUTER SKILLS

- 3D Modeling (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Concept Creation of 3D Model
 - Designing and Developing 3D Model
- Character Design and Development (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Developing Character Concept
 - Thumbnailing Creation
 - Character Sketching
 - Color Scheming
- Compositing and Visual Effects (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Subject Merging into Computer-Generated Environment
 - Computer Generated Imagery (CGI)
 - Matte Painting
 - Enhancing
 - Visual Effects
 - Special Effects
 - 3D Rendering
- Computer Animation (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Visual Content Creation
 - Designing and Manipulation of Digital Objects
 - Computer Graphics
- Digital Drawing and Illustration (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Digital Drawing
 - Digital Illustration
 - Editing
 - Digital Encoding/Storing
- Environment Design (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Concept Creation
 - Setting/Backdrop Creation
 - Design Process and Development
- Game Design (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Game Concept Creation
 - Setting Concept Creation
 - Building and designing playable location
 - Creation and Manipulation of Virtual Spaces within the Game Environment
 - Visual Effects (VFX)

- Postproduction (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Cutting Raw Footage
 - Assembling Scenes
 - Adding Music
 - Dubbing
 - Sound and Visual Effects
- Production Design (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Visual Environment Creation
 - Set Creation
 - Set Construction
- Story Development (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Text Sliding/Spinning
 - Graphic Design Element
- Virtual Production and Visualization (Autodesk Maya, Maxon ZBrush, Unreal Engine and Adobe software)
 - Integration of Technology
 - LED Back-drops
 - Real Time Adjustment
 - Editing and Posting Production

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Gnomon
Reference No: 24-0377

CCG No.: ET25-0124
Page 1 of 10

ALPHABETIZE BY COMPANY NAME

Company: A52	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2308 Broadway	
City, State, Zip: Santa Monica, CA 90404	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 30	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 150	
Total # of full-time company employees in California: 126	
Company: Age of Learning	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 101 N. Brand Blvd.	
City, State, Zip: Glendale, CA 91203	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 609	
Total # of full-time company employees in California: 560	
Company: And Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 8240 Sunset Blvd.	
City, State, Zip: Los Angeles, CA 90046	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 38	
Total # of full-time company employees in California: 38	
Company: AR Wall	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4375 Ethel Ave. #3	
City, State, Zip: Studio City, CA 91604	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 18	
Total # of full-time company employees in California: 18	

LPHABETIZE BY COMPANY NAME

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Gnomon	CCG No.: ET25-0124
Reference No: 24-0377	Page 2 of 10

Company: Bento Box	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5161 Lankershim Blvd, Suite 120	
City, State, Zip: North Hollywood, CA 91601	
Collective Bargaining Agreement(s): Yes, TAG 839	
Estimated # of employees to be retrained under this Contract: 35	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 493	
Total # of full-time company employees in California: 493	

Company: Bipolar Studios	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1308 Factory Place #8	
City, State, Zip: North Hollywood, CA 91601	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 15	
Total # of full-time company employees in California: 15	

Company: Blind Squirrel Games	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1251 E. Dyer	
City, State, Zip: Santa Ana, CA 92705	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 105	
Total # of full-time company employees in California: 105	

Company: Blur	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3960 Ince Ave.	
City, State, Zip: Culver City, CA 90232	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 110	
Total # of full-time company employees in California: 110	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Gnomon
Reference No: 24-0377

CCG No.: ET25-0124
Page 3 of 10

ALPHABETIZE BY COMPANY NAME

Company: BMW Designworks	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1601 Olympic Blvd.	
City, State, Zip: Santa Monica, CA 90404	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 135	
Total # of full-time company employees in California: 66	
Company: Bond	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1157 N. Highland	
City, State, Zip: Los Angeles, CA 90038	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 35	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 225	
Total # of full-time company employees in California: 217	
Company: Buck	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 120 S. San Pedro St., 4 th Floor	
City, State, Zip: Los Angeles, CA 90012	
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: 230	
Total # of full-time company employees in California: 150	
Company: Capacity Corp	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 120 W. Cypress Ave.	
City, State, Zip: Burbank, CA 91502	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 12	
Total # of full-time company employees in California: 9	

ALPHABETIZE BY COMPANY NAME

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Gnomon		CCG No.: ET25-0124
Reference No: 24-0377		Page 4 of 10
<hr/>		
Company: Cold Iron Studios		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4 N. 2nd Street, Suite 450		
City, State, Zip: San Jose, CA 95113		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 10		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 59		
Total # of full-time company employees in California: 33		
<hr/>		
Company: Concept Arts		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4201 Wilshire Blvd, 5th Floor		
City, State, Zip: Los Angeles, CA 90010		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 30		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 120		
Total # of full-time company employees in California: 102		
<hr/>		
Company: Day For Nite		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3575 Cahuenga, Suite 490		
City, State, Zip: Los Angeles, CA 90068		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 5		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 20		
Total # of full-time company employees in California: 20		
<hr/>		

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Gnomon	CCG No.: ET25-0124
Reference No: 24-0377	Page 5 of 10

Company: Dreamworks	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1000 Flower Street	
City, State, Zip: Glendale, CA 91201	
Collective Bargaining Agreement(s): Yes, TAG 839	
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: 1360	
Total # of full-time company employees in California: 1220	

Company: Epic Games	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1100 Larkspur Landing Circle Suite 200	
City, State, Zip: Larkspur, CA 94939	
Collective Bargaining Agreement(s): No	
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: 3600	
Total # of full-time company employees in California: 477	

Company: Film Solutions	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1121 S Flower St	
City, State, Zip: Burbank, CA 91502	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 19	
Total # of full-time company employees in California: 19	

Company: Framestore	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 8616 National Blvd	
City, State, Zip: Culver City, CA 90232	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 2038	
Total # of full-time company employees in California: 130	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Gnomon		CCG No.: ET25-0124
Reference No: 24-0377		Page 6 of 10
<hr/>		
Company: Kilograph		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2404 Wilshire Blvd. Suite 4E		
City, State, Zip: Los Angeles, CA 90057		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 10		Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 23		
Total # of full-time company employees in California: 23		
<hr/>		
Company: Legacy Effects		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 340 Parkside Drive		
City, State, Zip: San Fernando, CA 91340		
Collective Bargaining Agreement(s): No		
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: 75		
Total # of full-time company employees in California: 75		
<hr/>		
Company: Lucid Group		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 7373 Gateway Blvd.		
City, State, Zip: Newark, CA 94560		
Collective Bargaining Agreement(s): No		
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: 7000		
Total # of full-time company employees in California: 4000		
<hr/>		

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Gnomon	CCG No.: ET25-0124
Reference No: 24-0377	Page 7 of 10

Company: Mobility Software	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 440 Exchange, Suite 100	
City, State, Zip: Irvine, CA 92602	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 185	
Total # of full-time company employees in California: 185	

Company: Naughty Dog	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2425 Olympic Blvd.	
City, State, Zip: Santa Monica, CA 90404	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 50	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 400	
Total # of full-time company employees in California: 400	

Company: NBC Universal	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 100 Universal City Plaza	
City, State, Zip: Universal City, CA 91608	
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: 10,000	
Total # of full-time company employees in California: 10,000	

Company: Nissan Design	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9800 Campus Point Drive	
City, State, Zip: San Diego, CA 92121	
Collective Bargaining Agreement(s): No	
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: 138,000	
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: Gnomon	CCG No.: ET25-0124
Reference No: 24-0377	Page 8 of 10

Company: Psyop	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4203 Redwood Ave.	
City, State, Zip: Los Angeles, CA 90066	
Collective Bargaining Agreement(s): No	
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: 150	
Total # of full-time company employees in California: 65	

Company: Respawn – Electronic Arts	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 20131 Prairie Street	
City, State, Zip: Los Angeles, CA 91311	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 45	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 9205	
Total # of full-time company employees in California: 1825	

Company: Sideshow Collectibles	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2630 Conejo Spectrum St.	
City, State, Zip: Thousand Oaks, CA 91320	
Collective Bargaining Agreement(s): No	
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: 160	
Total # of full-time company employees in California: 143	

Company: Skybound Animation	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9570 W Pico Blvd.	
City, State, Zip: Los Angeles, CA 90035	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 66	
Total # of full-time company employees in California: 57	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Gnomon	CCG No.: ET25-0124
Reference No: 24-0377	Page 9 of 10

Company: Spin Master Toys	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5880 Jefferson Blvd suite A	
City, State, Zip: Los Angeles, CA 90016	
Collective Bargaining Agreement(s): No	
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: 2100	
Total # of full-time company employees in California: 215	

Company: Stept Studios	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 315 Indiana Street	
City, State, Zip: El Segundo, CA 90245	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 49	
Total # of full-time company employees in California: 49	

Company: Streamland Media	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1132 Vine Street	
City, State, Zip: Hollywood, CA 90038	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 100	
Total # of full-time company employees in California: 54	

Company: Technicon	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 26522 La Alameda, Suite 150	
City, State, Zip: Mission Viejo, CA 92691	
Collective Bargaining Agreement(s): No	
Estimated # of employees to be retrained under this Contract: 10	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 58	
Total # of full-time company employees in California: 58	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Gnomon		CCG No.: ET25-0124
Reference No: 24-0377		Page 10 of 10
Company: The Mill		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 8921 Lindblade Ave.		
City, State, Zip: Culver City, CA 90232		
Collective Bargaining Agreement(s): No		
Estimated # of employees to be retrained under this Contract: 35		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 207		
Total # of full-time company employees in California: 207		
Company: Titmouse Animation		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6616 Lexington Ave.		
City, State, Zip: Los Angeles, CA 90038		
Collective Bargaining Agreement(s): Yes, TAG 839		
Estimated # of employees to be retrained under this Contract: 30		Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 105		
Total # of full-time company employees in California: 105		
Company: Trailer Park		Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 6922 Hollywood Blvd, Suite 1200		
City, State, Zip: Hollywood, CA 90028		
Collective Bargaining Agreement(s): No		
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: 250		
Total # of full-time company employees in California: 250		



July 2, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Gnomon is requesting ETP funding. The proposed training plan for the specified members has our support which will benefit our members in the occupation and approximate number of 400 Motion Pictures Artist and Technician and 40 Motion Pictures Support Staff.

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,

Steve Kaplan
Business Representative



IATSE LOCAL 839

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Burbank, CA 91505-2528
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Training Proposal for:

JVS SoCal

Contract Number: ET25-0117

Panel Meeting of: July 26, 2024

ETP Regional Office: North Hollywood

Analyst: S. Turner

PROJECT PROFILE

Contract Attributes:	New Hire SET Multiple Barriers Priority Rate	Industry Sector(s):	MEC Finance/Insurance 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		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$498,176		\$47,816 12%		\$545,992

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 SET Multiple Barriers Priority Rate	Commercial Skills Job Readiness	139	8-260	0	\$3,928	\$19.30
				Weighted Avg: 128			

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

<p>Minimum Wage by County: \$19.30 per hour for Los Angeles 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 \$2.30 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
Office & Administrative Support Worker	\$17.00-\$20.00	22
	\$20.01-\$25.00	26
Maintenance & Repair Worker	\$17.44-\$20.00	16
	\$20.01-\$25.00	22
	\$25.01-\$30.00	15
Financial Clerk	\$17.50-\$20.00	19
	\$20.01-\$25.00	19

INTRODUCTION

JVS SoCal (JVS) (www.jvs-socal.org) was founded in 1931 during the Great Depression serving job seekers who were struggling to survive amid overt workplace discrimination. Nine decades later, and headquartered in Los Angeles, JVS has evolved into a recognized regional leader in workforce development. As a non-sectarian, nonprofit organization, JVS is dedicated to enhancing lives one job at a time. Its mission and Business Mantra “We Change Lives Together,” encapsulates support and empowerment to help transform and improve marginalized and historically excluded individuals achieve dignity and economic independence through sustainable training and employment opportunities. JVS Operating training Centers provide access to on-line skills assessments, career exploration tools, job readiness resources and job posting, in-person and virtual individualized case management, career coaching, job readiness workshops, assistance with job placement, vocational training/certification, and employment retention support. These Operating Centers are located throughout Southern California (West LA, South LA, Lancaster and Palmdale), however, training for this project takes place at the training center in Los Angeles.

The trainee recruitment and employment placement process entails an intensive Marketing Plan from JVS' Marketing department, featuring year-round informational sessions, social media outreach, employer connections, bus advertisements, flyers and word-of-mouth promotion. The students apply online through a questionnaire and receive a follow-up call to gauge their candidacy, followed by a reading/math assessment, and an interview. Upon training completion, trainees participate in a graduation ceremony, immediately followed by interviews with numerous employers in attendance. These employers conduct interviews on the spot and quite frequently offer immediate employment. The core group of participating employers for BankWork\$® are Banc of California, Bank of America, BMO, Citizens Business Bank, City National Bank, First Bank, First Citizens Bank, Pacific Premier Bank, Umpqua Bank, US Bank, and Wells Fargo; ApartmentWorks® are Greystar, Avalon Bay, Related, Abode Communities, Community Corporation of Santa Monica, and Jones and Jones; CareerWork\$® are Children's Hospital, Cedars Sinai, RadNet, UCLA Health, and Southern California Hospital. This is will be JVS' sixth ETP Contract, and the fourth in the last five years.

Veterans Program

While the proposed training does not include a specific component for Veterans, 10% of JVS participants are Veterans. The organization remains steadfastly dedicated to the advancement of all military Veterans, particularly Women Veterans and post 911 Veterans. This commitment extends to career coaching, transferable skill assessments, case management, job readiness workshops, access to vocational training, and job placement in high growth career sectors. JVS serves over 2,000 Veterans annually through the Veterans America's job center location and through its privately funded JVS Veterans First program. Also, JVSWorks® cohorts and recruitment dates are shared with the Veteran Services Department and in its weekly distribution lists.

PROJECT DETAILS

Previous training focused on connecting dislocated workers whose industries were no longer available to them and workers who needed new careers to survive the labor market as a direct result of the covid pandemic. However, this project focuses on implementing JVSWorks® the no-cost training portion of JVS SoCal, incorporating training specifically centered on BankWork\$®; ApartmentWorks®; and CareerWork\$®. This hybrid training programming is in response to employers pivoting to a digital and technology-based remote/hybrid work environment. To facilitate the transition to this updated work setting, JVS has integrated Litmos, a next-Generation Learning Management System, providing trainees with enhanced portable accessibility to an array of interactive training and educational resources.

According to the National Skills Coalition, February 2023 report, 92% of jobs require digital skills due to underinvestment and structural economical inequities. Additionally, despite recent increases to the minimum wage, underemployment continues to be a significant contributor to poverty for many families. The Cost of Living index published by the Council for Community and Economic Research indicates that the daily cost of living in Los Angeles is 6% higher than the state's average and 50% higher than the national average. As of August 2023, the Bureau of Labor Statistics reveals that Los Angeles County's unemployment rate is at 6.2%, exceeding the statewide rate of 4.6%. According to a June 2023 California Department of Housing and Community Development report, a single person was considered low-income if they made less than \$70,650 annually.

All JVSWorks® participants meet the criteria for low-to-moderate-income by Federal Standards, with a notable portion falling below the poverty threshold. However, JVS provides each individual the skill-set to access opportunities and improve their economic situation. JVS has a 17-year

record of providing training in high-growth industries that offer sustainable wages and career development by adopting a comprehensive approach that has effectively tackled employment obstacles, addressed skill deficiencies, and expanded job prospects. This initiative fosters the creation of secure and fulfilling employment by offering rewarding jobs with career mobility, thus enabling individuals and their families to attain financial independence. Trainees are being prepared for careers in industries of Finance, Administration and Maintenance. Each JVSWorks® program offers an eight week career training curriculum with a dual focus on essential soft skills and technical skills, including providing professional attire, work uniforms, equipment, and tools to those who may face barriers to success due to cost.

Curriculum Development

Each JVSWorks®'s proprietary career training program is created in partnership with relevant trade associations and/or employer partners, and is guided by labor market research available through the Bureau of Labor Statistics and EDD. The curriculum was developed in partnership with industry experts to ensure it is responsive to the labor market and remains relevant as labor market changes occur. They consistently convene to regularly update, revise, and improve the curriculum to ensure it remains in sync with shifting industry demands.

BankWork\$®

The BankWork\$® (financial services) curriculum was developed in response to the financial sector's needs. This program was designed to recruit, screen, train, and place individuals in positions within the banking industry. JVS's bank partners continue to demonstrate an ongoing need for qualified candidates to fill positions at their brick-and-mortar locations, despite the growing popularity of online banking. However, to address these needs and increase digital awareness, the BankWork\$ program has added curriculum focused on technological advancements. This includes training on Interactive Teller Machines, Mobile Banking, Electronic Services, and Technical Problem Solving, while still focusing on empathy, customer care and product recommendations.

Moreover, JVS confirmed with its banking partners that positions are being consolidated into Universal Banker roles, instead of standard separate roles for tellers, customer service representatives, and loan officers. In response, JVS pivoted its programming by implementing Universal Banker simulations allowing participants to interact with a variety of virtual customers. This facilitated hybrid training session offers trainees the ability to practice, test, communicate, and improve their interviewing skills, both in-person and remotely. JVS continues to monitor the financial services climate to ensure BankWork\$ curriculum is in alignment with their employer partners.

To continue to stay informed about these evolving industry shifts, a banking consortium was established specifically to offer insights into the content and structure of the BankWork\$® program. Participating financial institutions include Banc of California, Bank of America, BMO, Citizens Business Bank, City National Bank, Comerica Bank, First Bank, First Citizens Bank, Pacific Premier Bank, Umpqua Bank, U.S. Bank, and Wells Fargo. The consortium meets regularly, offering feedback and input for vital updates and refinements to the training program.

Notably, the employment projection from 2018 to 2028, according to the EDD Labor Market Information Division for Los Angeles show a 5.8% uptick for the financial industry.

ApartmentWorks®

The National Apartment Association (NAA) estimated that over the next decade the number of renter households is likely to rise from 360,000 to 470,000 annually. As a result, the apartment industry will need new employees to replace retiring employees, expansion of the number of apartment renters, new apartment development and construction, redevelopment of aging apartment communities, and increase in seniors opting for age-restricted retirement or senior communities.

The Employment projection from 2018 to 2028, according to the EDD Labor Market Information Division for Los Angeles show an 8.6% increase for maintenance. Representatives of the NAA and JVS conducted in-depth interviews and held several industry forums to identify the specific hiring needs of apartment community owners and property management firms in the area for apartment maintenance technicians in the Greater Los Angeles area. Participating firms and hiring apartment communities included AvalonBay, Greystar, IMT Residential, Jones and Jones Communities, Winn Companies, Abode Communities, and Related Management.

The ApartmentWorks® (maintenance services) curriculum meets the standards for the Certificate for Apartment Maintenance Technicians developed by the NAA. JVS collaborated with a cross-section of apartment owners and property management firms to ensure that the curriculum met its specific needs.

CareerWork\$®

CareerWork\$® (administrative services) provides low-income individuals who face barriers to employment with access to high demand, entry-level, non-clinical positions with professional advancement and benefits at local hospitals, clinics, and medical practices

The Employment projection from 2018 to 2028, according to the EDD Labor Market Information Division for Los Angeles, show a 9.2% increase in demand for Administrative Support Workers.

Training Plan

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

Commercial Skills: Training will be offered to all occupations in new job skills needed to gain full-time employment. Training topics include Communication, Customer Service Skills, Problem Solving, Transactions, and Bookkeeping for Financial Clerks; Electrical Systems Operations, Heating, Ventilation and Air Conditioning Operations for Maintenance and Repair Workers; Scheduling for Office and Administrative Support Workers.

Job Readiness Skills: Training will be offered to all occupations and include Career Planning and Assessment, Interviewing Skills, Personal Financial Records & Planning, and Workplace Etiquette training will be offered to individuals who do not have work experience. This training will prepare them for the job market, enhance their employability, and increase the likelihood of finding suitable employment at the end of training.

Special Employment Training/Multiple Barriers (New Hire)

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**

All trainees have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills, or some similar impediment) preventing them from readily entering or fully participating in the labor force. These trainees are subject to ETP's Reduced Standard New Hire Wage rather than the Statewide Average Hourly Wage (25% below ETP Minimum Wage). JVS requests this wage modification from \$30.75 per hour to \$17.00 per hour for these trainees.

The Panel may also modify the retention period for these trainees, making it 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 272 days. JVS requests a retention modification for these trainees.

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

JVSWorks®'s Director of Operations and Assistant Support Manager will oversee the project implementation and administration. As a repeat ETP Contractor, JVS has established a robust system for administering its contracts. Training Instructors for BankWork\$® include a Director of Bank Management and Instructor who has over 30 years of banking experience; the team of instructors for ApartmentWorks® and CareerWork\$® include a Program Manager that provides training for essential skills and a Technical trainer for each industry. Training will be conducted at JVS training facilities, participating employers' worksites and/or an E-Learning platform.

Impact/Outcome

Upon completion of the training program, all trainees will receive a certificate of completion. ApartmentWork\$® graduates will receive a National Apartment Association Certificate for Apartment Maintenance Technicians.

Marketing and Support Costs

JVS promotes its training programs through a variety of channels. This includes orientations and flyers at the four JVS-operated America's Job Centers of California and other workforce development agencies. JVS also promotes its programs on its website and various social media platforms, including LinkedIn and Facebook. Several community partners, including Pacific Gateway, the Canoga Park Work Source Center, and EXPO Center have hosted various JVS activities, including participant recruitment and assessment as well as training on its site.

For employer recruitment, JVS has developed relationships with core employers in the field who recognize the excellent quality of its graduates. JVS continues to expand by reaching out to prospective employers to consider its candidates for open positions at their organization.

For trainee recruitment, each potential trainee is assessed utilizing a specialized testing and screening process developed by the JVS Assessment department which includes literacy and math skills assessment, a career interest inventory, and an emotional assessment for

commitment to the career. JVS also provides wrap-around support services for trainees such as comprehensive case management and referral to additional supportive services (e.g., child care, transportation, family counseling, and interview clothing). This built-in support network plays a key role in ensuring that trainees can successfully complete the training program, obtain required certifications, get placed, and retain employment. These services require increased staff outreach efforts and expanded advertising and marketing; therefore, JVS requests, and staff supports, 12% support costs.

Trainer Qualifications

Trainers are JVSWorks®’s in-house instructors who have extensive expertise in the subject matter with experience working in financial, administrative or apartment industries.

Tuition Reimbursement

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

Alternate Recordkeeping

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

Prior Covid Performance

JVS has a prior ETP Contract under the COVID Pilot project (ET21-0255) with a term of 03/01/2021 to 02/28/23. Of the estimated 164 trainees, 45 trainees were placed, which resulted in a low performance rate of 45% and \$90,000 payment earned of the \$200,000 approved amount. Challenges arose due to the impact of Covid-19 on the health industry. The expected job openings shifted from administrative roles to direct healthcare roles. ET21-0255 training program primarily focused on the non-clinical healthcare administration, causing healthcare providers to temporarily halt new hires. Additionally, the state’s certification testing centers closed for 18 months as they were not considered essential. Consequently trainees were unable to obtain their certifications necessary for employment, leading to low placement and a dismal training performance rate.

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) (\$ %)
ET24-0200	\$622,630	08/28/2023-03/30/2027	95	0	\$79,324 (13%)

* As of review of this 4-year term HWAF ALT funded Contract, potential earnings reported in ETP systems were at \$79,324 (13%). Of an estimated 95 trainees, 26 have been enrolled with 3,146 training hours. Training is currently in its infancy stage, thereby, the Contractor projects final earnings of 100% based on employer commitments through the training completion date of 12/30/2026

PRIOR PROJECTS

The following table summarizes Contractor’s performance by JVS under ETP Contracts that were completed within the last five years.

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0275	Statewide	03/28/22-03/27/24	\$598,950	\$(0%)*
ET20 -0103	Statewide	07/01/19-12/27/21	\$748,638	\$670,347 (89%)
ET18-0172	Statewide	04/23/18-04/22/20	\$949,742	\$949,742 (100%)

*ET22-0275 - As of review of this proposal, potential earnings reported in ETP systems are at \$472,927 (79%). JVS has submitted two final invoices submitted on 03/27/24 and 04/24/24. Due to unexpected shortages in training staff during the latter part of the contract term, the company’s organizational restructuring disrupted the training program, resulting in a subpar performance. Subsequently, to prevent a reoccurrence and to ensure a performance of 100%, the Contractor has not only replaced but also increased their training management/staff and executive leadership.

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

BankWork\$®

- Introduction to financial services
- Communications skills
- Customer service skills
- Problem solving
- Technical problem solving
- Interactive teller machine skills
- Mobile banking skills
- Electronic Services skills
- Types of financial institutions
- Types of financial jobs
- Types of accounts
- Transactions
- Confidentiality
- Bookkeeping
- Handling cash
- Industry norms and expectations

ApartmentWorks®

- Inside the apartment business
- People, projects and finance
- Interior and exterior maintenance and repair
- Electrical systems operation
- Plumbing systems operation
- Heating, ventilation and air conditioning operations
- Appliances maintenance and repair

CareerWork\$®

- Scheduling
- Customer service
- Communications
- Problem solving
- Culture of safety
- Confidentiality
- Empathy vs sympathy
- Types of insurance
- Basic terminology
- Regulations
- Business etiquette

Job Readiness Skills

- Career planning & assessment
- Resume building
- Interviewing skills
- Workplace etiquette

- Presentation/appearance
- Personal financial records & planning
- Customer service/bed side manners
- Basic computer literacy



**Training Proposal for:
Los Angeles Pacific College**

Contract Number: ET25-0119

Panel Meeting of: July 26, 2024

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Retrainee New Hire SET/Multiple Barriers SB<100 Entrepreneurial Priority Rate	Industry Sector(s):	MEC Manufacturing Information/Multi Media Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino	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
\$181,300		\$16,085 Job 1: 12% Job 2: 8%		\$197,385

In-Kind Contribution:	50% of Total ETP Funding Required	\$202,500
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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 Multiple Barriers SET Priority Rate	Business Skills, Computer Skills, Job Readiness, Literacy Skills	45	8-260	0	\$3,222	\$19.30
				Weighted Avg: 105			
2	Retrainee SB <100 Entrepreneurial SET	Business Skills, Computer Skills	35	8-200	0	\$1,497	\$0.00
				Weighted Avg: 50			

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

Minimum Wage by County: Job Number 1 (SET/New Hire): \$19.30 per hour for Los Angeles, \$18.76 for Orange, \$18.45 for Riverside, and San Bernardino counties.

Job Number 2 (Entrepreneurial): No minimum wage requirement

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 health benefits to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Web Designer	\$16.90 - \$20.00	3
	\$20.01 - \$25.00	3
	\$25.01 - \$42.55	3
Digital Designer	\$16.90 - \$20.00	3
	\$20.01 - \$25.00	3
	\$25.01 - \$42.55	3
Accounting Technician	\$16.90 - \$20.00	3
	\$20.01 - \$25.00	3
	\$25.01 - \$26.44	3
Accounting Clerk	\$16.90 - \$20.00	3
	\$20.01 - \$25.00	3
	\$25.01 - \$26.44	3
Bookkeeper	\$16.90 - \$20.00	3
	\$20.01 - \$25.00	3
	\$25.01 - \$26.44	3
Job Number 2		
Small Business Owner	N/A	35

INTRODUCTION

Founded in 1989, Los Angeles Pacific College (LAPC) (www.lapacific.edu) is a private vocational training facility providing occupational skills to individuals seeking new or enhanced employment. The school offers certificate and degree programs to students specializing in accounting, computer graphic design and web development (coding). Its trainee population is primarily based on low-income areas in Los Angeles, San Bernardino, Riverside, and Orange counties and serves business in the retail/wholesale, service, food, manufacturing, and hospitality industries. Training will be conducted out of its Los Angeles campus or at the participating employers' (PE) locations in Los Angeles, San Bernardino, Riverside, and Orange counties.

This will be LAPC's tenth ETP Contract, and its third in the last five years. LAPC is seeking funds to train and place unemployed individuals (New Hire) to employment as well as to train Small Business Owners (Entrepreneurs).

Veterans Program

Although LAPC is approved by the Department of Veterans Affairs and actively recruits unemployed veterans through career fairs, this project will not include a Veterans' (Job Number) training component.

Employer Demand

Based on the U.S. Bureau of Labor Statistics, employment demand for Web Developers and Digital Designers is projected to grow 16% by 2032. Bookkeeping and accounting jobs shows an average increase of 7.7% in employment demand from 2018 and projected to continue by 2028, according to the Employment Development Department (EDD). To respond to these industries' demand, LAPC will continue to recruit PEs, assess employer-specific job requirements, and train individuals that will fill these job openings that will meet employer needs.

PROJECT DETAILS

LAPC has been training and placing unemployed individuals for more than two decades and has established a network of companies that contact the school on a regular basis in search of trainees prepared to enter the workforce. Based on demand in the labor market and LAPC's years of experience, this proposal will provide New Hire trainees (Job Number 1) an average of 200 training hours in skills needed to meet quality standards set by prospective employers to enter or re-enter the workforce.

This proposal will also include training of Small Business Owners (Job Number 2- Entrepreneurs). LAPC reports an ongoing need for small-business owners to update and sharpen their management skills. These Entrepreneurs started and operated their business without the benefit of formal training in comprehensive-management skills. Training will involve all areas of business operations and provide owners with training needed to successfully manage and grow business.

Training Plan

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

Business Skills: Training will be offered to Bookkeeping, Accounting Technician and Accounting Clerk. Entrepreneurs' training will also include Business Management such as Budget and Cash Flow Management, Capital Budgeting and Profit Planning.

Computer Skills: Training will be offered to all occupations in QuickBooks and Cloud Computing. Entrepreneurs will also receive training in Digital Marketing.

Literacy Skills: Training will be offered to New Hire trainees (Job Number 1) who are not proficient in English. Training in Vocational English will focus on the more practical aspects of Business and Computer Skills.

Job Readiness Skills: Training will be offered to New Hire trainees (Job Number 1) to meet the quality standards set by potential employers and provide individuals who do not have work experience skills to prepare them for the job market and enhance employability and increase the likelihood of finding suitable employment at the end of training.

Training in Literacy and Job Readiness Skills will not exceed 50% of a trainee's total training hours.

Special Employment Training/Multiple Barriers (New Hire) – Job Number 1

PEs are not required to demonstrate out-of-state competition. Trainees must be earning at least the statewide average hourly wage at the end of the retention period. However, New Hire trainees are subject to the ETP New Hire Minimum Wage rather than the Statewide Average Hourly Wage.

➤ Wage and Retention Modifications

All 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 Minimum Wage post-retention. Per Title 22, California Code of Regulation (22 CCR) Section 4400 (h), the panel may modify the retention period for these trainees, making it satisfied by employment of at least 500 hours out of 272 days with one or more employers. Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment. LAPC requests these modifications.

Entrepreneurial Training – Job Number 2

The Entrepreneurial training will be provided to owner(s) of a business with 1 to 9 full-time employees. The owner may be one or more individuals, each of whom must have at least a 20% financial investment in the business and a direct full-time involvement in its day-to-day operations. The spouse of an owner also qualifies if he or she has direct full-time involvement in the day-to-day operations. The business must retain the same number of employees for at least 90 days after training as had been employed at the start of training. There will be no post-retention wage requirement as all trainees will be considered Entrepreneurs.

The core group of PEs represents over 100% of the requested funding in Job Number 2. Participants are from a broad spectrum of industries, some of which may be ETP priorities, including construction, transportation, logistics, food service, dental, medical, retail, and services.

Commitment to Training

LAPC is committed to all of its trainees, in such a way that it provides remedial training classes at the school's expense. In Job Number 2, Entrepreneurs will continue to provide safety training in accordance with all pertinent requirements under state and federal law. ETP funds will not displace the existing financial commitment to training.

➤ Training Infrastructure

LAPC's President (dedicated administrator) will oversee the implementation of this project, and a project team of four full-time staff members will assist with project administration. The Student Services Coordinator and Admissions Counselor will be responsible for intake, admissions assessment, recordkeeping, and placement services. The Academic Director will be responsible for monitoring student performance, supervising the instructors, and course scheduling. The Marketing Coordinator will focus on marketing services and administrative support.

Trainer Qualifications

Training will be delivered by LAPC faculty. Trainers have practical and professional experience in their respective fields (i.e. - college degree, teaching experience and/or demonstrated industry work experience, and possession of related teaching credential, license, or certificate).

Curriculum Development

LAPC keeps informed about employer needs through its Institutional Advisory Committee (IAC) and Occupational Advisory Committee (OAC). The IAC meets annually to support the institutional mission and provide feedback on institutional policy and procedures. The OAC contributes to the development of each program, approve the final curriculum, and constantly reviews the program, course by course, throughout the lifetime of the program. Each LAPC program has a separate OAC that meet semiannually to ensure that each educational program remains relevant to current industry standards. During these semi-annual meetings, the OAC reviews the program curriculum including assignments, syllabus, exams, course descriptions, and student learning outcomes to assess how well the programs align with industry standards. Additionally, the OAC reviews the Graduate Satisfaction Surveys and Employer Verification Surveys to evaluate the effectiveness of the programs. Committee members represent business, industry, labor and the general public. They bring a unique perspective into LAPC's training programs and provide recommendations for revisions and updates to the curricula and instructional materials, software, and equipment, based on current industry standards and practices. Committee members also support LAPC in increasing public awareness of LAPC programs.

The New Hire curriculum was submitted to a network of potential employers for their evaluation and input. Potential employers have proposed changes to the curriculum to prepare candidates on required skills. Furthermore, to measure the effectiveness of the training, current students participate in LAPC surveys to evaluate instructors and training content at the end of each subject. Staff uses the surveys to assess the effectiveness of instructional methods and materials, as well as quality of curricula. The Academic Coordinator also conducts an instructor classroom evaluation at the end of training to measure the instructor's overall performance.

After the completion of the ETP-funded training, students complete an annual "Graduate Satisfaction Survey" to evaluate their training experience and the applicability of training to their current jobs. Their employers are also given the opportunity to provide feedback. Employers evaluate training relevancy and skills application of graduates. Employers in the community also receive an annual "Industry Survey." This allows employers to review LAPC programs and provide suggestions on improving or changing the curriculum. LAPC also considers feedback from its instructors who participate in curriculum development, the academic planning, and the enforcement of academic quality.

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 BPPE.

LAPC is eligible as a training agency based on the following:

- BPPE licensure valid until November 11, 2026
- Certification by the Commission of the Council on Occupational Education (COE) and by the Commission on English Language Program (CEA)

Marketing and Support Costs

LAPC will recruit through its website and social media accounts (i.e. - Facebook, X formerly Twitter, and Instagram). LAPC is able to reach a broad community of existing and potential students through content generation and advertising opportunities offered by these sites. Trainees are also recruited from the EDD and other community-based agencies through personal contacts; advertisements in local print media; written communications; and referrals from the One-Stop Service Centers in Los Angeles, Orange, Ventura, San Bernardino and Riverside Counties. Trainee recruitments are also conducted via networking and word-of-mouth referrals.

With its marketing efforts, LAPC requests 12% support costs in Job Number 1 to assist with the continual need for New Hire trainees' recruitment including intake assessment to determine eligibility, job development, job search assistance and placement. In Job Number 2, LAPC requests the 8% support costs to ensure ongoing marketing efforts towards employer recruitment and needs assessments for Entrepreneurial training.

Tuition Reimbursement

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

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0185 (EXP)	Statewide	12/20/21 – 3/30/24	\$153,781	\$20,294 (13%)*
ET20-0113	Statewide	8/1/19 – 4/27/22	\$199,234	\$169,915 (85%)

*ET22-0185 - Based on the CEF system to date, 5,395 reimbursable hours have been tracked for potential earnings of \$136,008 (88% of approved amount). LAPC submitted its Fiscal Closeout invoice on March 22, 2024, which is in process.

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:

Job Number 1 (New Hire):

BUSINESS SKILLS

- Bookkeeping
 - Bookkeeping Equations, General Journal, General Ledger, Special Journals, The Work Sheet, Financial Statements, Closing the Books
 - Merchandising Accounts, Depreciation, Bank Reconciliation, Handling Petty Cash
 - Bookkeeping and Computer Business Tax Information and Preparation for Partnerships and Corporation

COMPUTER SKILLS

- Computerized Accounting
- Microsoft Excel
 - Excel Basics, Changing the Appearance of the Worksheet, Organizing the Worksheet, Worksheet Formulas, Function Formulas, Making the Worksheet Useful, Working with other Software Tools, Worksheet Charts
- QuickBooks Premier
 - Introduction to Computers and QuickBooks Premier, Sales & Receivables, Payables & Purchases, General Accounting & End-of-Period Procedures, Payroll, Computerizing a Manual Accounting System
- QuickBooks Pro Advisor
 - Free ProAdvisor Master Class with hands-on consulting in: Client coaching and technology application; Advanced, post-certification training in QuickBooks Online
- Cloud Computing
 - Google Drive, Microsoft OneDrive, Sharing Documents, File Restrictions and Security, Working Collaborative, Archiving Files, Working with Previous Versions of a File, File Management.
- Computer Graphic Design
 - Raster image manipulation (creating layouts for images in online ad campaigns), Vector image illustrations (logos and images printed and used online), Desktop publishing software (designing flyers, posters, business cards, and magazine articles)
- Web Design
 - Introduce and develop designers' scripting skills (creation of websites), Client- and server- side scripting, client-side forms validation, browser detection, and processing forms data

- Cloud Computing
 - Google Drive, Microsoft OneDrive, Sharing Documents, File Restrictions and Security, Working Collaborative, Archiving Files, Working with Previous Versions of a File, File Management, Digital Signatures
- Digital Marketing
 - Search Engine Optimization, Content Marketing, Local SEO, Conversion Rate Optimization, PPC Marketing, A/B Split Testing, Social Media Apps, Optimizing Websites, Improving Graphics to Increase Web Traffic, Website Management, Connecting Social Media Platforms with Website

JOB READINESS SKILLS

- Resume Building Skills
- Interviewing Skills
- Communication Skills & Team Building

LITERACY SKILLS

- Vocational English Language Skills (Writing Letters and Business Reports, Reading Work Orders, Safety Regulations and other Documents, Language Comprehension, Understanding Verbal Directions and Instructions)

Job Number 2 (Retrainee- Small Business Owner):

BUSINESS SKILLS

- Business Management
- Budget & Cash Flow Management
 - A Tool to Aid Decision-Making, Profit Planning: The Framework of Budgeting & Capital Budgeting, How Well the Business is Doing: Statement of Cash Flow
- Pension & Employee Benefits
 - Keogh Plan, 401(K) Plan, Self-Employed Retirement Plan & Simplified Employee Pension Plan
- Insurance
 - Accident & Health Benefits, Group Term Insurance & Medical Premiums of Self-Employed
- Bookkeeping
 - Bookkeeping Equations, General Journal, General Ledger, Special Journals, The Work Sheet, Financial Statements, Closing the Books, Merchandising Accounts, Depreciation, Bank Reconciliation, Handling Petty Cash, Partnerships, Corporations, Bookkeeping and Computer
- Business Tax Information and other Tax Advantage Programs
 - Sales Tax, City Business Tax & Payroll Taxes, Employer & Employee Rights & Benefits, Tax Advantage Programs/Other Programs

COMPUTER SKILLS

- QuickBooks Premier
 - Introduction to Computers & QuickBooks Premier, Sales & Receivables, Payables & Purchases, General Accounting & End-of-

Period Procedures, Payroll, Computerizing a Manual Accounting System

- Cloud Computing
 - Google Drive, Microsoft OneDrive, Sharing Documents, File Restrictions and Security, Working Collaborative, Archiving Files, Working with Previous Versions of a File, File Management, Digital Signatures
- Digital Marketing
 - Search Engine Optimization, Content Marketing, Local SEO, Conversion Rate Optimization, PPC Marketing, A/B Split Testing, Social Media Apps
 - Optimizing Websites, Improving Graphics to Increase Web Traffic, Website Management, Connecting Social Media Platforms with Website
- Computer Graphic Design
 - Raster image manipulation (creating layouts for images in online ad campaigns), Vector image illustrations (logos and images printed and used online), Desktop publishing software (designing flyers, posters, business cards, and magazine articles)
- Web Design
 - Introduce and develop designers' scripting skills (creation of websites), Client - and server- side scripting, client-side forms validation, browser detection, and processing forms data

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College
Reference No: 24-0369

CCG No.: ET25-0119
Page 1 of 4

ALPHABETIZE BY COMPANY NAME

Company: Beauty by Jane Skin Care Priority Industry? Yes No

Address: 13752 1/2 Roscoe Blvd.

City, State, Zip: Panorama City, CA 91402

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2 Small Business? Yes No

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

Company: Blumin Apparel Inc. Priority Industry? Yes No

Address: 799 Towne Ave., #102

City, State, Zip: Los Angeles, CA 90021

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4 Small Business? Yes No

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

Company: Bobco Metals Depot Priority Industry? Yes No

Address: 8637 San Fernando Rd.

City, State, Zip: Sun Valley, CA 91352

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2 Small Business? Yes No

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: City Lights International Priority Industry? Yes No

Address: 1240 Rosecrans Ave., #120

City, State, Zip: Manhattan Beach, CA 90266

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2 Small Business? Yes No

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

ALPHABETIZE BY COMPANY NAME

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College	CCG No.: ET25-0119
Reference No: 24-0369	Page 2 of 4

Company: Continental Pearl USA, Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 607 S. Hill St., Suite 544	
City, State, Zip: Los Angeles, CA 90014	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 3	
Total # of full-time company employees in California: 3	

Company: Dean Clayton T Woo CPA, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3220 Sepulveda Blvd., Suite #104	
City, State, Zip: Torrance, CA 90505	
Collective Bargaining Agreement(s): NA	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 8	
Total # of full-time company employees in California: 8	

Company: Double M Diamonds	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 550 S. Hill Street Suite, #1159	
City, State, Zip: Los Angeles, CA 90013	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 3	
Total # of full-time company employees in California: 3	

Company: Eddie's Edition Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 4045 Wilshire Blvd.	
City, State, Zip: Los Angeles, CA 90010	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 2	
Total # of full-time company employees in California: 2	

ALPHABETIZE BY COMPANY NAME

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College	CCG No.: ET25-0119
Reference No: 24-0369	Page 3 of 4

Company: Esparrago-Reyes Services Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 10337 Glade Ave.	
City, State, Zip: Chatsworth, CA 91311	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 3	
Total # of full-time company employees in California: 3	

Company: Skymember, Inc.,	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1320 E. Olympic Blvd., #20	
City, State, Zip: Los Angeles, CA 90021	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 7	
Total # of full-time company employees in California: 7	

Company: Spectrum Manufacturing	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 748 Kohler St.	
City, State, Zip: Los Angeles, CA 90021	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 7	
Total # of full-time company employees in California: 7	

Company: The Windows Tinting North Hollywood Inc.	Priority Industry? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Address: 8055 Lankershim Blvd.	
City, State, Zip: North Hollywood, CA 91605	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 5	
Total # of full-time company employees in California: 5	

ALPHABETIZE BY COMPANY NAME

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: Los Angeles Pacific College

CCG No.: ET25-0119

Reference No: 24-0369

Page 4 of 4

Company: White Birch USA

Priority Industry? Yes No

Address: 2831 S. Santa Fe Avenue

City, State, Zip: Los Angeles, CA 90058

Collective Bargaining Agreement(s): NA

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

Small Business? Yes No

Total # of full-time company employees worldwide: 5

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



Training Proposal for:

**American Education Systems Corp. dba American College of
Healthcare and Technology**

Contract Number: ET25-0106

Panel Meeting of: July 26, 2024

ETP Regional Office: San Diego

Analyst: L. Hughes

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SET	Industry Sector(s):	MEC Construction Professional, Scientific, Technology Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$ 784,000		\$ 54,600 8%		\$ 838,600

In-Kind Contribution:	50% of Total ETP Funding Required	\$419,300
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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	Computer Skills	140	8-200	0	\$2,995	\$23.55
				Weighted Avg: 100			
2	Retrainee Priority Rate SET	Computer Skills	140	8-200	0	\$ 2,995	\$30.75
				Weighted Avg: 100			

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

Minimum Wage by County: Job Number 1: \$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 Number 2 (SET): \$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

Up to \$1.05 per hour may be used to meet the Post-Retention Wages for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Assistant Architect	\$23.55 - \$25.00	3
	\$25.01 - \$31.00	2
Drafter	\$23.55 - \$25.00	3
	\$25.01 - \$31.00	2
CAD Designer	\$23.55 - \$25.00	10
	\$25.01 - \$33.00	10
Assistant Engineering	\$24.55 - \$25.00	15
	\$25.01 - \$34.00	10
Project Coordinator/Manager	\$24.55 - \$25.00	3
	\$25.01 - \$34.00	2
Detailer	\$24.55 - \$25.00	5
	\$25.01 - \$32.00	5
Architect	\$30.01 - \$35.00	20
Engineer	\$33.00 - \$52.00	50
Job Number 2		
Drafter	\$30.75 - \$40.00	3
CAD Designer	\$30.75 - \$40.00	12
Assistant Architect	\$30.75 - \$40.00	9

Detailer	\$30.75 - \$40.00	4
Assistant Engineering	\$30.75 - \$40.00	14
Project Coordinator/Manager	\$30.75 - \$40.00	7
Architect	\$30.75 - \$40.00	52
Engineer	\$30.75 - \$40.00	39

INTRODUCTION

Founded in 1993 and headquartered in Laguna Niguel, American Education Systems Corp. dba American College of Healthcare and Technology (ACHT) (www.ach.edu) is a learning institution specializing in Computer-Aided Drafting and Design (CADD) and Building Information Modeling (BIM) technology computer software programs. ACHT will provide training in the fields of engineering, architecture, construction, manufacturing and similar industries. Training will take place at ACHT's campus locations in Santa Ana and Riverside. In addition, training may be provided at employer sites and through distance learning.

Employers taking part in the program encompass a range of industries, with manufacturers focusing on software training for engineering, design, and production across various sectors such as aerospace, medical equipment, and electronics. Additionally, a significant portion of employers operate within the building and construction fields, primarily engaged in engineering and architectural tasks.

Veterans Program

Although, this project does not include a Veterans component most participating employers recruit and employ Veterans.

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

This will be ACHT's fifth ETP Contract, and the fifth within the last five years. Training will be delivered by instructors who have industry experience. Trainers will guide and supervise trainees throughout their participation in class/lab training sessions, where they will engage in project work. The training format consists of roughly equal parts formal classroom teaching and hands-on laboratory exercises, which entail practical problem-solving activities related to the workplace. While numerous major players in the industry have embraced the widely used BIM system, Autodesk Revit, this initiative will prioritize training for mid-sized and smaller companies. These firms must also integrate Revit and comparable systems into their operations to stay competitive.

Traditional CADD systems enable drafters, designers, and other professionals to generate plans and working drawings with increased speed and precision compared to the manual drawing methods they replaced. BIM signifies a subsequent revolution within the industry, embodying an intelligent model-based approach for design, simulation, visualization, and collaboration across various commercial, industrial, and infrastructure projects. It centralizes information for all project stages within a unified database, facilitating collaborative efforts across disciplines and throughout the project lifecycle, from conceptualization and architectural drafting to engineering, cost

estimation, construction planning, actual construction, and ongoing building maintenance. Additionally, these systems have the capacity to model and optimize energy usage.

ACHT is consistently enhancing its training programs to align with the evolving needs of participating employers. This proposal includes an updated training curriculum featuring instruction on the latest REVIT enhanced program. ETP-funded training equips participating employers with the skills needed to effectively compete for, secure, and fulfill new business opportunities. Training holds particular significance for small businesses that may lack internal resources for mastering intricate software applications.

In its previous four ETP projects, ACHT consistently delivered an average of 100 weighted hours per trainee, ensuring alignment with current industry standards.

Training Plan

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

Computer Skills: Training will be offered to all occupations to improve employee skills and increase efficiencies for participating employers. Training will include various computer platforms including CADD and BIM (Civil 3D, Navisworks, SolidWorks, Bluebeam, and SketchUp). It requires 100 hours of training to complete any of ACHT's CAD or BIM computer software courses listed in the Menu Curriculum.

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.

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 2.

Alternate Recordkeeping

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

Commitment to Training

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

➤ Training Infrastructure

ACHT has a training plan in place and is ready to begin the training plan upon approval. The Executive Director will oversee this training project and two ACHT staff workers will administer the project. Staff will coordinate all aspects of the project including employer recruitment, employer certification and ETP documentation and reporting. Staff will also be assigned as needed to complete employer assessments, schedule training, and assist with marketing.

Marketing and Support Costs

ACHT's marketing strategy utilizes various channels such as web advertisements, direct mailings, telephone, email, and face-to-face interactions. Additionally, marketing efforts are extended to exhibitions hosted at design, engineering, and manufacturing events, notably two significant shows hosted at the Anaheim and Los Angeles Convention Centers. The focus of ACHT's marketing endeavors for this project is specifically aimed at employers rather than prospective trainees.

Marketing endeavors involve subsequent communication with potential participating employers interested in the training facilitated by ACHT. Upon qualification, eligible companies receive a certification statement and are guided through enrollment procedures for participation. Marketing activities persist throughout the duration of the contract, prompting ACHT to request, with staff backing, an 8% allocation towards support costs.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. ACHT is approved by the Bureau for Private Postsecondary Education to provide computer software training.

Trainer Qualifications

Trainers are employees of ACHT with professional experience in the industries participating in this training. No training will be provided by outside vendors.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0210	\$597,780	12/31/2022 - 12/30/2024	243	163	\$570,130 (95%)

*Based on ETP Systems, ACHT reimbursable hours have been tracked for potential earnings of \$570,129.60 (95% of approved amount), and an earned amount of \$360,070.20 (60.25% of approved amount). ACHT projects 100% performance based on hours delivered, and amount earned.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ (%)
ET21-0336	Statewide	6/28/21 - 6/27/23	\$447,720	\$447,720 (100%)
ET20-0234	Statewide	12/31/19 - 12/30/21	\$742,720	\$718,134 (97%)
ET19-0179	Statewide	8/6/18- 8/5/20	\$550,440	\$518,543 (94%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Computer Skills**Computer Aided Drafting**

- 2D and 3D renderings
- Applications to work projects
- Applying parameters
- Assembly Configurations
- Assembly Motion Modeling and Animation
- Bills of material
- Calculations
- Collision/interference Detection
- Creating of families of parts
- Dimensioning
- Drawing automation
- Editing
- File Management
- Project organization Section Creation
- Types of applications
- Updating views
- View creation

Computer Skills**BIM/Revit MEP**

- Introduction to BIM
- Basic Sketching
- Modify Tools
- Basic Systems Tools
- Starting System Projects
- Working with Views
- Setting up Spaces
- Heating and Cooling Load Analysis
- HVAC and Plumbing Network
- Advanced Systems for HVAC and Plumbing
- Electrical Systems
- Creating Construction Documents
- Annotating Construction Documents
- Adding tags and Schedules
- Creating Details

Computer Skills**Civil 3D**

- Create and edit alignments
- Create and edit parcels and print parcel reports
- Create assemblies, corridors and intersections

- Create data shortcuts
- Create gravity fed and pressure pipe networks
- Create points and point groups and work with survey figures
- Create sites, profiles and cross-sections
- Create, edit, view and analyze surfaces
- Perform quantity takeoff and volume calculations
- Use plan production tools to create plan and profile sheets
- User Interface

Computer Skills

Navisworks

- Combining 3D geometry from multiple disciplines
- Create 4D construction simulations
- Create Interactive animations
- Link task-scheduling files
- Open, review, quantify and run object interference checks
- Renderings
- Review and mark up a model
- Use Animator
- Use Quantification
- Use Scriptor
- Use Time Liner

Computer Skills

SolidWorks

- 3D finite analysis
- 3D photorealistic rendering
- Applying mechanical design to computer design
- Assembly motion modeling and animation
- Bills of Material
- Collision/Interface detection
- Creation of families of parts
- Dimensioning
- Drawing automation
- Generating parts
- Mass properties and calculations
- Rapid prototyping
- Section creation
- Update views
- View Creation
- Visualization and rotation of design

Computer Skills

Bluebeam

- Building projects
- Collaboration
- Dashboards
- Field distribution sets

- Industry examples
- Interface
- Management of documents
- Markup tools
- Measurement tools
- Measurements
- Modifying and sharing files
- Navigation
- Takeoffs and Estimations

Computer Skills

Sketchup

- Basic features
- Advanced features
- Building performance analysis
- Create construction documents
- Customize tools
- Design, document and communicate plans in 3D
- Desktop modeling
- Generate reports
- Interoperability
- Making presentations
- SketchUp objects
- Using extensions
- Visualize plans

Computer Skills

BIM/Enhanced Revit

- Creating Custom Templates
- Creating Schedules
- Develop Custom System Families
- Advanced Family Techniques
- Architectural Family Creation
- Creation of MEP Specific Families
- Developing Structural Families
- Testing Families after Creation
- Project Browser Organization
- Creation of Object Styles, Fill Patterns, and Materials
- Comprehensive investigation of settings as applied to MEP, Architectural, and Structural Projects
- User Interface Customization
- Additional Management Tools

Computer Skills

Microsoft Project Management

- Creating Tasks
- Linking Tasks
- Assigning Resources

- Work Breakdown Structure
- Creating a Baseline Schedule
- Project Tracking Techniques
- Resource and Cost Management
- Reports

Computer Skills

BIM/Revit Architecture

- 3D Architectural Project Model
- Walls
- Doors
- Windows
- Components
- Floors
- Ceilings
- Stairs
- Navigate User Interface
- Editing
- Viewing Tools
- Creating Construction Documents

Computer Skills

BIM/Revit Structures

- 3D Parametric Models of Structural Buildings
- Construction Documentation
- User Interface
- Basic Building Components
- Modeling Tools
- Create, Modify, Analyze, and document Parametric Model
- Linking Architectural Model to Construction Documents
- Creating Sheet Sets and Documenting

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: American Education Systems Corp. dba American College of Healthcare and Technology CCG No.: ET25-0106

Reference No: 24-0348

Page 1 of 6

ALPHABETIZE BY COMPANY NAME

Company: Architects Orange LLP	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 144 North Orange Street	
City, State, Zip: Orange, Ca 92866	
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: 270	
Total # of full-time company employees in California: 270	
Company: B & B Associates	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 867 North Fair Oaks Ave, Suite 100	
City, State, Zip: Pasadena, CA 91103	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 16	
Total # of full-time company employees in California: 16	
Company: CannonDesign	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 444 South Flower Street, Suite 4700	
City, State, Zip: Los Angeles, CA 90071	
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: 140	
Total # of full-time company employees in California: 140	
Company: Challman	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 41758 12 th Street, W Suite A	
City, State, Zip: Palmdale, CA 93551	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 6	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 9	
Total # of full-time company employees in California: 8	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: American Education Systems Corp. dba American College of Healthcare and Technology CCG No.: ET25-0106

Reference No: 24-0348

Page 2 of 6

ALPHABETIZE BY COMPANY NAME

Company: CNC Engineering	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2121 Alton Parkway, Suite 200	
City, State, Zip: Irvine, CA 92606	
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: 39	
Total # of full-time company employees in California: 39	
Company: De Leon Engineers	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3605 Long Beach Blvd, Suite 235	
City, State, Zip: Long Beach, CA 90807	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	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: Insperity/KAL Architects	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 12-J Maulchey	
City, State, Zip: Irvine, CA 92618	
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: 20	
Company: JT Wimsatt Contracting, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28064 Avenue Stanford, Suite B	
City, State, Zip: Valencia, CA 91355	
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: 300	
Total # of full-time company employees in California: 300	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: American Education Systems Corp. dba American College of Healthcare and Technology CCG No.: ET25-0106

Reference No: 24-0348

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ALPHABETIZE BY COMPANY NAME

Company: Lewis Ross Associates, INC	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 9401 Reseda Blvd, Suite 200	
City, State, Zip: Northridge, CA 91234	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 7	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 10	
Total # of full-time company employees in California: 10	
Company: McGuire Contracting Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 16579 Slover Avenue	
City, State, Zip: Fontana, CA 92337	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 80	
Total # of full-time company employees in California: 80	
Company: Miller Architectural Corporation	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1177 Idaho Street, Suite 200	
City, State, Zip: Redlands, CA 92374	
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: 2	
Total # of full-time company employees in California: 13	
Company: NAI Consulting Engineers	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 28043 Smyth Drive, Suite 201	
City, State, Zip: Valencia, CA 91355	
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: 15	
Total # of full-time company employees in California: 15	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: American Education Systems Corp. dba American College of Healthcare and Technology CCG No.: ET25-0106

Reference No: 24-0348

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ALPHABETIZE BY COMPANY NAME

Company: Optimum Energy Design	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 5200 E. La Palma Ave	
City, State, Zip: Anaheim, CA 92807	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 3	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 23	
Total # of full-time company employees in California: 23	
Company: P.A. Arca Engineering, Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 500 E. Carson Plaza Drive, Suite 201	
City, State, Zip: Carson, CA. 90746	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 8	
Total # of full-time company employees in California: 8	
Company: Pacific Advanced Civil Engineering Inc.	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 17520 Newhope Street, Suite 200	
City, State, Zip: Fountain Valley, CA 92708	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 15	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 77	
Total # of full-time company employees in California: 69	
Company: Pacific Steel Group	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 4805 Murphy Canyon Road	
City, State, Zip: San Diego, CA 92123	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 1618	
Total # of full-time company employees in California: 1455	

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: American Education Systems Corp. dba American College of Healthcare and Technology CCG No.: ET25-0106

Reference No: 24-0348

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ALPHABETIZE BY COMPANY NAME

Company: PBS Engineers Inc.		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2100 E. Route 66, Suite 210		
City, State, Zip: Glendora, CA 91740		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract:	5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 71		
Total # of full-time company employees in California: 71		
Company: Petra Structural Engineers		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 17981 Sky Park Circle		
City, State, Zip: Irvine, CA 92614		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract:	2	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 6		
Total # of full-time company employees in California: 6		
Company: Sacramento Engineering Consultants		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 10555 Old Placerville Road		
City, State, Zip: Sacramento, CA 95827		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract:	4	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 28		
Total # of full-time company employees in California: 28		
Company: Silverline Construction Inc.		Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1421 West 132 nd Street		
City, State, Zip: Gardena, CA 90249		
Collective Bargaining Agreement(s): N/A		
Estimated # of employees to be retrained under this Contract:	25	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 250		
Total # of full-time company employees in California: 250		

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: American Education Systems Corp. dba American College of Healthcare and Technology CCG No.: ET25-0106

Reference No: 24-0348

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ALPHABETIZE BY COMPANY NAME

Company: The Austin Company	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 6410 Oak Canyon Suite 150	
City, State, Zip: Irvine, CA 92618	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 5	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 124	
Total # of full-time company employees in California: 39	
Company: Time and Alarm Systems	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 3828 Wacker Drive	
City, State, Zip: Mira Loma, CA 91752	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 2	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 105	
Total # of full-time company employees in California: 105	
Company: YEI Engineers	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 7677 Oakport Street. Suite 200	
City, State, Zip: Oakland, CA 94621	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 7	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 10	
Total # of full-time company employees in California: 10	



**Training Proposal for:
Imperial Valley Economic Development Corporation**

Contract Number: ET25-0114

Panel Meeting of: July 26, 2024

ETP Regional Office: San Diego

Analyst: L. Hughes

PROJECT PROFILE

Contract Attributes:	HUA Priority Rate Retrainee SB <100	Industry Sector(s):	MEC Construction Manufacturing Transportation/Warehousing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial	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
\$295,120		\$20,460 8%		\$315,580

In-Kind Contribution:	50% of Total ETP Funding Required	\$339,695
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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 HUA Priority Rate	Business Skills, Computer Skills, Continuous Impr, HazMat, HazWoper, Literacy Skills, Manufacturing Skills, OSHA 10/30	155	8-200	0	\$2,036	\$16.91
				Weighted Avg: 68			

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

Minimum Wage by County: Job Number 1 (HUA): \$16.91 per hour for Imperial 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 health benefits of up to \$0.87 per hour to meet the Post-Retention Wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Operations	\$16.04-\$20.00	2
	\$20.01-\$25.00	4
	\$25.01-\$44.79	20
Supervisor	\$25.01-\$79.32	29
Administration	\$18.00-\$20.00	2
	\$20.01-\$25.00	6
	\$25.01- \$31.74	2
Logistics	\$16.04-\$20.00	1
	\$20.01-\$25.00	4
	\$25.01-\$27.00	1
Maintenance	\$22.00-\$25.00	2
	\$25.01-\$41.55	13
Driver	\$21.00-\$25.00	42
	\$25.01-\$30.00	17
Technician	\$24.00-\$25.00	1
	\$25.01-\$44.79	9

INTRODUCTION

Founded in 1999 and headquartered in El Centro, the Imperial Valley Economic Development Corporation (IVEDC) (www.ivedc.com) is the official economic development organization of Imperial County specializing in business development, procurement, and training services and offers customized workforce training programs. IVEDC caters to a diverse array of clients in both private enterprises and public entities, including companies in manufacturing, food processing, and renewable energy sectors. The primary focus of IVEDC is the advancement of economic growth and development within the Imperial Valley and its surrounding areas. This will be IVEDC's first ETP Contract.

Veterans Program

Although IVEDC has not included a separate Veterans component in this proposal, the Company actively engages in direct marketing to businesses that hire Veterans and collaborates with non-profit organizations supporting Veterans, including the Imperial County Workforce Development Board, NAF El Centro, Americas Job Center of California, LVER, and DVOPS at EDD in El Centro and San Diego.

Employer Demand

These employers have been determined to meet out-of-state competition. IVEDC requests ETP funding for 155 trainees. The core group of employers consists of three small businesses and a large employer across Imperial County, of which, all are priority industries.

PROJECT DETAILS

IVEDC aims to equip employees with the necessary skills to thrive in a rapidly changing business environment. By supporting business growth and creating opportunities for career advancement, IVEDC contributes to the long-term success of both employers and employees.

This training proposal addresses the changing demands of industry sectors including manufacturing, biotechnology & life science, and renewable energy. These industry sectors are characterized by constant evolution, heavily reliant on the skill level of their workforce and adaptability to technological advancements. To maintain competitiveness, these industry sectors must recruit and retain highly skilled technical employees and provide continuous upskilling. Training plays a critical role in closing skill gaps and ensuring employees can keep pace with technology and perform skilled and complex work.

Prior to the COVID-19 pandemic, businesses in underserved areas of Imperial County faced tight budgets and slim profit margins. The pandemic exacerbated financial challenges, making it difficult for employers to bring their workforce back into the workplace. This created a significant need for additional training, including Equipment Maintenance, Electrical Skills, Confined Spaces, and updated Emergency Action Plans. Employers were forced to hire inexperienced workers and adapt their operations. Training initiatives, particularly in service and retail industries, were crucial for reintegrating employees post-pandemic.

Training is essential for equipping workers with the skills needed to navigate a rapidly evolving employment landscape. It helps businesses remain competitive, enhance efficiency, and adapt to changing industry dynamics. By providing relevant and customized training, employers can upskill their workforce, increase productivity, and effectively address emerging challenges.

Training empowers current employees by upskilling them, leading to increased efficiency and profitability. This, in turn, enhances employer retention and enables companies to grow, creating additional career opportunities for employees.

IVEDC addresses industry demands by offering tailored training solutions designed to enhance workforce skills and adaptability. By collaborating closely with employers and industry experts, the company identifies specific training needs and customizes curriculum to meet evolving industry requirements. ETP-funded training provides Participating Employers with the resources to invest in workforce development, ultimately improving productivity, efficiency, and overall business performance.

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 ensuring a well-rounded skill set for individuals seeking to enhance their productivity and effectiveness in the business environment. Training topics include, Negotiation Techniques, Increasing Productivity and Quality, Time Management, Quality Management Processes, and Finance Principles.

Computer Skills: Training will be offered to all occupations to promote computer literacy and software system use. Training topics include Intermediate and Advanced Data Processing, QuickBooks, MS Office (Intermediate & Advanced).

Continuous Improvement: Training will be offered to all occupations to increase productivity and increase product quality. Training topics include Takt Times and Cycle Times, Purchasing and Inventory, and Frontline Leadership.

Literacy Skills: Training will be offered to all occupations and will cover essential competencies to enhance professional communication and productivity. Training topics include Vocational English, Vocational English as a Second Language, Work-Related Vocabulary and Terminology, and Basic Math.

Manufacturing Skills: Training will be provided to all occupations to ensure individuals are well-equipped with the technical skills knowledge required for success in the manufacturing sector. Training topics include, Manufacturing Resource Planning, Blueprint Reading, Shop Math, Tolerances and Variance Calculations, Elementary Chemical Knowledge.

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.

3. **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, Administrative, Maintenance, Operations, Supervisor, Technician will receive up to 400 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.

High Unemployment Area

Trainees in Job Number 1 work in a High Unemployment Area (HUA) with unemployment exceeding the state average by at least 25%. Participating employers located in Imperial County are in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages. IVEDC requests a wage modification for these trainees, from \$22.55 per hour to \$16.91 per hour. Approximately 17 Operations and Logistics incumbents will need the wage modification.

Commitment to Training

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

➤ Training Infrastructure

IVEDC’s Vice President (VP) of Business Development will be responsible for overseeing all aspects of the training project. The VP will work closely with the Business Development Assistant, and Program Director to complete the project successfully including project coordination and tracking hours. Training will be provided by in-house trainers who are subject-matter experts.

Impact/Outcome

Training will enhance staff skill development and help companies remain competitive amidst emerging trends and industry changes. Since the training is tailored to an employer's specific needs, its primary goal is to equip trainees with the skills necessary to maintain secure employment. Additionally, more generalized training aims to prepare trainees with the skills needed for sustaining employment and achieving upward mobility within their respective companies once the training is completed.

Upon completion of the training, participants are evaluated to measure the effectiveness of the program. This assessment includes meetings with employers and key contacts leading training efforts to gauge performance gains, productivity increases, and overall effectiveness. Feedback is collected via post-training assessments on a quarterly basis, and approximately one year later,

employers are surveyed to measure Return on Investment and the long-term effectiveness of the training received. Adjustments to the curriculum are made based on the findings to ensure continuous improvement and alignment with employer needs.

Marketing and Support Costs

IVEDC advertises through flyers, e-mail, trade shows, and advertisements. IVEDC has deep ties to the Imperial Valley community, which have been built and fostered over decades of serving underserved communities. IVEDC's impact extends across a broad geographic area, covering diverse initiatives that contribute to economic growth and community development.

Trainer Qualifications

Participating employer's in-house staff will provide up to 75% of the total training outlined in this proposal. Participating employer's in-house trainers are subject-matter experts in the field of which they are providing training and have years of experience in the topics of instruction as related to the participating employer. Approximately 25% of training may be led by training vendors that will be sourced by IVEDC based on the specific training need of their participating employers. Training vendor screening and vetting will be conducted by IVEDC staff to ensure only qualified training vendors lead ETP support training sessions.

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

- Scheduling, Budgeting, and Cost Controls
- Material Resource Planning
- Inventory Control
- Supply Chain Elements and Management
- PERT/Critical Path Charts
- Change Management
- Customer Service
- Goal Setting
- Negotiation Techniques
- Increasing Productivity and Quality
- Time Management
- Quality Management Processes
- Finance Principles
- Sales Skills
- Decision-Making
- Understanding Chain of Command
- Leadership Principles
- Teambuilding
- Planning and Controlling
- Business Performance

Computer Skills

- Microsoft 365 (Microsoft Office Suite) (Intermediate & Advanced)
- Data Processing, Intermediate and Advanced
- QuickBooks
- Adobe
- Effective use of Search Engines
- Content Control, Editing
- Queries and Reports
- Cyber Security
- Social Media Marketing
- Help Desk Support
- Project Management Software
- Computer-Aided Design
- Software utilization (Logistics, Project Management, Programming, Resource Planning)

Continuous Improvement Skills

- Flow Charts, Process Analyses, Cause and Effect
- Managing Interactions
- Standard Work Instructions
- Standard Operating Procedures

- Takt Times and Cycle Times
- Setup Time Reduction
- Operation Tools and Kaizen
- Cost Analysis and Control Analyses
- Scheduling and Planning
- Purchasing and Inventory
- Capacity Management
- Basic Logistics Practices
- Logistics Documentation and Terminology
- Import/Export Process Flow
- Frontline Leadership
- Needs Assessment
- Efficient Document Management
- Environmental/Wildlife
- Strategic Planning
- Project Execution
- Project Monitoring and Controlling
- SMART Goals (Specific, Measurable, Achievable, Relevant and Time-Bound)
- Equipment Maintenance

Hazardous Materials Skills

- Hazardous Materials for Logistics and Goods Transportation
- Environmental Management of Hazardous Materials and Industrial Waste
- Emergency Response/Spills
- Bloodborne Pathogens
- Acetylene Fuel and Gas Safety
- Chemical Hygiene Laboratories
- Silica Dust
- Respiratory Protection
- PPE
- HAZCOM
- Asbestos Awareness
- DOT HM-126
- Tanks – Open Surface

HazWoper

- HAZWOPER 24
- HAZWOPER 8 Hour Refresh

Literacy Skills

- Effective Listening Skills
- Communication Skills
- Vocational English
- Vocational English as a Second Language
- Work-Related Vocabulary and Terminology
- Basic Math

Manufacturing Skills

- Programmable Logic Control
- Lean Manufacturing/Operations
- Manufacturing Resource Planning
- Blueprint Reading
- CNC Machining Operations
- Gauges and Calibration
- Shop Math
- Tolerances and Variance Calculations
- Geometric Dimensioning & Tolerancing
- Data Collection and Tolerances
- Proper use of Tools
- Proper Equipment Operation
- Elementary Chemical Knowledge
- Material Handling/Lifting Devices

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: Imperial Valley Economic Development Corporation	CCG No.: ET25-0114
Reference No: 24-0340	Page 1 of 1

ALPHABETIZE BY COMPANY NAME.

Company: EFR Environmental	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 2806 Alpine Blvd., Unit E	
City, State, Zip: Alpine, CA 91901	
Collective Bargaining Agreement(s): NO	
Estimated # of employees to be retrained under this Contract: 23	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 35	
Total # of full-time company employees in California: 35	
Company: One World Fleet Services	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 575 Old Highway 111	
City, State, Zip: Brawley, CA 92227	
Collective Bargaining Agreement(s): NO	
Estimated # of employees to be retrained under this Contract: 9	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 9	
Total # of full-time company employees in California: 9	
Company: One World Transportation Services	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 1520 Jones St.	
City, State, Zip: Brawley, CA 92227	
Collective Bargaining Agreement(s): NO	
Estimated # of employees to be retrained under this Contract: 57	Small Business? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total # of full-time company employees worldwide: 57	
Total # of full-time company employees in California: 57	
Company: ORMAT Technologies	Priority Industry? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Address: 855 Dogwood Rd.	
City, State, Zip: Heber, CA 92249	
Collective Bargaining Agreement(s): N/A	
Estimated # of employees to be retrained under this Contract: 66	Small Business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total # of full-time company employees worldwide: 780	
Total # of full-time company employees in California: 211	



**Panel Amendment #1 Proposal for:
Tully, Inc.
Contract Number: ET23-0253**

Amendment Effective Date: December 22, 2022

Panel Meeting of: May 31, 2024

ETP Regional Office: Sacramento

Analyst: C. Kaiser

CURRENT PROJECT PROFILE

Contract Type:	Retrainee	Industry Sector(s):	Services
	Priority/SB<100		Biotechnology/Life Sciences
	Job Creation		
Counties Served:	Solano	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Current Contract Term:	December 21, 2022 to December 20, 2024	Substantial Contribution:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

CURRENT FUNDING

Current Funding
\$34,270

AMENDMENT FUNDING

Requested Funding	Total Funding
\$0	\$34,270

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description (By Contract Type)	Type of Training	Estimate d No. of Trainees	Range of Hours		Average Cost per Trainee	Post- Retention Wage*
				Class / Lab	CBT		
1	Priority/Retrainee	Business Skills, Commercial Skills, Computer Skills	22	8-200	0-47	\$1,035	\$27.00
				Weighted Avg: 45			
2	Job Creation	Business Skills, Commercial Skills, Computer Skills	5	8-200	0-47	\$2,300	\$27.00
				Weighted Avg: 100			

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

Minimum Wage by County: Job Number 1: \$21.57 per hour for Solano County; Job Number 2: \$17.64 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
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation		
Occupation Title	Actual Wage Range	Estimated Number of Trainees
Job Number 1:		
Estimators	\$27.00 - \$30.00	2
Operations and Administration Staff	\$27.00 - \$39.90	3
Project Staff	\$27.50 - \$37.62	5
Stormwater Inspectors	\$27.00 - \$36.55	12
Job Number 2:		
Stormwater Inspectors	\$27.00 - \$36.55	5

INTRODUCTION

Founded in 2005 and headquartered in Dixon, Tully, Inc. (Tully) (www.tullygroup.com) is a woman-owned environmental protection company specializing in storm water management and civil engineering services throughout Northern California. Customers include general contractors, construction companies, engineering contractors, and landscaping companies. Training is provided at Tully’s location in Dixon.

AMENDMENT DETAILS

Tully requests to use an Out-of-State Training Vendor, Ecopliant Environmental, Inc. The training vendor is a nationally approved trainer that provides the Certified Inspector of Sediment and Erosion Control (CISEC) designation. The National CISEC is the underlying required certification that, along with the requirement of 2 years field experience, allows the trainee to qualify for the California QSP (Quality Stormwater Pollution Prevention Plan Practitioner). This certification is required by the State of California in order for Tully to operate.

Ecopliant Environmental, Inc., located in Parker, Colorado, has been used since Tully's inception and is the industry recognized organization that provides the National CISEC certification training. Ecopliant Environmental provides training on a national level with a focus on the Federal Environmental Protection Agency (EPA) Construction General Permit (CGP) program which compliments the State of California's EPA CPG program. The National CISEC certification is the required prerequisite to the State of California's Training for QSP certification. Training will be delivered via E-Learning.

Tully also requests a retroactive effective date of December 22, 2022 to be able to include training hours that have already occurred.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by Tully under the current ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET23-0253	\$34,270	12/21/2022 – 12/20/2024	34	0	0

Based on ETP Systems as of June 26, 2024, 858 reimbursable hours have been tracked for potential earnings of \$19,254.09 (56% of approved amount). The Contractor projects final earnings of 100% based on adding training hours from Ecopliant Environmental and training currently committed to and in progress through September 2024.

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Annual Reports
- Presentations
- Contracts
- Proposals
- Report Writing
- Leadership Skills

Commercial Skills

- American Stormwater Institute Training
- Basic Inspection
- Caltrans Projects
- Caltrans Water Pollution Control Managers (WPCM)
- Certified Erosion, Sediment and Stormwater Inspector (CESSWI)
- Certified Inspector of Sediment and Erosion Control (CISEC)
- Certified Professional in Erosion & Sediment Control (CPESC)
- Certified Professional in StormWater Quality (CPSWQ)
- Certified Professional in Municipal Stormwater Management (CPMSM)
- Construction Stormwater Pollution Prevention Plan (SWPPP) Writing
- Dirt Time
- Dust Control Certification
- Erosion Theory
- Estimating In-Water Work Training
- General Construction
- General Safety
- Industrial General Permit (IGP) Training
- Project Coordination
- Project Management
- Qualified Industrial Stormwater Pollution Prevention Plan (SWPPP) Practitioner (QISP)
- Qualified Stormwater Pollution Prevention Plan (SWPPP) Developer (QSD)
- Qualified Stormwater Pollution Prevention Plan (SWPPP) Practitioner (QSP)
- Rain Event Training
- Water Pollution Control Report
- Stormwater Pollution Prevention Plan (SWPPP) Training
- Title 22 Hazardous Waste Generator Training

Computer Skills

- Bluebeam

Computer-Based Training

Trainees may receive any of the following:

Commercial Skills

- Tully University Module 1 Initial Training
 - Welcome
 - Intro (15 minutes)
 - Guides on How to Use Software (55 minutes)
 - Weather Tools (7 minutes)
 - Server Tour (8 minutes)
 - Car Practices (6 minutes)
 - Marketing Spiel (8 minutes)
 - Basics of Stormwater Management (2 hours)
 - The Construction General Permit (1 hour)
 - General Safety (1 hour)
 - How to Perform a Basic Inspection (2 hours)
 - How to Complete a Basic Inspection Report (2 hours)
 - How to Complete a Caltrans Inspection Report (2 hours)
 - Caltrans Fact Sheets (2 hours)
 - Construction Parties 101 (1 hour)
- Tully University Module 2 Rain Event Training
 - Rainy Season Workshop (2 hours)
 - Pulling Storm Data (15 minutes)
 - Rain Event Action Plan (REAP)s (30 minutes)
 - Sampling (1 hour)
 - Winterization (1 hour)
 - Exceedances (30 minutes)
- Tully University Module 3 In-Water Work Training
 - Welcome (30 minutes)
 - Permits (1 hour)
 - Part 1 (30 minutes)
 - Part 2 (30 minutes)
 - Part 3 (30 minutes)
 - Part 4 (30 minutes)
 - Part 5 (30 minutes)
 - Part 6 (30 minutes)
 - Conclusion (15 minutes)
- Tully University Module 4 Water Pollution Control Plan (WPCP) Training
 - How to write a Water Pollution Control Plan (WPCP) (6 hours)
 - Plan Part 1: (42 minutes)
 - Plan Part 2: (66 minutes)
 - Plan Part 3: (56 minutes)
 - Plan Part 4: (51 minutes)
 - Plan Part 5: (33 minutes)
 - Tools and Additional Resources: (40 minutes)
 - Examples and Quiz: (70 minutes)
 - Peer reviewing a Water Pollution Control Plan (WPCP) (1 hour)
 - Waste Pollution Control District (WPCD) Mini Lesson (30 minutes)

- Tully University Module 5 Stormwater Pollution Prevention Plan (SWPPP) Training
 - Understanding Stormwater Pollution Prevention Plan (SWPPP) (1 hour)
 - How to write Stormwater Pollution Prevention Plan (SWPPP) (1 hour)
 - Completing a Risk Assessment (1 hour)
 - Helpful Tips & Tricks (30 minutes)
 - Write a Stormwater Pollution Prevention Plan (SWPPP) with me! (5 hours)
 - Starting the SWPPP (27 minutes)
 - Risk Assess Part 1 (47 minutes)
 - Risk Assess Part 2 (24 minutes)
 - Calcs (32 minutes)
 - Water Pollution Control Drawings (46 minutes)
 - Main Body (79 minutes)
 - Appendix and Compile (32 minutes)
- Tully University Module 6 Industrial General Permit (IGP) Training (1 hour)
- Tully University Module 7 Annual Reports Training
 - How to complete your annual reports (2 hours)
 - SMARTS (30 minutes)
 - Ad Hocs (30 minutes)



AGRICULTURAL INITIATIVE

Training Proposal for:

La Valle Sabbia, Inc. dba Cattle Feeders

Contract Number: ET25-0116

Panel Meeting of: July 26, 2024

ETP Regional Office: San Diego

Analyst: L. Hughes

PROJECT PROFILE

Contract Attributes:	Priority Rate Ag Initiative Retrainee HUA Seasonal SET	Industry Sector(s):	Agriculture Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial	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: 207	U.S.: 207	Worldwide: 207
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	4%		

FUNDING DETAIL

In-Kind Contribution
\$107,520

Total ETP Funding
\$107,520

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 Ag Initiative Priority Rate	Commercial Skills, Computer Skills, Continuous Improvement, HAZMAT, OSHA 10/30	87	8-200	0	\$1,120	\$16.91
				Weighted Avg: 40			
2	Retrainee Ag Initiative Priority Rate Seasonal SET	Commercial Skills, Computer Skills, Continuous Improvement, HAZMAT, OSHA 10/30	9	8-200	0	\$1,120	\$16.91
				Weighted Avg: 40			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (HUA): \$16.91/hr. Imperial County.
 Job Number 2 (HUA/Seasonal): \$16.91/hr. Imperial County.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$0.91 per hour may be used to meet the Post-Retention Wage for Job Number 1 & 2.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Auto Body Tech	\$16.00-\$20.00	1
Electrician	\$16.00-\$20.00	1
	\$20.01-\$25.00	1
	\$25.01-\$30.00	2
Irrigators	\$16.00-\$20.00	4
Mechanic	\$16.00-\$20.00	6
	\$20.01-\$25.00	3
	\$25.01-\$30.00	1
Building/Concrete Construction	\$16.00-\$20.00	4
	\$20.01-\$25.00	4
Lathe Operator	\$16.00-\$20.00	1
Chemical Sprayers	\$16.00-\$20.00	6
Feeder	\$16.00-\$20.00	1
Equipment Operators	\$16.00-\$20.00	17
	\$20.01-\$25.00	1
Baler Operator	\$16.00-\$20.00	3

Welder	\$16.00-\$20.00	4
	\$20.01-\$25.00	2
Lead	\$16.00-\$20.00	12
	\$20.01-\$25.00	3
Cattle Hand	\$16.00-\$20.00	3
Feedlot Maintenance	\$16.00-\$20.00	4
	\$20.01-\$25.00	2
Compost	\$20.01-\$25.00	1
Job Number 2 Seasonal		
Equipment Operators	\$16.00-\$20.00	7
Baler Operator	\$16.00-\$20.00	2

INTRODUCTION

Founded in 1989 and headquartered in El Centro, La Valle Sabbia, Inc. dba Cattle Feeders (LVS) (<http://www.abatti.com>) is a leading grower in the agribusiness industry, farming over 10,000 acres in the Imperial Valley region. LVS specializes in forage production of hay products that consist of Alfalfa Hay & Straw, Wheat Straw, Bermuda Hay & Straw, Kleingrass, Oat Hay, and Sudan Hay & Straw. LVS distributes products domestically to dairies, feedlots and retailers located in California, Arizona, New Mexico and Texas. In addition, the company’s products are also exported to Japan, China, Taiwan, Korea and the Middle East.

Veterans Program

Although there is no dedicated Veterans job number LVS employs Veterans and appreciates the value they contribute to the company’s culture.

PROJECT DETAILS

LVS’s primary operational goal is to enhance its workforce's efficiency in growing, harvesting, and producing hay products. The company faces unique challenges in recruiting skilled employees due to customer demand, business growth, and a lack of industry-specific skills and experience among new generations of applicants across all occupation groups. Additionally, the adoption of new technology necessitates further training and a more skilled workforce.

This training project aims to improve both hard and soft skills, enabling the workforce to upskill and/or cross-train. As this training project is implemented it will support the company's efforts to keep employees motivated and enhance operational efficiency. The focus will be on internal job development to retain long-term employees and help them advance to higher-paying roles within the company.

Since 2022, LVS has expanded by purchasing and leasing more land, resulting in an increased need for additional staff. Additionally, LVS has launched the Cattle Feeders department, which includes a feedlot featuring American Breed Wagyu. Consequently, most of the training will be targeted at the Company’s Irrigators, Equipment Operators, Feedlot Maintenance, and Mechanics, with an emphasis on commercial, and computer skills.

Agriculture Initiative

Comprehensive training in new and emerging agricultural technologies, equipment, sustainable irrigation practices, and agricultural techniques is essential for equipping trainees with the skills

needed to succeed in their roles. This training not only enables employees to perform their duties effectively but also offers opportunities for career advancement. LVS is committed to nurturing talent within its workforce, including seasonal workers, by providing pathways to permanent positions. Promoting staff internally allows LVS to recognize and reward dedication and hard work, fostering a sense of loyalty and commitment among employees. This approach benefits both individuals and the organization, resulting in a more skilled and motivated workforce that enhances the company's overall productivity and competitiveness in the agricultural sector. Notably, over 90% of the company's seasonal workers return each season and are employed for 10-11 months each year.

Training Plan

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

Commercial Skills: Training will be provided to the following occupations in order to upskill their current knowledge and skills, increase production, and reduce errors: Irrigators, Mechanic, Building/Concrete Construction, Chemical Sprayers, Equipment Operators, Welder, and Feedlot Maintenance. Training topics include: Feedlot Operations Training, Computer Numerical Control (CNC) Machine, Farming Operation Training, Solar Power System Maintenance, and Driving Certification.

Computer Skills: Training will be provided to all occupations in order to learn to navigate personal information updates and/or documents. Training topics include: ADP Payroll System, ADP Time and Attendance, Enterprise Resource Planning System, RTA Fleet Management Software System.

Continuous Improvement: Training will be provided to all occupations to improve company performance by focusing on product & process improvement and quality control. Training topics include: Arbinger Institute Training, Quality Management System, and California DPR Field Worker Training.

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 journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
2. 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, Equipment Operators, Leads will receive up to 320 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 has not yet been determined.

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.

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 2.

Alternate Recordkeeping

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

High Unemployment Area

All trainees work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. The Company's location is in Imperial County and is in an HUA. For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post retention wages exceed the pre-retention wages.

➤ 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. LVS requests a wage modification for these trainees, from \$22.55 per hour to \$16.91 per hour. Approximately 76 Auto Body Tech, Electrician, Irrigators, Mechanic, Building/Concrete Construction, Lathe Operator, Chemical Sprayer, Feeder, Equipment Operator, Baler Operator, Welder, Cattle Hand, Feedlot Maintenance, Compost, and Lead staff will need the wage modification.

➤ Retention Modification

The Panel may also modify the retention period for these trainees, making it 90 days out of 120 consecutive days with up to three employers.

Ninety-six trainees (Job Numbers 1 & 2) work in a High Unemployment Area (HUA) with unemployment exceeding the state average by at least 25%. The Companies' locations in Imperial County are located in an HUA. However, the Company is not requesting a wage waiver.

Seasonal Worker - HUA Retention Modification

Trainees in Job Number 2 fall under ETP's Seasonal Worker program. LVS is in a seasonal industry that bases its operations on one or more cycles of crop production where the workforce expands by at least 50% and that it retains at least 50% of the employees for not less than 500 hours in the 12-month period preceding the end-of-training. This qualifies the Company for a Seasonal Worker retention modification as follows: Employment retention period is not less than 500 hours within 12 months of the end-of-training with up to three employers in the crop-production industry, and the trainees need not be employed full-time during retention. LVS requests this retention period for all trainees in Job Number 2.

Commitment to Training

In 2023, LVS invested approximately \$25,000 in training at its California facility. This included the Arbinger Institute training program, construction building certification, the RTA fleet management

software system, and the new Feedlot. LVS will cover the cost of this training throughout the proposed contract term. ETP funds will not replace the existing financial commitment to training. Safety training will continue to be provided in accordance with all relevant state and federal laws.

➤ Training Infrastructure

LVS is prepared to commence training upon approval. The Human Resources (HR) Manager, along with the in-house trainer, will oversee project administration, implement the training plan, and coordinate training across the facility to ensure proper recordkeeping procedures. The HR clerk will be responsible for rostering and document collection. Additionally, LVS trainers will support the administration of ETP training.

Impact/Outcome

LVS’ training plan encompasses Forklift Certification, Welder Certification, and OSHA 10/30 Certification. Staff members will receive these certifications upon completing the ETP training.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0134	El Centro	8/3/2020-8/2/2022	\$162,150	\$112,836 (69%)

Poor performance was due to the timing of the contract. ET21-0134 began during the peak of the pandemic, the company faced mandates that significantly disrupted its training processes and delivery, causing scheduled training to be postponed or canceled. Normal operations at the company have resumed, and the capacity for training has returned to normal efficiency. With mandates lifted, a detailed training plan and procedure in place, and full management support prioritizing training, the company is now positioned to achieve 100% contract performance with all training staff on board. This proposal has been rightsized to reflect funds earned in the prior project.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Construction, Building Maintenance
- Driving Certification
- Liquefied Natural Gas Operation, Maintenance and Repair
- Solar Power System Maintenance
- Welding Certification
- Computer Numerical Control Machine
- Equipment Maintenance and Repair
- Equipment Operation
- Farming Operation Training
- Warehouse Procedures
- Feedlot Operations Training
- Feed Mill Operations Training

Computer Skills

- ADP Payroll System
- ADP Time and Attendance
- Enterprise Resource Planning System
- RTA Fleet Management Software System

Continuous Improvement Skills

- Arbinger Institute Training
- Rapport & Leadership
- Quality Training: Product and Process improvement
- Quality Management System
- California DPR Field Worker Training
- Forklift Certification

Hazardous Materials Skills

- Hazardous Agriculture/Waste Transportation Certification

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Employment Training Panel

**LIST OF PROPOSALS \leq \$75,000 APPROVED
BY DELEGATION ORDER FOR 05/21/24 – 07/15/24**

<i>Project</i>		<i>Approved Date</i>	<i>Approved Amount</i>
ET24-0362	Allied Potato, Inc. (Agriculture)	06/12/24	\$74,359
ET24-0355	Arrow Sign Co.	06/04/24	\$23,000
ET25-0101	Brody Heating, Air Conditioning & Electrical Contractors LLC	07/01/24	\$74,592
ET25-0100	CASCO Contractors, LLC	07/10/24	\$74,536
ET24-0344	Central Striping Service's	06/12/24	\$64,400
ET24-0352	KnightHawk Building Services, Inc.	06/17/24	\$74,727
ET24-0366	Mortimer & Wallace LLC	06/19/24	\$51,520
ET24-0347	Trayer Engineering Corporation	06/10/24	\$25,392

Total -----\$462,526



**Agriculture Initiative
Training Proposal for:
Allied Potato, Inc.**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0362

Approval Date: June 12, 2024

Panel Meeting of: July 26, 2024

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee HUA SB <100	Industry Sector(s):	Agriculture Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Kern	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 85	U.S.: 200	Worldwide: 200	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

In-Kind Contribution
\$300,000

Total ETP Funding
\$74,359

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, Forklift Driver, Laborer, Mechanic, Operator, Tractor Operator

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 HUA	Business Skills Computer Skills Literacy Skills Mfg. Skills	61	8-200	0	\$1,219	\$17.00
				Weighted Avg: 53			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Number 1 (HUA): \$16.91 per hour for Kern 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
Administration	\$18.00 - \$20.00	10
	\$20.01 - \$25.00	10
	\$25.01 - \$50.00	4
Forklift Driver	\$17.00 - \$20.00	5
Laborer	\$17.00 - \$20.00	15
Mechanic	\$17.00 - \$20.00	5
	\$20.01 - \$25.00	1
Operator	\$17.00 - \$20.00	6
Tractor Operator	\$18.00 - \$20.00	5

OVERVIEW

Year Company Founded:	2009	Company Headquarters: <input checked="" type="checkbox"/> <i>Single location</i> Bakersfield, CA
Facility Locations Outside CA	<ul style="list-style-type: none"> • Washington • Colorado 	
Facility location(s) where training will occur	<ul style="list-style-type: none"> • Bakersfield (Kern County) 	
Nature of Business:	<ul style="list-style-type: none"> • Allied Potato, Inc. (API) (www.alliedpotato.com) is a grower and packer of potatoes including russets, reds, yellows, and seed potatoes. API also grows tomatoes, and red, white, and yellow onions. 	
Customer Base:	<ul style="list-style-type: none"> • Potato, potato chip, and french fry manufacturers globally 	
Business / Industry Needs / Changes	<ul style="list-style-type: none"> • Upgrade skilled workforce • Keep up with technological advances and industry requirements • New ERP and payroll systems • New equipment – tractors, cold storage control panels, sprayer, and plow 	

Agriculture Initiative

In an effort to support the training and advancement of agriculture and farmworker populations in the Central Valley, API has committed and implemented training to upskill workers and prepare them to pursue opportunities for advancement within the organization, supporting pathways to quality jobs.

The Company will fill basic gaps in literacy so employees can become high-skilled workers and build confidence in their current roles or interest in other areas. Workers will learn Customer Relations, Leadership Training, Decision Making, and Time Management. This will allow workers to participate in career ladders that will lead to better and higher paying jobs. The curricula will train Forklift Drivers, Laborers, Mechanics, Operators, and Tractor Operators for jobs in ag-tech and precision farming. Workers will learn Harvest Operating Procedures, Hazardous Agriculture Materials, Production Equipment Training, and Safe Food Handling. This will also allow workers to advance into higher paying jobs with long-term job security.

API promotes work life balance throughout the organization and allows flexibility where needed and for employees to take time off as necessary. API's Management and HR make a point to be present and available to employees with an open line of communication to bring any questions, comments or concerns that they have. In addition, API emphasizes creating and maintaining a positive and safe work environment for all workers in the organization.

Training Plan:

Need for Training:	<ul style="list-style-type: none"> • API is continuously upgrading its products and services. • Keep up with customers' demands, technological advances, and agricultural industry requirements. • API recently invested approximately \$50,000 in new equipment and machines. • Training on new equipment, machines and ERP/payroll systems. • Cross-training on recently upgraded computer system, manufacturing processes and business operations to all staff in order to function efficiently within all departments. • Upgrade job skills of its workforce to support the Company as it continues to grow and compete within the industry.
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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	Literacy Skills
Manufacturing Skills		

High Unemployment Area

All 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 Kern County (Bakersfield) 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. The Company is requesting a wage modification from \$22.55 per hour to \$17.00 per hour for Kern County.

Approximately 46 Administration, Forklift Drivers, Laborers, Mechanics, Operators, and Tractor Operators will need the 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, Literacy Skills, Manufacturing Skills <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined (TBD)
<ul style="list-style-type: none"> • Administration: <ul style="list-style-type: none"> API's Owner, HR Manager, Department Managers, Administrative Assistant, and third-party consultant- Propel Consulting Group <input checked="" type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor

- **Project Oversight:**

API's owner will oversee the ETP training program and administrative responsibilities. The Company has designed a team- HR Manager (dedicated administrator), Department Managers, and the Administrative Assistant- to schedule, document, and deliver training to ensure ETP compliance. It has also retained a third-party subcontractor to assist with ETP administration. A detailed training schedule is in place and ready for ETP training to commence upon approval.

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"> • Set the foundation for the importance of training • New equipment and software to keep up with production and customer demand • Production efficiency
<ul style="list-style-type: none"> • Difference in Training Plan: 	This new proposal will build upon the previous training and will focus on new equipment, machines, and ERP/payroll systems. Trainees must be trained on the new equipment, processes and software to meet customer expectations and agricultural industry requirements. API has developed a company-wide training program, which includes Business Skills and Computer Skills, Literacy Skills, and Manufacturing Skill. Trainees will gain knowledge and skills necessary to deliver sophisticated products and services, exceed customers' expectations, attract new customers, improve performance, opportunity to increase wages and advance in their careers.

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 \$ %
ET22-0223*	Bakersfield	1/31/22 – 1/30/24	\$155,940	\$154,629 (99%)

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 payment earned
Training Vendors	To be Determined	TBD	TBD

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

BUSINESS SKILLS

- Accounting Skills
- Communication Skills
- Conflict Resolution
- Customer Relations
- Financial Reporting
- Leadership Training
- Problem Solving & Decision Making
- Report Writing
- Time Management

COMPUTER SKILLS

- Bill.com
- Cold Storage Controls
- Enterprise Resource Planning Software
- Microsoft Office Suite (Advanced/Intermediate)
- Paylocity
- QuickBooks

LITERACY SKILLS

- Vocation English as a Second Language
- Basic Math

MANUFACTURING SKILLS

- Conveyor Operations
- Error Reduction Strategies
- Fall Protection
- Food Handling Processes
- Forklift Operations
- Harvester Operations
- Hazardous Agriculture Materials (HAM) Certification
- Lab Safety
- Lock Out Tag Out
- Metam Sodium Application
- Packing Shed Operations
- Pesticide Applications/Processes
- Plow Operations
- Sprayer Operations
- Sorting Equipment Skills
- Tractor Operations
- Welding Procedures



**Training Proposal for:
Arrow Sign Co.**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0355

Approval Date: June 4, 2024

Panel Meeting of: July 26, 2024

ETP Regional Office: San Francisco Bay Area **Analyst:** S. Ramakrishnan

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100 HUA	Industry Sector(s):	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Joaquin, Alameda	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: 60	U.S.: 60	Worldwide: 60
<u>Turnover Rate:</u>	1%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution
\$31,000

Total ETP Funding
\$23,000

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:	Sales Staff, Accounting Staff, Estimator, Dispatcher, Installation Staff, Contract Control, Art Department Staff, Production Staff, Managers, Project Management 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 Comm Skills Mfg. Skills Computer Skills PL-Mfg. Skills OSHA 10/30	50	8-200	0	\$460	\$22.55
				Weighted Avg: 20			

*Post-Retention Wage is the Contractual Wage

<p>Minimum Wage by County: \$24.60 per hour for Alameda County; \$22.55 per hour for San Joaquin 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 \$2.05 per hour in Health Benefits 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
Sales Staff	\$25.00 - \$30.00	7
Accounting Staff	\$23.00 - \$25.00	1
	\$25.01 - \$40.00	1
Estimator	\$30.00 - \$35.00	1
Dispatcher	\$25.00 - \$30.00	2
Installation Staff	\$23.00 - \$25.00	5
	\$25.01 - \$34.00	5
Contract Control	\$28.00 - \$33.00	1
Art Department Staff	\$30.00 - \$35.00	3
Production Staff	\$20.50 - \$25.00	5
	\$25.01 - \$30.00	4
Managers	\$38.00 - \$43.00	6

Project Management Staff	\$23.00 - \$25.00	5
	\$25.01 - \$33.00	4

OVERVIEW

Year Company Founded:	1952	Company Headquarters: Oakland, CA
Total Number of Facility locations in California	2	
Facility location(s) where training will occur	<ul style="list-style-type: none"> • Oakland (Alameda) • Stockton (San Joaquin) 	

Nature of Business:	<ul style="list-style-type: none"> • For over 60 years, Arrow Sign Co. (Arrow Sign) (https://arrowsigncompany.com/) has designed, manufactured and installed interior and exterior electrical and nonelectrical signage for major hotels, property management companies, building owners, shopping centers, and general contractors who build structures such as stadiums, airport facilities, and hospitals. • As a full-service sign company with an in-house engineering department, Arrow Sign provides initial design concepts to fabrication services and engineering consultation. • The Company also provides maintenance, project management and permit services.
Customer Base:	<ul style="list-style-type: none"> • Arrow Sign serves general contractors, property managers, hospitals, city municipalities, retail stores, schools, architects, banks, and more.

Business / Industry Needs / Changes	<ul style="list-style-type: none"> • Arrow Sign operates in a niche custom industry that requires the Company to continually train its staff to meet customer expectations and to keep up with changing industry requirements. The Company anticipates increased number of retirements and aims to provide knowledge and skills training to its new employees by emphasizing on cross-departmental training and mentorship programs. • Arrow Sign reports increased post COVID-19 demand for interior signage in the healthcare sector and other industries prompting the Company to expand its internal departments for manufacturing and installation. Arrow Sign has been investing in new manufacturing equipment and implementing new sales and project management programs, which will generate higher revenues and provide the Company a competitive advantage.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> To expand and grow its in-house manufacturing and installation department, Arrow Sign has invested \$23,175 in new equipment such as HP 700W Latex 64" Printer and also adapted new production software programs like Asana to enhance its project management capabilities. The goal is for staff to increase competence in skills involving signage in order to increase the platform and revenue in this field. ETP-funded training will provide the opportunity for staff (including those in sign installation and production departments) to earn certifications in aerial lift, skid steer and bobcat, crane, rigging, welding, and OSHA 10/30. To meet increased business demands, Arrow Sign is hiring more workers (estimated eight) that are just starting in the industry and cross training them in the different departments to help grow its workforce for the future. This is imperative for the Company to remain competitive and fulfil its customer orders successfully.
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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	Commercial Skills	Computer Skills
Manufacturing Skills		

Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30 (Certified Trainer)
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Productive Laboratory	Justification: <input checked="" type="checkbox"/> Certification Standards
	5 PL Hours per trainee
	Occupations Receiving PL Training: Installation Staff, Production Staff, and Dispatcher
The PL instructor must be dedicated to training at a ratio of 1:1.	

High Unemployment Area

Some trainees work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in San Joaquin 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. However, the Company is not requesting a wage and/or retention 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, Commercial Skills, Computer Skills, Manufacturing Skills, and OSHA 10/30 <input checked="" type="checkbox"/> Vendor – To be determined on a case-by-case basis as needed
<ul style="list-style-type: none"> • Administration: <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 Director of Corporate Establishment, Executive Assistant (dedicated administrator) and the Training Administrator will oversee the ETP program administration for both locations, while scheduling training and managing the training attendance tracking and reporting. ETP funds will not displace the existing financial commitment to training.

Repeat Contract

<ul style="list-style-type: none"> • Number Of Contracts in last 5 years: 	3
<ul style="list-style-type: none"> • Training provided / focus in last Contract: 	<ul style="list-style-type: none"> • The last ETP Contract focused on new equipment including the Altec Boom Truck Lift. Newly hired employees were trained on the new equipment and provided the knowledge and skills to handle heavy machinery properly and safely. • Training was also focused on interior signage skills and cross training on sales, installation and fabrication skills, and software applications. • Certifications in aerial lift, skid steer crane, rigging, etc. were offered to upgrade employees' skills.
<ul style="list-style-type: none"> • Difference in Training Plan: 	<ul style="list-style-type: none"> • The current proposal will deliver updated curriculum on new equipment such as HP 700W Latex 64" Printer, sales, and project management software. The Company aims to train the new hires in inter-departmental skills to develop and expand its in-house signage manufacturing and production division, while providing the opportunity to earn certifications. • PL training will be provided in Manufacturing Skills to upgrade employee skills

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0212	Oakland	12/31/21 - 12/30/23	\$22,425	\$22,262 (99%)
ET20-0244	Oakland	12/23/19 - 12/22/21	\$9,338	\$9,338 (100%)

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	TBD	TBD

Exhibit B: Curriculum

Class/Lab/E-Learning Hours

Trainees may receive any of the following:

Business Skills

- Selling and Marketing Techniques
- Negotiation and Communication Skills
- Contract Coordination
- Project Administration and Coordination
- Production and Product Management Skills
- Accounting Skills
- Administration Skills
- Product and Signage Knowledge
- Interior Signage Regulations and Limitations
- Exterior Signage Regulations and Limitations

Commercial Skills

- Equipment and Vehicle Operation (non-licensing)
- Neon Skills
 - Bending of Neon
 - Service of Neon
 - Installation of Neon
- Sign Installation Skills
- Jobsite Electrical Skills
- Engineering and Blueprint Reading
- Interior Sign Installation Skills
- Solar Technology and Energy Skills
- Light-Emitting Diodes (LEDs) Skills

Computer Skills

- Information Technology Management
- Microsoft Office (Intermediate/Advanced)
 - Project
 - Power Business Intelligence Platform
 - SharePoint
 - Dynamics 365
- Production Software Skills
 - Project Management Software Program
 - Asana Management
- Google Drive
 - Google Sheets
 - Google Docs
 - Google Slides
 - Google Forms

Manufacturing Skills

- Fabrication Skills
 - Patterns
 - CAD (Computer-Aided Design) Operations
 - Painting Skills
 - Plastic
 - Sheet Metal and Letters
 - Structural
- Sign Colligation
- Interior Signage Skills
 - Interior Sign fabrication
 - Interior Sign manufacture
- Fabrication Equipment Skills
 - HP 700W Latex 64" Printer
 - Digital Printing

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Productive Lab (PL) Hours

PL – Manufacturing Skills (Trainer-to-Trainee Ratio 1:1)

- Welding Skills



Training Proposal for:
Brody Heating, Air Conditioning & Electrical Contractors, LLC

Delegation ≤ \$75,000 Single Employer

Contract Number: ET25-0101

Approval Date: June 26, 2024

Panel Meeting of: July 26, 2024

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SET	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, San Diego	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: 190	U.S.: 190	Worldwide: 190
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution
\$200,000

Total ETP Funding
\$74,592

Occupations to be Trained:	Accounting Staff, Customer Service Staff, Installation Technicians, Sales Staff, Service Technicians
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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	Business Skills Comm Skills Computer Skills	72	8-200	0	\$1,036	\$30.90
				Weighted Avg: 37			

*Post-Retention Wage is the Contractual Wage

<p>Minimum Wage by County: Job Number 1 (Retrainee - SET): \$30.90/ hr. 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>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1 (Retrainee)		
Accounting Staff	\$28.40 - \$30.90	3
Customer Service Staff	\$28.40 - \$30.90	12
Installation Technicians	\$28.40 - \$30.90	25
Sales Staff	\$50.00 - \$100.00	9
Service Technicians	\$28.25 - \$35.00	23

OVERVIEW

Parent Company		Brody Heating, Air Conditioning & Electrical Contractors, LLC (Brody)	
Year Company Founded:	1945	Company Headquarters: <input type="checkbox"/> Single location Los Angeles, CA	
Facility location(s) where training will occur		<ul style="list-style-type: none"> Los Angeles, CA (LA County) El Cajon, CA (San Diego County) Northridge, CA (LA County) 	
Participating Affiliates & Respective Facility Location(s) where training will occur:		<ul style="list-style-type: none"> El Cajon, CA (San Diego County) (Bob Jensen Air Conditioning, Inc.) Northridge, CA (LA County) (Kahn Air Conditioning) 	
Nature of Business:		<ul style="list-style-type: none"> Founded in 1945 and headquartered in Los Angeles, Brody Heating, Air Conditioning & Electrical 	

	<p>Contractors, LLC (Brody) (www.brodypennell.com) is one of the longest running heating, ventilation, and air conditioning (HVAC) companies in the Los Angeles area, offering the most up-to-date and efficient heating and cooling system technologies. These technologies include smart-home integration, wireless-system controls, digital-programmable thermostats, and indoor-zoning controls.</p>
Customer Base:	<ul style="list-style-type: none"> • Customers include residential and commercial property owners.

Business / Industry Needs / Changes	<ul style="list-style-type: none"> • As a result of the Inflation Reduction Act (1/1/2023), the HVAC industry has seen a change in efficiency standards towards electric heat pump systems at both the national and local level. Due to these evolving technological and industry standards, Brody has implemented an internal ten-week training program required for all employees at the company to ensure compliance with the new industry standards as set forth in the Inflation Reduction Act. • Brody is also in the process of implementing new streamlined processes to assist with implementing new energy efficiencies as required by the Inflation Reduction Act. The new processes implemented by the Company will accommodate the efficiency standards and require training for all employees, especially for recent graduates of the internal HVAC certification program(s). • Brody has a goal of reducing error rates or call-backs to below 5%, which will require an emphasis on additional Commercial Skills Training.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> • To meet the needs listed above, incumbent staff will learn how to train the newly hired employees on current industry standards and technological advancements. • In addition, due to rapid customer growth, the Company has acquired Bob Jenson Air Conditioning, Inc. and Kahn Air Conditioning, with projections of doubling its workforce over the next two years. This will result in the need to train the new employees on Brody’s standards of production, equipment, processes, and software 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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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, and Commercial Skills <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: TBD
<ul style="list-style-type: none"> • Administration: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house: Service Manager, 2 Foreman and Director of HR will be responsible for collecting and verifying training documents, which will then be submitted to the administrative third party for system upload. <input checked="" type="checkbox"/> Subcontractor: Project administration which includes collecting rosters from contractor and uploading training hours in ETP’s online system.
<ul style="list-style-type: none"> • Project Oversight: The CEO of the Company will oversee the project. In addition, the Company President, Service Manager, 2 Foreman and the Director of HR will also assist with coordinating, scheduling, and overseeing the implementation of the training plan. The Company has also retained an administrative third party to assist with project administration.

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: 	ETP-funded training enabled the Company to provide upgraded skills for incumbent and newly hired staff, to stay current with HVAC technologies and products within the industry. The Company’s experienced labor pool is limited, so training inexperienced team players from the ground up was needed.
<ul style="list-style-type: none"> • Difference in Training Plan: 	This project will be focusing on training the trainer. There is also a focus on expansion, with an emphasis on newly hired staff acquiring the skills necessary to keep up with customer demand.

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 \$ %
ET22-0204	Los Angeles	12/20/2021- 12/19/2023	\$97,520	\$87,604 (90%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Propel Consulting Group	El Dorado Hills	\$5,000
Administrative	Propel Consulting Group	El Dorado Hills	Not to exceed 13% of payment earned
Training Vendors	To be determined	TBD	TBD

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Accounting Basics
- Call Booking
- Customer Service
- Financial Reporting
- Financing Products
- Pricing
- Problem Solving and Decision Making
- Project Management

Commercial Skills

- Best Practices: simple service and warranty procedures
- Diagnostics: accurate sequence of operation to successfully diagnose failure, perform repairs, and restore a system to functional operation
- Forklift Training
- Job Assembly
- Maintenance Calls: running preventative maintenance calls, inclusive of changing of belts, filters, calibration of controls, measuring refrigerant levels, static pressure, temperature splits, etc.
- Making Repairs
- New Equipment Installation
- Ordering: sourcing, fulfillment, and delivery of parts and equipment
- Service Procedures
- Stocking: inventory management, organization, labeling, replenishment, etc.
- Wiring/Charging
- Work Orders

Computer Skills

- MS Office (Intermediate/Advanced)
- Mobile Devices/Apps
- Quickbooks
- Service Titan



RETRAINEE-JOB CREATION
Training Proposal for:
CASCO Contractors, LLC

Delegation ≤ \$75,000 Single Employer

Contract Number: ET25-0100

Approval Date: July 10, 2024

Panel Meeting of: July 26, 2024

ETP Regional Office: North Hollywood

Analyst: S. Turner

PROJECT PROFILE

Contract Attributes:	Retrainee Job Creation Initiative Priority Rate SB <100 SET	Industry Sector(s):	Construction
			Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 57	U.S.: 57	Worldwide: 57
<u>Turnover Rate:</u>	6%		
<u>Managers/Supervisors:</u> (% of total trainees)	NA		

In-Kind Contribution
\$251,155

Total ETP Funding
\$74,536

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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Occupations to be Trained:	Construction Driver, Contract Administrator, Laborer, Warehouse Coordinator, Designer, Human Resources Specialist, Project Engineer, Staff Accountant, Electrician, Marketing Specialist. Project Manager, Superintendent (Non-Manager)

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority SB<100 SET	Business Skills Comm Skills Computer Skills Continuous Impr. HazMat OSHA 10/30 PL-Comm. Skills	48	8-200	0	\$1,232	\$30.75
				Weighted Avg: 44			
2	Job Creation Priority SB<100 SET	Business Skills Comm Skills Computer Skills Continuous Impr. HazMat OSHA 10/30 PL-Comm. Skills	10	8-200	0	\$1,540	\$30.75
				Weighted Avg: 55			

*Post-Retention Wage is the Contractual Wage.

<p>Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$30.75 per hour Job Number 2 (SET/Job Creation): \$18.76 per hour for Orange County</p> <p>Health Benefits: Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Up to \$2.35 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 and 2</p>
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Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Construction Driver	\$28.40-\$30.00	1
Contract Administrator	\$28.40-\$35.00	1
Laborer	\$28.40-\$40.00	10
Warehouse Coordinator	\$30.00-\$50.00	1

Designer	\$31.25-\$38.46	3
Human Resources Specialist	\$31.25-\$40.86	2
Project Engineer	\$32.70-\$45.67	5
Staff Accountant	\$38.46-\$43.27	1
Electrician	\$40.00-\$43.27	2
Marketing Specialist	\$44.23-\$57.69	1
Project Manager	\$45.67-\$96.15	13
Superintendent (Non-Manager)	\$48.07-\$81.73	8
Job Number 2		
Laborer	\$28.40-\$40.00	1
Project Engineer	\$32.70-\$45.67	1
Project Manager	\$45.67-\$96.15	4
Superintendent (Non-Manager)	\$48.07-\$81.73	4

OVERVIEW

Year Company Founded:	2000	Company Headquarters: <input checked="" type="checkbox"/> Single location Irvine
Facility location(s) where training will occur	Irvine (Orange County)	

Nature of Business:	<ul style="list-style-type: none"> CASCO Contractors, LLC (CASCO) (www.cascocontractors.com), is a woman-owned general contractor specializing in commercial tenant improvement construction, offering a comprehensive one-stop solution by integrating architectural design and construction services.
Customer Base:	<ul style="list-style-type: none"> The City of Irvine The City of Huntington Beach Southern California Edison Chapman University Dell Technologies Make-A-Wish foundation Chipotle Mexican Grill, Inc. El Pollo Loco The Los Angeles Angels
Business / Industry Needs / Changes	<ul style="list-style-type: none"> To remain competitive with the latest technological changes and emerging products. Advancing green technology by establishing an Electrical Vehicle (EV) Installation division.

	<ul style="list-style-type: none"> CASCO has seen a notable increase in its average project size and scope, with a revenue uptick from \$500k to \$1.5M. The Company recently invested \$10,000 for new computer equipment and software for project management and delivery of complex construction projects.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> Newly acquired Computer equipment and software due to increased demand for services. Higher revenue generating construction projects that are more advanced, intricate and complex, thus requiring skill enhancements. Upskill Electricians, Superintendents and Project Managers to become proficient in the technological and procedural essentials for the installation and maintenance of EV Charging 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
 Productive Lab

Business Skills	Computer Skills	Commercial Skills
Continuous Improvement		

Certified Safety Training	<input checked="" type="checkbox"/> OSHA 10/30 <input checked="" type="checkbox"/> Hazardous Materials (HAZMAT)
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Productive Laboratory	Justification: <input checked="" type="checkbox"/> New Equipment <input checked="" type="checkbox"/> New Production Procedures
	14 PL Hours per-trainee
	Occupations Receiving PL Training: <ul style="list-style-type: none"> Laborers Superintendents (Non-Managers) Construction Driver
The PL instructor must be dedicated to training, at a ratio of 1:1.	

Job Creation Justification	<input checked="" type="checkbox"/> Expanding existing business capacity by adding newly-hired employees to an existing function.
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	Job Number 2: 55 hours for Job Creation Trainees
Due to CASCO’s advancement in green technology, newly hired trainees will receive in-depth training within their first few months of their hire date, including specific technical skills and software training. In addition, new hires will receive the tools, resources and education needed to be successful in their role and create individual development plans to work towards project management certifications, electrician certifications, and safety compliance with OSHA (OSHA 10 and OSHA 30 certifications).	

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). CASCO requests this modification for trainees in Job Number 1.

Alternate Recordkeeping

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

Veterans Program

Number of Veterans	Although there is no Veteran component in this proposal, CASCO is firmly committed to the hiring and development of Veterans. The Company works with the following organizations, Militaryhire.com, Be A Hero, and Hire A Hero, to help identify and recruit Veterans. Additionally, qualified Veteran candidates are encouraged to apply for positions through the standard company hiring procedures.
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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 Skill, Commercial Skills, Computer Skills, Continuous Improvement Skills, Productive Lab/Commercial skills <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined (Hazardous Materials and OSHA 10/30)
<ul style="list-style-type: none"> • Administration: <ul style="list-style-type: none"> Director of Human Resources, Human Resources Specialist, Director of EV Operations <input checked="" type="checkbox"/> In-house <input type="checkbox"/> Subcontractor

- Project Oversight:**

The Director of Human Resources will oversee the implementation of this project with the assistance of the Human Resources Specialist and Director of EV Operations. All designated parties will oversee the enrollment, scheduling, securing rosters, monitoring, delivery, and documentation. CASCO has a training schedule outlined and is prepared to commence training upon contract approval.

- Impact/Outcome**

As a result of the expansion of the EV market, it is critical that the Electric Vehicle Safety Equipment is properly installed to the highest standards for optimum safety and compliance. Electricians will receive the California State Certified Electrician Certification and the Electric Vehicle Infrastructure Training Program (EVITP) Certification. EVITP provides the most comprehensive training available in the market today. Upon completion, all EVITP Certified Electricians must pass a certification exam for proof of knowledge and skill.

- Green/Clean Operations:**

CASCO has forged strategic partnerships with various EV Charging Manufacturers including, ChargePoint, Noodoe, Loop, Charge Harbor, and EVgo. These Green clean collaborations demonstrate the Company’s commitment to assuring the highest standards of EV installation and maintenance.

Repeat Contract

<ul style="list-style-type: none"> Number Of Contracts in last 5 years: 	<p>1</p>
<ul style="list-style-type: none"> Training provided / focus in last Contract: 	<ul style="list-style-type: none"> Previous training focused on the Company’s newly created architectural division and its’ various software programs.
<ul style="list-style-type: none"> Difference in Training Plan: 	<ul style="list-style-type: none"> Training in this proposal focuses on the Company’s advancement in green technology: <ul style="list-style-type: none"> - specifically for its newly established EV department’s protocols/procedures; and - on-site EV installation and maintenance charging stations. Improvement in development software techniques for the effective management of CASCO’s more recently larger and complex projects.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET18-0204	Irvine	03/30/2018- 03/29/2020	\$49,504	\$49,504 (100%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	N/A		
Administrative	N/A		
Training Vendors	To Be Determined		

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Administrative Procedures
- Coaching Skills
- Collaboration
- Communication
- Conflict Management
- Construction Finance
- Construction Procedures
- Customer Satisfaction
- Business Development
- Developing New Opportunities
- Leadership
- Scheduling
- Cost Reports
- Project Management

Commercial Skills

- Field Operational Procedures
- Job Costing Materials
- Handling and Storage
- Scaffold Awareness
- Site Logistics Walk Through Procedures
- Work-zone Traffic Control
- Zero Punch List
- Defensive Driving
- Electrical Vehicle (EV) Compliance and Regulation Guidelines

Computer Skills

- Procore Construction Management Software
- Sage
- Microsoft Office Skills
- Project
- Open Space
- Bluebeam
- ProPlanner
- AutoCAD
- ADP Workforce Now
- Revit
- Labor Chart
- EV Software

Continuous Improvement Skills

- Process Improvement
- Productivity Improvement
- Quality Systems and Procedures
- Team Building
- Problem Solving
- Decision Making
- Negotiations and Selling Skills
- Construction Accounting

Hazardous Materials Skills

- Explosives
- Flammable Liquids
- Gases
- Toxic and Infectious Substances, Infectious Disease and COVID Response

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

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

Trainees may receive any of the following:

Commercial Skills

- Competent Person, Trenching
- Competent Person, Excavation
- Concrete and Masonry
- Equipment Operations
- Field Operational Procedures
- Installation Procedures
- Ramset
- Scaffold Erection Guidelines
- EV Charging Station Installation Procedures
- EV Technical Skills
- EV Maintenance



**Training Proposal for:
Central Striping Service, Inc.**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0344

Approval Date: June 12, 2024

Panel Meeting of: July 26, 2024

ETP Regional Office: PPU-Central Office

Analyst: K.Alexander-Paiva

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Laborers' Training and Retraining Trust Fund for Northern California 185; Laborer's International Union of America Local No. 1184; Auto, Marine and Specialty Painters Local Union 1176		
Number of Employees in:	CA: 65	U.S.: 72	Worldwide: 72
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

In-Kind Contribution
\$114,380

Total ETP Funding
\$64,400

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:	Yard Staff, Administrative Support Staff, Parking & Highway Improvement Painter Staff, Parking & Highway Improvement Laborer Staff, Mechanical Staff, Management 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 Comm Skills Computer Skills Continuous Impr. OSHA 10/30	56	8-200	0-30	\$1,150	\$24.00
				Weighted Avg: 50			

*Post-Retention Wage is the Contractual Wage

<p>Minimum Wage by County: Job Number 1: \$22.55 per hour for Sacramento County. Health Benefits: Used to meet the Post-Retention Wage?: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Although employer provides health benefits, they are not being used to meet the Post-Retention Wage.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Yard Staff	\$24.00-\$25.00 \$25.01-\$32.69	2 1
Administrative Support Staff	\$25.75-\$40.00	5
Parking & Highway Improvement Painter Staff and Parking & Highway Improvement Laborer Staff	\$36.31-\$53.99	38
Mechanical Staff	\$36.75-\$41.41	5
Management Staff	\$37.00-\$57.57	5

OVERVIEW

Year Company Founded:	1979	Company Headquarters: <input checked="" type="checkbox"/> Single location
Facility location(s) where training will occur		<ul style="list-style-type: none"> Sacramento County

<p>Nature of Business:</p>	<ul style="list-style-type: none"> • Central Striping Service Inc. (Central Striping) (www.centralstripingservice.com) is a construction company that specializes in striping, markings, rumble strips and reflective dots on freeways and roads.
<p>Customer Base:</p>	<ul style="list-style-type: none"> • California Department of Transportation • City of Oakland • Alameda County • Amador County • City and County of Sacramento
<p>Business / Industry Needs / Changes</p>	<ul style="list-style-type: none"> • Previously, the Company's workload predominantly focuses on Caltrans freeway projects, constituting approximately 90% of operations. However, there has been a shift, with the current distribution at 60% Caltrans and 40% City or County projects. The City and County road work presents distinct challenges compared to freeways, demanding additional time and effort due to a higher degree of variability in the nature of the work involved. • Central Striping is continuously enhancing and upgrading its equipment and techniques to stay abreast of industry standards and meet evolving project requirements. In addition, the industry continues to change, creating constant updates to regulations. • In the past two years, the Company has experienced an overall growth of 10%.

Training Plan:

<p>Need for Training:</p>	<ul style="list-style-type: none"> • The Company is working to provide training in order for workers to adapt to new technologies and regulations. This includes training that is necessary as the business expands into new and diverse markets, such as the expansion into the City and County work, which is different from the statewide Caltrans work the Company has done in the past. • Cross-training is imperative within Central Striping as each role in a crew demands a distinct set of skills. The cost of correcting mistakes is expensive, underscoring the critical importance of comprehensive training to mitigate errors and reduce costs. • The growing number of certifications required for workers requires extensive training for Parking and Highway Improvement Laborer Staff. The entire first week after hiring is dedicated to training for the necessary certifications before staff can start work in the field.
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	<ul style="list-style-type: none"> • Trainees will learn the necessary skills to operate equipment and properly implement construction techniques and job site procedures. • Overall it is expected that training will enable the company to exceed customer expectations, attract new clients, and support the business' continued growth.
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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
 CBT

Business Skills	Computer Skills	Commercial Skills
Continuous Improvement		

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 Hours for Job Number 1
The Company requests 50 Weighted Average Hours for Job Number 1 (Retrainee) due to essential training for thermo-plastic truck and kettle trucks. Furthermore, new recruits often join with virtually zero skills, necessitating a steep learning curve to train crews from the ground up. The work is highly technical and requires employees to follow project plans with a high degree of accuracy	

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, Commercial Skills, Computer Skills, Continuous Improvement, OSHA 10/30 <input checked="" type="checkbox"/> Vendor – Types of Training by vendor: TBD
<ul style="list-style-type: none"> • Administration: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house: ETP Project Manager, President/Owner and Office Manager. <input checked="" type="checkbox"/> Subcontractor: Sierra Consulting Services, Inc. will assist with project administration.
<ul style="list-style-type: none"> • Project Oversight: <p>Central Striping's training budget is approximately \$80,000 annually. Training includes state-mandated training, legal compliance training, and new-hire orientation. ETP funds will not replace 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.</p>

➤ Training Infrastructure

The Company has a structured training plan in place. The President/Owner and Office Manager will oversee project administration and tracking performance. Training will be delivered by in-house experts and vendors as needed. A third party administrator will assist with administrative duties.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Carrasco LLP, Innovative Tax Solutions	Sacramento	\$6,440
Administrative	Sierra Consulting Services, Inc.	El Dorado Hills	13% of funding earned
Training Vendors	To be determined	TBD	TBD

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

Trainees may receive any of the following:

Business Skills

- Business Communication
- Business Fundamentals
- Business Writing
- Behavior Style Strategies
- Conflict Resolution
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication Styles
- Cost Control
- Dealing with Difficult People
- Employee Coaching
- Employee Engagement
- Essential Skills for New Supervisor
- Financial Analysis
- Finance for Technical Managers
- Interpersonal Communications
- Leadership Skills
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Retaining Customers
- Relationship Building
- Strategic Planning
- Supervisor Skills
- Time Management

Commercial Skills

- Blueprint
- Engineering
- Theory/Planning/Design
- Environment Impact
- Planning
- Equipment Operation
- Estimating

- Flagging and Traffic Control
- Forklift
- Grinding
- Hand Equipment
- Heavy Machinery Operation
- Large Truck Driving
- Layout
- Lock Out/Tag Out
- Marking
- Mechanical Repair
- Project Management
- Rumble
- Striping
- Water blasting
- Work Order Processing

Computer Skills

- Intermediate/Advanced Microsoft Office
- Customer Relationship Management Software
- Autodesk/AutoCAD
- Crystal Reports
- Financial Management System
- QuickBooks
- Structured Query Language Server (Management Studio)
- Building Information Modeling
- Sage 300/Timberline Software
- VM Ware

Continuous Improvement Skills

- 5S (Sort, Set in Order, Shine, Standardized and Sustain)
- Cross Training
- Communication Skills
- Creating a Quality Organization
- Change Management
- Coaching Procedures
- Decision Making
- Effective Meetings for Leaders
- How to Coach and Mentor
- Kaizen
- Lean Manufacturing
- Meeting Management
- Process Improvement
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Problem Solving and Decision Making
- Process Capability
- Quality Measurement Systems

- Root Cause Analysis
- Statistical Process Control
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Visual Controls

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Computer-Based Training

Trainees may receive any of the following:

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- Caught In or Between – 30 Minutes
- Cranes, Derricks, Hoists, Elevators & Conveyors – 30 minutes
- Electrocutation – 1 hour
- Excavations – 30 minutes
- Falls – 1.5 hours
- Health Hazards in Construction – 30 minutes
- Introduction to OSHA – 1 hour
- Materials Handling, Storage, Use and Disposal – 30 minutes
- Personal Protective and Lifesaving Equipment – 30 minutes
- Scaffolds – 30 minutes
- Stairways and Ladders – 30 minutes
- Struck-By – 1 hour
- Tools – Hand and Power – 30 minutes
- Walking and Working Surfaces -1 hour

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- Asbestos Awareness: 30 minutes
- Asbestos for Supervisors: 2 hours
- Caught-in or Between – 1.5 hours
- Confined Spaces – 30 minutes
- Cranes, Derricks, Hoists, Elevators and Conveyors – 30 minutes
- Electrical Safety – 2 hours
- Ergonomics – 30 minutes
- Excavations – 30 minutes
- Fall Prevention 1.5 hours
- Fire Protection and Prevention – 30 minutes
- Foundations for Safety Leadership – 2.5 hours
- Hand and Power Tool Safety 1 Hour
- Hazard Communication – 30 minutes
- Hazardous Materials – 30 minutes
- Health Hazards in Construction – 2 hours

- Introduction to OSHA – 1 hour
- Lead Awareness: 30 minutes
- Lead Exposure – 30 minutes
- Managing Safety and Health – 2 hours
- Materials Handling, Use and Disposal – 30 minutes
- Motor Vehicles – 30 minutes
- Personal Protective Equipment – 2 hours
- Rollover Protective Structures, Signs, Signals and Barricades – 30 minutes
- Safety and Health Programs – 30 minutes
- Scaffolds – 30 minutes
- Silica Exposure – 30 minutes
- Stairways and Ladders – 1 hour
- Steel Erection – 30 minutes
- Struck-by- 1 hour
- Welding and Cutting – 30 minutes



Laborers' Training and Retraining Trust Fund for Northern California

1001 Westside Drive, San Ramon, CA 94583-4098 • Telephone: (925) 828-2513

March 12, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Central Striping Service, 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 the project: 44 Current Employees and potentially up to 10 new hires (over the next 2 years) in Parking & Hwy Improvement Painter (Laborer) & Parking & Hwy Improvement (Striping, Slurry and Seal Laborer).

Exhibit E

The Union with perspective 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,

Leonard Gonzales
Executive Director



Laborers'
International
Union of
North America

LIUNA!
Local No.1184

May 23, 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

Dear Panel Members,

We understand Central Striping Service, 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 the project: 55 Current Employees and potentially up to 10 new hires (over the next 2 years) in Parking & Highway improvement Painter (Laborer) & Parking & Highway improvement (Striping, Slurry, and Seal Coat Operations Laborer).

Exhibit E

The Union with perspective 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,

Michael S. Dea
Business Manager
Secretary-Treasurer

Feel the Power

Auto, Marine & Specialty Painters Local Union 1176

East Bay Office

District Council 16

International Union of Painters and Allied Trades



July 13, 2023

Employment Training Panel

1100 J Street

Sacramento, CA 95814

Dear Panel Members,

We understand Central Striping Service, 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 the project: 1 Current Employee and potentially up to 5 new hires (over the next 2 years) in Parking & Highway Improvement Striper (Painter).

Exhibit E

The Union with perspective 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,

Richard Morales
Business Representative



2020 Williams Street,
Suite A-1
San Leandro CA 94577
Office: 510-454-8150
Fax: 510-352-1758

Local Unions

Jazy Bonilla
Painters Local 3
Meets 2nd Thursdays
at 6:00 p.m.

Juan Calderon
Floorcoverers Local 12
Meets 3rd Thursdays
at 6:30 p.m.

Bob Llewellyn
Glaziers Local 169
Meets 4th Wednesdays
at 5:30 p.m.

Richard Morales
Specialty Painters
Local 1176
Meets 3rd Tuesdays
at 5:30 p.m.



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

Knighthawk Building Services, Inc.

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0352

Approval Date: June 17, 2024

Panel Meeting of: July 26, 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)	NA			

In-Kind Contribution
\$175,000

Total ETP Funding
\$74,727

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:	Administration, Project Manager, Technician

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	Business Skills Comm Skills Computer Skills	31	8-200	0	\$1,817	\$30.75
				Weighted Avg: 79			
2	Retrainee SB<100 SET Priority Job Creation	Business Skills Comm Skills Computer Skills	10	8-200	0	\$1,840	\$24.00
				Weighted Avg: 80			

*Post-Retention Wage is the Contractual Wage.

<p>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: Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Up to \$1.50 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
Job Number 1		
Administration	\$29.25 - \$35.00	4
Project Manager	\$32.00 - \$75.00	4
Technician	\$29.25 - \$35.00	23
Job Number 2		
Administration	\$24.00 - \$25.00	1
Project Manager	\$28.00 - \$35.00	1
Technician	\$24.00 - \$30.00	8

OVERVIEW

Year Company Founded:	2010	Company Headquarters: <input checked="" type="checkbox"/> <i>Single location</i> Elk Grove (Sacramento County)
Facility location(s) where training will occur		<ul style="list-style-type: none"> Elk Grove (Sacramento County)

Nature of Business:	<ul style="list-style-type: none"> Full service home repair and renovation Home renovation, water intrusion repair and mold remediation
Customer Base:	<ul style="list-style-type: none"> Commercial and residential property owners and tenants in the Sacramento area

Business / Industry Needs / Changes	<ul style="list-style-type: none"> Knighthawk Building Services, Inc. (Knighthawk) (https://knighthawkbuilding.com) anticipates an increase in business within the next two years as streamline processes open up the opportunity to take on more work. The Company goals include reducing carbon footprint while expanding workload and customer base.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> Knighthawk is implementing a training initiative focused on streamlining its processes. The Company has invested \$25K in new software, Builders Software and Salesforce. Staff will also continuously train on mold remediation and home repair techniques to maintain code requirements and building standards.
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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
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Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	Job Number 1: 79 Hours & Job Number 2: 80 Hours
Due to the Company’s processes being streamlined and staff performing multiple roles, training over 45 hours will allow the Company to cross-train its staff across roles. Also, with ongoing updates on code requirements and building standards, staff will need additional hours to remain updated.	

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.

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 <input type="checkbox"/> Vendor – Types of Training by vendor: To Be Determined
<ul style="list-style-type: none"> • Administration: <ul style="list-style-type: none"> <input type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor
<ul style="list-style-type: none"> • Project Oversight: <p>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.</p>

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Propel Consulting Group	El Dorado Hills	\$5,000
Administrative	Propel Consulting Group	El Dorado Hills	13%
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:
Mortimer & Wallace, LLC**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0366

Approval Date: June 19, 2024

Panel Meeting of: July 26, 2024

ETP Regional Office: PPU-Central Office

Analyst: S. Chin

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100	Industry Sector(s):	Transportation/Communication Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Los Angeles	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: 62	U.S.: 62	Worldwide: 62	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

In-Kind Contribution
\$80,523

Total ETP Funding
\$51,520

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:	Managers & Supervisors, Drivers, Administrative Staff, Warehouse/Production, Mechanic, 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	Continuous Impr. Comm Skills Business Skills Computer Skills	56	8-200	0	\$920	\$23.15
				Weighted Avg: 40			

*Post-Retention Wage is the Contractual Wage

<p>Minimum Wage by County: Job Number 1: \$23.15 per hour for Los Angeles 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>
--

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Managers & Supervisors	\$22.00 - \$25.00	1
	\$25.01 - \$45.00	3
Owner	N/A	1
Drivers	\$20.65 - \$25.00	4
	\$25.01 - \$40.00	9
Administration Staff	\$21.00 - \$25.00	1
	\$25.01 - \$40.00	5
Warehouse/Production	\$20.65 - \$25.00	3
	\$25.01 - \$35.00	18
Mechanic	\$20.65 - \$25.00	2
	\$25.01 - \$32.00	9

OVERVIEW

Year Company Founded:	1958	Company Headquarters: <input checked="" type="checkbox"/> Single location
Facility location(s) where training will occur	<ul style="list-style-type: none"> Long Beach (Los Angeles County) 	

Nature of Business:	<ul style="list-style-type: none"> • Mortimer & Wallace, LLC (www.lagrain.com) is a transportation company whose services include transloading and cross docking. • Transloading is the process of moving goods from one mode of transportation to another. For example, moving from rail cars to ocean containers. • Cross docking is a method of distributing products without storing them in warehouses, by unloading goods from inbound delivery vehicles and loading them directly onto outbound vehicles. • Transloading makes up the bulk of the Company's business. The facility houses two miles of track, with the capacity to store up to 75 railcars at a time. The operations team unloads hundreds of railcars per month. • The Company transports products such as corn and gluten for animal feed, bailed hay for kettle feed, and meat and bone meal for pet food. Most of these products are exported internationally.
Customer Base:	<ul style="list-style-type: none"> • Ports of Los Angeles and Long Beach • Companies such as Cargil, Bailey Farms, JBS, and American Soda LLC.

Business / Industry Needs / Changes	<ul style="list-style-type: none"> • Over the next few months, the Company will be integrating three new major commodities into business operations. This will include soda ash (which is used as an acidity regulator, anti-caking agent, raising agent, and stabilizer); a Bicar supplement for improving the well-being and performance of livestock; and Australian beets used for animal feed. • In addition, Mortimer & Wallace, LLC is in the process of implementing an internally developed inventory management system. The system will keep staff informed on where storage containers are located, when they are loaded, the driver picking it up, and other critical details necessary for tracking products. The system will be rolled out in December 2024. • Mortimer & Wallace, LLC is implementing new processes and procedures, such as cleaning procedures that are required when switching commodities inside a container. In addition, there will be new start up, tear down, and inspection procedures, to ensure all necessary internal quality assurance requirements have been met. • Finally, the Company will be upgrading its equipment, which will include a meat and bone meal conveyor system. These upgrades will improve output of commodities and include adding horsepower and voltage to existing machines.
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	Implementation is expected by August 2024 and the cost for these upgrades is approximately \$430,000.
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Training Plan:

Need for Training:	<ul style="list-style-type: none"> • Training will be provided to all staff on the new commodities. When new products are introduced, training must be provided to ensure that staff understand how to handle the product and know the proper cleaning procedures related to the new products. • Once implemented, training will be provided on the new inventory management systems. In addition, training will be provided on the new cleaning procedures, start up, tear down and inspection procedures. • Once installed, combined with the updated procedures due to new products and new cleaning processes, staff will be trained on the new conveyor equipment. • There will be changes to the storm water runoff contamination regulations, set by Standard Industrial Classification for industrial businesses in California due to storm water monitoring requirements. This will require training to update all staff on the new requirements. • Mortimer & Wallace, LLC will be providing leadership training to managers and supervisors as well as lead staff who are interested in leadership opportunities.
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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

Continuous Improvement	Business Skills	Computer Skills
Commercial Skills		

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: Continuous Improvement Skills, 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"> Human Resources Manager/Department Lead and Training Funding Source <input checked="" type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor

- **Project Oversight:**

The Human Resources Manager will oversee the project with support from the Company's Owner. In addition, the Company has retained an administrative subcontractor to assist with administrative duties.

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Funding Source	Seal Beach	\$1,900
Administrative	Training Funding Source	Seal Beach	Up to 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: QuickBooks, Ovation Payroll, Excel
- Administrative Processes
- Carrier Logistics
- Change Management
- Coaching/Leadership
- Communication
- Credit and Collection Skills
- Customer Relations
- Inventory Control
- Planning
- Presentation Skills
- Sales & Marketing/Negotiation
- Time Management
- Teambuilding
- Work Processes/Procedures

Commercial Skills

- Cargo & Deconsolidation
- Distribution Processes and Procedures
- Equipment Operations
- Import & Export
- Inspection Techniques
- Inventory Management
- International Shipping
- Inventory Control
- Logistic Skills
- Preventative Maintenance
- Order, Picking, and Packing
- Quality Control
- Shipping and Receiving – Expediting for On-Schedule
- Standard Operating Procedures
- Supply Chain/Warehousing

Computer Skills

- Carrier Logistics
- CRM/Salesforce
- Enterprise Resource Planning
- Financial Accounting
- Microsoft Office/Project
- Payroll Reports
- Warehouse Management

Continuous Improvement Skills

- Problem Solving Tools and Techniques
- Process Improvement
- Quality improvement



Training Proposal for:

Trayer Engineering Corporation

Delegation ≤ \$75,000 Single Employer

Contract Number: ET24-0347

Approval Date: June 10, 2024

Panel Meeting of: July 26, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers IBEW 1245		
Number of Employees in:	CA: 113	U.S.: 114	Worldwide: 114
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

In-Kind Contribution
\$25,392

Total ETP Funding
\$25,392

Occupations to be Trained:	Electrical Technicians, Laser Operators, Machine Operators, Shipping and Receiving Clerks, Sub-Foreman, Welders.
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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	Business Skills Continuous Impr.	69	8-200	0	\$368	\$24.87
				Weighted Avg: 16			

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

Contractor represents (per the CBA or wages paid by the Company) that all wages are \$24.87 or higher.

<p>Minimum Wage by County: \$24.60 per hour for Alameda County.</p> <p>Health Benefits: Used to meet the Post-Retention Wage?: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Although employer provides health benefits, they are not being 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
Electrical Technicians	\$26.21 - \$52.18	28
Laser Operators	\$30.43 - \$38.00	3
Machine Operators	\$32.10 - \$44.10	9
Shipping and Receiving Clerks	\$24.87 - \$42.03	2
Sub-Foreman	\$42.09 - \$53.56	4
Welders	\$32.10 - \$44.10	23

OVERVIEW

Year Company Founded:	1962	Company Headquarters: San Leandro, CA
Total Number of Facility locations in California	Two	
Facility location(s) where training will occur	<ul style="list-style-type: none"> San Leandro (Alameda County) Livermore (Alameda County) 	

Nature of Business:	<ul style="list-style-type: none"> Trayer Engineering Corporation (Trayer) manufactures, tests, and delivers equipment such as medium voltage switchgear, switches, vacuum
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	<p>fault interrupters to support power distribution systems that deliver electric power to customer at the required voltages.</p>
<p>Customer Base:</p>	<ul style="list-style-type: none"> • Public and private utilities. • Industrial and commercial industries.

<p>Business / Industry Needs / Changes</p>	<ul style="list-style-type: none"> • The identified Continuous Improvement training is designed to increase efficiency in output trends and address process improvements within the Company to remain competitive in its industry. • Increased skills for career growth and additional or renewed ISO certifications helps meet customer demands. • Business Skills' training was identified to assist Trayer meet its hiring and business expansion strategic goals over the next 24 months. The Company recently hired two new employees and transferred 12 employees from San Leandro to its Livermore location having recently expanded there in 2023 due to increased business demands in California.
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Training Plan:

<p>Need for Training:</p>	<ul style="list-style-type: none"> • Purchase and deployment of new equipment such as Punch Machine (\$44K investment) and process improvements using technology to support increased production output trends. The Company estimates its production output growth to be 30% year over year 2022-2023 as measured in units manufactured. Trayer is delivering training to ensure that the new equipment is being utilized correctly and safely. The Company represents this training is not provided with the purchase of the equipment. • Trayer is ISO 9001:2015 certified. This ETP training helps ensure that the Company's processes are implemented effectively by ensuring its employees have necessary skill competence. • The majority of the welder population at Trayer are Welder I/IA, which it plans to train and develop for them to be qualified as a Welder II to meet demands of customers for higher skilled welders. Similar career growth exists for other occupations listed in the plan that this proposal reinforces for career
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	<p>growth opportunities generally in these high-skill high-wage positions.</p> <ul style="list-style-type: none"> • Competency assessments (per trainee) were completed by supervisors based on progressive skills-based training requirements by classification. • Private industry training offered by Trayer reinforces union-provided training, but does not duplicate it. The union has issued a letter of support for this proposal.
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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
Continuous Improvement

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 and Continuous Improvement
<ul style="list-style-type: none"> • Administration: <p>Trayer has identified three staff members- Training and Safety Coordinator (manages San Leandro's training plan), Senior HR Business Partner (manages Livermore's training plan), and Site Manager who will coordinate all of the ETP administration while collaborating with supervisors to plan and monitor training requirements.</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In-house
<ul style="list-style-type: none"> • Project Oversight: <p>Upon approval, the Company's Training and Safety Coordinator (dedicated administrator) will work with the Senior HR Partner and Site Manager to facilitate its ETP-training plan and documentation requirements. One member per site and one overall training coordinator between the sites will be dedicated to assist and to administer the ETP program.</p>

SUBCONTRACTORS

N/A

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Strategic Planning
- Financial Analysis and Presentations
- New Product Introduction (NPI)
- Digital, Email, and Sales Team Planning
- Inventory Control

CONTINUOUS IMPROVEMENT

- Operations Assessment
- Lean Factory Layout
- 6s Kaizen Training Within Industry
- Value Stream Analysis
- Dashboards
- Good Manufacturing Practices (GMP)
- Root-Cause Analysis
- Real Time Problem Solving
- Mistake Proofing Methods Training
- Business Process Kaizen
- Black and Green Belt Training
- Lean Facilitator Training
- Capability and Measurement Studies
- Managing for Daily Improvement
- Workstation Capacity Improvement
- ISO 9001 QMS Gap Analysis and Customer Service

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IBEW 1245

THE POWER IS IN OUR HANDS

BOB DEAN, BUSINESS MANAGER
CECELIA DE LA TORRE, PRESIDENT

January 30, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the Trayer Engineering Corporation is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate 71 trainees from the following occupations will be participating in this project:

- Electric Technician
- Laser Operator
- Machine Operator
- Material Handler
- Shipping & Receiving Clerk
- Sub-Foreman
- Welder

The International Brotherhood of Electrical Workers, Local 1245, has received a Notice of Intent to train Collective Bargaining Unit members. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization opportunity to participate in the agreement's development, and the effective date of the application.

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

Sincerely,

A handwritten signature in black ink that reads "Al Fortier".

Al Fortier,
Senior Assistant Business Manager,
IBEW Local Union 1245